

**IOI Cares Thrives
With Wellness** *Page 9 >*



B E R I T A IOI

The Official Newsletter of



IOI GROUP

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Tune Into Nature's *Heartbeat*

"The goal of life is to make your heartbeat match the beat of the universe, to match your nature with Nature," said Joseph Campbell.

Birds, flowers, trees and wildlife are the heartbeat of our Earth. Every breath we take is connected with the natural environment because we are all part of Nature. We influence and impact each other. As stewards of this planet, we should foster a future that thrives in harmony with Nature. It's sad to see many plant and animal species on the brink of extinction, but there's so much we can do to protect and cherish our fragile planet. Check out our *Cover Feature* to see how we're taking steps, big and small, to safeguard this beautiful and interconnected world we call home, ensuring that birds, trees and wildlife can flourish alongside us.



Aurelia
3-Storey Townhouse

@ Senna Puteri, Salak Tinggi

New Launch



Lot Size from
26' x 65'



**3-4 Bedrooms,
3 Bathrooms**



**Open for
Registration**





IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan (second from left) accepted the award from Minister of Housing & Local Government Yang Berhormat Tuan Nga Kor Ming (second from right) at One World Hotel in Petaling Jaya.

Shining Stars at StarProperty

Everyone knows the property market is cyclical, driven by challenging factors like economic conditions, labour costs, market demand, government policies, and more. However, property players continue to elevate the industry standards in Malaysia. IOI Properties Group Berhad (IOIPG) launched RM1.19 billion worth of properties with an average 69% take-up rate in FY2023.

Two of our properties emerged as shining stars at the *StarProperty Real Estate Developer Awards 2024* on 15 May 2024. And let's not forget about Team IOI who are the All-Star winners of IOIPG. Bravo to the dedication in building trust and delivering excellence. Altogether, we won three awards. Let's keep shining and aim for the sky.

- All-Stars Award (The Performing Developers of 2023) - 3rd in Top 10 Listed Companies
- The Proximity Award (Best Integrated Development) - IOI Rio
- The Starter Home Award (Best Primary Home Development (High Rise) – Within Greater KL) - Arena Residences



Let's achieve greater heights together!



SILVER | Top 15%

ecovadis

Sustainability Rating

MAY 2024

First-Time Silver Success

It may be IOI Esterchem Sdn Bhd's first participation in the esteemed *EcoVadis* assessment on sustainability, competing against seasoned players across 150 countries, but our confidence lies in our strong practices and proven achievements.

We have consistently integrated the environmental, social and governance (ESG) criteria into our business operations, and made our supply chain more transparent. As for sustainability, we have

implemented various energy-saving projects such as our recent solar panel installation. We are equally concerned about human rights, employee welfare and safety measures. They are ongoing, transparent and sustainable. Our efforts have placed us in the 91st percentile and among the top 15% of companies evaluated in our sector. We also earned the prestigious *Silver Sustainability Rating* in May 2025. We are not stopping but continuously exploring areas to improve and excel towards a higher rating in 2025!

Thrice The MICE Excellence

Great hotels thrive on the satisfaction of their guests, who appreciate high-quality facilities and top-notch services. Apart from holiday travellers, the growth and revenue of our tourism sector significantly depend on Meetings, Incentives, Conventions and Exhibitions (MICE) visitors.

This year, three of our hotels received the *ASEAN MICE Venue Standard (Category: Meeting Room) (2024-2026) Awards* at the *ASEAN Tourism Standards Awards 2024*. Not only have Le Méridien Putrajaya and Four Points by Sheraton Puchong reclaimed the prestigious award, but Putrajaya Marriott Hotel also joined them in offering top-quality MICE venues to visitors. The physical setting, technology, and service were the criteria, and we have aced them with pride alongside 45 other nationwide players.

The Minister of Tourism, Arts & Culture Yang Berhormat Dato' Sri Tiong King Sing presented the accolades to our three esteemed hotels at Cyberview Resort & Spa in Cyberjaya on 29 April 2024. Let us continue to make ASEAN a competitive and world-class MICE destination.



IOI Properties Group Berhad Cluster General Manager Mr Kumar Renoo (right), Cluster Director of Sales & Marketing Ms Tan Lee Fong (middle) and Cluster Assistant Digital Marketing Manager Mr Amin Haziq (left) are proud to be part of the team in elevating our hotels to a premier MICE destination.

Editor's Note

Over 45,300 species are threatened with extinction, according to the International Union for Conservation of Nature's Red List. Majestic creatures like Borneo elephants, *orangutans* and *Sumatran* rhinos are slowly vanishing from Earth. Even the once-common evergreen *Hopea Odorata*, widely grown as a shade tree, is now a rare sight in the wild. These amazing species are at risk of extinction due to ongoing habitat destruction, climate change, hunting, logging, pollution – you name it! The good news is we are making strides to conserve and improve their survival. From mitigating human-elephant conflicts to planting trees to creating sustainable parks that thrive with plants and birds in our townships, our actions make a difference. The latest 10-acre Central Park provides a home for butterflies, dragonflies, reptiles, small mammals, fish, waterbirds, and one-third of Vulnerable tree species. Every effort is worthy and valuable. Every action contributes to a greater impact, one that is treasured by our Earth, and its many inhabitants.

Email your articles to: carine.yap@ioigroup.com

Malaysia's Largest, Preferred & Award-Winning Mall

Since opening our doors in 2014, IOI City Mall (ICM) has wowed the public and continues to live up to our *stay, work and play* philosophy. Since launching Phase 2, we have achieved an impressive 98% tenant occupancy rate, far surpassing the 77.4% average occupancy rate for shopping malls in 2023.

Recently, we wowed the judges at FIABCI Malaysia and clinched the esteemed *Malaysia Property Award 2023* in the Retail category, affirming that ICM is the preferred lifestyle destination in Malaysia.

The most sought-after awards in the real estate industry, FIABCI celebrates excellence and the gold standard for top developers due to its rigorous, four-tiered judging process over six to seven months, comprising physical site visits, verifications and judging by a panel of industry captains. As Malaysia's largest mall, we continue to be a major crowd-puller and are gearing up for Phase 3. Get ready to be wowed once again!



IOIPG Chief Operating Officer – Property Investment (Malaysia) Mr Chris Chong (middle) and Team IOI celebrating the FIABCI win, yet again, on 9 March 2024, after winning the FIABCI in 2016.

A Jewel In Bloom

The future of the cosmetic industry is looking bright for IOI Oleo GmbH. Following the award-winning launch of our SOFTISAN® MagicPOWDER S, our latest innovation snagged the *Ingredient Maverick Award* at the *New York Society Of Cosmetic Chemists Suppliers' Day* in May 2024.

Lip balms, foundation sticks and lipsticks are all formulated with natural, polymorphic triglycerides such as waxes. Unfortunately, they can develop an undesirable blooming effect, where you see small white spots or raised dots on the surface. That means consumers often throw away the affected product. The problem is this blooming effect can happen anytime – during the development phase, after production, or, in the worst-case scenario, when the product is with the consumer.

Termed "*the formulator's jewel for worry-free processes*", DYNASAN® CrystalCONTROL L is the latest jewel in our IOI Oleo GmbH portfolio. By adding just 5% to 20% of our innovative ingredient to the formulation, it significantly reduces and effectively limits the blooming effect or, if used purely, eliminates it completely. In this way, we relieve producers of defective batches, which means an optimised production process, consistently high quality and a protected brand reputation for customers. How is that for a blooming good guarantee?



Can you spot which lipstick is formulated with DYNASAN® CrystalCONTROL L?



Building Connections, Expanding Horizons

With the theme of *Building Connections, Expanding Horizons* in the Integrated Annual Report (IR) 2023, IOI Properties Group Berhad focused on active engagement with all stakeholders towards incorporating environmental, social and governance considerations while creating vibrant and thriving communities to deliver excellence and exceed expectations. We centred our IR on 4Cs: Comprehensiveness of reporting, Connectivity and Conciseness of information, and Clarity of narrative.

We entered the *Australasian Reporting Awards 2024* to benchmark our IR against the world's best practice criteria, and against the reports of similar organisations.

We received three awards:

- *Best First Time Entry Award* for the clarity, balance and comprehensive presentation, making financial results and technical performance easily understandable and benchmarked against peers.

- *Silver Award* in the General category for reporting excellence in terms of transparency, comprehensiveness and accountability in global best practices, international benchmarks and more.

- *Bronze Award* in the Sustainability Reporting category for the degree of satisfactory coverage, explanation and how issues are addressed in material sustainability topics, legislative requirements, etc.



Check out our award-winning IR 2023 at: <https://tinyurl.com/4jxd8rvh>

Celebrating Our *Pursuit Of Excellence*



IOIPG Group Chief Executive Officer Mr Lee Yeow Seng, Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan and IOIPG Johor Chief Operating Officer Mr Lim Beng Yeang celebrating the achievements with our winners.

IOI Properties Group Berhad (IOIPG) is committed to quality in everything we do. To exceed customer expectations and ensure satisfaction, we promptly address and resolve complaints via the *IOI Support* mobile app, ensuring timely responses to our home buyers. But behind our rigorous feedback management system lies our people, who are the true champions of our value creation.

This year, we presented 42 awards in the areas of product quality, service quality and sales through the *IOI Quality & Sales Excellence Awards 2023* on 8 May 2024. Congratulations to our dedicated Project Teams with commendable quality scores who walked away with the *Product Quality Excellence Employee Awards* and *Best Business Unit for Product Quality*. How about our valued frontliners who won praise from our customers based on voting and surveys? They deserve the *Service Quality Excellence Employee Awards*! We did not forget to recognise our top sales performers who exceeded their sales targets and awarded them the *Sales Excellence Awards*. Let us continue to pursue excellence!

Pinnacle Of Sales ELITE



Meet IOI Properties Group Berhad Cluster Senior Director of Sales Ms Amy Khiew, whose passion for hospitality and sales has turned many impossibles into possibles. For the first time, Amy has led Le Méridien Putrajaya to be the first hotel in Malaysia to win the *President's Award for Sales Excellence* at the *ELITE Awards 2023* on 6 May 2024.

Over the past seven years, Amy has closed numerous deals, and secured corporate businesses from competitors, significantly boosting the hotel revenue and average daily growth rates at Le Méridien Putrajaya. Her dedication makes her a truly inspiring leader. Her mentor, Cluster Director of Sales & Marketing Ms Tan Lee Fong is full of praise for her and said: "She demonstrated exceptional dedication and strategic thinking in closing any key deal, fostering strong relationships with clients, and her leadership sets a high expectation for her peers."

This prestigious ELITE award is Marriott International's highest recognition programme, celebrating exceptional sales professionals worldwide for their leadership, revenue results, customer service, and community impact. Hats off to Amy for elevating Le Méridien Putrajaya to new heights!

From implementing day-to-day sales strategies to fostering strong customer relationships, Amy's leadership has exemplified the values of ELITE, namely Excellence, Leadership, Inspiration, Teamwork and Execution.

Circle Of Champions

Marriott International's *President's Circle Awards* are all about celebrating top and exceptional performance. It is not just about soaring above your KPIs and meeting organisational goals – it is about being among the top 200 performers in all the hotels in the entire Asia Pacific excluding China (APEC) region. Only the top-tier performers qualify.

It is a high bar to meet, so let us give a round of applause to our four outstanding colleagues from Le Méridien Putrajaya. They have excelled and risen above and beyond to be among the top 5% performers in 2023, earning the honour of the *Top Performer Awards* at the annual *President's Circle Awards 2023*:

- **Mr Sathis Kumar** – Cluster Director of Revenue Management
- **Ms Alia Amira** – Revenue Management Analyst
- **Ms Syahfezah Sadzali** – Assistant Director of Sales
- **Ms Farrah Aqilah Awabi** – Sales Manager

Their hard work has earned them a ticket to an exclusive celebration in Vietnam! They enjoyed a welcome dinner, after-glow party, Executive Meet & Greet, local excursions and a gala dinner at Danang Marriott Hotel & Spa from 28 to 31 May 2024. During the ceremony, they proudly received their awards from Marriott International President for APEC Mr Rajeev Menon and Chief Sales & Marketing Officer for APEC Mr John Toomey.

We are proud of our circle of champions – (from left): Ms Farrah Aqilah Awabi, Ms Syahfezah Sadzali, Mr Sathis Kumar and Ms Alia Amira.



Green The Loan For A Greener Scene

Much has grown since IOI Properties Group Berhad began our foray into the Lion City in 1996. Today, Singapore accounts for about 64% of our portfolio of commercial and residential assets. We are building up our presence on the island, and our latest project, Marina View, is situated in a prime location within Singapore's Marina Bay financial district. It is poised to offer 683 luxurious condominiums and a vibrant retail hub complemented with Singapore's city-state's second W Hotel.

Our subsidiaries, Boulevard Development Pte Ltd and Boulevard Midtown Pte Ltd, secured a S\$2.18 billion Green Development Loan Facility to fund the construction of Marina View. This led us to win the *Best Green Loan (Singapore) Award* during *The Asset Triple A Sustainable Finance Awards 2024* at Four Seasons Hotel, Hong Kong on 12 March 2024. The award, currently in its 25th year, brings together Asia's leading companies and financial institutions to celebrate their remarkable achievements in advancing sustainability within their financing strategies and daily operations. Here's to growing a more vibrant and greener scene in Singapore!



After you have consumed your favourite carton-packed drink, are you practising the flip-flap-flat disposal? If not, it's time to do so. It's an easy and convenient way to dispose of it. More importantly, you are helping to save the planet. In October 2022, IOI Plantation Services Sdn Bhd collaborated with Tetra Pak (Malaysia) Sdn Bhd to educate and encourage recycling across our estates and mills in Peninsular Malaysia. Throughout nine months, we collected close to a total of 20,000 used beverage cartons (UBC). What a success! It was a close fight but congratulations to Bukit Leclau Palm Oil Mill, Bahau Estate and Regent Estate for being the top three winners (*top right pix*).

We expanded this UBC collection initiative across the shore to Sabah by inking a Memorandum of Understanding at Gomali Estate on 26 April 2024. Together with Tetra Pak, we are excited and committed to mitigating landfill waste. How about you? Wait no more and waste no more. Flip-flap-flat your way to zero greenhouse gas emissions. But remember, make sure you clean those cartons first before you drop them off at the bin.



IOI Plantation Controller Mr Zakaria Arshad (second from left) in a handshake with Tetra Pak Sustainability Director for ASEAN Ms Terryz Tan (second from right).



Kudos to 15 individual winners in the intra-region category of our UBC Collection Competition, each receiving a full crate and a hamper of yummy treats!

Room To Roam in Harmony

Bornean elephants used to roam freely on Earth, which is why Sabahans fondly call these majestic mammals "Aki" or "Nenek", which means grandfather or grandmother. Sadly, their population has been declining in the past 75 years, and now there are only an estimated 1,000 in the wild.

We share a home with these large but gentle giants and recently we showed 11 visitors from Earthworm Foundation, Nature-based Insights and Reckitt Benckiser how IOI Plantation Services Sdn Bhd (Sandakan Region) strives to co-exist harmoniously with them. On 23 April 2024, our Sustainability Department eagerly shared how we protect our "grandparents" which often wander into our plantations by bringing our visitors to Bimbingan 2 Estate in Sandakan, Sabah.

Our Honorary Wildlife Wardens and Honorary Forest Rangers are always on patrol. Furthermore, our *Elephant Management Plan* guides us to report unusual elephant sightings and mitigate human-elephant conflicts (HECs). A field excursion to the Segaliud Lokan Forest Reserve border offered an eye-opening of the intricate balance between agriculture and nature. Our visitors enjoyed an experiential learning experience. We also explored a visionary effort to plant a seven-kilometre verdant corridor of food trees along the forest edges. This initiative will minimise HECs while enhancing biodiversity and habitats, preserving our natural heritage, and ensuring a sustainable future for our Aki, Nenek and local communities.



A group photo with our visitors.



This is how we harmonise and conserve habitats so that elephants can roam freely.



Shine Bright & Light The Future

Malaysia has only one season all year round – warm, sunny, and hot. On average, the solar radiation is 4500 kWh/m². That's a lot of sunlight and a perfect source of renewable energy. Not only is it freely available, but it is a clean, eco-friendly and sustainable source to power our future.

IOI Pan-Century Edible Oils Sdn Bhd is harnessing the energy of the sun. We are installing solar panels in our main office building in Pasir Gudang, Johor to generate electricity for our operations. In fact, we successfully commissioned our renewable energy project on 10 June 2024 and achieved an incredible green feat of installing not just 1 or 10, but 100 solar panels!

We generated a solar power capacity of 58.5 kWp, which yields approximately 75,000 kWh/year of solar energy under normal circumstances! We estimate a reduction of 56.08 tCO₂e emissions per year from our operations. So why don't we make hay (in this case, electricity) while the sun shines?



Our renewable energy project demonstrates the effort to combat climate change and the greenhouse effect in line with IOI Group's net-zero goal.

Give An Hour For Earth

Never underestimate the impact of your actions on Mother Earth. Just spare an hour a day and who knows, you can easily reduce energy consumption, recycle, conserve water or even take time to appreciate nature. Our small, everyday actions can collectively make a big difference in preserving nature.

IOI Properties Group Berhad and the Society of Wilderness Malaysia committed more than an hour to Earth Hour on 23 March 2024. We invited 100 enthusiastic attendees to our *Nature Observation & Earth Hour Night Walk* to discover and appreciate the wonders of nature at Bandar Puteri Puchong Town Park. As part of our commitment to the World Wide Fund for Nature's *Earth Hour Pledge for Nature*, we also switched off the lights across our operations from 8:30 to 9:30 pm. Good job to our Puchong Financial Corporate Centre, IOI Square and IOI City Towers, which turned off all non-essential lights for an hour and saved 1,084 kWh of energy.

Gotcha! A mother and her daughter exploring nature together during the walk. We spotted various flora and fauna species, including apple snail eggs, cedar beetles, fall webworms, water lilies and civers.

Capture Nature Sekitar Kita

Thanks to Club IOI, IOI Kids Club and Sekitar Kita, parents and kids learnt about nature and our urban ecosystem in a fun way!

Helmeted Guineafowl

Spotting a *Helmeted Guineafowl* is a delight – it is a large-bodied but small-headed grey bird lined with hundreds of minute white spots. And have you seen the whimsical *Fairy Parachute* mushrooms? They are like white umbrellas with widely-spaced gills, and they grow on the branches of trees. The world of nature identification is free and so easy with the help of the *iNaturalist* mobile app!

Can you believe that a total of 12,451 observations and 3,549 species have been recorded across IOI Properties Group Berhad's (IOIPG) developments in Malaysia, Singapore and Xiamen, People's Republic of China? Our annual *IOIPG City Nature Challenge* has kept the curiosity about nature going since 2019. This event has been our flagship programme in collaboration with Sekitar Kita, and it is aligned with the *Global City Nature Challenge*, which was introduced by the Natural History Museum of Los Angeles County and California Academy of Sciences in 2016 as a fun way for citizens to connect with nature.

This year, in line with IOIPG's Strategic Themes of Mindset Change and Young Urbanites, we focused on nurturing children's involvement. Together, these young warriors and their parents became agents of positive change in our *Kids Nature Walk* on 27 April 2024. We also held a *Biodiversity Walk* on 30 April 2024 to deepen everyone's understanding of ecology and enhance the spirit of maintaining our Bandar Puteri Town Park in Puchong.

Hey, isn't this the Mimosa Pudica plant?

A perfect moment to bond with our little ones as we learn together to spell the names of the wonderful flora and fauna around us.

The Ketua Kampung of Kangkar, Johor expressing thanks to our river warriors for their tangible action in preserving our rivers.

River Warriors Of Sungai Tebrau

According to the Johor Department of Environment's (DoE) *Annual Environmental Quality Report 2022*, 14 rivers in Johor are polluted with cigarette butts, lighters, plastic bottles, textiles, straws and more. These trash do not decompose easily. They pose a significant burden to the Earth so cleaning the riversides is a pressing matter for everyone – not just the government.

On 12 May 2024, IOI Properties Group Berhad (IOIPG) Johor gathered 70 passionate volunteers, including Team IOI, for our *Lestari Sungai* initiative at Kampung Kangkar. We joined hands with SW Corp, Johor DoE, Management & Science University, Malaysia Green Building Council, and the Kampung Kangkar Tebrau community to highlight the importance of our rivers and their ecosystems. Our goal was to inspire everyone to take action and create a clean, vibrant and safer river environment.

This initiative aligns with IOIPG's sustainability goals of Caring for the Environment and Developing Sustainable Communities.

Our combined efforts led to a collection of a staggering 222 kg of rubbish along the riverbanks of Sungai Tebrau! When we come together, we can make a real difference. Let's keep the momentum going and continue to protect our rivers for a healthier, greener future!

Let's roll up our sleeves and get rid of the trash! We hope that our actions today will motivate others to treat the environment with care.



A candle-lighting ceremony and a heartfelt sharing session by our young participants made the evening memorable and inspiring.

Fairy Parachute



OnCore A Better Wood, A Sustainable Good

IOI Palm Wood Sdn Bhd aspires to make palm wood a game changer in the Malaysian furniture industry and for the world. Take a look at these visits where we updated the progress of our 20-acre state-of-the-art factory in Segamat, and demonstrated how our engineered palm wood panels are a sustainable alternative to rubberwood, helping to counter deforestation.

5 April 2024



IOI Corporation Berhad (IOIC) Group Managing Director & Chief Executive Dato' Lee Yeow Chor and Assistant General Manager (Group Operations) Mr Ryan Lee examining the quality of a palmwood lamella.

4 June 2024

IOI Palm Wood Chief Executive Officer Mr Peter Fitch (left) showing the razor-sharp blades that ensure high-quality finishing and precise cuts to IOIC Board of Directors Dr Nesadurai Kalanithi (middle) and Dato' Kong Sooi Lin.



Look, nothing goes to waste! Instead of throwing the leftover debris, we are sustainable, and using it as biomass fuel to eliminate the use of fossil fuels. Our esteemed guests left with a better insight into the production process, the potential of palm wood, and our strategic outlook.



6 June 2024

A promising dialogue with delegates from the Science & Technology Research Partnership for Sustainable Development, a Japanese government programme that promotes international joint research aimed at solving global issues. We explored ways to make better use of oil palm biomass for the benefit of the environment, among others.



A Nudge To A Sustainable Sludge Move

Metals such as chromium, copper, nickel, zinc, lead, cadmium, aluminium, tin, vanadium and beryllium are often found in the scheduled waste (SW204) or the sludge of a wastewater treatment plant. If not properly removed, they can be harmful to the environment and human health. That is why IOI Acidchem Sdn Bhd invests and uses a reliable decanter unit to dewater the sludge and effectively dispose of the pollutants.

We resolved to increase our efficiency and sustainability so we upgraded to a more advanced Multi Disc Screw Press and decanter. This strategic move has improved our overall sludge generation process from a flow rate of 8 to 10 m³ per hour. We have also enjoyed substantial energy savings, with a 42% reduction in energy consumption and greenhouse gas emissions. This puts us in the right direction towards environmental sustainability and resource optimisation to achieve our net-zero goal by 2040.



The new dewatering machine improves the sludge generation process, resulting in substantial savings.

Train The Trainer

The power to transform lies in the hands of those who are equipped with knowledge. On 3 May 2024, IOI Corporation Berhad wrapped up our *Train-the-Trainer Programme* to gear up for the Group-wide implementation of the *IOI ESG* platform. We taught a total of 40 colleagues from our IOI headquarters and various business divisions (plantation and resource-based manufacturing) how to master everything from data entry to data analysis on the *IOI ESG* platform.

Our resource-based manufacturing colleagues have already hit the ground running with their data entry. Can't wait to see more data pouring in and turning into insightful analyses!



Instead of being stuck in traffic and rushing to work in the central business district of Singapore, why not breeze through on a bike and take a comfortable train ride? Relax and enjoy the view during the commute before arriving at work. Picture a short jog to boost your energy and a quick lunch bite before heading to a meeting. With 327 bicycle lots, a 200-metre jogging track surrounded by 60,000 square feet (sq ft) of lush greenery, and shower facilities, all is possible.

Our flagship development, IOI Central Boulevard Towers, is raising the bar for the future of work, focusing on wellness and sustainability for today's and tomorrow's workforce. Our two towers of a 16-storey East Tower and a 48-storey West Tower, as well as a seven-storey podium, offer 1.29 million sq ft of premium Grade A office space and 30,000 sq ft of retail, food and beverage spaces.

On top of this, we have also received the partial Temporary Occupation Permit to publicly open two sheltered link bridges that connect IOI Central Boulevard Towers to One Raffles Quay and Asia Square Towers. This means you will enjoy sheltered access to Raffles Place, Marina Bay and Shenton Way MRT Stations. Our future office community can conveniently adopt a car-lite lifestyle to help reduce carbon footprint.

For more, check out: www.centralboulevardtowers.com.sg

SEAMLESS CONNECTIVITY To Tomorrow's Workplace



The new sheltered connectivity to neighbouring financial hubs and downtown MRTs is designed to support a car-lite lifestyle.

On 4 June 2024, four elephants were found dead on a plantation in Kampung Sri Timur in Johor, leaving everyone horrified. Human-elephant conflicts (HECs) are rampant in Johor. Besides causing crop and property damage, elephants often wander close to human settlements, housing areas, and even across plantations. There have been cases of elephant-vehicle collisions.

IOI Plantation Services Sdn Bhd has been working together with the Management & Ecology of Malaysian Elephants (MEME) and other plantation organisations such as FELDA, FGV, Aramijaya and SD Guthrie Berhad (formerly known as Sime Darby Plantation Berhad), plus non-profit organisations, to find ways to manage HECs and increase safety for both people and elephants.

Together, we continue to strategise ways to co-exist harmoniously with elephants. It is crucial to secure safe passages for elephants to move and to attract them towards grazing grounds located away from human settlements and near forested areas. Identifying movement pathways and securing potential grazing grounds for elephants are equally important.

In line with World Environment Day, we supported MEME's community and educational programmes on 8 June 2024. What an opportunity to raise awareness and foster public engagement in the environment and elephant conservation at Mereka Space, Publika, Kuala Lumpur. Through a series of engaging activities, the event successfully reached out to more people, educating them on the importance of protecting this endangered species. By working together, we can create a better future for both people and elephants.

Safeguarding Elephants In Johor



For three solid days, our focus remained steadfast on staying on track in our sustainability journey and elevating our efforts. IOI Plantation Services Sdn Bhd's (Sandakan Region) annual *Sustainability Workshop* for our Sustainable Palm Oil Department ran from 12 to 15 June 2024 at Sakilan Palm Oil Mill. Together, we delved deep into refining our strategies, exploring solutions, and fostering collaboration among teams. We engaged in insightful discussions on enhancing environmental practices, implementing sustainable technologies, and strengthening community partnerships. The workshop culminated in a renewed sense of purpose and commitment to driving positive change, ensuring that our sustainability initiatives continue to make a meaningful impact.



Thank you to our Sustainability Senior Manager Mr Agos Atan (centre) for facilitating a productive discussion!

Green Knowledge FOR A GREENER TOMORROW



With IOI Cares, we can benefit from personalised coaching, 24/7 counselling support, individual consultations, and access community resources at the tip of our fingers.

IOI Cares Thrives With Wellness

Many of us treat our well-being as an afterthought. We are so caught up in the busyness of our work that we often lose sight of our health and wellness. It is never too late to prioritise our health and wellness. After all, when we feel our best, we will give our best.

IOI Corporation Berhad (IOIC) believes that a healthy team is a happy and productive team. That is why we joined forces with Naluri to launch *IOI Cares*. IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor kicked off the programme with Naluri Co-Founder & Chief Executive Officer Mr Azran Oman-Rani on 24 April 2024.

IOI Cares is not just any other programme. Dato' Lee said: "It is a personalised employee wellness programme that fosters employees' well-being in all directions and is meticulously tailored for employees' exclusive benefit." Resilience is the key to remain healthy, positive and productive amidst ongoing work pressures and ever-changing circumstances. Mr Azran, an avid cyclist and

marathon runner, would know after a life-changing car accident during his morning cycle in 2018, which led him to a resilient Naluri discovery and health journey.

What makes Naluri special is its evidence-based digital interventions and human-led expertise that help employees optimise their health and live healthier lives. With a user-friendly interface, 1:1 personalised session and 24/7 careline, Naluri makes managing stress and adopting healthier habits easy. Employees can engage with Naluri coaches, including dietitians and fitness coaches, to get health guidance and access various resources through webinars, videos and audio guides in Naluri's vast library. Furthermore, Naluri has a suite of self-serve digital tools for mental health care, including thought journaling and structured lessons.

Start on your health journey and prioritise your health and well-being. With *IOI Cares*, you are one step away from being your happiest, healthiest self!

About 100 employees enjoyed free health screenings, including emotional well-being assessments, body mass index checks, blood pressure readings, and basic blood tests for glucose and cholesterol levels during the launch.



Naluri deploys early interventions to manage mild-to-moderate symptoms and prevent the onset of chronic physical and mental health conditions.



ECHOES OF EXCELLENCE ON PLATFORM

In the world of public speaking, young voices have the power to inspire profound change. This was clearly seen as 66 young orators from six schools in Puchong took to the podium in *IOI Public Speaking Program 2024*. After nearly two months of preparation, these talented speakers demonstrated their finesse and enthusiasm at the spectacular grand finale on 29 June 2024 at SJK (C) Shin Cheng Multipurpose Hall. The event, organised by IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng), was a testament to their dedication and passion for public speaking.

The grand finale brimmed with anticipation as 42 students from SJK (C) Shin Cheng, SJK (T) Ladang Kinrara, and SK Puchong Perdana competed in three categories – Standard 4 to Standard 6. These young ones wowed everyone with their eloquence and confidence. The judges – IOI Foundation Executive Director Datin Joanne Wong, IOI Corporation Berhad Assistant General Manager (Group Operations) Mr Ryan Lee, and the Founder of Tinker Society Ms Angeline Lo – were all impressed by the participants' powerful performances.

In the afternoon, the spotlight shifted to 24 students from SMK Seksyen 1 Bandar Kinrara, SMK Seksyen 4 Bandar Kinrara, and SMK Bandar Puchong Jaya A. Competing in Form 1 to 3, and Form 4 to 5 categories, they were evaluated by Toastmasters experts Mohamad Abdullah, Kenny Chia, and Chang Jin Wang. The participants' speeches were a testament to their hard work and the skills they honed for nearly two months.

A total of 15 young champions walked away with well-deserved prizes, including Bargain Basement vouchers, District 21 passes, IOI City Farm tickets and ice-skating tickets.

The *IOI Public Speaking Program 2024* was a great success, giving these young speakers a platform to shine. Speak up, they did – boldly, eloquently, and with a spark that left a lasting impression on everyone.



Celebrating our outstanding primary (left) and secondary school (right) category winners!



To learn more about the winners, visit IOI Foundation's Facebook post at (<https://www.facebook.com/share/p/sr1uj5z7LPnk9sk?mibextid=WC7FNE>).

Today's Youths, Tomorrow's Future

Youths are our future and our upcoming leaders! Youths are full of potential, dreams and energy. But how do they develop the leadership to excel and the passion to grow and persevere? IOI Foundation (formerly called Yayasan Tan Sri Lee Shin Ching) is building them for the future by helping them develop the skills for tomorrow at the 3D/2N IOI Youth Leadership Camp 2024. It was held at the beautiful Savanna Hill Resort in Johor from 29 to 31 May 2024 where 29 youths understood themselves and their peers better through the DISC personality test (check this out in our *Learning Curve*). Strong leadership, teamwork and problem-solving abilities are equally important traits, so activities like creating team pledges, flags, cheers and more were fruitful under the guidance of MAD Movement.

The camp was not just brains in action, there was plenty of physical fun too! Outdoor games like frisbee and low obstacle courses tested their agility and strategic thinking so everyone enjoyed a total blast under the sun. The youths also delved into IOI's core values and the United Nations Sustainable Development Goals, learning about ethical leadership and global citizenship. The highlight was the youths' inspiring innovative ideas in the sustainability project presentations, judged by IOI Foundation Executive Director Datin Joanne Wong, IOI Properties Group Berhad Johor Chief Operating Officer (COO) Mr Lim Beng Yeang and IOI Pan-Century Group COO Mr David Koo. Youths are our guiding hope so let us build and transform them!



Our third annual camp was a transformative experience for these young adventurers who tackled all the obstacles with smiles, teamwork and boundless energy.

All Smiles For Raya

The simple joy of giving, sharing and spreading a cheerful *Hari Raya* excitement leaves a lasting impression. Look at the faces of the children at Pertubuhan Anak Yatim Darul Aminan in Negeri Sembilan.

On 18 April 2024, IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) Executive Director Datin Joanne Wong visited the orphanage with her team, full of smiles, setting the tone for a whirlwind of fun and delight. We wasted no time lighting up the mood by challenging the children to untangle themselves from human knots without letting go of the hands they were holding. The fun continued as they grooved to the beat of the latest hit song, entitled "*Alamak*". But wait, the day was not complete without a yummy KFC feast and school bags to support their educational journey. What a perfect end to a day of joy and community spirit.

Who wants to top up their banana split pudding with as many ingredients as possible?



Green From Young

It is never too early to teach our children the importance of recycling, and what better way than a clean-up session that not only involves them but also emphasises the values of taking care of our planet? Team IOI from the Bandar IOI Segamat Business Unit took the opportunity to cultivate a sense of environmental responsibility among the young ones on 25 May 2025.

We fostered a deeper understanding of waste management among the SK (Felda) Redong students in Johor through engaging sessions on recycling and a collaborative effort to clean up the campsite and school grounds. The Corporate Social Responsibility event was in line with the *Green Generation Gotong-Royong* activity at the *Mowgli Camp District Challenge*. We also introduced new recycling bins around the school to promote an ongoing eco-friendly practice within the school community.



A Pair For One

Inclusion is a gift, especially for children with special needs. On 2 April 2024, Team IOI from Bandar IOI Segamat Business Unit decided to reach out and bring cheer to 42 differently-abled students at SK Bandar Putra in Segambut. Participating under the school's *Program Pendidikan Khas Integrasi*, we gifted each child an IOI Properties Group Berhad bag containing a new pair of shoes and goodies under our *A Pair For One* Corporate Social Responsibility initiative because each child is a gift.



(PGGC), Team IOI visited the home to fulfil the wishes of 23 children during the festive season of *Hari Raya* on 1 May 2024.

The children's wish list was a range of simple items like sports shoes, badminton rackets, caps, jerseys, watches, tricycles and more. Kudos to our generous employees from various departments who personally contributed the needed items to address the needs in education, youth development and daily essentials. We distributed the gifts to the children, emphasising that they are valued, supported and not forgotten.

The event even featured a *raya*-themed buffet. The pilot programme was a success, showcasing the power of kindness and teamwork as well as fostering camaraderie among Team IOI members. It exemplified the joy that comes from giving and making a meaningful and lasting difference in the community through small acts of kindness.

Make A Wish & Watch It Grow

A seven-year-old boy and his younger brother were abandoned by their parents in a car. Sadly, by the time they were found, the boy's brother had already passed away. This heartbreaking story is just one of many that depict the lives of vulnerable children at Rumah Bakti Nur Ain Bangi, which provides care and support for these underprivileged young ones.

IOI Properties Group Berhad (IOIPG) is all out to enrich lives through acts of kindness, and launched an *IOIPG Wish Tree Programme*. Together with Palm Garden Golf Club



IOIPG Head of Group Corporate Communication Ms Kim Teoh granting the wish of a boy. All he wanted was a bicycle.

Head of PGGC Ms Karen Ng (centre) and Ms Kim Teoh sharing a meaningful time with the kids and bringing smiles to their faces.

Giving, Caring & Honouring Our Elders

Giving back to the community is a powerful act that binds us and reminds us of our shared humanity. It is all about sacrificing time, taking action and putting in effort. This spirit of generosity was beautifully shown on 19 June 2024, when IOI Properties Group Berhad Business Unit Head of Puchong Mr Chung Nyuk Kiong led our caring Team IOI to celebrate Parents' Day at Rumah Charis Old Folks Home.

We arrived with gifts, time and attention. Along with essential supplies like food and daily necessities, we enjoyed a hearty lunch with 20 elderly residents, listening to their stories and cherished memories. More than anything, all they wanted was a listening ear and a reminder that they are valued and remembered. It may be a simple Corporate Social Responsibility act but it enabled us to enrich the lives of the community and ourselves by showcasing the enduring power of empathy and community service.



Touching Lives & Bringing Change

IOI Oleochemical Industries Berhad always makes it a point to reach out to the poor, celebrate with the needy, and spread joy in the lives of the underprivileged. Going beyond mere financial assistance, our Community Service Committee (CSC) team never hesitates to come together at every opportunity to give back to the community and change the lives of all those around us.

Guided by the compassionate leadership of our CSC Advisor Ms Irin Decruz, we embarked on a journey of care and support to five homes – Persatuan Penganut Thiru Arut Prakasa Vallalar Penang, Persatuan Hospis Pulau Pinang, St. Nicholas' Home Penang, Pertubuhan Kebajikan Simpang Ampat Pulau Pinang and Streams of Joy Penang.

Beyond the financial contribution of RM1,000 to each home, we provided essential groceries and daily necessities such as diapers and detergent. Our mission transcends mere donations, it is about fostering a profound and positive impact within our community, nurturing solidarity and compassion where it is most needed.



CSC Chairman Mr Saravanan A/L Paramasivan led the team to a *naya* visit to Pertubuhan Kebajikan Anak Kesayangan, and filled the morning of 27 April 2024 with anticipation, excitement and joy. The children were delighted with the *Jamuan Raya*, but the highlight of the event was the distribution of the *sampul raya* and goodie bags. Seeing the pure joy on the children's faces as they received the tokens of love and care was a precious gift.



We continued to step up to every call for help. On the following day, we extended a helping hand to four schools and donated A4 paper to Sekolah Kebangsaan Khir Johari Perai, Sekolah Jenis Kebangsaan (Tamil) Ladang Prye Perai, Sekolah Kebangsaan St. Mark Perai, and Sekolah Jenis Kebangsaan (Cina) Chung Hwa 3 Prai on 26 June 2024. This thoughtful gesture ensures that students have essential materials needed for their revision papers and exams.

Rooted In Greener Details

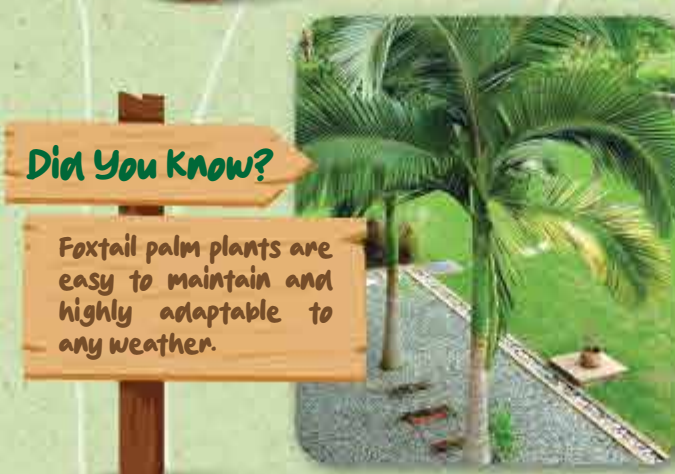
Trees are more than just trees. A single tree can be home to hundreds of insects, fungi, moss, mammals and plants. A healthy tree leads to a healthy and happy you and me, plus chirpy birds too! All it takes is your enthusiasm and willingness to make a difference. Take a look at our young and old, males and females here who are taking action and leaving a legacy of a greener, healthier planet for our future generation to enjoy.



650 students from SK Seberang Jaya, Prai learnt that trees are as important as life itself on 29 April 2024. IOI Oleochemical Industries Berhad's (IOI Oleo) Community Service Committee team quizzed and threw challenges at these young ones on all things green for Earth Day. Now, they are taking care of the four mango trees that we planted together at the school compound. We told them these trees need lots of TLC (tender loving care), and we can't wait for those fruits.



Look at these foxtail palm plants. Aren't they attractive with their fluffy fronds, just like the tail of a fox? IOI Oleo Senior General Manager (Operations) Mr Teoh Bak Moi rallied the employees together to plant six of these green beauties during the *Safety, Health & Environment Week* on 3 May 2024 at our IOI Oleo premises.



Did You Know?

The locals call *Samanea saman* the Rain Tree or "Pukul Lima" (five o'clock) because its leaflets like to take a break and fold up in the evenings.



IOI Plantation Services Sdn Bhd is hopeful that *Samanea saman* and *Shorea balangerana* won't stay Vulnerable in the International Union for Conservation of Nature's (IUCN) Red List of Threatened Species. Head of Plantation PT Sawit Nabati Agro Mr Subramaniam Arumugam gathered 40 green enthusiasts – departmental heads, managers and auditors from the Roundtable on Sustainable Palm Oil, Indonesian Sustainable Palm Oil and British Standards Institution – to plant around 50 trees at PT Sukses Karya Sawit.



Women are just as capable as men when it comes to planting and harvesting palm trees. But they are usually given behind-the-scenes tasks, like spreading fertilisers and tending to seedlings. It's high time to debunk this myth so the Women Empowerment Committee of IOI Plantation Services Sdn Bhd (Syarimo Estate) welcomed 20 women employees on 8 June 2024 for a hands-on opportunity. They learnt and mastered the techniques for planting oil palm seedlings, keeping in mind the importance of cover crops for moisture regulation and soil conservation. Let's keep planting and growing together.

Did You Know?

Oil palm trees can continue to bear fruit for up to 25 to 30 years.



Parked In Greener Trails

Parks are as important as trees in protecting and supporting our biodiversity, especially as more people are living in cities. Just like trees, parks are vital to humans, plants and animals. Not only do they promote health and wellness, they provide a green spot for physical activity, social interaction and recreation. They are a sanctuary to countless species of birds, mammals, reptiles and insects. Here are some of IOI Properties Group Berhad's favourite parks where you can soak up nature's beauty at its finest. First up, check out this new Central Park in IOI Resort City.



Khaya Senegalensis



This 10-acre park, nestled amidst the towering IOI City Towers in IOI Resort City, has various plants, and one-third of them are Vulnerable tree species under the International Union for Conservation of Nature's (IUCN) Red List of Threatened Species. Officially opened on 9 June 2024, this vibrant social space has a jungle track, a serene lake, a flora garden, basketball, badminton and futsal courts, among other sports facilities. Take a walk in this park to check out the tree taxonomy tags.

Clearly, Team IOI and other visitors were captivated by Dr Thary Gazi Goh (*bottom pix*) as the entomologist, conservationist and wildlife educator who took them on a biodiversity walk where they spotted the posh *Oriental Darter*, *Grey Heron*, and *Purple Heron* strutting their stuff. Not to mention the *Baya Weaver* nests at the lake. The park is also a cosy home for butterflies, dragonflies, reptiles, small mammals, fish, songbirds, raptors, and more.



Oriental Darter



Baya Weaver



Brahminy Kite



Grey Heron



Purple Heron

Did You Know?

71% of trees in this Central Park are transplanted within IOI Resort City to conserve the existing trees.



Dalbergia Latifolia



Hopea Odorata

Did You Know?

It takes an average of 10 minutes to complete this urban park's 11-acre trail.



Bandar Puteri Puchong Town Park is a nature wonderland. It's the ultimate playground for birdwatchers, bug hunters and wildlife adventurers as it is home to 89 species of flora and 135 species of fauna (imagine 36 types of birds, 86 buzzing insects and a host of amphibians). What a great spot for family togetherness, nature therapy and pure tranquillity.

Did You Know?

16 Sierra's name comes from its 16 distinct thematic gardens.



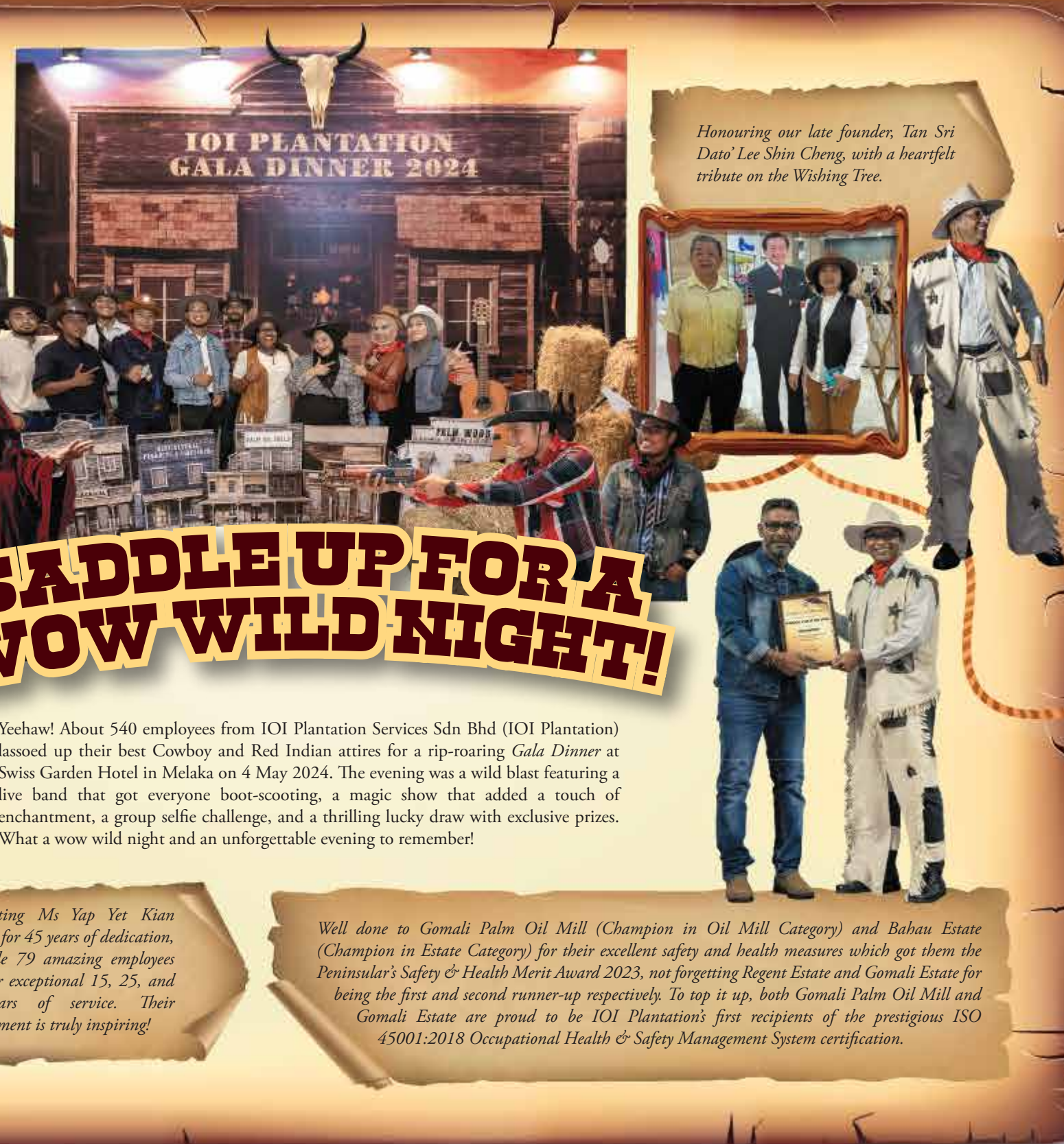
No wonder the 16 Sierra community is growing. With the nine flora species alongside dedicated butterfly and dragonfly habitats, plus walking, jogging and cycling pathways at its Central Park, this shared space is a breath of fresh air. It's not just a delight but a true haven of green and natural beauty.

Did You Know?

Oasis Park has a viewing deck that provides a breathtaking view of the wetland.



Oasis Park @ Bandar Puteri Bangi has a lake at the heart of the park supporting an ecosystem of 31 flora species and 62 fauna species from 26 bird species to 33 types of insects, and a variety of reptiles and arachnids. Ain't it a nature's oasis where every stroll is a heartbeat to discovering the wonders of wildlife?



Hats off to our Best Dressed male and female winners, rocking those wild west vibes all evening long!

Honouring our late founder, Tan Sri Dato' Lee Shin Cheng, with a heartfelt tribute on the Wishing Tree.

SADDLE UP FOR A WOW WILD NIGHT!

Yeehaw! About 540 employees from IOI Plantation Services Sdn Bhd (IOI Plantation) lassoed up their best Cowboy and Red Indian attires for a rip-roaring *Gala Dinner* at Swiss Garden Hotel in Melaka on 4 May 2024. The evening was a wild blast featuring a live band that got everyone boot-scooting, a magic show that added a touch of enchantment, a group selfie challenge, and a thrilling lucky draw with exclusive prizes. What a wow wild night and an unforgettable evening to remember!

Celebrating Ms Yap Yet Kian (centre) for 45 years of dedication, alongside 79 amazing employees for their exceptional 15, 25, and 35 years of service. Their commitment is truly inspiring!

Well done to Gomali Palm Oil Mill (Champion in Oil Mill Category) and Bahau Estate (Champion in Estate Category) for their excellent safety and health measures which got them the Peninsular's Safety & Health Merit Award 2023, not forgetting Regent Estate and Gomali Estate for being the first and second runner-up respectively. To top it up, both Gomali Palm Oil Mill and Gomali Estate are proud to be IOI Plantation's first recipients of the prestigious ISO 45001:2018 Occupational Health & Safety Management System certification.

Sound Of The Weekend

It is the weekend, and what better way to enjoy it with your family than attending an event that has something for everyone? About 900 enthusiastic Kulai residents and visitors gathered at IOI Galleria in Bandar Putra Kulai, Johor for a fun-filled day on 11 May 2024. As interested homebuyers checked out our new IOI Properties Group Berhad properties, namely *Veena* (two-storey cluster houses in Palm Villa), *Marvela 2* (double-storey terrace houses in Bandar Putra Kulai) and *Piccola 3A* (single-storey terrace houses in Bandar Putra Kulai), we kept the young ones entertained with engaging activities.

The weekend was a blast with a vibrant lion dance, a free buffet, and a special *raya* performance by our local celebrity Iman Troye, coupled with stalls offering exciting games, mouthwatering food, and hands-on lessons in local crafts and pottery. The highlight was the *Sound of Kulai* singing contest, where enthusiastic participants sang their hearts out and talents as young as 12 years old stole the show with their impressive singing skills and captivating performances.



Business Unit Head of Kulai Mr Kelvin Tang (right) and Assistant Sales Manager Mr Raevan Yek Wei Jian officiating the event alongside a vibrant lion dance.

Since the 1960s, Dewi Sri Nagakani Alayam has drawn many loyal worshippers in Bandar Putra Kulai, Johor, a region with a sizeable Hindu population. Isn't it time to expand the space for more devotees to gather and worship together?

IOI Properties Group Berhad (Johor) handed over a 21,796 square feet (sq ft) plot of land for the temple, currently situated on 13,000 sq ft of land, to relocate to a larger space just 1 kilometre away. We sealed a memorandum of understanding with the temple management at IOI Galleria on 23 April 2024. IOIPG Johor Chief Operating Officer Mr Lim Beng Yeang said: "This is part of our corporate social responsibility to the Indian community in our development area. As we progress, we want to ensure our project does not affect any places of worship. We hope to give back to the community in ways that are beneficial to them, as properties are not just about creating revenue but also how we can help develop our community." The relocation is set to benefit about 3,000 Indian families in the area, and the construction of the new temple structure is scheduled to commence in September 2024.

Building Unity In Diversity



Uniting for the best of the Indian community of Bandar Putra Kulai.

A Glamorous Night

What a stellar night of glamour as about 200 employees from Pamol Estates and their family members glammed up in elegant evening gowns, dashing suits and tuxedos at the annual dinner themed *Glamorous* on 4 May 2024. Organised by Pamol Sabah Recreational Club, the memorable night featured dazzling highlights from long service and best dressed awards to a lucky draw and karaoke competition that made our employees from Ulu, Bayok, Rungus, Tindakon, Nangoh, Meliau and Sugut Estates feel like shining starlets!



Who can beat Ms Lesfiona Terry when it comes to karaoke singing? This talented singer from Meliau Estate sang her heart out and emerged as a champion!



A big smile from our Lucky Draw Grand Prize winner who went home with a 43" television. Other prizes included kitchen appliances and electrical items.



A shining moment for 63 employees to value their loyalty and dedication of 10, 15 and 20 years of long service.



Congratulations to our two Best Dressed male and female superstars of the night!



Happy to celebrate 15 years of service.



Women Empowerment Is Cooking Up!

Empower a woman, and you empower a community!

Picture this: a lively gathering where management, office staff and local workers are all fuelled by a shared mission of uplifting women. The stars are 13 Women Empowerment Committee (WEC) members from Bertam Estate and Jasin Lalang Estate, who cooked up a storm in a friendly culinary battle, showcasing their gastronomic skills and creativity. Within only three hours, each team set out to prepare their favourite dishes to win the judges' hearts with their food presentation, variety and taste. Jasin Lalang Estate Senior Assistant Manager Mr Mohan Raj Nagooru and two Field Supervisors had a tough time deciding on the winner.

Team B's various aromatic and mouthwatering dishes from sambal chicken to popcorn chicken to fried squid wooed the judges with their food variations, and perfectly seasoned creations. But the real winner? Every woman in the room. Everyone walked away with a small token of appreciation to show that we stand together and lift each other.

This gathering on 27 April 2024 was not just an event, it was a celebration that was brewing with the strength and unity of women. Maya Angelou once said: "Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women." Women are a force to be reckoned with so watch out world, because empowered women are ready to make their mark!

Team B's Menu: sambal chicken, popcorn chicken, thai chilli chicken, watermelon & starfruits, mixed vegetables with pineapple & cucumber, kangkung chilli padi, fried squid, and delectable cake.



Introducing to you Team A (in orange) and Team B (in yellow).



Presenting to you Team B (left) and Team A's (right) menu.

Team A's Menu: red chicken curry, chicken rendang, sweet sauce chicken, fried squid, mixed vegetables with prawn & squid, jambu (fruit), and freshly squeezed lemon juice.

This is our third year in a row holding the Board Retreat, highlighting our commitment to strategic planning and teamwork.



IOIC Board Retreat 2024

IOI Corporation Berhad (IOIC) initiated a Five-Year Strategic Priority Plan in March 2020 to provide a clear direction for the Group to progress from a cost-competitive palm oil producer to a high value-added diversified palm-based products producer. We have continuously maintained our focus on sustainable value creation, increased our resilience, and delivered sustainable growth.

As we enter the final year of our plan, IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor gathered with our board members and key management team for a Board Retreat at Le Méridien Putrajaya on 25 April 2024. The purpose? To shape our strategy for the coming five years (2025 to 2029). With presentations from our management team and remote participation from colleagues in Sabah and Germany, we had lively discussions and worked together on our long-term goals. Here's to a transformational Five-Year Plan that will further increase our competitiveness and resilience for the future!

A VIBRANT TOWNSHIP AMONG VERDANT HILLS

The word 'senna' originates from Arabic, meaning bright and clear, and is inspired by the vibrant yellow blooms of the Senna flower. Imagine living in a vibrant township among verdant hills. A place where home has a breathtaking view of lush greenery and serene, sun-kissed hillsides.

Welcome to IOI Properties Group Berhad's (IOIPG) newest township called *Senna Puteri* located in Bandar Salak Tinggi, Selangor. This 117-acre township will include townhouses, terrace homes, high-rise buildings, commercial spaces, and affordable housing options, catering to young families, upgraders, and other property seekers alike. Set to unfold in 12 stages of development over the next decade, it will include recreational areas, green spaces, a community hall and a *surau*.

Senna Puteri's first residential launch will feature 386 units of three-storey townhouses with built-ups from 1,690 to 2,454 square feet with up to four bedrooms and three bathrooms.



Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan (right) and General Manager – Bangi & Sepang Mr Wong Peen Fook affirming IOIPG's vision for *Senna Puteri* – to create a vibrant and modern community in nature, building upon the success of *Warisan Puteri* in Sepang.



Unveiling *Senna Puteri* in a groundbreaking ceremony on 25 April 2024 at IOI Galleria in Warisan Puteri, Sepang.

Around The World In 135 Days

The trade fair year is in full swing, and IOI Oleo GmbH is proud to showcase our expertise all over the world. We have already exhibited at 12 trade fairs, either with our own stand or in co-operation with our distributors – going from Europe and the USA to Asia and back.

Our Personal Care team used the shows to present our young, award-winning *SOFTISAN® MagicPOWDER S* (which won the *Best Ingredient Silver Award* at *in-cosmetics Asia*), to make new contacts and to strengthen existing partnerships. The highlight was the successful market launch of the new product, *DYNASAN® CrystalCONTROL L* at *in-cosmetics Global* in Paris in April 2024. This new ingredient – “the formulator’s jewel for worry-free processes” – convinced both customers and the jury of the *Ingredient Maverick Award* at the *New York Society of Cosmetic Chemists (NYSCC) Suppliers’ Day* in May 2024. Check out our award-winning product which is featured in our *Hallmark* section.

So far, the last stop was the *Indonesia Cosmetic Ingredients* from 29 to 31 May 2024 in Jakarta. The live presentation of the new products gave visitors a deep insight into the possibilities they offer.



Our Pharma team participated in *TIHE*, which is the only medical exhibition in Uzbekistan that has gained the status of approval by the World Association of the Exhibition Industry.



Launching our award-winning *DYNASAN® CrystalCONTROL L* with more than 1,000 innovators at *in-cosmetics Global* in Paris in April 2024.

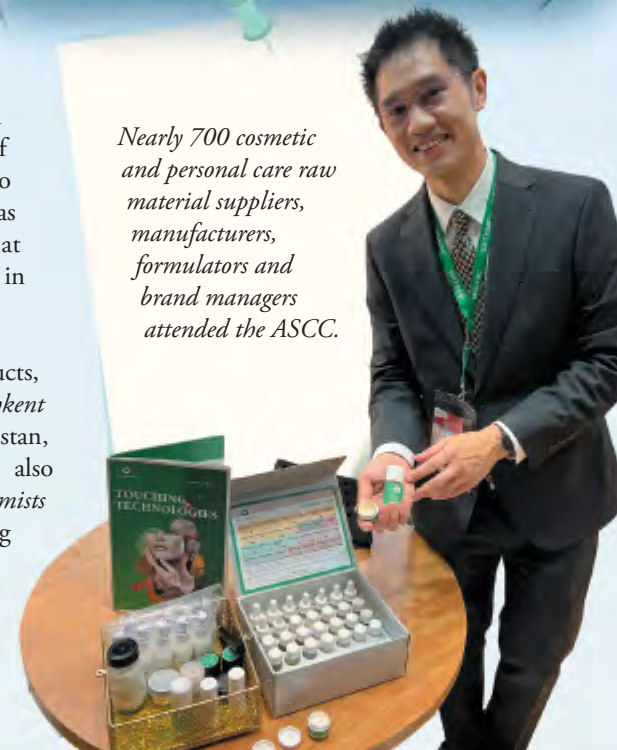


With the theme, *Inspire, Innovate, Celebrate*, the 45th annual *NYSCC Suppliers' Day* attracted 11,085 registrants, representing 72 countries and showcasing thousands of ingredients and raw materials from 567 exhibiting companies including IOI Oleo GmbH's Personal Care team.

For the Pharma team, the 2024 trade fair started in Bangladesh, where the pharmaceutical market is one of the fastest-growing sectors, providing ample reason to attend and present our product portfolio. This was followed by a series of first-time participations at *ResearchPharm* in Vienna and *Food Ingredients China* in March 2024.

In April 2024, the team showcased our range of products, services, and functional solutions at the *Tashkent International Healthcare Exhibition (TIHE)* in Uzbekistan, highlighting our presence in various markets. We also exhibited at the *Australian Society Cosmetic Chemists (ASCC)* event. Well done, Pharma team, for concluding the first half of 2024 with a successful exhibition at *Excipient World* from 13 to 14 May 2024 in Orlando. The combination of industry and science generated inspiring moments and fruitful contacts.

Nearly 700 cosmetic and personal care raw material suppliers, manufacturers, formulators and brand managers attended the *ASCC*.



Transform Palm Moments Into Cherished Memories At Palm Garden Hotel

Marriott Bonvoy Moments are rare and exclusive, limited to members only. Just ask any of our Marriott Bonvoy members and they will agree that these moments are priceless and cannot be bought with money. They enjoyed an unrivalled experience, thanks to Palm Garden Hotel, Putrajaya (PGH), which proudly transformed these *Palm Moments* into cherished memories for our Marriott Bonvoy members.

Following our major renovation in November 2023, we reopened and ventured to collaborate with *Banyak Bagus Festival* to create PGH's first *Marriott Bonvoy Moments* for members to redeem their points and enjoy exclusive access to a festival of ASEAN music, featuring big names in the entertainment industry from Malaysia, Indonesia, Thailand and the Philippines. Held on 4 and 5 May 2024 at the MINES International Exhibition & Convention Centre, the festival was pumped up by artists performing every hour from 3 to 10 pm, with visits by Upin and Ipin throughout the festival.

On 4 May 2024, our Marriott Bonvoy winners experienced an unforgettable festival with Tilly Birds



The crowd was impressed by the performance from 4Eve.

and Nanon from Thailand, Insomniacs, Jaclyn Victor and Dolla from Malaysia, Ben & Ben from the Philippines and Lyodra from Indonesia. These artists are renowned in their own countries and delivered powerful performances to the delight of winners and fans. On 5 May 2024, six winners enjoyed another entertaining festival with the likes of LYKN, Getsunova, ATLAS and 4Eve from Thailand, Zack Tabudlo from the Philippines, Aisha Retno from Malaysia, and Fabio Asher from Indonesia.

The winners had an amazing time with exclusive views of the performances, meet-and-greet opportunities with their favourite artists, and an enjoyable stay at PGH.



SLAM DUNK Carnival At IOI Mall Xiamen

The air buzzed with the sound of sneakers squeaking on the pavement and basketballs thudding against the court. The vibrant scene captivated a daily audience exceeding 1,000 people who flocked to the benches at IOI Mall Xiamen. This lively street college basketball carnival, held from 1 to 3 May 2024, was the result of a dynamic collaboration between the mall and the renowned local basketball brand “*Xi Juan Xing Dong*” (袭卷行动).

But the excitement did not stop there! Online, the thrill continued with live broadcasts, each game attracting more than 11,000 viewers. Over 300 talented participants from universities in Jimei, People's Republic of China, showcased their skills in various formats, including 3v3 matches, fierce 1v1 duels, high-stakes



The tension is rising with every shot!

100-point solo and duo battles, and the prestigious Fujian Brand Invitational, which highlighted the best of local basketball talent. Truly, it was a celebration like no other, bringing together players, fans and the community in a three-day athleticism and excitement.

Make A Date With The King Of Fruits

We just can't get enough of the yummylicious and heavenly taste of the spiky and thorny durians!

Love it or hate it, the King of Fruits is back in town. It is the season for durians, and the streets are alive with the strong and wafting aroma. If you are a durian lover, wait no more. Satisfy your craving at our Durian Kiosk, which is waiting for you at Palm Garden Hotel, Putrajaya (PGH).

We launched this Durian Kiosk on 1 June 2024 during the premiere of PGH's hotel branding video, where we paid homage to our late Founder, Tan Sri Dato' Lee Shin Cheng. Starting June 2024, we will be open at the Raintree Garden next to PGH every Friday to Sunday from 5 to 10 pm. Come enjoy the exquisite King of Fruits and other seasonal treats like rambutan, mangosteen and more at the lounging garden chairs and tables. You can even pre-arrange a durian buffet with family and friends or for your company event. And if you want to take some home, go ahead. But remember, this fragrant fruit is not allowed in the hotel building and rooms.

Are you ready to tackle the King of Fruits? Come on over! For more information, check with our Sales Team at 603-8943 2233 or email kulpt.sales@marriott.com



An Educational Venture With IOIPG

Inspiring Future Leaders At IOIPG

"What are my career options?" "What are my job responsibilities?" "Is corporate life as challenging as they say it is?" These were some of the burning questions on the minds of 25 final-year Universiti Tenaga Nasional (UNITEN) students of Bachelor's Degree in Computer Science/Information Technology (IT) as they stepped into the IOI Properties Group Berhad (IOIPG) headquarters on the bright morning of 2 May 2024. As part of the *Learning Tour & Industrial Talk with IOIPG: #EdVentureWithIOIPG*, we introduced the eager students to our highly-skilled IT professionals and the potential internship and career opportunities with IOIPG. They learnt first-hand the various opportunities in IOIPG and enjoyed a guided office tour followed by a field trip to IOI City Mall to check out the mall attractions. With newfound enthusiasm and inspiration, they are all set to tackle their future careers head-on. We wish them good luck!



Head of Digital Experience (Retail) Mr Victor Chin sharing his more than 10 years of working experience in scaling up technology-based solutions in digital marketing and e-commerce.



The leisure attractions from the mall, namely IOI City Farm, District21, Iccscape Rink and the IOI Sports Centre, were a bit with the students!



Inspiring Future Leaders At Career Fair

What better way to connect with young talents and find exceptional potentials than through career fairs? Our Group People & Culture Department enthusiastically participated in the UNITEN's Career Fair, spanning over two dynamic days from 8 to 9 May 2024 at Dewan Seri Saujana. Throughout the event, we engaged with students from various universities, each bringing diverse backgrounds and unique perspectives. This platform was the perfect opportunity to showcase our exciting career opportunities and vibrant culture. We took pride in sharing insights into our company's values and the impactful projects our teams are involved in. Our primary goal is to ignite enthusiasm and inspire these potential candidates to build a future with us, where they can contribute meaningfully to our mission of driving sustainable growth and innovation. Ultimately, we hope to build a diverse and passionate team dedicated to shaping a rewarding future in IOIPG.



Warming Hearts With Hearty Spirit

Who can say no to a warm and hearty bowl of *bubur lambuk*, especially when it is served with a generous spread of compassion? IOI Mall Kulai and Majlis Daerah Kulai joined hands to bring joy and nourishment to the community by distributing 2,000 packs of *bubur lambuk* to orphanages and the underprivileged in Kulai, Johor.



The event was held at the end of March 2024 in celebration of the Hari Raya.

This heartwarming gesture received enthusiastic participation from local mosques and community groups. The event was topped off with a lively *bubur lambuk* cooking showdown and a delightful *buka puasa* dinner. Business Unit Head of Kulai Mr Kelvin Tang and Complex Manager of IOI Mall Kulai Mr Raymond Khoo joined the annual Corporate Social Responsibility effort alongside notable attendees, which included Johor State Housing & Local Government Committee Chairman Yang Berhormat (YB) Dato' Haji Mohd Jasni Bin Md Shukor, and the Unity, Heritage & Culture Committee Chairman YB Raven Kumar Krishnasamy. They also generously gifted *duit raya* to the children, reinforcing the essence of *Ramadan* and community solidarity.

Building A Safer Tomorrow

Making sure the safety and health of 700 employees, including 62 foreign workers from Nepal, in a manufacturing plant is no easy feat. The Safety, Health & Environment Department of IOI Oleochemical Industries Berhad (IOI Oleo) is dedicated to fostering a safety-first mindset and ensuring everyone practises utmost safety at work. From addressing potential workplace hazards to adhering to safety standards, rules and regulations, every detail is crucial.

May was a month of excitement at IOI Oleo with the launch of *SHE Week 2024* on 8 May 2024. Our senior management and 155 attendees, including representatives from neighbouring industries and government bodies, joined in the fun. DOSH Penang (Operation) Deputy Director Tuan Abdul Rahim Bin Basri officiated the event with a welcoming speech by IOI Oleo Executive Director Mr Tan Kean Hua. The event was packed with activities, from firefighting and upcycling competitions to ergonomics and musculoskeletal disorders training, and household e-waste collection, ensuring everyone participated in promoting safety and sustainability.



A total of 30 Emergency Response Team members (five in a group of six) pushed their limits and raced against the clock with one winning group stretching against the hose under pressure to put out a "fire" in the fastest time during the firefighting competition held on 30 April 2024 to kickstart the SHE Week.



We managed to collect 20 kg of broken or non-working household e-waste from 13 to 15 May 2024 which were handed over to an authorised e-waste collector under the Department of Environment for safe disposal.

Using plastic bottles, engine oil containers, unwanted magazines and metal cans, among others, which would typically be considered as waste, 13 participants repurposed discarded materials into innovative and functional creations such as transforming an engine oil container into a multipurpose storage or key holder and creating an aquarium using a plastic bottle at the Upcycling Competition on 2 May 2024.



MAMA on Palette

Mama on Palette started as a heartfelt blog by Alice Yu Yuebo, who was grappling with loneliness and prenatal blues. Recognising that mothers are the cornerstones of families, but they are also individuals with vulnerabilities and struggles, *Mama on Palette* has become Singapore's first community for mothers to heal, grow, and find joy through art.



On Mother's Day, a two-week *Through Her Eyes – Mother's Day Exhibition* was launched at South Beach Singapore, highlighting art's healing power and its role in promoting mothers' mental wellness. Over 100 participants, including mothers, daughters, and people from all walks of life, explored mesmerising artworks such as hyper-realistic art dolls and intricate paper creations. The event also marked the launch of *SITE.MA* (Singapore In The Eyes of Mother Artists), a new book capturing the essence of maternal creativity. Adding to the allure was a dazzling fashion showcase where ANS.EIN Co-Founder Anseina Eliza transformed the Mother's Day artworks into stunning wearable pieces. Mothers, know that your strength and resilience are beautifully showcased through art's transformative power.

From Military Might To MODERN MARVEL

Back in 1854, the Hokkien-Teochew Riot in Singapore sparked the formation of the Singapore Volunteer Corps (SVC) to maintain law and order. Did you know that the former Drill Hall, once home to the SVC, is now known as the elegant Grand Ballroom at South Beach Singapore?

History enthusiasts enjoyed a special treat diving into the rich history and hidden gems of the former Beach Road Camp, now transformed into South Beach. Throughout every Saturday in May 2024, we offered guided tours highlighting our transformation from a military stronghold to a vibrant modern hub featuring four heritage buildings and two new towers. This was all part of the annual *Singapore HeritageFest*, celebrating Singapore's rich architectural heritage and the stories behind its buildings, sites, and structures.



Our tour starts with insightful discussions about our innovative sustainable features and includes access to the Sky Garden located on the 11th floor of South Beach Tower (the office block). As visitors enjoy a panoramic bird's eye view of the vicinity, our guide will delve into details about our development's sustainable design features and innovative design. The insightful and educational tour aims to provide our visitors with a rich learning experience that concludes with a refreshing, specially crafted *Pandan Sling* mocktail by JW Marriott Singapore South Beach – a perfect blend of history and modernity.

We have seen an overwhelming number of people from all walks of life, such as young history enthusiasts, current military personnel and even a commander of the Gurkhas Contingent, joining the tour. Beyond the learning tour, we are glad to transport our visitors back in time to learn and appreciate the past that shaped Singapore into the thriving city it is today.

Family Bonding At IOI Pan-Cen

A family that works together plays together, and a family that unites their family for IOI Family Day grows stronger! About 130 employees from IOI Pan-Century Oleochemicals Sdn Bhd and IOI Pan-Century Edible Oils Sdn Bhd brought along 250 family members for a delightful day on 8 June 2024 at Taman Bandar, Bukit Layang-Layang in Pasir Gudang, Johor.

The event buzzed with excitement, featuring traditional telematches, engaging parent-child games, relaxing board games, lucky draws, a recycling booth, and even inflatable castles. Of course, no event was complete without food, and various yummy options were available to satisfy everyone's tastes. The day ended with smiles, laughter and satisfaction – plenty of happy moments not only for the adults but for the children as well.



Labour Day Triumphs

We had an absolute blast celebrating “Pekerja Kesuma Bangsa” (National Workers, Pride of the Nation) at Ladang Sabah's Labour Day 2024! The event, held at Luangmanis Estate from 30 April to 1 May 2024, honoured our dedicated team at IOI Plantation Services Sdn Bhd. Organised by Ladang Sabah Recreational Club, it featured thrilling activities such as the IOI Idol singing competition, best-dressed contests, and a lively dance competition, all culminating in a dazzling fireworks display.

IOI Sandakan Region General Manager Mr R Kumaresh launched the event, which was graced by IOI Group Managing Director & Chief Executive Dato' Lee Yeow Chor as well as IOI Plantation Director Mr NB Sudhakaran. Highlights included Luangmanis Estate's victory in the marching competition and Zumba session. The infectious beat and rhythm had everyone

Children dazzling the event with their dance moves during the spirited dance competition.

shaking and swaying with joy. The celebration underscored unity and recognised our employees' dedication, concluding with the awarding of 111 lucky draw prizes and five motorcycles. Together, we continue our path of growth and prosperity, shining as a beacon in the palm oil industry!



Welcoming Dato' Lee with open arms.



The IOI United Booth offered engagement and support, featuring a wishing wall, resources on stopping forced labour, and safety equipment displays to promote workplace safety and ethical practices.

Harvesting Unity in Diversity

The word *Keamatan*, meaning harvesting in the Kadazan-Dusun language, marks the annual celebration of *Tadau Keamatan*, also known as the *Harvest Festival*. It is a joyous celebration of the rice harvesting season, expressing gratitude for the bountiful harvest.

About 624 employees from IOI Plantation Services Sdn Bhd (Lahad Datu Region) all gathered on 7 June 2024, donning traditional *Koubsanan* attires, representing their diverse ethnic backgrounds. They feasted on an array of traditional dishes while enjoying a line-up of exciting cultural and traditional activities such as *Sugandoi* (singing competition), *tapai* drinking competition, *melastik* and *menyumpit* games, traditional cultural dance performances, and more. There was also an exhibition showcasing Kadazan-Dusun culinary delights and handicrafts which provided a glimpse into the traditions and values of the people of Sabah. The festival ended with a deep sense of unity and pride in preserving their cultural legacy.



Talented dancers of a modern dance by blending different traditional dances of various ethnicities in Sabah.



Arm wrestling or Mipulos is more than a battle of strength as correct technique is important too.



Our ever-so graceful winner for the Unduk Ngadau comes from Lahad Datu Regional Office, a traditional beauty pageant that preserves the cultural identity of the community.

RISE To Excellence

We made it! In under nine months, all the hard work – from planning, preparation and execution to persistence, commitment and teamwork – has paid off. On 23 May 2024, IOI Oleochemical Group (IOI Oleo Group) in Prai, Penang, and Pasir Gudang, Johor, proudly went live with our SAP system!

We have successfully migrated our SAP ERP system to SAP S4/HANA on the SAP private cloud platform. But that's not all! We have also deployed the SAP system to 10 active companies, namely IOI Acidchem Sdn Bhd, IOI Esterchem Sdn Bhd, Palmco Oil Mill Sdn Bhd, IOI Pan-Century Oleochemicals Industries Berhad (IOI Oleo), Quantum Green Sdn Bhd and Peter Greven Asia Sdn Bhd, across eight SAP modules – from finance and costing to warehouse and plant maintenance.

Oleochemicals Sdn Bhd, IOI Pan-Century Edible Oils Sdn Bhd, Palmco Jaya Sdn Bhd, Acidchem USA Inc, IOI Oleochemicals Industries Berhad (IOI Oleo), Quantum Green Sdn Bhd and Peter Greven Asia Sdn Bhd, across eight SAP modules – from finance and costing to warehouse and plant maintenance.

Our journey began with Project RISE on 15 September 2023. This project was more than just a system upgrade; we identified 52 transformation items for potential improvement in our business processes, and 47 were approved for enhancement.

We achieved this milestone through the collaborative effort and unwavering dedication of IOI Oleo Executive Director Mr Tan Kean Hua, IOI Pan-Century Group Chief Operating Officer Mr David Koo, IOI Oleo Senior General Manager (Operations) Mr Teoh Bak Moi, and our top management from Prai and Johor. Special thanks to our 46 Business Process Owners (BPOs) and key users from Prai, 50 BPOs and key users from Johor, supported by seven IT Functional and four IT Technical personnel from both ends, as well as our supportive Ernst and Young Malaysia (EY) consultants, and all the involved employees.

Congratulations once again to the Project RISE team for rising together to achieve the best!



Mr Tan (centre) giving a thumbs-up to kickstart Project RISE along with SAP Malaysia Managing Director Mr Saqib Sabah (right) and EY Engagement Partner Mr Phuah Ewe Cheng.

Lighting A Green Sparkle

The eagerly awaited *i Light Singapore* festival returned for its 10th edition, shining brighter than ever with a theme celebrating *Cyclical Nature* and the colour green, symbolising nature itself while staying true to the spirit of sustainability. South Beach Singapore brightened the atmosphere with 17 interactive art installations by 25 local and international artists. The event encouraged visitors to rethink everyday objects through restoration and redesign for a sustainable future from 31 May to 23 June 2024.



Imagine an ordinary yoga ball transformed into a creative, beautiful, and sustainable design! 65 Sqm @ Susa Space wrapped yoga balls in upcycled net fabric and repurposed them into *Lumi*, a 30-metre-long lighting and seating installation, at our Fountain Plaza. This green and innovative creation (left) not

only educates visitors about Singapore's maritime heritage and the dynamic river paths, but also provides a gathering space for play, interaction, and enjoying the cool air.

This luminous pavilion (bottom pic) is made from plastic bottles. Guess how many? Over 5,000! Ms Josephine Pun from the National University of Singapore assembled this amazing structure. Even more amazing is the fact that every seven minutes, over 5,000 plastic bottles are disposed of in Singapore alone. This pavilion is a reminder of the waste we generate in our daily lives. It encourages visitors to adopt mindful living practices for a greener future.



Logged
Designed by:
Jasmine Koh Xiu Zhen

Dive
Designed by:
Koh Shu Peng

CREATIVITY AT EVERY SEAT





Chairs and benches serve as functional seating, but in the hands of LASALLE College of the Arts' School of Spatial & Product Design students, they transcend functionality. Each piece becomes an invitation to linger, breathe deeply, and savour moments of respite amidst the rhythm of urban life. South Beach Singapore evoked the curiosity of visitors with eight delightful pieces of public furniture showcased at *Sociable Scape – A Student Placemaking Exhibition* from 16 May to 30 June 2024, thanks to a partnership between LASALLE and the Marina Central district.

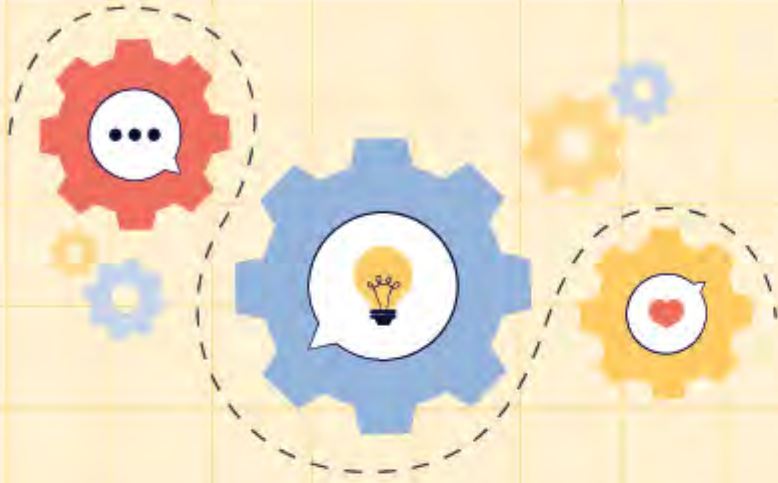
Inspired by places, histories, and cultures, these two innovations are anything but conventional. *Dive*, located near our water features, is a series of high stools inspired by swimming pool steps. These stools invite people to pause and relax, blending playfulness and practicality. *Logged*, which is placed at our Basement Plaza, reimagines public seating with designs that reflect our military history. The sinuous forms symbolise life's obstacles and offer a place for reflection and respite. Take a seat and engage meaningfully with the surroundings as we showcase the creativity and sustainability of LASALLE's designers.



Speak Their Language

All of us have diverse personalities, interests and communication styles. Different personalities process information differently. So how do you effectively engage with various types of people? How do you adapt your communication style to suit different personality types? Each person has more than one personality and overlapping personality traits because humans are dynamic and rich complex beings. Start by identifying and knowing who you are talking to, and adapt your message to your audience.

PERSONALITY TYPE	Fox	Beaver	Owl	Dolphin
	 Artisan	 Guardian	 Rational	 Idealist
CHARACTERISTICS	<ul style="list-style-type: none">• Adventurous• Fun• Thrive on new experiences and enjoyment• Flexible• Spontaneous• Adaptable yet practical• Respond well to sensory stimuli• Value freedom• Entertaining• Charismatic• Value the present• Lifestyle-driven	<ul style="list-style-type: none">• Responsible• Dependable• Hardworking• Traditionalist• Organised• Punctual• Reliable• Stick to routine and structure• Supportive• Duty-driven• Value safety and assurance• Prefer to follow SOP• Often have contingency plans to ensure stability	<ul style="list-style-type: none">• Intellectual• Future-oriented• View from multiple perspectives• Logical• Curious• Value competency• Analytical• Impressed by technology• Read between lines• Critical thinker• Problem solver• Impartial• Growth/success-driven	<ul style="list-style-type: none">• Helpful• Giving• People-oriented and people-pleasing• Guide and mentor others• Seek growth and self-realisation• Enjoy serving others• Extreme dislike of conflict• Empathetic• Sensitive to others' emotions• Strong principles and values
HOW TO SPOT THEM?	<ul style="list-style-type: none">• Wear flashy, colourful and latest trends• Talk about current events, travels, lifestyle, daily happenings, gossip or funny incidents• Relaxed and light-hearted	<ul style="list-style-type: none">• Dress in a few colours only: black, white, grey or blue• Talk about real events, operating procedures and what they have done• Often mention avoiding trouble or correcting performance	<ul style="list-style-type: none">• Dress in a simple manner• Straightforward and blunt• Talk about goals and strategies, and the problems they are involved in solving• Often ask for rationale behind almost everything	<ul style="list-style-type: none">• Easiest to please• Engage in personal reflections• Talk about people and their relationships with them, making the world better, their ideals, finding their true selves, meaning of life, significance of events
TALK TO THEM THIS WAY	<ul style="list-style-type: none">• Engage with their five senses• Use descriptive words• Focus on creating experience• Prioritise the present and immediate results• Avoid talking too far into the future	<ul style="list-style-type: none">• Focus on facts and provide evidence• Provide as many details as possible• Professional and formal• Give assurance and safety• Structured and organised	<ul style="list-style-type: none">• Talk about theories, concepts, visions and ideas• Enjoy healthy debates in their viewpoints• Future-oriented• Avoid small talk• Make them feel intellectually engaged	<ul style="list-style-type: none">• Be authentic and kind• Discuss life lessons, purpose and meaning• Focus on giving back to the world• Discover how they intend to benefit others through their plan/action
KEYWORDS	<ul style="list-style-type: none">• Lifestyle• Fun• Freedom• Sensory• Immediate actions and outcomes	<ul style="list-style-type: none">• Structure• Plans• Quality• Assurance• Specific• Details	<ul style="list-style-type: none">• Big picture• Long-term• Logical• Efficiency• Intellectual	<ul style="list-style-type: none">• Meaning• People• Authenticity• Kindness• Reflection



Connect & Get Your Message Across

The art of effective communication is a complex skill but crucial for unlocking opportunities and building connections. Even if you have identified your target audience's personality and know their topics of interest, how do you structure your sentence to convey your thoughts, feelings or suggestions effectively? Try these conversation techniques to ensure you get the right message across because good communication is the bridge between confusion and clarity.

The C-O-N-N-E-C-T Technique

- C** **Connect**
Hi, good to see you, how are you doing?
- O** **Objective**
The reason we are meeting is because ____
- N** **Nice**
What I really like/appreciate about you is ____ (topic of interest)
- N** **Notice**
At the same time, I also noticed ____
- E** **Enhance**
I understand that ____ (empathy) and I believe by ____ (action), ____ (benefit for the person)
- C** **Clear Plan**
Moving forward, ____ (clear action plan)
- T** **Thank**
Thank you for your time and being so open-minded and growth-oriented

The S-A-M Technique*

- S** **Strengths**
I like/appreciate you for ____
- A** **Areas of Improvement**
And I notice ____
- M** **Moving-forward Plan**
Moving forward, ____

* Mention more Strengths than Areas of Improvement.
* Avoid using the word 'But'

Don't Forget Your Body Language

When you speak, you do not just speak with what you say, you also speak with your body language. About 60 to 80% of our message in a face-to-face conversation is conveyed through our body language, not words. Here is how you can focus on your body language and make yourself heard confidently.



Make A Good Impression

When you meet people for the first time, you can make a better first impression by becoming more aware of your body language, and learning all the cues to help you put your best foot forward.



Smile

Greet others with an honest and open-lipped smile to convey your intentions. Wear a confident, big and genuine smile to show you are friendly and approachable, and you will get a warm response.



Strike A Confident Pose

Standing in a confident posture will boost your confidence significantly and win negotiations. Stand facing your audience, with your head high and back straight to convey assurance and strength. Lean in for emphasis, avoid slouching and keep your arms open to appear friendly and welcoming.



Use Your Hands

Start meetings with a firm handshake to establish confidence. Think of your hand gestures as a storytelling tool to enhance your message but do not overdo it. Open palms imply honesty and openness, where you are open to ideas, and accept what you are receiving.



Watch Your Expression

Facial expressions reveal your feelings and influence the meaning of your words. Pursled lips or lip biting, rapid blinking, minimal facial expressions and crossed arms are just a few examples of negative body language that are often and unconsciously shown.



Maintain Eye Contact

Look directly into the eyes of your listener and maintain eye contact to show your interest, confidence and preparedness. It shows that you are comfortable talking with your listener, and builds trust and connection.



Growing Green Together!

South Beach Singapore prioritises sustainability, and for World Environment Day on 5 June 2024, we distributed microgreen kits to encourage the office community to cultivate their own greens.



Savouring The Good Life

Le Méridien Putrajaya unveiled an exclusive *La Vie* gastronomic journey, inviting guests to step into a fabulous evening and indulge in 'Savouring the Good Life' with our signature Rose Wine and a selection of meticulously crafted petit plates featuring savoury bites and sweet delicacies for a cool summer experience on 21 June 2024.



Sporting Fun & Games



IOI Plantation Services Sdn Bhd (Sagil Estate) overflowed with excitement at its dual celebration of Sports Day and *Hari Raya* on 1 May 2024. Over 350 participants attended the event, which was a hit with the non-stop activities – thrilling football matches, entertaining kids' and women's games, a slow motor race, and energetic Zumba session. A total of 98 lucky draw prizes, including a refrigerator and washing machine, added to the excitement!



Strengthening Stronger Bridges

To promote occupational safety and health (OSH) and raise awareness of the new OSH Act amendment, workers' rights, and challenges in the oil palm sector, IOI Plantation Services Sdn Bhd (Lahad Datu Region) enhanced relations with the Department of OSH through a productive meeting and dialogue session on 9 May 2024 at our Morisem Club House.



Celebrating Unity

IOI Plantation Services Sdn Bhd (Ladang Sabah) transformed our community hall into a festive haven for our employees to celebrate an open house *raya* festival on 22 April 2024. Amid the vibrant green and yellow decorations, we united to encourage team spirit amidst the karaoke contests, and potluck-style feast of traditional *raya* delicacies. Children aged 12 and below received *duit raya* too as a gesture of goodwill.

Uniting For Cleanup Success



A lively community cleanup united 25 IOI Properties Group Berhad (Kulai) team and participants from Majlis Perbandaran Kulai, Temenggong Seri Maharaja Tun Ibrahim Hospital, WM Environment, and Rumah Bandar Cendana residents on 22 June 2024. Everyone went above and beyond, cutting grass and cleaning the lake in this energetic effort to create a cleaner, greener environment.

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