

Merdeka! Merdeka!  
Merdeka!

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# B E R I T A IOI

The Official Newsletter of



IOI GROUP

PUBLISHED BY

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## United As *One Nation,* Driven By *One Pride*

Merdeka Day and Malaysia Day are separate yet equally significant celebrations! Merdeka Day is observed on 31 August every year, while Malaysia Day is celebrated on 16 September to commemorate the formation of Malaysia, including Sabah and Sarawak. Both events bring out a sense of pride and unity, with the *Jalur Gemilang* waving proudly everywhere and patriotic songs playing in shopping malls and on the radio.

For Malaysians, Malaysia Day is a reminder of our journey towards unity as we embrace multiculturalism and democracy. It's all about celebrating the vibrant traditions and diverse ethnicities that form our Malaysian identity, no matter what language we speak or where we come from. Check out the *Cover Feature* to see how IOI Corporation Berhad and IOI Properties Group Berhad celebrated Malaysia Day.



Campaign Period:  
**19 Aug - 18 Nov 2024**

### Participating Projects

IOI  
RESORT CITY

16  
SIERRA  
Puchong South

Warisan  
Puteri

bandar  
Puteri  
Bangi

IOI  
MAYANG

Konservasi  
Luaran  
太子岭

D'2one  
Gated Community



RM3,000 Signing Bonuses\*



3% Under Construction Benefits\*



3 Years FREE Maintenance Fees\*



Free MOT Stamp Duty\*



Zero Entry\*



Fully Furnished Package\*



5% Instalment Subsidies\*



Up To RM50,500 Bonus\*



RM5,000 Solar PV Subsidy\*

\*Terms & Conditions Apply



# Exemplars In *Governance & Sustainability*

Corporate governance and sustainability are the foundation of success for any public-listed company (PLC). They help to promote accountability, ethical growth and long-term resilience while driving positive social and environmental impacts. That is why the Minority Shareholders Watch Group (MSWG) introduced the *National Corporate Governance & Sustainability Awards (NACGSA)* this year, assessing a staggering 854 PLCs on Bursa Malaysia. They used a comprehensive framework combining the ASEAN Corporate Governance Scorecard (40%), the Malaysian Code on Corporate Governance (30%), and a sustainability assessment from Bursa Malaysia and MSWG (30%).

On 26 September 2024, IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) were honoured as top performers at the *NACGSA 2024*, held at the Mandarin Oriental Hotel in Kuala Lumpur. Out of 854 PLCs evaluated, IOIC scored an impressive 9<sup>th</sup> place, taking home the *Overall Excellence Award 2024 (Top 10)* and the *Industry Excellence Award 2024 (Plantation)*. Meanwhile, IOIPG claimed the 21<sup>st</sup> place and bagged the *Excellence Award 2024 (Top 50)*.

IOIC and IOIPG's relentless dedication to transparency, accountability and sustainability have not only raised the bar for responsible corporate practices but also set a new benchmark for delivering value to our stakeholders while safeguarding the environment!



IOIC has achieved a double triumph at the NACGSA 2024!



IOIPG has exemplified strong governance and sustainable success, driven by their Trusted. mission.

SILVER | Top 15%

ecovadis

Sustainability Rating

JUL 2024

## Shining Silver Sustainability

Since 2018, the *EcoVadis* network has seen a 134% increase in assessments, driven by growing global awareness of supply chain due diligence. More companies are pursuing the fundamentals of sustainability such as setting data-driven targets, reporting progress to a wider audience and cascading sustainable procurement practices to Tier 1 suppliers to mitigate their business risk, build resilience and meet due diligence requirements across all four themes of *EcoVadis*, namely the Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

As a committed *EcoVadis* member, IOI Acidchem Sdn Bhd has not only developed strong sustainability policies and certifications but also excelled in our environmental performance, scoring an impressive 80%. In July 2024, we earned the *Silver EcoVadis Medal* following IOI Esterchem (M) Sdn Bhd's success in May 2024. With a score of 69/100, we ranked in the top 90<sup>th</sup> percentile globally! This achievement gives us the chance to further refine our sustainability strategies and enhance our practices. As sustainability continues to be a top priority for IOI, we remain fully committed to advancing our efforts and driving excellence in a rapidly changing world.

## Editor's Note

Geopolitical tensions, natural disasters, policy shifts, climate crises, economic uncertainties, disruptive technologies and recession can significantly impact industries, supply chains and consumer behaviour. It's easy to feel overwhelmed in the face of such challenges. Companies that are unprepared to address these risks may struggle considerably, experience financial losses or even collapse. But IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) have stayed steadfast and resilient, demonstrating strong performance for the financial year ended 30 June 2024, confident of sustainable and progressive growth. To see how we have effectively navigated these issues, explore IOIC's Annual Report and Sustainability Report 2024 at [www.ioigroup.com](http://www.ioigroup.com), and IOIPG's Integrated Annual Report 2024 at [www.ioiproperties.com](http://www.ioiproperties.com).

Email your articles to: [carine.yap@ioigroup.com](mailto:carine.yap@ioigroup.com)

# Greening The Cities Together

Malaysia is committed to transforming its cities into low-carbon cities, aiming for liveable, vibrant spaces where we can enjoy cleaner, cooler and healthier environments. In 2011, the Green Technology and Climate Change Corporation initiated the *Low Carbon Cities Framework (LCCF)* under the Ministry of Natural Resources, Environment & Climate Change. They accelerated the nationwide transformation through the *LCCF 2030 Challenge* to establish 200 *Low Carbon Zones* and 1,000 *Low Carbon Partners* by 2030.

IOI Pan-Century Oleochemicals Sdn Bhd and IOI Edible Oils Sdn Bhd have been key partners with the Pasir Gudang City Council (MBPG) to reduce greenhouse gas emissions since 2016. Not only that, our Johor plants are located in the LC Pasir Gudang Zone 1, which is an *LCCF Diamond-certified Low Carbon Zone*.

On 27 July 2024, we were among 20 companies recognised by MBPG during the *Festival Dinamika Hijau Pasir Gudang 2024* held at Pasir Gudang, Johor, for our sustainability efforts such as installing rainwater harvesting and solar thermal systems at our plants. These initiatives contributed to MBPG's mission and reduced 2,693,688.97 tCO<sub>2</sub>e of citywide carbon emissions in 2023. Together, we're showing how corporations and city councils can work hand in hand to achieve a greener future.



## Triple Win In Oil Palm Excellence!

Sustainability and innovation are the backbone of success for IOI Corporation Berhad, and we demonstrated our outstanding performance in key areas such as general management, plant operations, research and development, and community contributions at the prestigious *Malaysian Oil Palm Industry Award 2023/2024*, organised by the Malaysian Palm Oil Board on 23 September 2024 at Putrajaya Marriott Hotel. From upstream to downstream operations, our leadership in driving positive impact and promoting industry growth was recognised as we received awards in the following areas:

### Baturong Mill (IOI Plantation Services Sdn Bhd) (Own Fresh Fruit Bunch Supply Category)



This esteemed award recognises our effort to manage and supply fresh fruit bunches from our own plantations, with a focus on quality, sustainability and operational efficiency in the palm oil industry.

### IOI Acidchem Sdn Bhd (Basic Oleochemicals Category)

This prestigious award acknowledges our continued efforts in pushing the boundaries of performance, demonstrating not only our technical prowess but also our dedication to reducing environmental impact.



### IOI Esterchem (M) Sdn Bhd (Oleochemical Derivatives Category)

This accolade recognises innovation and excellence in the palm oil industry, and highlights our commitment to producing high-quality oleochemical products through sustainable practices and advanced technology.



## A Greener Malaysia

Every week, more than half a million visitors flock to IOI Resort City, particularly to the award-winning Green Building Index-certified IOI City Mall. This notable project has it all in terms of operational efficiency, sustainability and connectivity, gradually transforming into a self-sustainable township. The latest GEMS Residences is certainly a gem with its geriatric-friendly units and multi-generational wellness living. How about the family-friendly 16 Sierra which boasts 16-themed gardens, scenic walkways and a tranquil haven? It also houses COVO, a contemporary Transit-Oriented Development that enhances convenience for residents while promoting greener living.

These four high-quality projects exemplify IOI Properties Group Berhad's commitment to exceeding market expectations and championing sustainable development practices. They contribute to Malaysia's built environment, highlighting a strong commitment to sustainability, excellence and innovation. Senior General Manager of IOI Resort City Mr Ho Kwok Wing and Senior General Manager of Puchong Mr Chung Nyuk Kiong proudly received the *BCI Asia Top 10 Developers Award 2024* during the *BCI Asia Awards Kuala Lumpur* at JW Marriott Hotel on 16 August 2024.

## A Greener Singapore

Over 100 global banks, along with tech giants like Amazon, Microsoft and Tencent, have established their base in Singapore, drawn by the city state's vibrant atmosphere for innovation and business. Our IOI Central Boulevard Towers is poised to meet this growing demand for modern workspaces with 1.29 million square feet of premium Grade A office space. We are raising the bar by integrating top-notch sustainability, health and wellness features, all created to support a greener, car-lite ecosystem in the heart of Marina Bay.

From optimised natural lighting and ventilation to energy-efficient installations to regenerative lift drives to water-saving technologies, our Green Mark Platinum-certified project is designed to reduce 19,439 tonnes of carbon dioxide emissions every year. Is it any surprise that IOI Properties Group Berhad (IOIPG) Singapore was honoured with the *Top 10 Developers Award 2024* at the *BCI Asia Awards Singapore* on 28 June 2024. What a true testament to IOIPG's commitment to delivering sustainable, innovative and high-quality projects.



IOIPG Singapore Chief Executive Officer Ms Lorraine Shioh (second from right) and General Manager – Property Development Mr Shawn Chang (second from left) receiving the award at Fairmont Singapore.



# Leading In Mill Compliance

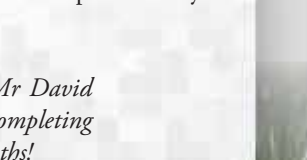
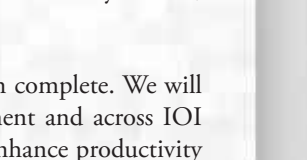
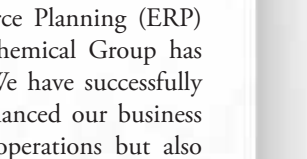
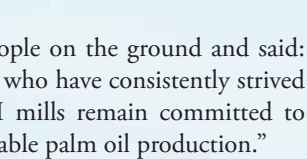
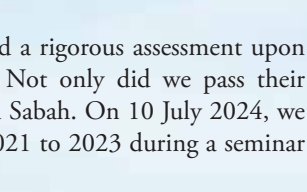
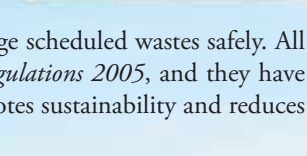
When untreated effluent gets dumped into waterways, it can damage our aquatic ecosystems, pollute the air and land, and create serious health risks. That's why at IOI Plantation Services Sdn Bhd's Mayvin Mill, we've consistently maintained our biochemical oxygen demand level below 20 ppm in our effluent discharge, installed electrostatic precipitators to keep particulate matters below 150 mg/m<sup>3</sup>, and constructed suitable storage facilities to manage scheduled wastes safely. All these efforts are in line with the *Environmental Quality (Scheduled Wastes) Regulations 2005*, and they have been helping us manage effluent, air pollution and wastes in a way that promotes sustainability and reduces our environmental impacts.

On 20 June 2024, the Sabah Department of Environment (DOE) conducted a rigorous assessment upon Mayvin Mill with on-site verification and detailed documentation review. Not only did we pass their stringent requirements, but we also stood out from over 130 palm oil mills in Sabah. On 10 July 2024, we were honoured with the *Best Compliance Palm Oil Mill in Sabah* award for 2021 to 2023 during a seminar attended by all the palm oil mills in Sabah.

General Manager Mr Raymond Herbertson attributed the success to our people on the ground and said: "This recognition is a testament to the hard work and dedication of the team, who have consistently strived to exceed industry standards and minimise our environmental impact. IOI mills remain committed to continuous improvement and will continue to be a shining example of sustainable palm oil production."

Senior Assistant Manager In-charge Mr Saharuddin Bin Bolong (left) receiving the award from the Sabah DOE Director Tuan Amirul Bin Aripin (centre) at a ceremony in Kota Kinabalu.

Take a look at our effluent ponds, which are clean and well managed to the best industry standards!



# Building A Green Transition

IOI City Mall (ICM) is not just Malaysia's largest shopping and entertainment mall, it is also a pioneering green mall with unique design features that reduce carbon emissions. From the moment you step inside, you can feel the difference.

Our energy-efficient innovations such as double roof design, solar photovoltaic panels, thermal energy storage system, and high-performance glass and wall materials, work together to lower heat buildup and keep the mall comfortably cool. Our commitment to sustainability has earned us a 27% rating on the Malaysia Green Building Council's (MalaysiaGBC) *CarbonScore*, reflecting a significant carbon reduction of 39,084,000 kgCO<sub>2</sub>eq per year, thanks to these energy-efficient designs.

On 2 July 2024, we proudly received the *Platinum Award*, the highest achievement in the *Outstanding Green Commercial Building Category* at the *MalaysiaGBC Annual Dinner & Leadership in Sustainability Awards 2024* at the Sheraton Petaling Jaya Hotel in Selangor. We are proud to be a part of Malaysia's building industry efforts in decarbonising and transforming the built environment and fostering a sustainable and equitable future.



Head of ICM Operations Mr Wilfred Wong (right) proudly accepting the award from the Minister of Natural Resources & Environmental Sustainability of Malaysia Yang Berhormat Nik Nazmi Nik Ahmad and MalaysiaGBC President Ar. Dr Serina Hijjas.



IOI GROUP

# NEW Corporate Video

Earlier this year, IOI Corporation Berhad embarked on a mission to refresh and update our corporate video. On 3 September 2024, we officially unveiled our new corporate video, which highlights our DNA, core values, businesses, achievements and the future we are sharing and building with all our employees. The video is available in both English and Mandarin at <https://www.ioigroup.com/media/videos> or on IOI's YouTube channel.



# A NIGHT OF NATURE WILDERNESS



Some animals never sleep when night falls. These nocturnal wildlife species – like fruit bats, mysterious owls and buzzing insects – come alive under the cover of darkness and play critical roles in keeping our ecosystems balanced. Despite rapid urbanisation and the spread of concrete structures, our cities still harbour an incredible diversity of life that often goes unnoticed in the hustle and bustle of our daily lives, especially after sunset.



Everyone was in awe to stumble upon all kinds of night creatures lurking in the shadows!



Shh... stay still and look closely, there's a spider right here!

# Made By Malaysia, Designed In PFCC



Three months after our Prime Minister's announcement to make Malaysia a global semiconductor powerhouse during the *KL20 Summit* in April 2024, IOI Properties Group Berhad (IOIPG) is turning our nation's ambition into reality. We have been selected after a meticulous selection and extensive evaluation process among the locations in Klang Valley. We are partnering with Selangor Information Technology & Digital Economy Corporation to design the largest innovation hub for designing our own integrated circuits (IC) in Southeast Asia. The *Malaysia Semiconductor IC Design Park* was launched at our Puchong Financial Corporate Centre (PFCC) Tower 4 in Bandar Puteri Puchong on 6 August 2024.

Spanning 60,000 square feet, it will be the first of its kind in Selangor with facilities such as affordable electronic design automation tools, servers, intellectual property, multi-project wafer services and training programmes. Our primary goal is to promote original design manufacturing, encouraging local involvement in product design, prototyping and production to shift from 'Made in Malaysia' to 'Made by Malaysia'. The park is designed to house over 400 IC design engineers, and is now fully occupied with global semiconductor players including MaiStorage, Skyechip, Weeroc, AppAsia ChipsBank and SensoremTek Sdn Bhd. IOIPG is proud to contribute towards a more innovative and forward-looking nation!

This significant achievement was inaugurated by Minister of Economy Yang Berhormat Rafizi Ramli (right) and Selangor Chief Minister Yang Amat Berhormat Dato' Seri Amirudin Shari (left).



# The Amazing Race To Sustainability

This year, Master Shifu's words from *Kung Fu Panda* – "If you only do what you can do, you will never be more than who you are" – served as the key motivator to spur 41 go-getters, aged 21 to 40, as they dived into an environmental race against time! From 22 to 24 July 2024, the 28<sup>th</sup> *Environmental Education Race (EERace)* led the participants, including teachers and representatives from IOI Plantation Services Sdn Bhd and other eco-driven companies, on an adrenaline-pumping race to smash through 80% of outdoor challenges, hands-on learning, team efforts and fun, environment-themed tasks.

The main base of the course was at the scenic Rainforest Discovery Centre in Sepilok, Sandakan. At Mayvin Group plantations, we led the participants on a hands-on adventure with our best sustainability practices, from the thrill of spotting wildlife during night patrols in the Tangkulap Forest Reserve, to planting beneficial plants, clearing invasive weeds, protecting riparian reserves, managing waste and completing a fun hash run.

A collaboration of efforts among like-minded organisations such as IOI, the Sabah State Education Department, the Sabah Wildlife Department, the Bornean Sun Bear Conservation Centre and others, the *EERace* is a unique environmental education programme under the Sabah Forestry Department's Heart of Borneo Initiative which continues to make a positive difference. Once again, we donated RM3,000 to cover accommodation, meals and transportation, ensuring participants could fully engage in learning and practising environmental conservation.



Our hands-on experience in planting beneficial plants, guided by IOI Plantation's Integrated Pest Management approach!



Led by Tangkulap Estate's Safety, Health & Sustainability Coordinator Mr Fidelis Jinait, our participants gained valuable insights into sustainable waste disposal techniques.

# Let's RISE To Enterprise Intelligence

As a satisfied enterprise user of the SAP Enterprise Resource Planning (ERP) Central Component system for over a decade, IOI Oleochemical Group has recently upgraded our ERP system in Penang and Johor. We have successfully migrated to the latest cloud-based SAP S4/HANA and enhanced our business processes. This improvement is felt not only within our operations but also recognised in the industry. We proudly bagged the first runner-up position in the

*Intelligent Enterprise Award* category at the *SAP Customer Excellence Awards for Southeast Asia 2024*, awarded to companies that have risen to enhance business productivity using real-time insights. This prestigious event took place at Raffles City Convention Centre in Singapore on 24 July 2024 in conjunction with the *SAP NOW* event, which was attended by over 1,000 industry leaders, technology experts and innovative thinkers.

Yet our digital transformation journey to modernise our businesses is far from complete. We will continue to upgrade and optimise our SAP systems for our plantation segment and across IOI Corporation Berhad. After all, our quest is to leap into the digital future to enhance productivity and sustainability!

IOI Pan-Century Group Chief Operating Officer Mr David Koo (middle) applauding the Project RISE team for completing the complex system migration in just under nine months!





## Sunny Power On The Rise

Picture this: the sun delivers enough energy in just one hour to power the entire world for a full year because the sun is giving us an amazing 173,000 terawatts of clean, pollution-free and carbon-neutral energy every day. Solar panels can be integrated into existing heating systems to boil water or feed additional energy into heating circuits. The sun's abundance and adaptability make solar energy an ideal and long-term source of renewable energy for powering industries and households.

At IOI Pan-Century Edible Oils Sdn Bhd (IOI PCEO), we have relied on steam-heated tanks to maintain our storage temperature consistently above 60°C to prevent product solidification. But in our mission to become more sustainable and energy-efficient, we have decided to harness the sun's limitless energy. We replaced steam with solar-generated hot water for heating. By using solar thermal collectors to heat water, combined with generated heat from fuel gas through the economiser, we are creating a more eco-friendly system. Now for those rare times when the sun is not shining, we will use the fresh low-pressure steam from our existing boiler as a backup. It's an innovative, energy-smart solution that helps us stay on track with our sustainability goals!



On 23 July 2024, we reached another milestone in our sustainability journey by installing 70 sets of solar thermal collectors with 210 tubes on the rooftop of IOI PCEO's administrative building. This system is capable of delivering 2,014 watts of estimated peak output to our heating system, marking our second renewable energy project after successfully commissioning the 58.5 kWp solar photovoltaic panels in June 2024. By switching to solar thermal energy, we're not only reducing our reliance on fossil-based natural gas in conventional boiler systems but also significantly lowering our carbon emissions by approximately 200 tCO<sub>2</sub>e annually. This transition to renewable energy aligns with our commitment to supporting the Malaysian government's efforts to reduce the negative environmental impacts of conventional energy production, transportation and consumption. We are proud to be playing our part in helping our nation build a greener future!

## Sun-Shading Green Canopy

IOI Mall Puchong is also tapping into the sun's daily gift. By the end of next year, the mall will feature a car park solar panel system to soak up the sun while providing shade for all vehicles. We will be installing 3,799 solid black solar photovoltaic panels across our mall, from the rooftops on the South Wing right up to the North Wing.

Spanning more than 10,000 square metres, this solar power system will generate over 2,300 kWp of renewable energy to power our mall's lighting and other electrical systems. This eco-friendly upgrade not only reduces reliance on conventional energy but also underscores our commitment to sustainability, offering a greener, more eco-conscious shopping experience for our patrons.



Over the next 25 years, this solar-equipped car park will help us remove 49,894 tonnes of CO<sub>2</sub> emissions from the atmosphere.



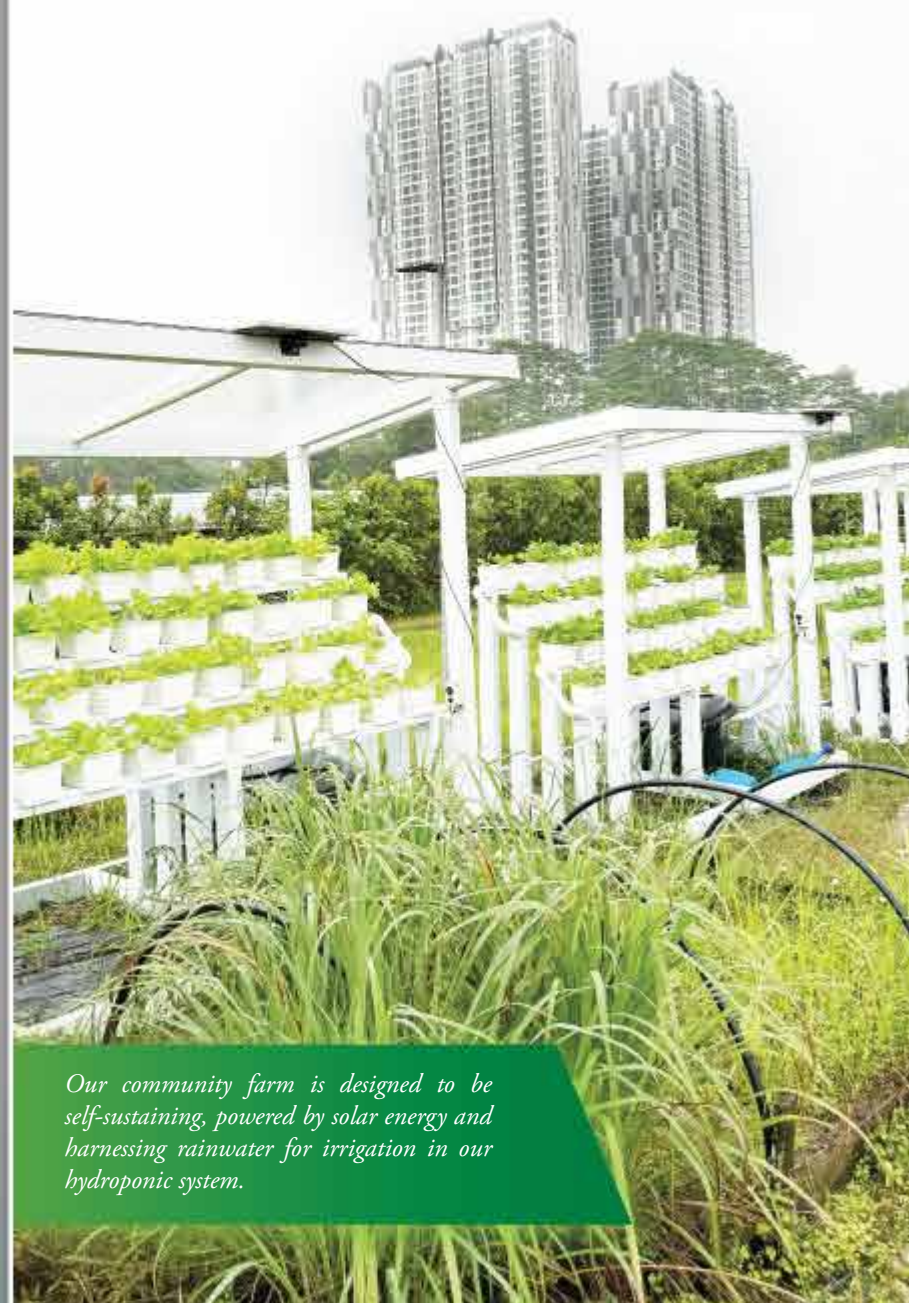
The solar panel installation will kick off from the metal deck roof at the South Wing.

## Growing With Kebuniti Madani

More *Kebun Komuniti* or *Kebuniti* are growing and popping up all over Malaysia, making community gardening and sustainable living more accessible than ever. IOI Properties Group Berhad is proud to support this government-led initiative to allocate community gardens within neighbourhoods. We have designated a gardening haven right next to the *Perumahan Komuniti Johor* and *Rumah Mampu Milik Johor* in Taman Kempas Utama, Johor as a vibrant communal space for sustainable agriculture.



With a little help from the Johor Agriculture Department, our local residents have planted 160 pots of nutritious greens, including *pak choy*, *kailan*, *sawi*, *serai* and lettuce, in the sustainable garden. These nutritious vegetables provide a sustainable source of fresh produce for the B40 neighbourhood. Our *Kebuniti* not only bolsters food security and nurtures social connections, but it also promotes healthier lifestyles and sustainable living. It's a great step to create a lasting impact in the communities we serve.



Our community farm is designed to be self-sustaining, powered by solar energy and harnessing rainwater for irrigation in our hydroponic system.

## Collecting Every Drop To The Top

Malaysia receives abundant rainwater so why don't we harvest it and put this natural resource to good use? Instead of relying on the RM10,000 per month of local water supply from Syarikat Bekalan Air Johor (SAJ), Segamat Estate decided that it was time to invest in a rainwater harvesting system.

We have successfully transformed an old tank (below), measuring 41 x 20 x 15 feet (length x width x height) with a total storage capacity of 12,300 cubic feet (348 cubic metres), to collect, store and reuse rainwater. Not only have we removed our reliance on SAJ and saved on costs but we are now using the rainwater for various purposes, from cleaning and maintenance to gardening and spraying. It's an environmentally friendly and sustainable method that keeps things running smoothly.

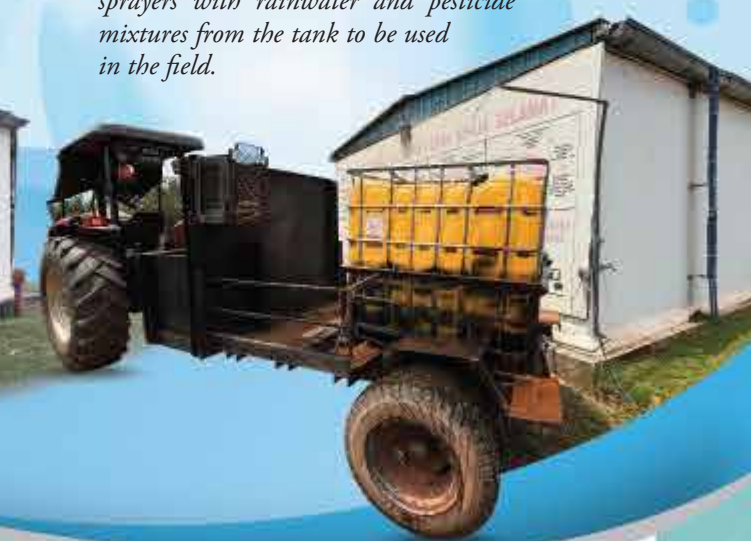


The tank, filled with rainwater containing nitrates to aid plants to thrive, is used for watering oil palms and other beneficial plants as well as other purposes.



From cleaning tractors to keeping the office and weighbridge clean, collected rainwater helps to keep things clean while lowering our water bill.

Workers fill their mist blowers or sprayers with rainwater and pesticide mixtures from the tank to be used in the field.



## Chill Out With Our Cool Gains

IOI Edible Oils Sdn Bhd has relied on our highly dependable cooling tower to ensure smooth and efficient operations at the Palm Kernel Dry Fractionation Plant (PKDF) 2. But when our cooling tower started to decline, we knew it was time to get an upgrade. The infills showed signs of deterioration and the wood-based hot water basins were no longer operating efficiently.

Hence in May 2024, we replaced it with a new cooling tower, building on the successful electricity savings we had already achieved with the one installed at PKDF 1 back in February 2023. Our new cooling tower consistently lowers the water temperature to 27-29°C, down from the previous 31-33°C. It has also reduced the electricity consumption of the chiller unit by 6%, dropping from 129 kW to 121 kW.

We have also optimised the size and position of the new pipelines to minimise pressure loss from multiple bends. By relocating them to a lower level and moving the return water header closer to the new cooling tower, we have made the system more efficient. Even more remarkable, the new cooling tower has slashed the overall electricity consumption by 68%, from 19.2 kW to just 6.1 kW. That is a huge energy saving!

Best of all, we are gaining our returns on investment from this energy-saving project in just 3.4 years while reducing an equivalent of 53,810 kg CO<sub>2</sub> of greenhouse gas emissions annually. Now that is a cool and impressive upgrade!



## Tapping Into Tomorrow

Over at IOI Pan-Century Edible Oils Sdn Bhd (IOI PCEO), we have embarked on two water conservation projects to reduce operational costs and provide a resource-efficient future.



We installed rainwater harvesting systems across our IOI PCEO complex in July 2024, covering PC-I, Dry Fractionation, Consumer Pack, Distillation 1 and Hydrogenation II to harness the abundant rainfall in Pasir Gudang, Johor.

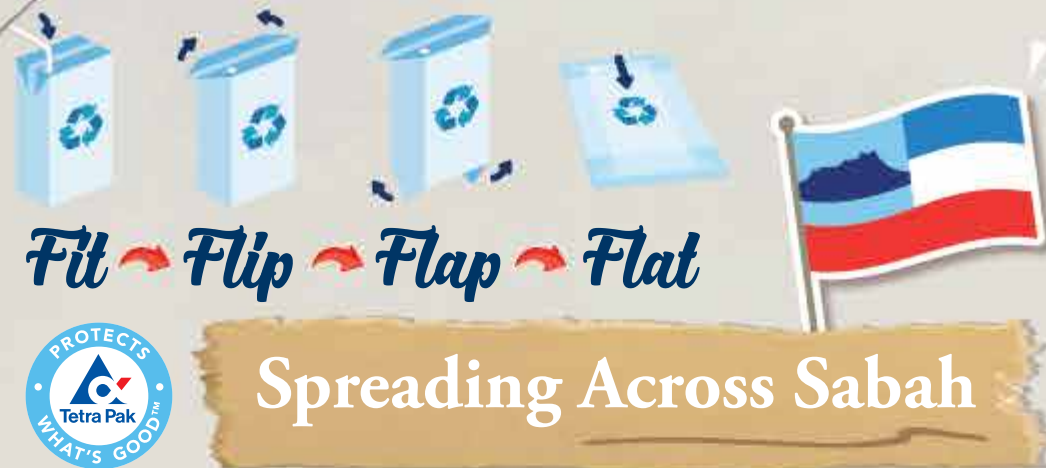
We are using the collected rainwater for our cooling towers and barometric cooling towers, which help us conserve around 1,000 m<sup>3</sup> of tap water annually. We even repurposed unused scrap tanks for rainwater collection instead of purchasing new units.

We redirected the unutilised steam condensate from our IOI PCEO Tank Farm, which was merely discharged for treatment in our effluent treatment plant, for reprocessing and reuse in our plant processes and heating applications in August 2024.

This initiative has significantly reduced our tap water and steam consumption, leading to lower operational costs and more efficient resource management.







## Spreading Across Sabah

It's easy to remember and even easier to practise! After enjoying your favourite fruit juice or milk, just rinse the used beverage carton (UBC). Then fit the straw back into the carton. Flatten it. Next, flip the sides up and flatten the carton. How hard can it be? Once you've mastered the 4F technique, it's time to spread the word to your friends and families. And that's exactly what IOI Plantation Services Sdn Bhd (IOI Plantation) has been doing!

Following the successful launch of IOI Plantation's UBC recycling campaign with Tetra Pak Malaysia in Peninsular Malaysia in October 2022, we expanded the initiative across the shore to Sabah. From 18 to 30 September 2024, we kicked off a series of morning briefings at community halls and during roll-call sessions across all 31 of our operating units in Sandakan, Sabah. This outreach covered 23 palm oil estates, four palm oil mills, town offices, the Sandakan regional office as well as the research department, geoinformatics system department and cluster offices. Our employees, community members and even school children rallied to make a difference through their active participation.

*What is the simplest way to help the planet? Look down, it is in your hands to make a difference for the environment.*



*Little hands making a big difference for our planet.*



*Intrigued by the end products made from recycled UBCs!*

## Strengthening Biodiversity & Ecosystems

Since 2021, IOI Corporation Berhad's Sustainability Consultation Forum (SCF) has provided an annual platform for partners, civil society organisations and technical experts to innovate and create long-term, positive impacts across our value chain. This year, our 4<sup>th</sup> SCF on 1 August 2024 was no exception, bringing together more than 60 internal and external participants to discuss the critical issues of biodiversity under the theme of *Addressing the Impacts on Biodiversity & Ecosystems*.



Moderated by Global Environment Centre in a hybrid format, the forum highlighted the alarming state of climate change and its profound implications to the environment and ecosystems. We took the opportunity to present our existing implementation of biodiversity, conservation and rehabilitation activities as well as our *Biodiversity & Ecosystem Enhancement Guidelines*, which encompasses a four-step approach to identify, manage, monitor and strengthen our conservation efforts, ensuring the sustainability of our operations. We also adopt a landscape approach that fosters knowledge transfer and multi-stakeholder collaboration for a more sustainable future. Together, let's make a difference!

*Our annual SCF continues to be an effective platform to inspire and drive positive impacts across our value chain.*



## Conserving Our Gentle Giants Through The Ages

For millions of years, there were once 175 species of elephants roaming our earth. Today, we are down to just three: the Asian elephant, the African forest elephant and the African Savanna elephant. Sadly, even these remaining species are facing an alarming decline due to poaching, human-elephant conflicts (HEC) and widespread encroachment into their habitats. The rapid loss of these majestic giants not only threatens their survival but also disrupts the balance of our ecosystems.

To shine a light on the plight of these magnificent creatures, IOI Plantation Services Sdn Bhd (Sandakan Region) teamed up with the Sabah Wildlife Department (SWD) for World Elephant Day on 26 September 2024. The event, held at Ladang Desa Talisai in Beluran, Sabah, carried the theme *Personifying Prehistoric Beauty, Theological Relevance, and Environmental Importance* to remind the public of just how important elephants have always been.

As a long-term strategic partner of SWD in protecting wildlife, we have actively demonstrated our commitment and support to conserve these gentle giants. We have installed electrical fencing and erected signboards to minimise HEC, and have been organising awareness programmes for our workers and neighbouring estates to educate the community on wildlife protection. We are also a member of the HEC Committee for Ulu Muanad Beluran in Sandakan, Sabah, and we have 12 well-trained Honorary Wildlife Wardens working with SWD to safeguard wildlife within our Sandakan plantations. It is all about making sure these incredible animals continue to thrive for generations to come!



*Meet our enthusiastic junior rangers from Sekolah Kebangsaan Labuk Subur in Sandakan, who are inspired to protect and preserve wildlife!*

*Huge respect to each and every one of you for recycling your carton!*

In Lahad Datu, Sabah, we launched our first-ever school programme on UBC recycling with 60 children and two teachers at Sekolah HUMANA Ladang Cantawan on 23 September 2024. The school initiative will continue extending to the remaining 14 HUMANA schools in the region over the next two weeks! Now, we're not only educating our employees, but also reaching out to local communities, empowering everyone to make recycling a part of everyday life.

## Adopt A Plot & Grow Green

Imagine having your very own garden oasis right in the heart of our beautiful IOI Resort City (IRC)! But this special green treat is exclusively for our lucky IRC community! Residents can now adopt a plot in the Edible Garden at Central Park to grow fresh veggies and herbs while contributing to a greener, more sustainable environment. There's nothing more rewarding than nurturing your plants, watching them flourish and enjoying the fruits of your labour.

Around 20 enthusiastic community members gathered for our *Adopt-a-plant-plot* officiating event on 3 August 2024 to embrace sustainable agricultural practices in a fun and hands-on way. With 13 out of 14 plots already adopted, our Edible Garden is blossoming into a vibrant hub for eco-conscious living and bonding among the neighbours.



*This is my plot!*



*Green fingers cultivating nature's bounty!*



*Shhh...this is my secret garden.*

## Rooted In Sustainability

16 Sierra is more than just a family-friendly township in Puchong South at Selangor, it's a tranquil haven designed with sustainability in mind. Check out IOI Properties Group Berhad's (IOIPG) two latest sustainability features that elevate green living in our community.



Look at the stunning *Lookout Point* at the hilltop of 16 Sierra, transformed from a once-barren landscape into a vibrant community gem! We reduced our carbon footprint by using locally sourced materials such as slate rock from a nearby development, recycling playground facilities and railway sleepers into benches, and integrating nature-based solutions like the *Bioswale* drainage system into every facet of this new community hotspot. The beauty of the *Bioswale* lies in its ability to naturally divert surface run-off to the discharge point without relying on engineered drainage solutions.

We also chose bamboo instead of man-made materials for trail markers and entrance signages. The landscape features hardy, drought-resistant plants that need minimal maintenance while supporting pollination and wildlife like bees, butterflies and birds. Our landmark tower and columns are made from *Balau* wood, a native species known for durability, longevity and resistance to weather and insects. Best of all, the entire site is powered by solar energy.

Our *Lookout Point* welcomes you. See if you can spot the evergreen *Dracaena Draco* trees, which are classified as Vulnerable on the International Union for Conservation of Nature Red List!

What's more? IOIPG has teamed up with Kloth Care to make recycling fabrics super easy for our 16 Sierra community! We have set up a convenient drop-off point where residents can discard unwanted fabrics.

Since August 2018, Kloth Care has collected over eight million kg of textiles – amazing, right? This initiative bodes well with our 9<sup>th</sup> sustainability roadmap to support meaningful community investment, as well as empowers our residents to participate in sustainable practices that align with the United Nations Sustainable Development Goals 12 and 17.

By recycling our clothes, we are helping to reduce pollution and environmental harm, divert fabric waste from landfills and support a more sustainable fashion practice.

Why not make a difference today? Drop your old garments, shoes, accessories, bags, fabric remnants, children's toys and household textiles into the vibrant fabric recycling bin at our IOI Galleria @ 16 Sierra. Together, we can protect our planet and promote a more sustainable future!





## Meals Of *Kindness* *Treats* For Homeless



Amid the hustle and bustle of daily life, we often overlook those in need and take the simple things in life for granted. In the heart of Penang, something as basic as a meal can become a powerful act of kindness, especially for the homeless who do not have a roof over their heads and struggle to find their next meal.

On 26 July 2024, IOI Oleochemical Industries Berhad's Community Service Committee team launched the *Meals of Kindness* initiative, driven by a shared sense of compassion. This wasn't just about handing out food, it was about restoring a sense of dignity and showing the homeless that they are seen and matter.

We reached out to 35 homeless individuals in Seberang Jaya, Perai and Butterworth, offering them freshly cooked *nasi kandar*, along with drinks and bread. With each meal we handed out, it felt like we were sharing a moment of humanity, a small connection that reminded us of our shared experiences. The smiles we received in return were more than enough to warm our hearts.



*Happiness is meant to be shared with everyone.*



*Making a small difference in the lives of those too often forgotten.*

## Pre-Loved Furniture In *Bargain Hunt*

Glam up and revamp your home without breaking the bank! Have you heard about the new extension of Bargain Basement at IOI City Mall? We're not just selling pre-loved clothes, shoes and books anymore; we've extended our bargains to include a fabulous selection of furniture as of 15 August 2024.

At Bargain Basement, you'll find a curated selection of pre-loved furniture, from cosy sofas and stylish rattan pieces to practical office chairs, all at wallet-friendly prices. Each purchase not only enhances your living space but also directly contributes to the charitable causes that we champion, turning your investment into a meaningful impact.

But that's not all! Our mission promotes eco-friendly habits by extending the lifespan of quality furniture that might otherwise end up in landfills. By donating or discovering these pre-loved pieces, you're helping Bargain Basement, an initiative by IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) to reduce waste while making a positive impact on our environment.

This initiative by IOI Foundation invites everyone to get involved, whether by donating or discovering unique items at a fraction of the original cost. Together, let's transform lives – one piece of furniture at a time and create a stronger, more compassionate community. Drop by Bargain Basement at Basement 3, West Wing of IOI City Mall. We're open daily from 10 am to 10 pm.



## Strike A *SPARK* For Brighter Futures

*In every child's heart lies the potential for greatness, waiting for a spark to ignite.*

When the Indonesian Consulate General in Kota Kinabalu, Sabah, Bapak Rafail Walangitan came to officiate the newly extended Community Learning Centre (CLC) in Pamol, he brought more than just school supplies for the students. He showed up with hope and inspiration for their future on the auspicious day on 18 July 2024.

He handed out books and stationeries to these children who didn't even have the basics for their education. These were not just school supplies but symbols of the opportunities and potential for these young minds. About 150 people – including Pamol Group Senior Manager Mr Jumar Bin Asjadi, Bayok Estate Manager Mr Sivendran Rajendran, students aged 11 to 14 with their parents and IOI Plantation Services Sdn Bhd employees – attended the inauguration of the extended CLC building, which promised a better learning environment for the students.

The most touching moment came when Bapak Rafail Walangitan presented birth certificates to students born in Malaysia without proper documents. This simple yet powerful act meant these children could continue their education without obstacles. It was a day that showed how care and support can change lives, giving every child a fair shot at a bright future.



*The students dancing their hearts out!*



*With the strike of a gong, the extended CLC building is now officiated.*



## Running For A *Greater Cause*

Sometimes, it's not just about the distance you run but the purpose behind every step. That purpose came to life at the *Run For A Chance* event on 16 September 2024, where 2,060 people from all backgrounds united to raise awareness about the challenges faced by people with disabilities. The eighth annual run even featured 170 individuals with disabilities, each running their own race and showing the world what true determination looks like. Even more encouraging was the sight of 39 visually impaired individuals, who persisted and finished the 3 km race with the unwavering support and cheer of dedicated volunteers.

IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) contributed RM10,000, but it was more than just funds – it was about standing up for a cause. With 63 IOI employees and their families joining the run, their smiles and support turned the event into a heartwarming, family-like experience, showing that real change comes from people coming together.



*We weren't just running for ourselves; we were running for each other.*

Watching participants, especially those with disabilities, cross the finish line was a powerful reminder of strength and determination. Their perseverance inspired everyone, making us all reflect on the importance of community and inclusivity. This charity run was a shared journey towards a more compassionate, inclusive future.



*Ready, get set, unite!*

## Rebuilding For *Tomorrow*

Sometimes, a school is more than just classrooms and textbooks – it's the heart of a community. That is definitely the case for SJK (C) Tambang Batu Anam in Johor. Located near Tambang Estate, this school has been a pillar for local education, but recently, it faced a major hurdle: termites. These little pests caused serious damage to parts of the school, making it unsafe for students and teachers.

That's when IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) stepped in with a generous RM10,000 donation to save the day. Thanks to this support, the damaged open hall and Block B building have been restored, making the school safer and more welcoming for everyone. The repairs have transformed the school into a space where students can focus on what matters – learning and growing in a safe and comfortable space.



The whole effort ties in perfectly with IOI Foundation's mission to uplift communities and improve access to education. For the students, it means they can return to a better environment, one where they can dream big and keep moving forward.

*Before*



*After*



## A Decade Of Impact

Run, walk or cycle – every step taken was a move towards a cause that truly mattered at Marriott International's *Road To Give* 2024. What made this year special? The charity run returned on 29 September 2024, better than ever for its 10<sup>th</sup> anniversary! Beyond the excitement of getting active, it was all about giving back in a big way. Every step taken and every commemorative t-shirt sold helped the National Kidney Foundation and National Cancer Society continue their important work.

IOI Resort City played host for the first time, welcoming more than 25 Marriott hotels across the central region. There was something magical about seeing everyone come together, not just for the 5 km or 10 km routes, but as part of a community that cares. The run was a scenic adventure of fun, fitness and friendship that started at Moxy Hotel Putrajaya, passing by landmarks like Le Méridien Hotel and IOI Central Park.

But it wasn't just about the race. Families and friends came out to enjoy kids' activities, tasty food stalls and well-deserved treats for the participants. And for those who pushed themselves to the finish line, the first 20 finishers in both 5 km and 10 km didn't just get medals – they earned a real sense of accomplishment!



*Pushing forward for a cause!*

*We can all make a difference when we come together.*

*Engaging and fun hands-on games for the children.*



# One Family, One Heart

At IOI Corporation Berhad (IOIC), Malaysia Day feels extra special because it celebrates our collective identity. More than that, it shows our coming together as one big family. It's a powerful reminder of the strength and diversity that unite us – a family with one heart, celebrating a nation with one pride. As we reflect on our shared achievements, we are celebrating not just the milestones but also the teamwork and the friendships that make our journey truly matter. These moments continue to make our journey unforgettable, strengthening our bond as one family and fortifying our unity for the future of IOIC and our nation.

Together, we are dedicated to building a brighter, more vibrant Malaysia, where every individual's contribution is valued and cherished. As we look ahead, we are optimistic about the future we are shaping together. Let's keep moving, united and unstoppable, embracing the challenges and opportunities that lie ahead. Here's to a future filled with promise, progress, and the unwavering spirit of collaboration that will lead us to new heights!



## Colours Of Pride

From *cheongsam* to *baju kebaya*, *kurta-pyjama* to *sam-foo*, *Kadazan Penampang* to *baju burung*, IOIC employees were all dressed up in their finest traditional costumes at IOIC headquarters, showcasing our diverse cultural heritage and fostering unity.



## Flags Of Glory

IOI Pan-Century went all out for Malaysia Day by lining an impressive 87 metres of Malaysian flags surrounding their offices and turning the space into a sea of red, white and blue. Talk about flag-tastic! What a colourful celebration that has everyone feeling national pride!



Happy  
Malaysia  
Day

Did you know Malaysia was formed on 16 September 1963 but was only declared a public holiday in 2010, 47 years later?

Did you know Sabah's population comprises 33 indigenous groups that communicate in over 50 languages and 80 ethnic dialects?

Did you know the *Kadazan-Dusun* is the largest ethnic group in Sabah making up almost 30% of the population?

Did you know Perlis is the only state in Malaysia without any districts due to its small size, covering just 819 square kilometres?

# One Team, One Voice

At IOI Properties Group Berhad, Malaysia Day is not just a celebration; it's a reflection of the lives we touch within our communities. It's a great reminder of our commitment to fostering positive change and building a brighter future for those around us. Through various initiatives and outreach programmes, we aim to create lasting impacts that uplift and empower individuals, ensuring everyone feels valued and included in the shared journey of Team IOI – a team with one voice, embracing a nation with one pride.

Together, we are dedicated to developing sustainable communities by expanding our reach, enhancing our standards, and forging new opportunities for growth. As a *Trusted* organisation, our efforts are rooted in a genuine desire to connect with people and enrich the communities as we tailor our initiatives for maximum impact. As we celebrate Malaysia Day, let's reaffirm our commitment to nurturing relationships and making a difference, one life at a time, as we build a thriving future for all!

## Festive Spirit At IOI Malls

IOI City Mall, IOI Mall Puchong, and IOI Mall Kulai came alive with the Malaysian spirit, welcoming shoppers to celebrate Malaysia Day with joy. From patriotic face paintings and arts and crafts workshops to themed clowns, balloon sculptures, and cultural dance performances, we revived the spirit of Malaysia for families and kids alike.



IOI City Mall



IOI Mall Kulai



IOI Mall Puchong

Did you know Malaysia Day was postponed from 31 August to allow the United Nations to confirm if Sabah and Sarawak wanted to stay in Malaysia?

Did you know Malaysia's Taman Negara is one of the world's oldest tropical rainforests, estimated at 130 million years old – older than the Amazon?

Did you know the Sarawak Chamber in Gunung Mulu National Park is the world's largest cave chamber, with enough space to fit several jumbo jets?

Did you know that the Malaysian flag was designed by a 29-year-old architect who won the national flag design competition held in 1947?

16  
Sept



## Paint Your Stress Away!

Have you ever thought about how much fun it would be to immerse yourself in painting? That's exactly what IOI Properties Group Berhad (IOIPG) did on 26 July 2024 – we gathered for an exciting escape at our *Batik* Painting Workshop, which was a refreshing break from the daily grind. To our surprise, some hidden talents emerged as we picked up our brushes and turned thoughts and feelings into colourful abstract art on pre-prepared canvases. The room buzzed with laughter and lively conversations as we shared our artistic journeys. The workshop was a chance to unwind and express ourselves as a team. We left not just with beautiful artwork, but with a renewed sense of connection and shared creativity.



## Breathe In, Boost Up!

In our hectic lives, it's easy to overlook one of our most valuable assets – our mindset. When was the last time you really took a moment to nurture it? On 8 August 2024, we hosted a fantastic *#LiveWellStayWell* event: the Aroma Workshop! It wasn't just about enjoying the lovely scents wafting through the air, it was a journey into the world of essential oils and how they can transform our work environment. During the session, we dived into the uplifting effects of various oils, discovering how they can boost our mood, enhance productivity and promote a sense of well-being at work. Together, we learnt practical ways to incorporate these oils into our daily routines, creating a more balanced and energised workspace. Because when we feel good, we do better!



## Resilience For Well-being

Ever feel like the challenges at work can sometimes weigh you down? You're not alone! Recently IOIPG teamed up with Mind Your Health for an engaging webinar on 22 August 2024 called *Resilience Amidst A Dynamic Working Environment*. Did you know that our resilience is just like a muscle that gets stronger the more we work on it? Building resilience boosts self-esteem, enhances sense of control, strengthens personal relationships and fosters personal growth. By prioritising mental health and supporting one another, we can create a thriving work environment where everyone feels empowered to succeed. Our employees gained practical tools to manage stress, boost their well-being and cultivate resilience. Together, we can confidently tackle any challenges.



### 3 Steps To A Stress-Enhancing Mindset

1. Acknowledge Stress
2. Welcome Stress
3. Utilise Stress & The Energy To Achieve Goals

## Makeover Into Divine Upgrade

The over 100-year-old Sir Maha Maariamman Temple in Sagil Estate, Johor, has been a spiritual home, serving nearly three generations of devotees. During special prayers and festivals, more than 1,500 worshippers from as far as Kuala Lumpur and Singapore would gather in the temple to celebrate. This year, it's time to expand and renovate the temple to better serve the community and loyal devotees. On 10 January 2024, to foster communal harmony, IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) generously donated RM10,000 to the temple to assist in renovation expenses and necessary repair works. With the works completed in September 2024, the temple is now expanded to a comfortable 81,805 square feet, set to benefit more than 200 Indian families in the area.



It is not how much we give but how much love we put into giving as Sagil Estate Manager Mr S Niruvarasu (second from left) handed over the donation to the temple's Chairman Mr K Balakrishnan (middle).



## 3 Key Industrial Pillars Powering Malaysian Economy

Industrial parks are essential to Malaysia's economic growth, enhancing the manufacturing ecosystem and attracting high-value investments that are technology-driven, capital-intensive and knowledge-based. With foreign investment surging from RM163.3 billion in 2022 to RM188.4 billion in 2023, the demand for these industrial hubs is increasing as more businesses seek strategically located, well-planned sites with robust infrastructure and connectivity.

On 12 September 2024, IOI Properties Group Berhad (IOIPG) launched the new *IOI Industrial Park Series*, which consolidates these three industrial parks:

- IOI Industrial Park @ Banting in Selangor, a 322-acre park with a gross development value (GDV) of over RM1.5 billion;
- IOI Industrial Park @ Iskandar Malaysia (formerly known as iSynergy) in Johor, an expanded 1,100-acre park with an estimated GDV of RM800 million, offering 200 acres of semi-detached factories, build-to-suit factories alongside land parcels; and
- A new and upcoming IOI Industrial Park @ Melaka.



Team IOI commemorating the launch of IOI Industrial Park Series at Le Méridien Putrajaya.

This strategic move positions IOIPG as a leading industrial developer in Malaysia and maximises the value of our existing land without the need for new acquisitions while strengthening our revenue stream, as well as offering prime locations, excellent connectivity and thoughtful master planning across these industrial hubs.

"Leveraging on IOI Properties' sizeable and strategic landbank, the *IOI Industrial Park Series* is aligned with Malaysia's visionary target of achieving at least 10% growth year-on-year in approved investments," said IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan. With all three industrial parks set to be operational by the end of 2025, the future looks promising for IOIPG.

IOI Industrial Park @ Banting is offering 53 clusters of semi-detached and stand-alone factory units in its first 70-acre phase, along with land parcels for sale.

## Immersive Tour Of Sagil Estate

IOI Corporation Berhad Deputy Group Chief Executive Officer Mr Tan Kean Hua is well-versed in oleochemical operations, and he added to his plantation knowledge with a familiarisation tour of Sagil Estate. On 12 September 2024, Mr Tan arrived at the estate with a big welcome from Sagil Estate Manager Mr Niruvarasu Santharasilan.

Our higher-value crops such as delightful coconuts, aromatic durians, sweet bananas, juicy pineapples and more are grown across our 2,379-hectare estate in Tangkak, Johor. As of FY2024, we have planted 3,131 hectares of coconuts, and we target to plant another 634 hectares by next year. We proudly showed our growing coconut operations, from the pollination area to our sorting and storing centre, while highlighting the benefits of natural, controlled hand-pollination in maximising yield and quality seedlings for our future replanting programme. Our King of Fruits also had its moment as we explained and showed the durian's stages of cultivation.



Research Assistant Manager Mr Oh Yu Long and Mr Niruvarasu showing the effective pollination methods for Hybrid Matag Coconut seedlings to Mr Tan.



Let us take a closer look at Sagil Estate's coconut varieties, including the Malayan Yellow Dwarf, Malayan Red Dwarf, Nias and Tacunan, each with its unique flair and value.

Mr Tan enjoyed the tour and said: "I've gained so much insights and knowledge from the familiarisation tour. I have now a much deeper appreciation for the work and the care put in by Niru and team in maintaining and bringing life to our sprawling estate."



A snapshot of Mr Tan (fourth from left) and the Sagil Estate team – let the tour begin!

## Exhibit, Engage & Inspire

The only exhibition in South Korea dedicated to personal care ingredients, *in-cosmetics Korea 2024*, concluded on 26 July 2024 at COEX in Seoul with great success. The three-day event attracted 13,185 personal care professionals from 84 countries and featured over 316 international exhibitors. Attendance saw a 22.8% increase, while the number of exhibitors rose by 5.4% compared to 2023.

Prior to the launch, IOI Esterchem (M) Sdn Bhd Marketing team had hosted a seminar and product demonstration to introduce our MCT (Medium-Chain Triglyceride) variant and new 2EH (2-Ethylhexanol) esters variants. Our innovative products offer enhanced permeability, luxurious hydration and emollient properties, specifically designed for sensitive skin. The response was outstanding! This time, we connected directly with numerous research and development teams plus product developers, gaining deeper insights and a clearer understanding of their requirements through technical exchanges. We are optimistic about the promising developments for our esters in their projects.

Our teams from IOI Pan-Century Oleochemicals Sdn Bhd and IOI Acidchem Sdn Bhd were equally pleased. We not only strengthened relationships with existing customers but also made valuable connections with new ones. The event opened up exciting opportunities for future business and collaborations while enhancing our presence in the market.

**in-cosmetics® korea**



Our cleansing oil, cleansing balm, and bi-phase face oil prototypes generated significant interest, leading to numerous enquiries about incorporating them into participants' development projects.



# Making Waves Of Wellness

From 20 to 21 July 2024, South Beach Singapore came alive with vibrant energy as 2,351 participants – more than double last year's turnout of 972 – flooded the second annual *Waves of Wellness @ Marina Central* and *Wellness Festival Singapore 2024*. South Beach transformed into a hub of creativity, offering free fitness and wellness activities and booths – from dance and trampoline workouts to hands-on workshops to art jamming to coaster-making to creating tote bags and canvas pouches.



Let's see who can shoot their best shot?



For thrill-seekers, the *Discover Marina Central Race* offered an action-packed 90-minute team quest for kids and adults to navigate the Marina Central district, solving quizzes and completing challenges to win amazing prizes, including five-star hotel stays, *KitchenAid* mixers, luxurious buffets, spa experiences, and more!



## Sing, Sway, Smile!

If you're into acoustic hits like *Americano* or can't get enough of K-drama soundtracks from *Goblin* and *Crash Landing on You*, then you already know how amazing Kwon Jeong-yeol, better known as 10CM, is; and how amazing his *Close To You* concert was! Ask the ten lucky Marriott Bonvoy members who bid and won the front-row seats in the *Marriott Bonvoy Moments* concert featuring 10CM, and they would certainly agree it was absolutely fantastic beyond words.



10CM in his element! What a performance!

The concert was the first-ever cross-country *Marriott Bonvoy Moments* collaboration between Moxy Putrajaya and Moxy Bangkok Ratchaprasong. It started in Malaysia on 21 July 2024 and wrapped up in Thailand on 24 July 2024. They not only had the chance to meet 10CM in person but also soaked in all the behind-the-scenes excitement in a meet-and-greet session. And with stylish stays at Moxy Putrajaya and Moxy Bangkok Ratchaprasong, it was a whirlwind of joy and laughter that left the winners smiling and buzzing long after the final encore!



Cheers to good times! Our Marriott Bonvoy members had a blast at the concert!



## Strengthening Bonds



"Welcome to IOI Resort City, Mr David S. Marriott!" It was a great honour for IOI Properties Group Berhad (IOIPG) Executive Vice Chairman Mr Lee Yew Seng (*top right*) to welcome the Chairman of the Board at Marriott International Mr David S. Marriott (*top left*) on his inaugural visit to Malaysia on 10 September 2024.

What a great honour as a member of the Marriott family had not visited Malaysia since 2003! The visit included a heartfelt exchange of souvenirs and a sharing session, highlighting the strong partnership between IOIPG and Marriott International. The event concluded with a memorable group photo, marking a successful gathering and a warm farewell.

Earlier, on 7 September 2024, we welcomed the Vice President of Premium Classic Brands for Marriott Hotels and Sheraton Hotels & Resorts Mr Drew Iddings, to Putrajaya Marriott Hotel. During his visit, Mr Drew provided updates on the ongoing renovations and the latest brand initiatives, including *Owen*, the *M Passport Mascot*, designed to enhance the experience for younger guests.

Joining the discussion were (*from left*) Marriott International Field Marketing Manager of Malaysia Ms Vithya Ganesan, IOIPG Cluster Director of Sales & Marketing Ms Tan Lee Fong, Putrajaya Marriott Hotel General Manager Ms Nikie Mok and Putrajaya Marriott Hotel Cluster Assistant Director of Marketing & Communications Ms Nur Azela Amir.



## Growing To Be Eco-Champions

It is never too early for children to develop environmental awareness because the future belongs to them. That is why IOI Palm Wood Sdn Bhd welcomed 22 eager students from Unico International School, aged five to eight, to our factory in Segamat, Johor, for an exciting two-hour educational experience on 5 July 2024.

Chief Executive Officer Mr Peter Fitch (*right*) empowered the young minds with the knowledge of sustainability through interactive activities and an engaging presentation on our eco-friendly *OnCore* palm wood. Now, they will never look at palm trees the same way nor take the environment for granted. Our future eco-champions left with special souvenirs, tasty snacks, bright smiles and a newfound appreciation for our precious Earth.



## Prepare For The Unexpected

Every day, on average, 1,600,000 people get sick due to unsafe food, contaminated with bacteria, viruses, parasites, or chemical substances. According to the World Health Organization, over 200 diseases are caused by eating contaminated food. This can easily happen due to improper handling, unsanitary utensils, bacteria or accidental contamination.

Don't you think it's important to ensure your food is safe? Food safety isn't just a priority, it's everyone's responsibility! Whether you're transporting food, preparing it, setting the table or cooking dinner, if you don't apply food safety practices, you risk becoming ill or making someone ill. That is why *World Food Safety Day 2024* is a global call to action to raise awareness about food safety and remind everyone of our important roles in keeping food safe.

At IOI Oleochemical Industries Berhad (IOI Oleo), we didn't just celebrate this day, we turned it into a whole

month of fun reminders. Throughout June 2024, we received daily eye-catching emails featuring infographic posters centred on this year's theme, *Prepare For The Unexpected* to remind everyone that when it comes to food safety, being prepared for the unexpected is key.

The real fun kicked off on 3 and 4 July 2024 at IOI Acidchem Sdn Bhd and IOI Esterchem (M) Sdn Bhd. We transformed our cafeteria into cheerful hubs of activity, packed with interactive games like food safety-themed crossword puzzles, pick-and-match challenges, and lively *Kaboot!* quizzes that made learning about food safety both fun and relevant. More importantly, it was all about reminding everyone that food safety is something we should be responsible for every day. When everyone takes responsibility for food safety, we create a safer environment for all. Senior General Manager Mr Teoh Bak Moi emphasised: "By staying vigilant and informed, we protect not just ourselves but the entire community."



Hard hats on and ready to go! The IOI Oleo team getting hands-on with fun food safety activities and learning along the way!

Who says food safety can't be fun? The IOI Oleo team rocked their booth with games, prizes and plenty of awareness!

Who doesn't love a little competition? Smile, pose and share your experience on social media! The top three posts with the most likes snagged RM50 Aeon vouchers each!



## The Grand 305 Giveaway

Owning a dream house isn't easy. Apart from location, there are so many factors or pain points to consider but thanks to IOI Properties Group Berhad's (IOIPG) *IOI Grand 305 Giveaway* campaign, owning a property is now a breeze. We believe in delivering quality homes that suit the market needs, and we have designed the campaign to tackle move-in costs through a comprehensive suite of incentives.

Whether you are a first-time home buyer or an avid property investor looking for the best deals, there are amazing incentives and rewards. You can choose from 10 projects across Klang Valley and Johor. From modern townhouses to lifestyle apartments, the projects include IOI Resort City in Putrajaya, 16 Sierra in Puchong South, Warisan Puteri in Sepang and Bandar Puteri Bangi as well as launches in Bandar Putra Kulai, Taman Kempas Utama and Johor Bahru in Johor.

From 19 August until 18 November 2024, you can enjoy special rebates, zero entry including free MOT, free maintenance charges, furnishing packages, renovation and solar panel subsidies, and more. There is something for everyone, so grab these amazing 3-0-5 rewards and incentives today. Check out more information at: <https://www.ioiproperties.com.my/305deals>.



\*Terms & Conditions Apply.

IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan (*left*) said: "We launched the IOI Grand 305 Giveaway campaign in August in support of the national housing agenda and in conjunction with National Day," alongside Head of Group Sales, Marketing & Branding Ms Nicole Lee.





# Merdeka! Merdeka! Merdeka!

Pride and excitement roared in the hearts of our employees as we gathered to remember our National Day. Check out the various celebrations as we cheered, feasted and bonded over our shared legacy, making the day memorable.

## IOI Oleochemical Industries Berhad

It was the perfect day on 30 August 2024 to recognise the key employees vital to our supply system. We gave a shout-out to our hardworking truck and tank drivers, while our Community Service Committee revved up the energy with a quiz to reignite our Merdeka spirit. Who is our fourth Prime Minister? What is the fourth *Rukun Negara*? Hmm. Delicious chocolates, unique *Malaysia Madani* badges and flags kept everyone guessing while rolling with fun, teamwork, and waving in true *Merdeka* spirit!



## Sagil Estate

You'll never doubt the patriotism in children when you see and hear the boundless energy of 30 energetic students and nine teachers from Sekolah Jenis Kebangsaan (T) Ladang Sagil as they shouted "*Merdeka! Merdeka! Merdeka!*" with pride at the top of their lungs (check out our IG at <https://www.instagram.com/ioicorporation/>). We went all out for Merdeka on 29 August 2024, with unmatched enthusiasm from Plantation Controller Tuan Zakaria Arshad (right) and our Sagil Estate employees.



## Pamol Group

From tugs-of-war to 100-metre races to tent decorating contests to marching parades, the funfair at Pamol Group was a celebration to remember during the Merdeka Day! Together with our seven estates (Bayok, Ulu, Rungus, Tindakon, Meliau Nangoh, Sugut) plus Pamol Mill, Pamol Research Centre and Pamol Cluster Office, nearly 2,000 employees and 300 family members joined in the fun. The crowd held their breath for the lucky draw, with five motorbikes up for grabs, and cheered with delight as veteran *Kadazandusun* singer Datuk Francis Landong brought some star power to the event with his performance. What a perfect mix of fun and pride!



Pamol Mill, winning Best Marching (top) and Best Decorated Tent! (far right).



## Segamat Estate

On 31 August 2024, a total of 49 students and 10 teachers from Sekolah Jenis Kebangsaan (T) Ladang Segamat enjoyed a fantastic *Merdeka* party at Segamat Estate as we hosted a lively community celebration packed with energetic games, a tasty KFC feast and patriotic *Merdeka* cheers.



## Swee Lam Estate

Nothing says patriotism quite like Swee Lam Estate, which celebrated the occasion with a salute to the creativity of national pride. Our office and bikes were adorned with eye-catching Malaysia-themed designs. And let's not forget our teams, who proudly assembled in vibrant wear. It was a unique and spirited way to honour *Merdeka*, making the day truly unforgettable for everyone!



# The Way To Go With Jalur Cableway



Another milestone was unlocked! IOI Group Managing Director & Chief Executive Dato' Lee Yeow Chor (middle) smiling with pride at the launch of the Jalur Cableway on 6 August 2024, along with (from left) Agronomy Manager Pak Dani, IOI Research Centre General Manager Mr Joshua Matthews, GIS & Water Management Manager cum Cableway Project Manager Pak Eko Haryono, Mr Subramaniam, IOI Plantation Director Mr NB Sudhakaran and Plantation Controller Pak Vinosh Arumugam.

All harvested fresh fruit bunches (FFB) are usually loaded onto trucks at estates and transported to mills on the same day to maximise yield and oil extraction rates. However, at PT Bumi Sawit Sejahtera (PT BSS) in Indonesia, it takes more than 10 hours to load and transport the FFB from PT BSS to PT Sukses Karya Sawit (PT SKS) Mill due to over 60 km of challenging and muddy terrain. The journey can stretch to two or three days if boats are used.

So, in eight months, PT Sawit Nabati Agro (PT SNA) Head of Plantation Mr Subramaniam Arumugam and his team innovated an ingenious alternative to transport our FFB from the harvest point (PT BSS) to the collection site at PT Berkas Nabati Sejahtera (PT BNS) before heading to the mill at PT SKS. By using a cableway system, we can efficiently transport batches of FFB from one point to another, reducing transportation time, improving productivity, and minimising damage to the fruits. Now, it takes just two hours to transport our FFB from PT BSS to PT SKS Mill over a 12 km journey. Altogether, we have 15 aerial tractors, each carrying 39 meshes of FFB, weighing around seven metric tonnes. What an incredible accomplishment! Well done to Mr Subramaniam and the team.



# Planting The Seeds With Thai Growers

Thailand is currently the world's third-largest palm oil producer. The industry is gearing up to push its production to the next level with new palm oil technologies and equipment, so palm oil companies across Asia converged at the 13<sup>th</sup> edition of Thailand's largest palm oil technology event to network, discover the latest innovations, and explore new business prospects.

*Palmex Thailand 2024* opened its doors to upstream and downstream palm oil companies as well as visitors from over 20 countries from 1 to 2 August 2024 at the CO-OP Exhibition Centre in Surat Thani, Thailand. Our IOI Group Research Centre team made a dynamic debut, introducing our cutting-edge planting materials to the Thai market and sparking engaging conversations with the local growers. We could feel the buzz as we showcased our innovation and planted the seeds to thrive in Thailand's promising market.



Our team, ready to chat and share at Palmex Thailand 2024.



# Digital Power Of MyPalm In Your Palm

With *MyPalm* in your hands, you've got the power to transform operations like never before. This cutting-edge digital system makes traditional labour-intensive manual data logging, inaccuracies, and inefficiencies a thing of the past. IOI Edible Oils Sdn Bhd (IOIEO) General Manager Mr Shyam Lakshmanan (left in pic) shared how this game-changing digital tool has transformed our mill's performance during a panel discussion at the *Palm Oil Technology and Innovations Expo 2024*.

Held on 28 August 2024 at the Kuala Lumpur Convention Centre, the discussion highlighted how digital solutions like *MyPalm* are empowering the palm oil sector by boosting operational efficiency and accuracy. *MyPalm* is streamlining the operations at IOIEO's kernel crushing plant. From real-time production insights to optimised resource management, this web and mobile app uses AI to deliver predictive and prescriptive analyses, keeping everything running smoothly from crushing kernels to the final product. It's all about moving forward with the times, and *MyPalm* is leading the way!





# Open Door To A Better Wood

Buildings equipped with *OnCore*® palm wood doors benefit from an added layer of fire protection. Not only are our palm wood panels lightweight, but they are also fire-resistant, strong and eco-friendly. Additionally, these palm wood panels require minimal maintenance as they are free of formaldehyde and resistant to moisture swelling, fungal decay and insect infestations. This makes them a more reliable and sustainable building material than rubberwood or particleboard.

IOI Palm Wood Sdn Bhd Chief Executive Officer Mr Peter Fitch proudly showcased *OnCore*®'s wide-ranging benefits to 10 members from the British Malaysian Chamber of Commerce on 23 August 2024. The day included a guided tour of our state-of-the-art factory in Segamat, Johor where guests were introduced to our innovative manufacturing processes. It was followed by a networking lunch, leaving a lasting impression of our commitment to mitigating deforestation and reducing carbon emissions with our climate-positive solution. Oh, and did we mention the irresistible durian feast that added a delicious twist to an already memorable day!



## Engineering Minds With Cool Discoveries

Imagine skating across an Olympic-sized ice rink. It's an exciting experience on its own. But for the engineering enthusiasts, the real thrill lies behind the scenes. They'll wonder what it takes to keep such a huge ice rink perfectly chilled or how Malaysia's largest mall operates smoothly every day?

A total of 24 students from Sepang Vocational College, pursuing a Diploma in Engineering Technology (Air Conditioning & Refrigeration) enjoyed a learning treat at IOI Properties Group Berhad (IOIPG) headquarters on 29 August 2024 where they got the chance to step out of their classrooms to learn and experience real-world applications of their textbook knowledge in a hands-on way. The day started with

an insight into IOIPG's various internship opportunities and career paths. It continued with a site safety briefing into the infrastructure and cooling towers of IOI City Mall's (ICM) skating rink by our Building Services team followed by a guided tour of the day-to-day operations of ICM. We wish these students a bright and successful future in engineering!



Students got front row seats in the fire control room to check out ICM's building management system that monitors and controls the mall's mechanical and electrical equipment.



A learning tour & industrial talk with IOIPG: #EdVentureWithIOIPG.

What does it take to keep this 30 m x 60 m of ice surface chilled and smooth all day long?

## Connecting Bright Minds & Shaping Futures

Career fairs aren't just about recruitment – they're also an opportunity for organisations to build brand awareness among job seekers. Amidst the bustling booths at Sunway Resort Hotel, IOI Properties Group Berhad's (IOIPG) Group People & Culture Department connected with potential young tech talents at the *Tech Career Fair 2024* on 7 September 2024. Organised by Talentbank, the annual fair attracted a dynamic mix of 60% experienced professionals and 40% fresh graduates and university students, all eager to explore diverse roles in the ever-evolving tech landscape.

Our dedicated team engaged with the potential candidates and shared insights into IOIPG's innovative career paths while fostering meaningful connections with top-tier tech talents. What an opportunity for talent acquisition and brand building as we reinforce our efforts to build lasting relationships while showcasing our unique values and growth opportunities.



## Safe, Healthy & Eco-Friendly

Who doesn't want a workplace where safety is part of everyday life and more than just policies written on paper? At IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG), we are all about creating a culture where safety is a shared responsibility. Check out these initiatives to boost safety and health in our workplace.

### Zero Workplace Incidents

How do we aim for minimal workplace incidents? Thumbs up to Team IOI for signing a safety banner and committing to prioritising safety and health during IOIPG's September Safety & Health Awareness Campaign! With the Head of Group Quality Management Mr Sin Chin Yuh (left) and Safety & Health Manager Mr Mohd Khairil Bin Md Kasim (right), our Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan (middle) highlighted the importance of making safety a top priority and a shared responsibility.

We look forward to training sessions on ear and eye protection, personal protective equipment use, and more, as we aim for zero work-related fatalities and ensure all team members, including contractors, are well-equipped and safety-compliant. Let's stay safe and maintain high safety standards at work and on our project sites!



### Sink Or Swim?

Ever tried rescuing someone from drowning? If yes, you would know just how challenging and dangerous it can be. In a panic, they might grab onto you, dragging both of you down as they struggle to stay afloat. There are right techniques to perform a rescue. And our employees certainly benefitted from the demonstration.



### Swift To Act Anytime

How do you handle an unexpected accident at a high altitude or if a construction site suddenly collapses? Syarimo Palm Oil Mill demonstrated all kinds of response and rescue operations fused with adrenaline-rushed simulations during the *Safety, Health & Environment Campaign 2024* on 28 August 2024 so that we can be prepared to act swiftly and work together as a team.



### From Clean Up To Wildlife Vibes

Workplace safety is a serious topic but who says it has to be dull? Look at Unico Desa Oil Mill's month-long *Safety Campaign* in August 2024 as employees had fun brushing up their safety skills and learning new ones. Our employees had so much fun as we rolled out a follow-up *Environment Campaign* in September 2024.

On 17 August 2024, 22 of our employees rolled up their sleeves for a beach clean-up at Pantai Pasir Putih, Sandakan, turning trash collection into a team adventure! Then we swapped the sand for the jungle and visited the Sepilok Orangutan Rehabilitation Centre and the Bornean Sun Bear Conservation Centre, getting up close with one of the world's rarest primates – the *orangutan* – and even spotting sun bears chilling in their natural habitat.

### Learn, Grow & Live With Nature

On 28 August 2024, our HUMANA students discovered the importance of co-existing with wildlife. Thanks to Seratu Atai, a Sabah-based non-governmental organisation, both the kids and our employees learnt all about the endangered Bornean elephants and *orangutans* at the vibrant booth filled with eye-catching infographics plus fun arts and crafts activities that kept the children engaged and excited!





# Breaking The Uncommunicable Code

Erin loves *nasi lemak*; it is her breakfast of choice. Pile on the *sotong*, *sambal* and *rendang*, and top it off with a frothy cup of *teh tarik*. Who can resist the delicious array of foods like *curry laksa* and *char kuey teow*? How about some *keropak* or *pisang goreng*? Or the late-night *mamak* sessions? The joys of life are tastefully endless, but these are some of the delights that are silently killing us. Is it any wonder that Malaysia has one of the highest rates of obesity and diabetes in Southeast Asia?

Nearly a fifth of the Malaysian population today is either diabetic, obese, or both. Diabetes is one of the four categories of non-communicable diseases (NCDs), which are the leading cause of death around the world. NCDs are chronic diseases that are not infectious to others but cause long-term health consequences. They are typically caused by genetic factors, unhealthy lifestyles, smoking and overconsumption of alcohol.



## High Risks Of NCDs In Malaysia



Source: National Health and Morbidity Survey 2023

## Uncovering The NCD Crisis

According to the World Health Organization, NCDs kill 41 million people annually, equivalent to 74% of global deaths. Cardiovascular diseases account for most NCD deaths, or 17.9 million people annually, followed by cancers (9.3 million), respiratory diseases (4.1 million), and diabetes (1.5 million). These four groups of diseases account for over 80% of all premature NCD deaths.

You may think that you are still young and that only older people get them, but NCDs can affect anyone at any stage of life, whether you are a child, teenager, mother, or grandfather. Every year, 17 million people die from NCDs before the age of 70, and in Malaysia, Erin is just one of the 84% of adults aged 18 to 29 years with diabetes who do not even know that they have diabetes.

## Non-Communicable Diseases



### Cardiovascular Diseases

Examples: coronary heart disease, heart attack and stroke



### Diabetes

Examples: Type 2 diabetes



### Cancers

Examples in men: prostate, lung, colorectal, bladder and skin cancer

Examples in women: breast, colorectal, lung, cervical and skin cancer



### Chronic Respiratory Diseases

Examples: asthma, chronic obstructive pulmonary disease, occupational lung diseases and pulmonary hypertension

## Are You At Risk?

Lack of awareness, late diagnosis, and low adherence to treatment are often the leading factors in the difficulty of controlling NCDs. With our busy schedules, we often delay medical checkups until the last minute or when our condition worsens. There's no better way to find out than through the numbers:

BMI		Lipid Profile	
Weight (kg)		Total cholesterol	
Height (m) x Height (m)		< 5.2 mmol/L	
Underweight	Below 18.5	Triglycerides	
Normal	18.5 – 24.9	< 2.26 mmol/L	
Overweight	25.0 – 29.9	Bad LDL cholesterol	
Obesity	30 and above	< 2.6 mmol/L	
BMI: _____		Good HDL cholesterol	
		> 1.45 mmol/L (male)	
		> 1.68 mmol/L (female)	

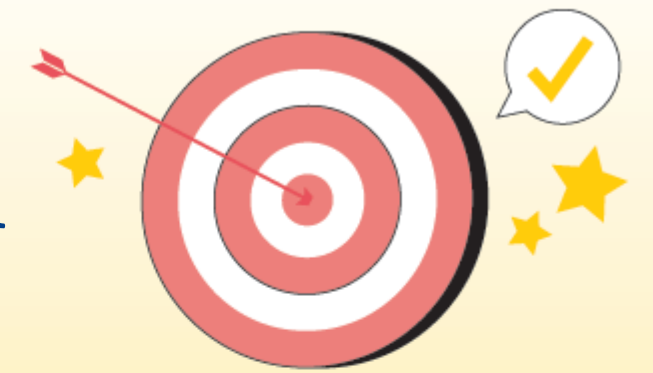
Blood Pressure		Blood Glucose Level	
120 – 129 mmHg (Systolic)		< 7.8 mmol/L	
80 – 84 mmHg (Diastolic)			

Body Fat Percentage		Waist Circumference	
Male	< 25%	Male	< 90 cm or 35 inches
Female	< 35%	Female	< 80 cm or 32 inches

- Check your BMI and other health readings regularly
- Individuals with a family history of NCDs should monitor more closely and attend health screenings annually
- Quit smoking, cut back on processed foods and excessive alcohol
- Eat a balanced diet and adopt an active lifestyle to stay within a healthy weight range

# Communicating The Crisis Into Action

Old habits may die hard but lifestyle changes towards a healthier you can help to increase your energy, rather than drain it. Take your first step to build a good health habit with our step-by-step guidance below!



## 01 Set Goals

Keep outcome goals at the back of your mind, but measure your success based on behaviour goals. Rephrase your avoidance goals to positively phrased action goals. Try setting a goal right now! It can be anything – nourishment, self-care, fitness, relationship or work. Do not worry about setting a bad goal, you can always fine-tune it along the way.



- Behavioural Goals**
  - Focus on what you are doing
  - Should be a daily or weekly goal ideally to support the outcome goal
  - Example: exercising for 30 minutes three times a week

- Outcome Goals**
  - Focus on end results only
  - Will lose momentum if not supported by behavioural goals (can be out of your control or take too long to see the results)
  - Example: losing 5 kg of weight

- Avoidance Goals**
  - Set off a pattern of negative thinking when you seek to avoid a negative outcome
  - Example: avoiding junk food

- Action Goals**
  - Reinforce positive thinking when you seek to attain a desirable or positive outcome
  - Use the S.M.A.R.T. (Specific, Measurable, Achievable, Relevant, Time-bound) framework to set your action goals
  - Example: eating healthy food

Now, combine the above and write down your health goal:

(Example: I will exercise for 30 minutes three times a week to lose 5 kg of weight in six months, and track my progress after one month.)

## 02 Find Time

Do not brush off the importance of taking care of your health, even with a busy schedule. When you invest in yourself, you will experience greater energy and mental clarity to perform better at work and in life. So let us prioritise health and unleash our full potential!



### Shake Up Your Schedule

Carve out time from your current schedule. Here are some ideas, which one are you willing to try?

- Wake up earlier
- Stay up later
- Reduce screen/leisure time
- Plan ahead and prepare for the next day's activities or meals
- Delegate tasks to others
- Reduce part of lunch with quick exercises

### Hit Two Birds With One Stone

Multitask by accomplishing two at once. Tick the techniques you feel you can adopt.

- Listen to podcast while working out
- Incorporate exercise into daily commute or take the stairs
- Combine family time with physical activities or workout sessions
- Exercise while watching TV or babysitting
- Try "walking meetings" instead of sitting, or pace during calls
- Incorporate fitness and self-care into social gatherings

Based on your preferences, when can you find 30 minutes to focus on your health goals? Try to commit to one slot every day, circle it and give it a shot!

Early morning | Mid-day (lunch time) | Afternoon | Evening | Night

## 03 Maintain

Congratulations! You have made your first move to creating positive life changes. Remember, change is a gradual process and the pursuit of health is a lifelong journey. While the road seems long and challenging, every step brings you closer to success. Keep trying and going until you achieve your health goals. Embrace the small victories along the way and learn from the setbacks because you are a step closer to a healthier and happier you.



## Energise With A Good Night's Sleep

Lastly, do not overlook the benefits of proper sleep to boost the energy you need to start on your health journey. Here, discover the ingredients of a good night's rest to wake up feeling refreshed, energised and ready to face the day.

### Setting Ambience

- Turn off the lights to release melatonin in your brain
- Lower the room temperature to 24°C
- Declutter your space to help you relax
- Do not work or eat in bed, turn off or keep phones and computers outside the bedroom

### Food and Drinks

- Slowly decrease your daily *nasi lemak* in portion and frequency. Avoid foods that disrupt sleep, such as those high in sugar, gassy, greasy or acidic
- Eat dinner early, at least three hours before bedtime
- Drink a glass of warm milk
- Avoid caffeinated beverages and stimulants such as alcohol or nicotine right before bedtime

### Sleep Enhancers

- Take a warm shower before bed to relax muscles and calm your body
- Exercise during the day for better sleep at night
- Try deep breathing and relaxation techniques before bed
- Choose comfortable pillows, not too thick or thin, but just enough to support your neck



## Baking Bonds Over Cakes

Tasty, yummy and delicious! A total of 20 women had an absolute blast learning how to whip, mix, bake and decorate at a two-hour baking class, all thanks to our Women Empowerment Committee of Sakilan Mill. The atmosphere was filled with laughter and excitement, and by the end of the class, they not only had delicious cakes to take home but also newfound skills and confidence in the kitchen!



## Bonding Over Lights & Lanterns

The energy was at an all-time high on 7 September 2024 as we celebrated the Mid-Autumn Festival at IOI Mall Kulai, Johor. Families and friends enjoyed the *Hanfu & Chang'E Costume Competition*, tackled fun riddles and cheered on the adorable kids from Tadika Rasional, creating unforgettable memories. The lantern and mooncake giveaway spread joy, while the lively parade and lion dance kept the energy high all night!



## Shining In Unison For Singapore's 59<sup>th</sup>

South Beach Singapore added a touch of sparkle to Singapore's 59<sup>th</sup> birthday with festive decorations around the Lion City. The spirit of patriotism radiated as dazzling decorations adorned our South Beach Tower, South Beach Avenue and the JW Marriott's pick-up and drop-off point, creating a vibrant atmosphere and excitement.



## Closer To Nature Daily

IOI Sandakan Sustainability Department made a meaningful impact at Sekolah Menengah Kebangsaan Beluran II's *Science, Technology, Engineering & Mathematics (STEM) Carnival* on 25 September 2024. Our booth highlighted IOI's sustainable practices through engaging exhibits like recycled crafts, a zero-waste oil palm model and a quiz with prizes. The engaging display caught the attention of the Beluran District Education Officer Dr Nancy Ng, who praised IOI's efforts in promoting sustainable practices!

## Hashing As One

Routine work can get dull so the entire management team of Mayvin Group laced up their running shoes for the *Hash Run* on 23 July 2024. What a breath of fresh air as they stepped away from their desks for friendly competition and socialising, making fitness and work-life balance a part of work culture.



## Together For A Cleaner Future

Over 400 participants, including employees from IOI Properties Group Berhad Business Unit Kulai, got together to learn about waste management and environmental protection at the *Johor State Level World Clean Up Day*. Organised by SWCorp Malaysia and the Kulai District Office, the eco-friendly event, which was held on 29 September 2024 at Taman Eko Rimba, Gunung Pulai, Kulai, was impactful and educational.



## Uniting Community With Every Serve

Ladang Sabah Palm Oil Mill brought some serious energy to the court with a volleyball tournament organised by the Employee Consultative Committee. From 4 to 11 August 2024, over 36 teams, including 16 women's and 20 men's teams, came together not just from within our estate but also from neighbouring villages, turning it into more than just a tournament but a community celebration.



# TEMPO DULU

BBQ Buffet Dinner  
(Indonesian Themed)

Fridays & Saturdays

13 September - 30 November 2024 | 6.30pm - 10.00pm

For reservations, call +6012 580 0985 or email [cy.pency@courtyard.com](mailto:cy.pency@courtyard.com)

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