

Think You've Seen It All?
Think Again!

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B E R I T A IOI

The Official Newsletter of



IOI GROUP

PUBLISHED BY

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PRINTED BY

Sky Press Sdn Bhd
No. 8 & 10, Jalan
PBS 14/10, Taman
Perindustrian Bukit
Serdang, 43300 Seri
Kembangan, Selangor.

ISSUE NO: 104 (OCT - DEC 2024)

KDN NO: PP9740/05/2013 (033253)

For Internal Circulation Only

MENTAL HEALTH Matters At Work

Everyone has mental health – it matters 365 days. Mental health is crucial for growth, productivity, decision-making, strong relationships, resilience, well-being and overall life satisfaction.

Mental health issues, such as depression, burnout, stress, anxiety and mood disorders, are widespread in many workplaces, locally and globally, as we spend more time working than engaging in any other activity during our waking hours. But stigma and discrimination often keep those with mental health conditions quiet due to embarrassment and shame. If nothing is done about it, it can affect productivity and performance, and take a toll on both physical

and emotional health. According to the World Health Organization, the global economic cost of untreated mental health conditions is estimated at US\$1 trillion annually.

It's time to prioritise mental health in the workplace.

This is the theme of the World Mental Health Day on 10 October 2024. It's time to open up, speak up, do something about it or seek support. Remember, mental health matters every day. Turn to *Cover Feature* and check out how you can take care of your mental health.



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LEADING EDGE With 2 ESG GOLD

Environmental, social and governance (ESG) is not a passing trend but a vital framework for businesses to tackle global challenges. IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) have long championed ESG excellence and set industry benchmarks. Our commitment was reaffirmed at *The Edge Malaysia ESG Awards 2024* on 14 October 2024, where we proudly clinched two Gold Awards in the Plantation and Property sectors under the *Public Listed Companies (PLCs) Category*.

This year's third edition of the awards was highly competitive, with 779 PLCs qualifying for evaluation (more than double last year's 356) by FTSE Russell using the FTSE4Good's ESG rating model covering 14 themes and over 300 indicators. We were honoured to be among 48 outstanding companies recognised at the gala dinner, which was attended by 370 representatives at Mandarin Oriental Kuala Lumpur.

IOIC's third consecutive Gold award reflects the remarkable achievement in reducing our Group-wide greenhouse gas emissions by 42% a year ahead of target.



IOIPG clinched Gold in the property sector for the second year running, thanks to the extensive expansion of solar photovoltaic systems across our retail malls, office towers, sales galleries and golf clubs.

Top Of The Charts

While the global operating environment continues to present challenges, IOI Properties Group Berhad (IOIPG) Chief Executive Officer Mr Lee Yeow Seng believes IOIPG remains committed to enhancing our offerings across Malaysia, Singapore and China. Not only that, we are actively expanding our property investment portfolio to ensure stable recurring income. As for our hospitality and leisure segment, our newly acquired W Kuala Lumpur and the opening of Moxy Putrajaya have helped our revenue soar 68% to RM83.2 million. During FY2024, we gained a 42% year-on-year profit growth!

Our progressive growth and achievement put us in fourth place in the *Top-of-the-Charts – Top 10 Awards* (for market capitalisation of RM1 billion and above) in the third *Malaysia Developer Awards (MDA) 2024*. Congratulations, IOIPG!

The MDA celebrates excellence in the real estate industry, recognising developers who have made a lasting impact over the past three years. Organised by Star Media Group and FIABCI Malaysia, the event on 18 October 2024 featured a gala dinner where 32 prestigious awards were presented, honouring visionary leadership, exceptional projects and significant contributions to the property landscape.



IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan accepted the award from Minister of Housing & Local Government of Malaysia Yang Berhormat Nga Kok Ming at JW Marriott Hotel Kuala Lumpur.

Building On The 6th Edge Of Excellence



Well done to Team IOI for standing the test of time!

Despite a challenging FY024 marked by slower economic growth, geopolitical trade tensions, rising inflation and increasing interest rates, IOI Properties Group Berhad still ranked among the top ten elites at *The Edge Malaysia Property Excellence Awards (TEPEA)*. We launched RM4.49 billion worth of properties, unveiled the 480-room Moxy Putrajaya and made a strategic acquisition of the 150-room W Kuala Lumpur. Beyond Malaysia, our ventures in Singapore and China gained significant traction, with projects like IOI Central Boulevard Towers and Marina View Residences set to deliver earnings in 2025 and beyond. These achievements earned us sixth place in the *TEPEA 2024*. We celebrated this recognition on 11 November 2024 at Mandarin Oriental, Kuala Lumpur, reaffirming our enduring excellence and resilience in the property sector.



Editor's Note



Every step forward is progress. No matter how small, each effort brings us closer towards growth and improvement, away from stagnation and the status quo. It all begins with a healthy mind. That's why, in this issue, the focus is on mental health in both our *Cover Feature* and *Learning Curve* because it's an essential part of our well-being, one that is often untreated, neglected and ignored. Mr Oscar Wilde once said: "*Be yourself; everyone else is already taken.*" Adding to this, I'd say: "*Be yourself; only better; for everyone else is already taken.*" As you read through our record-breaking 28-page issue, you'll find a wealth of celebrations, plenty of accomplishments and an abundance of endeavours – all shared to fill you with hope and positivity as you step into a promising 2025!

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

The Definitive Z Choice



Being a good employer is no longer good enough – you have to beat the rest and be the best. With a growing presence of Gen Z in the workforce, it is important to attract and retain young talents while fostering a diverse, collaborative, sustainable and innovative workplace.

IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) are empowering employees with top-notch training programmes, flexible work arrangements and well-being initiatives that promote work-life integration and excellence. Our philanthropic and sustainability efforts further cultivate empathy and care among our employees while fostering diversity, collaboration and continuous innovation – values that resonate with the next generation of talent.

This dedication earned us dual recognition at the 11th HR Asia Awards 2024. Both IOIC and IOIPG proudly clinched the *Best Companies to Work for in Asia* and *Most Caring Company* awards during the award ceremony at One World Hotel, Petaling Jaya on 4 December 2024. For IOIC, this is our first time winning both awards, while IOIPG scored a hat-trick for *Best Companies to Work for in Asia* 2024 and won the *Most Caring Company* for the second year in a row, staying true to our *Trusted* vision.

As Asia's largest employee engagement recognition initiative, the HR Asia Awards have surveyed 1.5 million employees and evaluated over 20,000 companies across 95% of the continent over the last decade. This year's theme, *The Definitive Z Choice*, recognises exceptional organisations that have excelled in creating exceptional workplaces for the next generation.



Well done to IOIC and IOIPG for winning the hearts of Gen Z with firm commitment to excellence and care!



A Workplace That Cares

IOI Corporation Berhad cares about the well-being and growth of employees. That's why, in April 2024, our Human Resources team launched *IOI Cares* to support our people's physical fitness, mental health, personal growth, and overall happiness. By combining digital tools with human expertise, *IOI Cares* offers personalised wellness plans, self-guided assessments, lessons, webinars, and one-on-one coaching to help the IOI Family reach new health and well-being milestones.

Our efforts didn't go unnoticed! We are proud to receive the *Gold Award for Excellence in Workplace Wellbeing* on 18 October 2024 during the 12th Human Resources Excellence Awards (HREA) 2024 at Hilton Kuala Lumpur. This gold recognition is a testament to our commitment to creating a workplace where our employees can thrive personally and professionally.

As one of Malaysia's top platforms for acknowledging HR trailblazers, the HREA has celebrated 12 years of excellence in talent acquisition, workforce engagement, leadership development and employee retention. This year, over 680 industry leaders gathered to celebrate forward-thinking companies shaping the future of work with care, empowerment, and innovative HR strategies.



Cheers to our HR team for championing a comprehensive and inclusive approach to employee well-being!

Unleashing Talent In Southern Region

A culture of continuous learning is the secret to encouraging employees grow and unleash their talent and potential. At IOI Pan-Century Edible Oils Sdn Bhd (IOI PCEO), we are nurturing a learning environment where growth and development are always at the forefront.

This dedication to people and progress earned us the prestigious *Human Resource Development Corporation (HRD Corp) Award – SME Employer (Southern Region)* at the 22nd HRD Awards 2024 Gala Dinner, held at the Malaysia International Trade & Exhibition Centre on 7 November 2024.

This year, with 493 organisations and trainers in the running (a big jump from 339 last year!), we stood out as one of 36 winners recognised for our people-centric approach. Since 2001, the HRD Awards have been celebrating Malaysia's commitment to world-class talent development, and we're proud to contribute to the movement.



Well done to IOI PCEO HR Head Mr Wafli Ali (middle) and his team behind the win!

Energising A Greener Trail For Malaysia And ASEAN

Since 2014, IOI Properties Group Berhad (IOIPG) has been certified up to 67.7% of our properties as green buildings by leading standards such as Green Building Index (GBI), BCA Green Mark, Green Building Evaluation Label and GreenRE Certification. In 2024, IOI City Mall (ICM) Phase 2 and IOI Galleria @ Bandar Putra Kulai in Johor are not only GBI-certified, but are shining examples of our sustainable developments. ICM's 3.5 MWp solar photovoltaic system, advanced lighting and optimised heating, ventilation and air conditioning controls have significantly reduced carbon emissions and reliance on fossil fuels, while IOI Galleria @ Bandar Putra Kulai's advanced roofing system for natural cooling conserves electricity, proving that sustainability and utility savings can go hand in hand.

These initiatives earned us awards at the *National Energy Awards (NEA) 2024* and the *ASEAN Energy Awards 2024*, affirming our leadership in sustainable energy management at the national and regional levels.

We are proud to be among the 13 Malaysian champions celebrating victory at the ASEAN Energy Awards 2024!



IOI CITY MALL

IOI GALLERIA



WINNER

Energy Efficient Buildings Award
(New & Existing Building Category)

WINNER

Green Buildings Award
(New & Existing Building Category)



RUNNER-UP

Energy Efficient Designed Building Award
(Energy Efficient Category)

RUNNER-UP

Small Green Building Award
(Energy Efficient Category)

Forward Faster For Sustainability

As the world approaches the 2030 target to reach the United Nations Sustainability Development Goals (UN SDG), the call to increase our sustainable acts is even louder. Don't we all want a better future? IOI Properties Group Berhad (IOIPG) has wasted no time, and our Group Corporate Sustainability team has collaborated with various Business Units to implement impactful sustainability actions. We introduced a capacity-building programme for our landscapers, and partnered with ecological experts to improve urban biodiversity through nature-based solutions. We also provided ISO 14064-1:2018 trainings on greenhouse gas emissions to equip our project teams with the skills to measure, manage and report emissions accurately.

Our efforts paid off! We won the *Sustainability Awareness and Employee Engagement Recognition* at the *Forward Faster Sustainability Awards 2024*, presented by the UN Global Compact Network Malaysia and Brunei (UNGCMYB). Our Group Corporate Sustainability Head Ms Kristine Ng (*second from left in pix*) received the award from UNGCMYB Board Director Mr

Edey Suresh and Board Chair Ms Norhana Ismail Zilian on 29 November 2024 at Grand Hyatt, Kuala Lumpur. This recognition demonstrates our unwavering commitment to sustainability and employee engagement initiatives.



We are dedicated to embedding sustainability into our core operations, empowering employees and shaping a sustainable future for our communities and the environment.

Bling Bling Innovation's The Jewel

The IOI Oleo GmbH team returned to Germany after an exciting but rewarding *in-cosmetics Asia 2024* from 5 to 7 November 2024 in Bangkok, bringing home valuable feedback, great insights, and a shiny new award for the shelf!



The latest jewel in our IOI Oleo GmbH portfolio effectively limits the blooming effect in lip balms, foundation sticks and lipsticks.

The trade fair started with the annual distribution partner seminar, where our partners were excited to learn about new hair care data for SOFTISAN® conditionHAIR and the bestselling SOFTISAN® 649. Joint presentations with numerous success stories showed our appreciation for the hard work while inspiring new marketing approaches from other countries. Our new *Protect & Care* formulation kit, tailored to the demands of Asian countries, took customers and partners by storm. With a light touch, non-sticky texture, and fast absorption, the formulations incorporate trends in daily SPF and skincare. The launch was accompanied by short in-use videos.

But the highlight was the *Innovation Zone Best Ingredient Bronze Award* for DYNASAN® CrystalCONTROL L, the formulator's jewel for worry-free processes. After a successful award-winning launch of SOFTISAN® MagicPOWDER S, last year, we won this award, thanks to the innovative ingredient and teamwork across research and development, production, product management and CARE Studio! The award drew crowds to our stand!



The event drew 13,103 attendees, an 11% rise from 2023, with a record 43% being international visitors. In total, 5,591 travelled from outside Thailand, a 19% increase year-on-year.

Malaysian Values Shine Bright

"Tell us you're Malaysian, without telling us you're Malaysian."

The Malaysian spirit of patriotism, kindness, and honesty was tested and confirmed through three social experiments at IOI City Mall. Whether waiting in a lift, skating at the ice rink or relaxing on a bench, shoppers stood tall to proudly sing along to the national anthem, with some even reciting the last principle of the *Rukun Negara* with pride. Kindness shone when shoppers quickly helped a lost child reunite with his mommy. Honesty was just as bright when a lost wallet, left intentionally at the mall, was returned without hesitation.

Our creatively engaging approach to social media content won viewers' hearts, earning us the bronze award for *Excellence in Content Marketing* at the *13th Marketing Excellence Awards 2024* on 25 October 2024. This annual platform recognises Malaysia's corporations for outstanding marketing campaigns marked by creative excellence, strategic success, and effective delivery.



Cheers to the creative team behind the award-winning social media series that brought the Malaysian spirit to life!

Localising The SDGs

In 2024, IOI Properties Group Berhad (IOIPG) stepped up our sustainability commitment with innovative and impactful initiatives to create a greener future. We powered IOI City Mall with the biggest mall solar photovoltaic (PV) system in Southeast Asia and supplied renewable energy for the mall's day-to-day operations. We installed a 250.4 kWp solar PV system at Palm Garden Golf Club. We added solar panels to 16 Sierra's sales gallery, Sierra Fresco's common areas, the Amigo Clubhouse, and our project office. We even installed solar-powered streetlights at Sierra Fresco. Meanwhile, our *Waste to Treasure* campaign kept recycling and upcycling in the spotlight.

All these sustainability initiatives reduce carbon emissions and promote a circular economy. They align with Sepang's vision of becoming a clean, green, smart, and sustainable town by 2030. As a result, we took second place in the *Sustainable Development Goals (SDGs) @ Sepang Award* under the Private Agency/NGO category at the inaugural *Anugerah SMART Mampan @ Sepang 2024*. The award honours our commitment to advancing the SDGs for sustainable urban development and thriving communities. It's also a milestone effort by the Sepang Municipal Council to inspire impactful local actions towards achieving the SDGs.



IOIPG Director of Property Development Mr Ho Kwok Wing (right) proudly receiving the award from Sepang Municipal Council Engineering Department Director Mr Saifunazif Bin Mat Yatim (middle) on 6 December 2024.

A Roadmap To Sustain

IOI CITY MALL

IOI PROPERTIES
Trusted.

TERA

Launch of IOI Sustain Roadmap 2030 & Official Energising of Malaysia's Largest Mall Solar PV System



The ISR 2030 launch was held at IOI City Mall on 14 November 2024.

Watch out for big planet-saving moves as IOI Properties Group Berhad (IOIPG) raises the bar on sustainability with a comprehensive *IOI Sustain Roadmap 2030 (ISR 2030)*. This isn't just any plan – it's a bold blueprint consisting of 12 strategic pillars targeting economic, environmental, social and governance (EESG) aspects. From climate action, biodiversity conservation and waste management to sustainable financing, supply chain management, employee well-being and risk management, *ISR 2030* lays out short, mid and long-term strategies to advance sustainability across our operations and shape a sustainable future.

IOIPG Group Chief Operating Officer (COO) – Property Development (Malaysia) Mr Teh Chin Guan said: "As a responsible and ethical business, we have formulated the *ISR 2030* as a comprehensive sustainability blueprint designed to guide us in our quest to effectively manage risks and leverage opportunities for a more resilient future," at the launch in the presence of Natural Resources & Environmental Sustainability Minister Yang Berhormat Nik Nazmi Nik Bin Nik Ahmad, IOIPG COO – Property Investment (Malaysia) Mr Chris Chong, BM Greentech Berhad Executive Director Mr Gan Chih Soon and TERA VA Sdn Bhd Managing Director Mr Michael Leong.

At the same time, we officially energised Malaysia's largest mall rooftop solar photovoltaic (PV) system on the rooftop of IOI City Mall (Phase 2) in line with our *ISR 2030* to embrace renewable energy. This 4.0 MWp PV system, installed in partnership with TERA VA, complements our mall's existing 3.56 MWp system, bringing the total capacity to 7.56 MWp. Collectively, we expect to avoid 7,661 tCO₂ emissions per year!

The launch was also a great chance to initiate a panel discussion, themed *Towards Sustainable And Climate Resilient Developments*, where IOIPG Group Head of Group Corporate Sustainability Ms Kristine Ng and sustainability advocates engaged in a meaningful dialogue on building a greener future.

What a step forward for IOIPG's sustainability journey!

GO GREEN & LIVE GREEN TODAY



IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan and Maybank Regional Director (Region Selangor & Negeri Sembilan) Mr Abd Razak Bin Kamardin (both holding the sign) together with respective team members sealing the green partnership on 18 November 2024.

Looking for a green and eco-friendly home with a sustainable lifestyle in the urban setting? Finance is no longer a worry, thanks to IOI Properties Group Berhad's (IOIPG) strategic partnership with the Malayan Banking Berhad. You can easily embrace sustainable living through our 95+5% *Green Financing* campaign. You can enjoy up to 95% financing with an additional 5% for credit insurance, takaful, legal fees, valuation and stamp duty with Maybank Green Home Financing. Check out our range of green properties. Our green financing options are available for our range of residential green properties which are certified by the Green Building Index, GreenRE or Leadership in Energy & Environmental Design (LEED), among others.



According to IOIPG Group Sales & Marketing and Branding Head Ms Nicole Lee, this campaign addresses market needs by fulfilling contemporary demand for sustainable homes built with the needs of future generations in mind. The campaign also supports homebuyers in their journey towards sustainable living by embracing sustainable development with integrated green and energy-efficient design in line with our unwavering commitment to producing climate-resilient homes with lower carbon footprints and effective resource and waste management. Why wait, check out COVO (left pix) and our portfolio of residential offerings now at: <https://www.ioiproperties.com.my/>

ISO 14064 Certified & Greening For Good

Organisations face growing pressure to address climate change and reduce greenhouse gas (GHG) emissions. Regular reviews are essential for effective GHG management. ISO 14064 certification sets strict standards for measuring and reporting emissions, ensuring transparency and accuracy. This international standard helps track progress, identify improvement opportunities and implement strategies to reduce carbon footprints.

Let us give a shout-out to IOI Acidchem Sdn Bhd, IOI Esterchem (M) Sdn Bhd, IOI Pan-Century Oleochemicals Sdn Bhd, IOI Pan-Century Edible Oil Sdn Bhd and IOI Oleo GmbH for successfully achieving this ISO 14064 certification.

This certification shows our commitment to a greener and sustainable future, making sure our products and operations align with global sustainability goals. We're always working to improve, using fewer resources, cutting waste and adopting eco-friendly practices. By staying transparent, we are focused on creating long-term value for our customers, stakeholders and the community.



Together, We CAN Drive Circularity



IOIC has been a proud member of the CAN coalition since 2021, joining 75 forward-thinking Malaysian companies to drive national climate goals and champion sustainable business practices.

At IOI Corporation Berhad (IOIC), waste marks the start of something extraordinary. Guided by our 7Rs of Circularity (Rethink, Repurpose, Reduce, Reuse, Recycle, Repair and Recover), we are transforming how we handle waste. From repurposing biomass into useful products to capturing biogas and recycling wastewater, we're making bold strides in embracing circularity and driving progress towards achieving net zero by 2040.

On 6 November 2024, we strengthened our commitment to circularity by hosting our inaugural roundtable panel discussion with the CEO Action Network (CAN). Over 45 industry leaders and policymakers gathered to explore how to accelerate Malaysia's transition to a circular economy. Themed *Biomass, Plastic & Packaging*, the panel discussions were inspiring, covering topics like biomass circularity, innovative circular packaging solutions, recyclable designs and collaborative recycling initiatives.

Experts from the Ministry of Housing & Local Government, Petaling Jaya City Council, Malaysian Palm Oil Board, Indah Water Konsortium, Nextgreen Global and Nestlé Berhad shared valuable insights to balance business goals with environmental responsibility, which inspire new ideas and provide actionable models for businesses and policymakers. Together with CAN, we can make a difference.

IOIC Independent Non-Executive Director Dr Nesadurai Kalanithi (right) kicking off the session while our Chief Sustainability Officer Dr Surina Ismail (left) and Tetra Pak Sdn Bhd Sustainability Director for ASEAN Ms Terryng Tan (middle) moderated.



Climate change is not a distant problem – it's real, and it's affecting all of us.



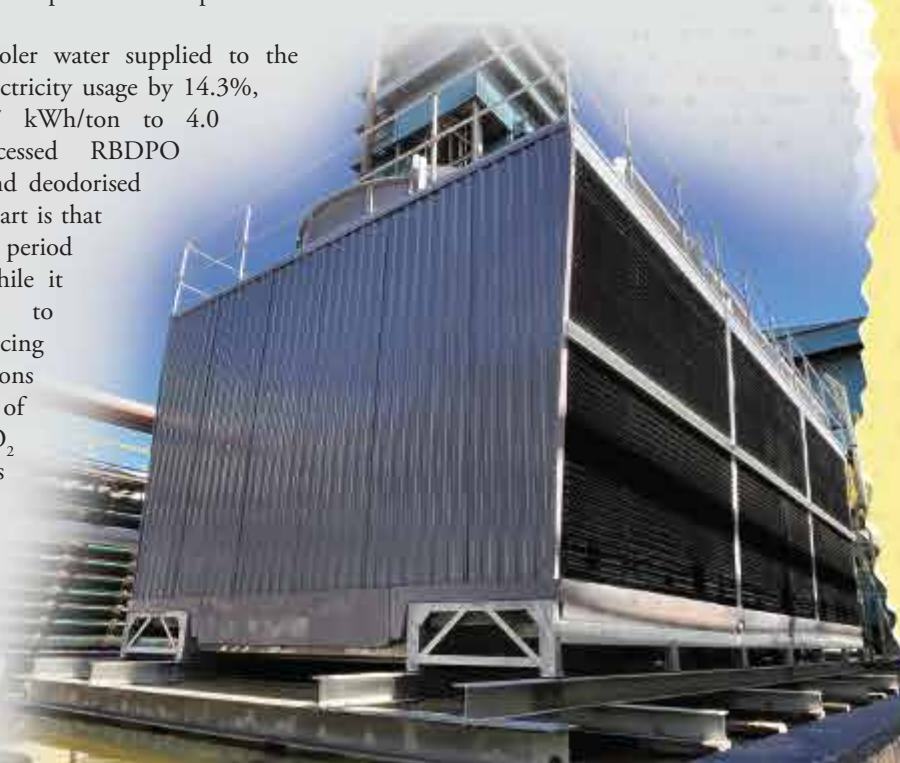
Towering Upgrade With Cool Savings

For more than 20 years, the Dry Fractionation Plant 2 (DF2) Cooling Tower at IOI Edible Oils Sdn Bhd (IOIEO), a cross-flow 3-cell system, has been in service. Over time, many of its wooden infills deteriorated significantly, reducing its efficiency.

In May 2024, IOIEO installed a new modern, optimised cooling tower capacity to meet the chiller demands and support future expansion. The new cooling tower consistently supplies cooling water at 27°C to 30°C, a marked improvement from the previous unit's 31°C to 34°C range. Incredibly, this efficiency is achieved while operating only two of the three fans, reducing fan electricity consumption from 994 kWh/day to just 480 kWh/day.

The new compact film fill crossflow cooling tower by Nihon Spindle is thoughtfully engineered with advanced features, including a portable top deck cover to minimise algae growth and make maintenance a breeze. It has a full internal partition to prevent internal air bypass, and an optimised fan design for enhanced efficiency, delivering higher cooling capacity with reduced fan power consumption.

Additionally, the cooler water supplied to the chiller has cut its electricity usage by 14.3%, dropping from 4.7 kWh/ton to 4.0 kWh/ton of processed RBDPO (refined, bleached and deodorised palm oil). The best part is that the project's payback period is only 2.5 years while it also contributes to sustainability by reducing greenhouse gas emissions by an equivalent of 122,778 kg of CO₂ annually. How cool is that!



Innovating & Optimising Cool Results

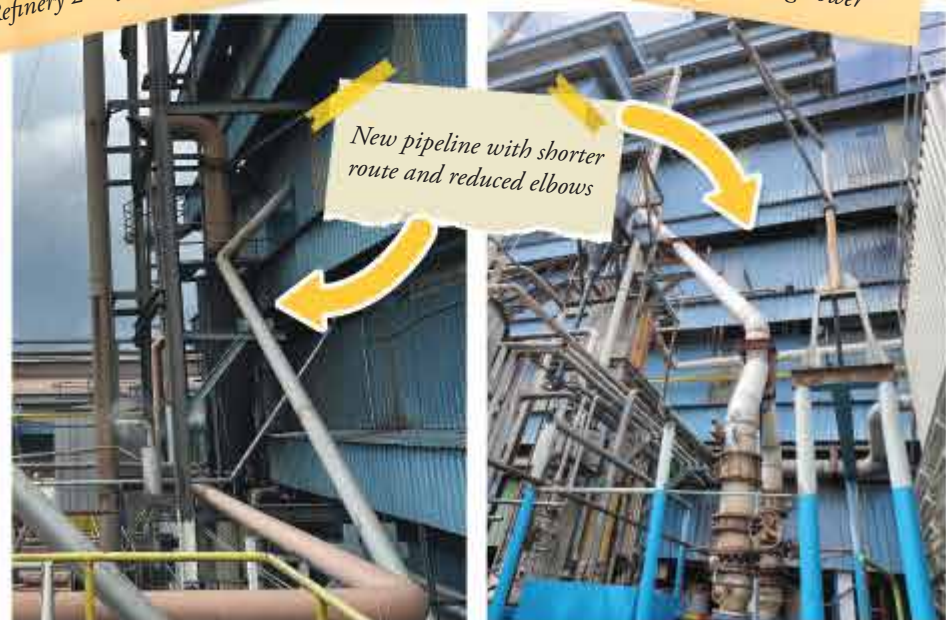
It takes innovation to achieve cost efficiency. Guided by these two core values, IOI Edible Oils Sdn Bhd worked on optimising the Refinery 2 Physical Cooling Tower. We embraced the belief that anything is possible, challenging ourselves to configure the tower.

So, we redesigned the 10-inch diameter piping through an innovative in-house solution developed by our engineering team. We successfully reduced the elbows from 18 to five and shortened the length of the pipe from 86 to 70 metres. We were thrilled as this minimised the pressure drop and frictional losses. We then installed a new high-efficiency pump with a variable speed drive (VSD), reducing electricity consumption from 117 kW to 71.5 kW, nearly cutting power usage by 40%. This optimisation resulted in an estimated annual savings of RM140,868 and a reduction of approximately 139,230 kg of CO₂ emissions over 300 operational days.

We replicated this at the Refinery 3 Physical Cooling Tower. The electricity consumption has reduced from 88.17 kW to 73.4 kW, resulting in an estimated 17% reduction in power usage. This optimisation has led to an annual cost savings of RM45,728 over 300 operational days, along with a reduction of approximately 45,196 kg of CO₂ emissions. Truly a cool solution that makes efficiency cool.

Refinery 2 Physical Cooling Tower

Refinery 3 Physical Cooling Tower



New pipeline with shorter route and reduced elbows

More Fun, More Green At Central Hub

A greener, more inclusive and vibrant community space. Central Park @ 16 Sierra now boasts many eco-friendly features, including 29 solar-powered lights for safety and energy-efficient illumination, solar-powered gazebos offering shaded seating with 25 new recyclable benches and a bioswale drainage system to filter pollutants from surface runoff water. The park also features a dedicated Herb Garden, where you can connect with nature and try gardening. Take a deep breath, and you'll be greeted by the delightful scents of fragrant trees, from *pelawan* to *chengal*, *kayu manis* to *royal poinciana*, *saga* to *mahogany*, and more.

IOI Properties Group Berhad (IOIPG) opened Central Park in 2010 as a communal green space, bringing 16 Sierra residents and visitors together to enjoy the outdoors. As 16 Sierra matures, more families are moving in, so we are upgrading the facilities and introducing new amenities.

We've added a pet-friendly zone equipped with a challenge course so you can bring your furbabies to have fun. There are wider jogging and cycling paths plus bike parking stations to make cycling an eco-friendly choice. There are exercise stations for seniors and adults, so there's something for everyone to stay active. Kids will love the rainbow park and sand play zone, where they can have fun while getting a taste of nature. The social media savvy will appreciate the Instagram hotspots at the park too. And if you're into sports, there are futsal and basketball areas, badminton courts plus a brand-new pickleball court. Ain't it a great spot to get together with the community and enjoy the outdoors?

Over 1,500 people celebrated the relaunch of Central Park @ 16 Sierra, held with Majlis Perbandaran Sepang (MPS). Through MPS' *Karnival Komuniti Mampan @ Sepang* and *Car Free Day* initiatives, we embraced sustainability while uniting the community. The family-friendly event featured a *Costume Fun Run*, cardio dance sessions, futsal, clown walkabouts, e-bike rides and more.



Thumbs up to the upgraded Central Park, which inspires healthier lifestyles, fosters environmental consciousness and promotes a harmonious relationship between people and the environment.



The Costume Fun Run included 5 km and 10 km routes.



Maintaining the correct water level for paddy planting is essential to increase rice production.

Empowering Paddy Farmers

Indonesia, one of the world's leading paddy (rice) producers, relies on rice as a staple food, but its low price discourages farmers from adopting sustainable cultivation practices.

PT Sawit Nabati Agro decided to reach out and help the local paddy farmers and their families, so we initiated a *Rice Farmer Empowerment Programme* to uplift their livelihoods. Using 3.2 hectares of land near PT Sukses Karya Sawit, we train and encourage the farmers to switch to

modern, eco-friendly and sustainable farming methods to increase productivity to an optimal level. This community empowerment initiative includes knowledge sharing on good agricultural practices, using quality seeds and improving irrigation access. We also provided resourceful guidelines on how to cultivate unused plantation land.

This programme highlights the collaboration between oil palm plantations and the local communities to strengthen food security, improve crop value for farmers and promote sustainable practices.



Ploughing with a rotary tiller to break up the soil is the first step to preparing the land for paddy planting.



Decarbonisation Can't Wait...

...and our planet needs all the help it can get to cut carbon emissions.

That's why IOI Edible Oils Sdn Bhd General Manager Ir Shyam Lakshmanan (*right in pix*) got together with experts from the Malaysian Palm Oil Council, Swinburne University and Sunway University at the *Decarbonisation Forum*. Held with the *3rd International Conference on Sustainable Agriculture 2024* in the Universiti Malaysia Sabah, Sandakan campus, the forum on 27 November 2024 was a fantastic platform to share ideas, learn about sustainable practices and inspire action among the physical and virtual participants.

Ir Shyam highlighted our key initiatives, including adopting energy-efficient technologies, switching to renewable energy, managing resources sustainably, promoting eco-friendly operations and enacting supportive policies and regulations. It was a greenful session of insights and strategies, all geared towards helping our beloved planet.



Building Brighter Futures Together

A total of 13 outstanding individuals brought their academic dreams to life through IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng), and celebrated their bright futures at the *IOI Scholarship Award Ceremony 2024* on 21 October 2024. With RM323,000 in scholarships awarded, these scholars are set to make a mark in engineering, food science, agriculture and finance.

IOI Corporation Berhad Group Managing Director & Chief Executive cum IOI Foundation Trustee Dato' Lee Yeow Chor and IOI Foundation Executive Director Datin Joanne Wong shared their joy as they presented RM323,000 of scholarships to support their studies. Ultimately, we are equipping the next generation of IOI Group leaders with the skills, expertise and requirements for a smooth transition into the workforce.

MicFront Academy Co-Founder & Chief Executive Officer Dr Jolynn Ch'ng reminded the scholars that self-care is key to unlocking their full potential. We are excited to see where this year's scholars will go with the support of IOI Foundation. Let's encourage our scholars to shine and chase their dreams.



The day wasn't just about awards. Let's have some friendly games and activities as we get to know more about IOI.

"You have to take great care of yourself in order to give the best version of yourself to the world," said Dr Jolynn on the importance of self-care as a foundation for success.



Redefining Confidence



Empowering girls with eco-friendly reusable pad kits.

Menstrual health is a topic that often goes unspoken, particularly in rural areas, where cultural taboos and limited resources can lead to misinformation and stigma. Period poverty – the lack of access to menstrual products and education – affects millions of girls globally leading to missed school days and reduced confidence. Addressing this issue requires more than just providing resources; it calls for awareness and sustainable solutions.

Recognising this need, IOI Corporation Berhad and Athena Holdings Sdn Bhd joined forces to tackle period poverty through the *Menstrual Hygiene Management* programme.

Together, we organised this for the second time at Pamol Barat Estate in Kluang, Johor on 7 December 2024. Together, we are encouraging healthier and more resilient rural communities. We reached out to 50 girls, aged nine to 17, through expert-led discussions, practical demonstrations and personal engagement to empower them with knowledge and confidence. Each girl received a reusable sanitary pad kit and guidance on sustainable menstrual practices. The initiative didn't just provide tools, but created a safe space for the girls to break taboos. Because, girls, there's no shame or stigma in menstruation – it's a natural part of life!



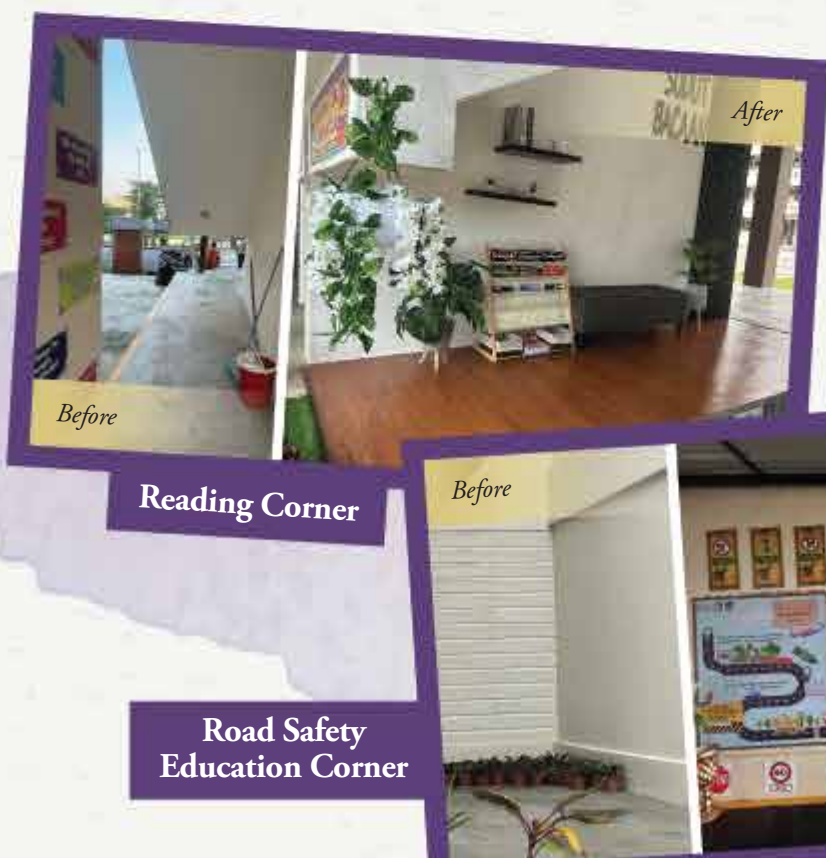
Puan Anja from Athena sharing some menstrual hygiene tips.

Corners That Inspire!

A small gesture can make a big difference. That's the belief behind IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng), and it's exactly what inspired the RM5,000 contribution to transform two corners of SMK Bandar Putra 2 into hubs of growth and learning: the *Reading Corner* and the *Road Safety Education Corner*.

Completed in November 2024, the *Reading Corner* is more than just a space – it's a gateway to imagination, knowledge and self-discovery. Designed to ignite a lifelong love for reading, it offers a welcoming environment filled with diverse books to expand students' minds and literacy skills.

Meanwhile, the *Road Safety Education Corner* takes a practical approach, equipping students with vital road safety knowledge to foster responsible behaviour and ensure their well-being. This initiative reflects our mission to uplift communities through meaningful actions. By investing in education and safety, we're not just improving facilities, but empowering students with skills and values to shape their future.



Before

After

Reading Corner

Before

Road Safety Education Corner

After



Singapore Design Week 2024

Neufolk is a journey of innovation and inspiration, blending tradition and the future through design. It explores ideas that emerge from the collective spirit of communities.

"Neu," meaning "newcomer," and "folk," referring to everyday people, together form *Neufolk*, which honours timeless values while paving the way for new themes of innovation, rooted in tradition and sustainability. These concepts are brought to life by a new generation of *People of Design* – the theme for *Singapore Design Week 2024*, which took place from 26 September to 6 October 2024 in Marina Central, Singapore.

As part of the Marina Central district collaboration, South Beach Singapore introduced *Mooncycle by Playpoint* and *Back & Forth Swings by the Merry Men Works* – two innovative installations that sparked lively conversations through the end of December 2024.



Mooncycle by Playpoint swings to power up your phone – just chat, swing and let the kinetic energy charge your phone while you power up the conversation.



Back & Forth Swings spark lively discussions – just glide into conversations as you swing back and forth, sparking interactions with rotating cubes that dive into thought-provoking topics.

Lighting Hearts This Deepavali

Pickle Smiles At Palm Garden Golf Club

What happens when IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) and Palm Garden Golf Club (PGGC) blend the festive joy of Deepavali with the excitement of the nation's fastest-growing sport? You get an unforgettable day filled with joy, confidence and cherished memories! By the end of 18 October 2024, 24 children from Pusat Jagaan Beribuan Kasih and Kebajikan Yesuvin Mahligai Selangor had mastered the art of pickleball under the expert guidance of President of the Putrajaya Pickleball Association, Coach Hussin Ali. These young ones aced this thrilling mash-up of badminton, tennis and ping-pong at the scenic courts of PGGC. Adding to the fun, this was their first group activity in three years! IOI Foundation and PGGC teams proudly cheered the kids' progress. To top it off, IOI Foundation Executive Director Datin Joanne Wong personally presented RM5,000 donations to each home. This memorable day wasn't just about the game – it was about bringing people together, building confidence and creating joyful moments that linger long after the final volley.



Festive Cheer In IOI Oleo, Penang

Deepavali reminds us that even the smallest acts of kindness can brighten the darkest corners. With this spirit, IOI Oleochemical Industries Berhad's Community Service Committee celebrated the Festival of Lights with 25 children, five senior citizens and two caregivers at Pertubuhan Rumah Kebajikan Seri Cahaya in Penang on 9 November 2024. From colouring festive cards to sharing a traditional banana leaf lunch, every moment was filled with warmth and laughter. The highlight of the day was distributing goodie bags, bringing smiles with sketchbooks, colour pencils, towels and maxi clothes.



Majestic Deepavali Magic At IOI Mall Kulai

Deepavali's spirit of joy was all over the faces of 64 children from Persatuan Kebajikan Rumah Kesayangan Guru Shree Raghavendra on 25 October 2024. The excitement kicked off with a screening of *The Wild Robot* as our IOI Mall Kulai, Johor team guided them to the Golden Screen Cinemas' (GSC) PlayPlus hall. But our *Majestic Deepavali Corporate Social Responsibility Programme* didn't stop there. Oh no! After the movie, a vibrant Deepavali performance lit up the room, leaving everyone smiling. We then treated the kids to a delicious lunch from *Hot & Roll*, surprised them with goodie bags filled with GSC goodies, games and snacks, and got them grooving at a fun musical dance session led by a professional dancer. The day wrapped up with a joyful group photo, capturing the true happiness and sense of togetherness.



Every Day's Christmas,



3 December 2024

Hot chocolate, fluffy muffins and Christmas melodies set the stage for a heartwarming treat for our office community at South Beach Singapore. We raised over \$1,100 in just a few hours through a heartening collaboration with Glyph Community as part of Marina Central District's initiatives to support underprivileged children and youths. Every donation was matched dollar-for-dollar by Tote Board, and contributors were delighted with the festive gifts like cookies, crochets and stationery sets.



16 – 17 December 2024

Christmas came early for 23 children and staff of Ray of Hope Children's Home when the 16 Sierra Customer Relation Unit treated them to a magical glamping experience at The Tribe Glamping, Amigo Clubhouse. From splashing in the pool to playing outdoor games to watching a cosy Christmas movie under the stars to enjoying a festive dinner and Christmas gifts, the getaway brought the children an unforgettable ray of joy.



18 November – 5 December 2024

Five towering *Food Can Christmas Trees*, crafted from 3,800 collected food cans, came to life through the heartfelt efforts of South Beach Singapore. Led by Rabobank and supported by Alliance Organisation, Commonwealth Bank of Australia and other organisations, this initiative symbolised kindness and unity. Once the festive display ends, we will donate all the cans to local charities, including Food Bank Singapore and Boys' Brigade. Let's keep spreading joy to those in need.



3 December 2024

Indoor Theme Park in IOI Mall Puchong, exploring, learning and growing through imaginative play. We levelled up the fun at Fun Arrow Street, where they enjoyed aiming and shooting. A big thank you to the tenants for sponsoring the tickets! The day ended with a teatime treat at *NakNak* and free grocery items for the home.

A total of 18 children and three caretakers from Rumah Victory Children and Youth Home spent a day of discovery at Popoland



Every Moment's Joy

19 November 2024



The wonders of nature unfolded at IOI City Farm at IOI City Mall for 65 disabled students and 20 teachers from SMK Putrajaya Presint 11(1). Santa picked up the pace with an entertaining magic show during lunch at *Congkak*. The group then chilled and glided across the ice at Icescape Ice Rink. Sponsored croffles from *Madam Croffle* added a sweet touch to the memorable day.



20 December 2024

IOI Mall Kulai, on the same mission, treated 36 children and six caretakers from Pusat Kebajikan Kalvari Johor for a day of fun and laughter at KidZooona followed by a magic and puppet show. Yummy pizzas and ice cream satisfied their little tummies. The celebration ended with gifts, leaving everyone with cherished memories.



16 – 17 December 2024

The *Kampung Spirit* of togetherness and sustainability brought over 16,000 people together for a meaningful cause at South Beach Singapore's *Sustainable Christmas Market*, spanning 50,000 square feet with over 150 booths. We raised over \$392,000 for the Singapore Red Cross Young Hearts programme for underprivileged children and youths. Peace of Art ensured every detail reflected sustainability – from the repurposed stage to the live farm-to-table demonstrations to the selected vendors promoting sustainable living to the first-ever vegetarian *Kampung Kitchen* serving locally sourced plant-based dishes. Planet Earth, this is for you!

SUSTAINABLE CHRISTMAS MARKET



22 December 2024

The wishes of 22 children came true when IOI Properties Group Berhad Foundation delivered school supplies, toys and sports apparel to Pusat Jagaan Rumah Keluarga Kami in Kajang. Not only that, we inspired them with the story of our late founder Tan Sri Dato' Lee Shin Cheng and his belief in the power of education. The day was filled with games, talent showcases and festive treats, all made possible by our employees' donations, which exceeded RM1,000. Our *Christmas Wish Tree* initiative reflects our dedication to empowering communities and lighting up lives during the holiday season.





What's better than a charity run? A night run with a purpose! For the first time ever, the Bursa Bull Charge 2024 returned for its 8th edition on 26 October 2024 and lit up the streets of Kuala Lumpur under the night sky!

Team IOI suited up in night running gear, proudly representing IOI Properties Group Berhad to "Run the Talk", under the stars in the 5 km Corporate Run. Altogether, more than 700 participants from over 70 corporations raced to make a difference while experiencing the iconic sights and skyline of Kuala Lumpur's central business district.

With every step, we weren't just running for fun – we were running for a cause. This year's run focused on climate action, aligning with the United Nations Sustainable Development Goals (SDG 13: Climate Action and SDG 15: Life on Land). The run became a reflection of what we can achieve together. From raising awareness of environmental sustainability to empowering underprivileged communities, it was more than just a run – it was a movement. Here's to making strides for change, one impactful step at a time.

All eight of us completed the run in under an hour!



Small actions, when united, can create powerful change.

HUGS ON THE RUN

Hugs may seem like a small act but they hold incredible power to boost emotional and physical well-being. Did you know that hugging releases oxytocin, often called the "cuddle hormone"? This feel-good hormone works wonders for the body and soul. Imagine how cancer patients feel with a hug or a human touch. That is why Mount Miriam Cancer Hospital (serving with love in cancer care since 1976) brought people together at the H.U.G.S Charity Run on 10 November 2024 – not just to run the 5 km race, but to understand the tough reality of cancer, and provide hope and support to needy cancer patients.

H.U.G.S – which also stands for Hope, Understanding and Group Support – was all about making every step count for a cause that truly matters. A total of 64 employees from IOI Acidchem Sdn Bhd with love in gathered in front of Gurney Paragon Penang's entrance on Sunday morning, united as a team, eager to make a difference. Together, we proved that every step we took could help spread hope and make a lasting impact on those who need it most. We didn't just stop there – in keeping with the spirit of giving back, IOI Oleochemical Industries Berhad's Community Service Committee made a meaningful contribution of RM1,500 to the cancer fund.



Every step taken is a step towards brighter days for those fighting cancer.

Little Fighters, Big Smiles

The paediatric ward is a place where courage shines the brightest – in the faces of little fighters who face each day with strength and hope. IOI Properties Group Berhad Business Unit Kulai team walked into the paediatric ward (8D and 9A) at Sultan Ismail Hospital, Johor Bahru armed with 100 goodie bags packed with colouring books, pencils, soft toys, snacks and fruits with one simple mission: to spread joy. Seeing the kids' faces light up was a reminder of how much happiness small gestures can bring. We didn't forget the incredible nurses who pour their hearts into caring for these little fighters daily by presenting them with a fruit basket. Visits like these remind us what matters: connection, kindness, and making moments count. 9 December 2024 will remain in our hearts for a long time.



RISE Above All To Agility

The year 2024 marks a monumental leap forward for IOI Corporation Berhad! We bid farewell to the on-premise enterprise resource planning (ERP) system and embraced the future with SAP RISE. This cloud-based, next-generation ERP solution delivers unmatched agility, efficiency and seamless integration, giving us the freedom to work smarter and faster.

Leading the way, our oleochemical division successfully went live with SAP S4/HANA in May 2024, setting a precedent for our Indonesian operations to follow suit on 1 July 2024. The biggest moment came on 14 October 2024, when the entire Group officially went live, marking a pivotal milestone in our digital transformation across both upstream and downstream operations.



With SAP RISE, over 120 operating units across Malaysia and Indonesia are connected under a single, modernised ERP platform that streamlines our end-to-end operations, from harvesting activities to account closing, across 11 SAP modules. What's more, we have secure and reliable access to the ERP system anytime and anywhere, with far less downtime, thanks to its robust Google Cloud Platform.

Now, more than 1,700 system users across the Group can tap into powerful technologies of SAP RISE, such as artificial intelligence, machine learning and real-time analytics, to embrace innovation and unlock new opportunities. This is more than a system upgrade for us, it's a bold step into a future of resilience and industry leadership. Together, we are rising to operational excellence and agility like never before!

During a meeting on 26 November 2024, IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor (seated, second from left) and SAP Southeast Asia President and Managing Director Ms Verena Siow (seated, second from right) applauded the team's relentless effort to implement SAP RISE.

Navigating Sustainable Palm Oil Solutions

Malaysia is the world's second largest producer and exporter of palm oil after Indonesia. Yet, only 17% of our country's total land area is dedicated to palm oil cultivation. With the growing demand for palm oil, especially in addressing global food security, it is vital to improve palm oil yield without expanding planted areas, while practising sustainable land management to ensure sustainable production of our valuable crop. This key message was highlighted by the Minister of Plantation & Commodities Yang Berhormat (YB) Datuk Seri Johari Abdul Ghani as he officiated the *Malaysian Palm Oil Forum Kuala Lumpur 2024*. Held on 8 and 9 October 2024 at the Shangri-La Kuala Lumpur, the event, themed *Navigating Trade Challenges With Sustainable Solutions*, was organised by the Malaysian Palm Oil Council.

IOI Corporation Berhad (IOIC) seized the opportunity to showcase innovative products from our oleochemical range, including trendy care products from IOI Oleo GmbH, at our platinum-sponsored booth. We also participated in the customised BizMatch sessions to explore trading and networking opportunities with palm oil experts, leaders and producers from over 70 international buyers. We gained valuable insights into the latest advancements in the oils and fats sector, while addressing current market trends and ESG issues within the palm oil industry.

The event was a success, catalysing fruitful exchanges and trade connections, continuing the event's culture of impactful gatherings, promoting growth and sustainable practices within the industry.



IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor introducing the WITARIX® MCT powder to YB Datuk Seri Johari, who showed a keen interest in learning more about its applications in the personal care industry.



Meet, Connect & Network

Twice a year, eager entrepreneurs look forward to meeting and connecting at the network meeting organised by the Witten Agency for Economic Development. This year, on 8 October 2024, IOI Oleo GmbH hosted the 34th Network Meeting at our Witten site.

Although our production site is in a familiar residential area, few people know what happens behind the scenes. After a warm welcome from Witten Mayor Lars König, our Site Manager (Witten & Wittenberge) led the way and introduced our Witten plant. A short film screening and safety briefing by Head of Regulatory Affairs & Compliance Ms Sabine Siebel followed before guests had the opportunity

witness our production firsthand. In the canteen, they enjoyed an exclusive insight into the everyday items containing our raw materials. The highlight was the cool 'MCT Aperitif' by Process Analysis & Optimization Production Mr Sven Stepan, followed by a hearty buffet. The event ended with lively discussions among our guests.

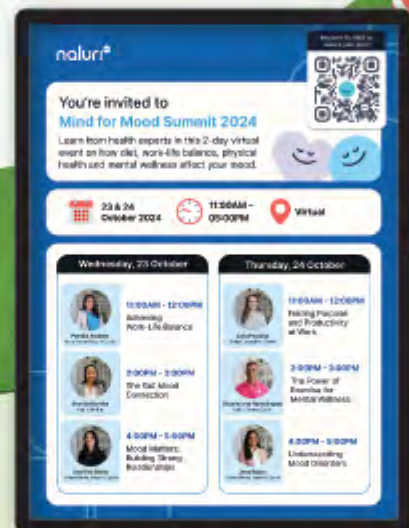
Now, at least 40 entrepreneurs in Witten have a glimpse inside IOI Oleo GmbH and have a better understanding of what we do.

Mental Health

Mental health struggles rarely announce themselves, yet they impact countless lives daily. In Malaysia, nearly 29% of individuals aged 16 and above experience mental health challenges, according to the National Health & Morbidity Survey. Globally, one in eight people are living with mental health disorders. Let's reach out and build understanding and support.

Break The Silence

IOI Corporation Berhad (IOIC) partnered with Naluri to transform the month of October 2024 into World Mental Health Month under our annual *IOI Cares* campaign, with the theme *What I Wish You Knew*. From the two-day virtual *Mind for Mood Summit 2024* to a total of six webinars on topics like *Achieving Work-Life Balance*, *Mood Matters: Building Strong Relationships* and *The Power of Exercise for Mental Wellness*, the goal is to equip employees with the tools to prioritise good mental health because good mental health contributes to a healthier and more productive workplace for everyone.

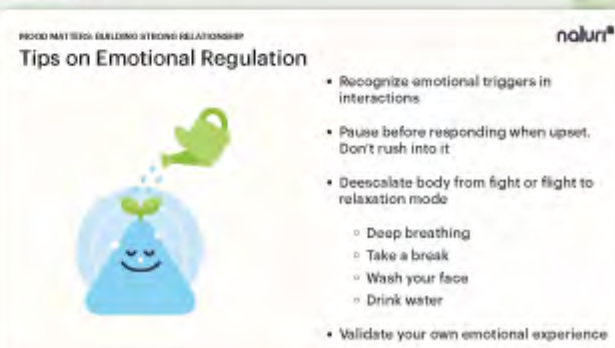


Manage Your Mood

When emotions run high, it's all too easy to act without thinking, but something as simple as deep breathing can work wonders during tense moments.

Next time you feel frustrated or anxious, pause and breathe slowly. Repeat a few times. It will shift your mind from panic to calm, from anxiety to order, from worry to stability. Simple acts like stepping away or sipping water remind you to prioritise your well-being, leading to healthier interactions.

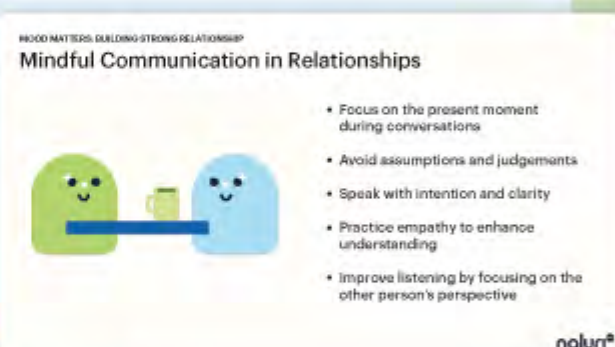
These practices validate emotions while creating space for thoughtful, compassionate responses. In doing so, you not only nurture your mental health, but also foster deeper, more meaningful connections.



Mindful Communication

Mindful communication transforms the way you connect with others. It's about being fully present, truly listening and responding with genuine empathy.

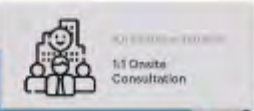
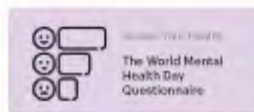
Whether you're reaching out or someone is confiding in you, set aside assumptions and create a safe and open space for honest dialogue. Ask open-ended questions. Don't jump to conclusions. Focus on what someone is expressing. This strengthens trust and understanding, improves relationships, brings mental clarity and turns conversations into meaningful opportunities for growth and connections. More importantly, we are creating a supportive environment and an open culture, and building a more productive, compassionate workforce.



WMHD Campaign 2024: What I Wish You Knew

Objective:

- This campaign is designed to break the silence around mental health by encouraging people to express the thoughts and feelings they often keep hidden.
- Through this series of Naluri initiatives for the month of October, employees can better understand their own mental wellbeing and use the results as a starting point to engage in open, honest conversations about mental health issues.



Express Yourself

Silence speaks louder than words, especially when your mind is restless and lacks focus all the time. You feel the weight of restlessness, burdened by extreme fear or worry, to the point where it's hard to breathe. The discomfort is constant and you're exhausted – mentally and physically, drained by anxiety, depression or other mental health issues. All these are happening in silence, hidden beneath the surface, yet it's taking a toll on your life, hampering your work and deadlines.

Here, silence does more harm than good. You don't have to keep all these mental health struggles to yourself, under the blanket. Take a step. Be open. Express your hidden thoughts and feelings. Start by talking to a colleague or your bff. Jot them down in a journal. Reflect and name your emotions. Are you feeling stressed, anxious, overwhelmed or even numb? Acknowledge and let it out – it lightens your load instead of suppressing or denying it.



SPEAK UP...

What do your colleagues think about mental health? Brush it off? Stay quiet? Let's find out!

Q

Are you worried about your mental health?

"Mental health is important to me, so I keep an eye on how I'm feeling. If I notice any concerns, I'm proactive about addressing them."

Mr Nishan Surentharan
Business System & Governance Senior Manager
Corporate IT

Q

What is your cheer-me-up thing?

"Mindset is very important for a person to maintain wellness and happiness in our lifestyle. Find your most comfortable way to release unhealthy feelings."

Ms Vanice Fong
Marketing Senior Executive (Consumer Pack)
Commodity Marketing

Q

Are you comfortable to talk about mental illness with other people?

"I'm okay to share with my close friends. The reason is that I can talk better with friends than an unknown person."

Ms Aliza Binti Mohamed
Executive Secretary
Commodity Marketing

Matters At Work

Celebrate Your Mind

At IOI Properties Group Berhad (IOIPG), we believe it's time to bring mental health to the forefront. By prioritising mental health, we are creating a workplace where employees feel valued and supported, keeping mental well-being at the heart of everything we do. We celebrated World Mental Health Day with a two-day *Mind & Mingle: Celebrate Your Mind Carnival* that prioritises mental health awareness. Organised by Group People & Culture on 9 and 10 October 2024, the event is part of our ongoing #LiveWellStayWell initiative. Look out for our plans for mental, physical and even financial wellness.

Exercise Your Mind

Healthy distractions like exercise are great for mental well-being. Go and break a sweat! Activities like jogging, swimming, cycling, walking, gardening and dancing can reduce anxiety and depression by boosting blood flow to the brain and improving mood.

IOIPG Group Chief Operating Officer (COO) – Property Development (Malaysia) Mr Teh Chin Guan, COO – Property Investment (Malaysia) Mr Chris Chong and Head Group People & Culture Ms Bhuvanes Krishnasamy taking turns to ride a special peloton bike equipped with a blender to create healthy smoothies.

Relax, Play and Recharge!

Learn to relax and recharge within your busy life! It can be hard to unwind in a culture that prioritises productivity and constantly pushing forward. Regular work stress can escalate into something more serious like burnout and depression. Prolonged chronic stress that lasts for weeks or months can evolve into more severe conditions like anxiety or depression if left untreated. So learn to take a break.

From nostalgic games like snakes & ladders and *congkak* to relaxing massages and a colourful *batik* painting session, everyone learnt to relax and have fun at the carnival. The day ended with an energetic *Zumba* class that brought everyone together. With delicious treats and a lucky draw, the carnival left Team IOI feeling refreshed and motivated.

Did you know that workplace stress and burnout are leading contributors to declining mental health globally? Malaysia ranks among the highest in the world for workplace stress, with about 67% of Malaysian employees reporting burnout as of April 2024. Malaysia's workforce is struggling under immense pressure yet conversations about mental well-being are still far too rare. Let's change that.



Let's all unite for wellness!

Spot These Red Flags

- Decreased productivity/quality of work
- Changes in behaviour
- Withdrawal from social activities/interactions
- Suicidal thoughts
- Emotional outbursts
- Difficulty in concentrating
- Self-harm
- Apathy
- Feelings of defensiveness, self-criticism and self-blame
- Feeling disconnected
- Doubt, anxiety, fear
- No motivation
- Increased absenteeism
- Increased negativity
- Burnout
- Overly anxious/worried
- Excessive nervousness



LET'S TALK ...

How do we encourage a culture of mental health engagement and openness? Let's talk about it.

Q

What do you think is important for our mental health?

"It's about self-care and the sense of purpose in life where you don't take things too seriously and get upset over things that are beyond our control."

Ms Kan Yen Yen
Assistant Manager
Group Administration

Q

How do you cope with stress or difficult emotions?

"To cope with moments when I feel overwhelmed, I maintain my daily night runs after work, which help me unwind and clear my mind."

Ms Chong Su San
Assistant Manager
Group Corporate Communication

Q

What do you do to prioritise your mental health?

"I believe in 'Healthy Body, Healthy Mind' so I sweat it out at the gym whenever I can! Aside from that, I practise gratitude to keep a sense of perspective when the going gets tough."

Mr Aliff Yusri
Assistant Manager
Group Marketing & Branding

Collective Journey Towards Progress

At IOI Corporation Berhad, we believe that our workforce is the driving force of our success, so we are committed to improving the well-being and welfare of our plantation workforce. To reaffirm our commitment, we signed the new *IOI/NUPW Collective Agreements 2025* with the National Union of Plantation Workers (NUPW) on 13 December 2024, a full month ahead of schedule.

Effective from 1 January 2025 to 31 December 2027, these agreements, covering field and other general employees, harvesters and palm oil mill employees, will bring wage increases of up to 13.4% for general workers while our harvesters will enjoy hikes between 14% and 20%. These agreements will also introduce a minimum wage of RM1,700. Additionally, we will provide ex-gratia payments for 2023 and 2024 to honour our employees' dedication and efforts.

IOI Plantation Director Mr NB Sudhakaran (*right in right pix*) and the NUPW General Secretary Dato' G. Sankaran (*left in right pix*) signed the agreements, reflecting a shared vision of recognising and rewarding the hard work of our employees across Peninsular Malaysia.



Together, we are striving towards a more sustainable and inclusive future for our employees.



Collective Journey Towards Equality

While employees in Peninsular Malaysia are governed by the Employment Act 1955, those in Sabah are governed by the Sabah Labour Ordinance CAP 67. The ordinance covers employees in labour-intensive agricultural industries earning below RM2,500 in Sabah. Established on 1 January 1950 and enforced from 20 May 1965, the law underwent its first amendment on 1 October 2005. After 19 years, the second amendment to the Sabah Labour Ordinance is now set to take place.

2025 will mark a new experience and journey as the Sabah Labour Ordinance synchronises with the Employment Act 1955. Our employees at IOI Plantation Services Sdn Bhd in Sabah will enjoy benefits such as increased maternity leave from 60 to 98 days, seven days of paternity leave, reduced working hours from 48 to 45 hours a week, and flexible working arrangements. The amendment ensures the rights and welfare of workers in Peninsular Malaysia and that of the 2.06 million workers in Sabah are equal.



After attending the Sabah Labour Department's seminar on 19 December 2024 at Livingston Hotel, IOI Plantation (Sandakan Region) is ready for the green light to execute the amendments for our employees!

Lipids Without *LIMITS*

Lipids Without Limits – this catchy statement made a bold statement at the *Convention on Pharmaceutical Ingredients* in Milan, Italy from 8 to 10 October 2024. It captured the motto of IOI Oleo GmbH's Pharma Business Team. It was a hit, coupled with our striking booth design. Look at our attractive and welcoming layout with open spaces and selected communication points, which created a dynamic and engaging space that drew in countless visitors.

Our team was in high spirits as we showcased our cutting-edge solubilisation technologies extending beyond phospholipids, spans, and tweens, offering innovative solutions for formulation and production. We introduced a new group of functional excipients, spotlighted IMWITOR® 742 and MIGLYOL® 812N – recently listed by the Certification Of Suitability and National Medical Products Administration – and unveiled our new brochure on functional ingredients for capsule fillings. It was a dynamic and productive event!

What a great way to showcase innovation and collaboration! We're already looking forward to Frankfurt in 2025!



Empowering Leaders Through Growth

Every great journey begins with a single step and growth happens along the way. For 40 leaders from five divisions under IOI Corporation Berhad (IOIC) – corporate, plantation, oleochemical, palm wood and biotech – the journey began with an inspiring Leadership Retreat in May 2024. A hands-on *Design Thinking Workshop* followed in July 2024, coupled with impactful coaching sessions. The seven-month *Leadership Development Programme*, initiated by IOIC Corporate Learning & Talent Management, and spearheaded by Fish Camp Learning Sdn Bhd, was designed to sharpen their leadership competencies, nurture new ideas and strengthen collaboration to tackle evolving business challenges.

The curtain rose on 12 December 2024 to reveal the leaders, grouped in seven teams, presenting innovative solutions to current challenges within IOI Group using Design Thinking principles. Well done to all the teams for their passion, enthusiasm and dedication, especially the top three teams who won the hearts of our judges with their outstanding presentations. The programme may have concluded but the journey of growth, inspiration and transformation continues, shaping a brighter future for the company.

Hats off to ICONiQ, the team that secured first place with their outstanding project, setting a new benchmark for innovation and collaboration.

The panel of judges posing sharp questions and evaluating the teams based on six criteria (insight, creativity, scalability, impact, presentation and team spirit).

Unlock Potential With Microsoft 365

Long gone are the days when troubleshooting was needed to resolve storage issues, or when accessing files was limited to being in the office or connected via a virtual private network.

Introducing Microsoft 365. This game-changing software solution is a huge step forward to reach new heights with modern work styles, offering familiar Office desktop applications like Word, Excel and PowerPoint along with robust cloud services like OneDrive, SharePoint and Teams that accommodate employees' needs and workflows.

A total of 150 IOI Corporation Berhad (IOIC) and 150 IOI Properties Group Berhad (IOIPG) employees were selected as champions to familiarise themselves with the new software that provides a single interface across email, online productivity and mobile devices. This software streamlines workflows, empowering employees to achieve more by driving flexibility and increasing productivity through chat, video meetings, file sharing, and teamwork – all in one place. At the same time, it prioritises security with advanced features to protect data and safeguard privacy.

We target to go live with Microsoft 365 in 2025. Let's hop on the wagon with our company to facilitate a smooth transition and learn to work with this powerful new software.

It's all about peer learning! Our IOIC and IOIPG champions learning tips and guides to keep them in the know during two sessions on 12 November 2024.

Our champions from IOI Plantation Services Sdn Bhd (Peninsular and Sabah), IOI Edible Oils Sdn Bhd, IOI Palm Wood Sdn Bhd and IOIPG Johor discovering the various features and applications of Microsoft 365 on 18 and 19 November 2024.

Shining At SEPAWA CONGRESS 2024

Every October, the *SEPAWA Congress* lights up Berlin in Germany. Traditionally a popular local exhibition for the detergents, cleansers, cosmetics and fragrance industries, *SEPAWA* is evolving into a global stage. The annual event's familiar character with its perfect mix of international specialist presentations, exhibitions and networking opportunities, makes it a key attraction for German and Swiss customers. The different scientific lectures, showcasing the latest findings, product developments, and insights into raw materials, continue to be a major highlight.

IOI Oleo GmbH has been proudly participating for years, and this year is no exception. From 16 to 18 October 2024, we showcased our latest innovation, *DYNASAN® CrystalCONTROL L* – a game-changer for the cosmetics industry. The “formulator's jewel for worry-free processes” minimises the crystallisation of natural waxes in cosmetic sticks and balms, filling a critical need in cosmetic formulations. Alongside the formulation kits, we also presented our *SOFTISAN® MagicPOWDER S*, launched last year, as well as our colour and skincare concepts.

One of the highlights of *SEPAWA* was the iconic evening gathering on the second day. Imagine an evening filled with live cooking, a warm atmosphere and an award ceremony celebrating special developments – a perfect setting enjoyed by customers and suppliers. This year, the event drew an impressive 3,910 participants from 66 countries checking out 326 exhibitors and 164 insightful presentations.

We're already looking forward to another great year at *SEPAWA 2025!*



Celebrating Employee Excellence



IOI Edible Oils Sdn Bhd
Production Manager
Mr Ryan Chong

When it comes to pushing boundaries in the palm oil industry, IOI Edible Oils Sdn Bhd (IOIEO) Production Manager Mr Ryan Chong leads the way with a remarkable milestone – winning the Malaysian Oil Scientists’ and Technologists’ Association (MOSTA) *Young Scientist Award 2024*, a prestigious recognition typically awarded to academics.

Thanks to Ryan’s curious mind, he has always been a driving force in improving processes at IOIEO. His lifelong curiosity began in childhood when he received a toy car with an electric motor. Instead of playing with it, he picked up a screwdriver, dismantled it, and carefully reassembled his hot wheels – driven by a desire to improve and innovate. At IOIEO, he has boosted olein yield to over 82% and designed a crude palm oil washing plant that significantly reduced 3-MCPDE levels. He has also led refinery upgrades, cutting resource use and enhancing efficiency while implementing energy-saving initiatives like high-efficiency chillers and heat recovery projects. His efforts have earned multiple awards. True to his nature, Ryan isn’t stopping here. He’s already diving into new projects to drive greater sustainability.

Congratulations, Ryan, on your outstanding achievement! He stands proud with his award alongside MOSTA President Tan Sri Emeritus Professor Augustine S.H. Ong (*left in pix*) and Vice President Mr Chandran (*right*).

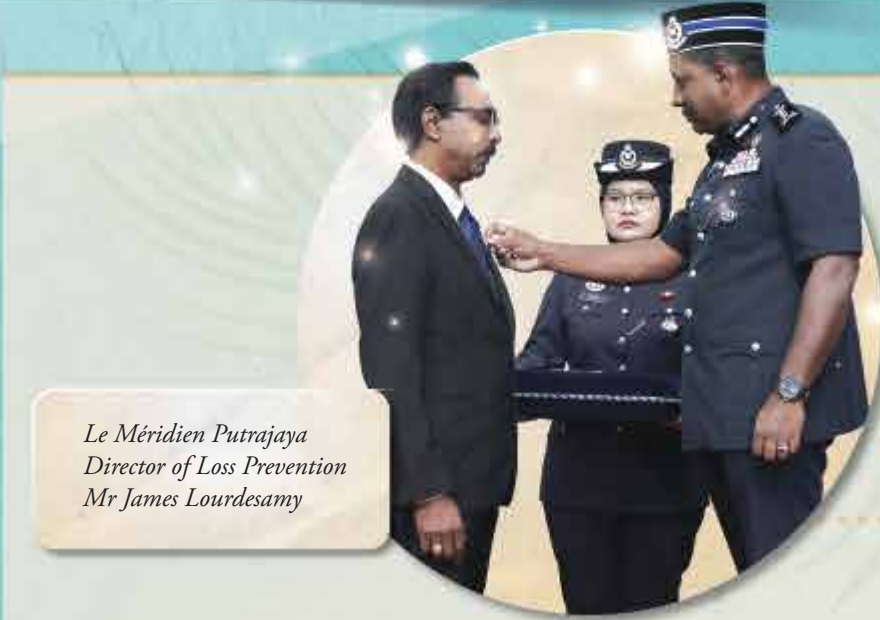
IOI Corporation Berhad Commodity Marketing Manager Mr Alex Teh is always on the go. There are so many things he wants to do in life. So many places to discover and explore. So many dreams to chase. So many skills to master. And he never says no to your invitation for badminton or tennis, ever ready for a game.

7 November 2024 was a testimony to his pursuit of life’s challenges. With determination and passion, he had challenged himself, enrolling in the Federation of Oils, Seeds & Fats Association Limited (FOSFA) International Trade Education’s five-day Advanced Course at the University of Greenwich from 2 to 6 September 2024.

With commitment, he had authored a project paper titled *Consumer Trends and Market Dynamics*, exploring changing consumer preferences for healthier and more sustainable products and how these changes influence the demand and trade of oils, fats and oilseeds. He was awarded First Place for his Special Project in the Advanced Trade Education Course during the 53rd FOSFA International Annual Dinner & Awards 2024, held at the Brewery, London. What’s next, Alex?



IOI Corporation Berhad
Commodity Marketing Manager
Mr Alex Teh



Le Méridien Putrajaya
Director of Loss Prevention
Mr James Lourdesamy

Bravery, courage and commitment – these are just a few traits that define Le Méridien Putrajaya Director of Loss Prevention Mr James Lourdesamy. He wears his passion for service with pride, and he was honoured with the *Pingat Jasa Pahlawan Negara (National Hero Service Award)* by the Ministry of Home Affairs on 21 October 2024 for his exceptional dedication and service.

Did you know that James dreamed of becoming a policeman? At just 19, he turned his dream into reality by joining the police force and dedicating 15 years of full passion to protecting the vulnerable and serving the country during critical times such as the emergency and communist insurgency in 1981, fully aware that it would be challenging but worth it. Shooting and capturing a robber alongside his partner during a goldsmith shop heist in Setapak, Kuala Lumpur in 1987 was one of his many courageous acts. Another selfless act back in 1984 was when he rushed to rescue his fellow platoon member who had stepped on an enemy booby trap during patrol.

James’ life motto, “*It will never be easy, but it will always be worth it,*” has continued to guide him since he ventured into the hospitality industry in 2019, inspiring him to serve faithfully with dedication and commitment. We are proud to have you as part of our team, James!

Every day, the service providers behind the scenes are the ones who keep everything running smoothly. At South Beach Singapore, they ensure the space is safe, clean and welcoming for everyone, often going above and beyond their duties without any expectation of recognition.

South Beach Singapore Concierge Ms Melody Alconeras proved her exceptional character of kindness and quick thinking when she saw a tenant struggling to cover her exposed back with her bag due to a wardrobe mishap. Without hesitation, Melody rushed and offered to mend her dress, using her own sewing kit from the office.

As for Security Officer Mr Kowndapan, he sets an example through his actions. His quick alertness and readiness to help shone through when he promptly retrieved a wheelchair for an elderly guest and personally escorted her to her destination at Harry’s Bar.

On 6 November 2024, Senior Minister of State in the Prime Minister’s Office Mr Desmond Tan (*second from left in pix*) visited South Beach for a tour and took the opportunity to honour our two colleagues. Together with South Beach Consortium General Manager Ms Samantha Tan (*second from right in pix*), they celebrated these two exceptional colleagues with the *Go-The-Extra-Mile Awards* and also rewarded Melody and Kowndapan with \$1,000 and \$500, respectively.



South Beach Singapore
Concierge Ms Melody Alconeras (*fourth from right*) and
Security Officer Mr Kowndapan (*third from left*)

A Sustainable Alternative *Raw Material*

Oil palm trunks (OPT) are revitalising Malaysia's timber industry into a model of sustainability. Rather than leaving OPT to rot and decompose in plantations, repurposing them as a sustainable timber source offers a much more promising value. Based on the recent launch of the *Action Plan for the Development of Oil Palm Trunk as an Alternative Raw Material for the Timber Industry 2023 – 2030*, it seems the Malaysian Timber Industry Board (MTIB) is on board as well. Alongside the launch of this Action Plan, the *Malaysian Grading Guideline for Oil Palm Trunk Dressed Timber* was also introduced to provide clear parameters for OPT grading, utilisation and consistency.

What a significant opportunity for IOI Palm Wood Sdn Bhd, with the country's first manufacturing plant in Segamat, Johor, repurposing OPT biomass into sustainable, high-performance wood panels. On 21 November 2024, our IOI Palm Wood booth caught the attention of MTIB Chairman Yang Berhormat Datuk Larry Sng Wei Shien (left) during the *Catalyst for Sustainable Timber Industry Seminar* at Bangi Resort Hotel. Our team was fully prepared, with everyone on board and samples ready to showcase everything about our *OnCore®* wood panels. IOI Palm Wood Technical Manager Mr Melvin Chia (middle in right pic) wrapped up the day with a detailed presentation and a Q&A session.

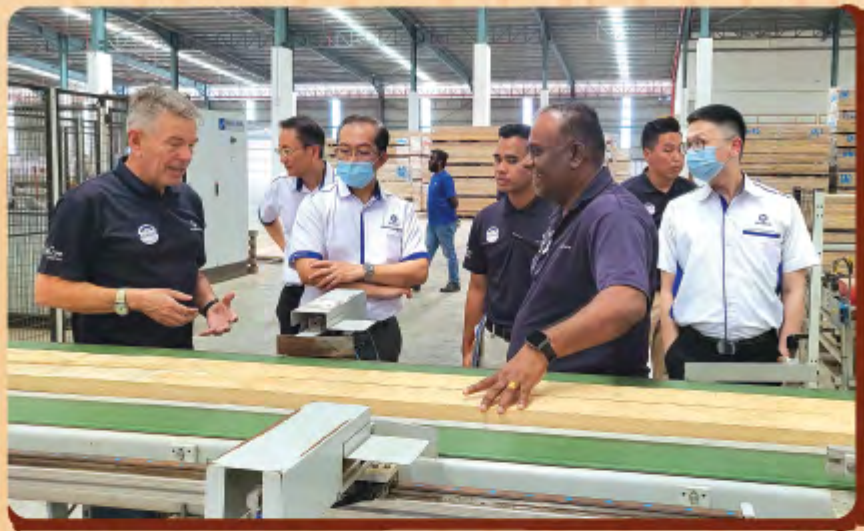
Meanwhile, IOI Palm Wood Chief Executive Officer Mr Peter Fitch was equally busy as an invited presenter at the 19th *International Symposium on Biopolymers*, held at the Setia SPICE Convention Centre in Penang, Malaysia, from 20 to 23 October 2024. He seized the opportunity to deliver an insightful talk on how we are innovating sustainable materials made from OPT, aligning with the *Special Seminar for the Science and Technology Research Partnership for Sustainable Development (SATREPS) Oil Palm Trunk Project*.

During the same period, IOI Palm Wood Project Manager Mr Parameswaran Suppiah addressed the short-term challenges and long-term opportunities for IOI Palm Wood at a forum that focused on the integration of sustainability and circular economy into the palm oil supply chain. This was part of the *Oil and Fats International Congress 2024*, hosted by the Malaysian Oil Scientists & Technologists' Association (MOSTA) at the Kuala Lumpur Convention Centre from 22 to 23 October 2024. The event brought together global industry leaders, including IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor, in a prestigious gathering shaping the future of oils and fats.



Advancing Forward For A Better WOOD

Before the year wrapped up, IOI Corporation Berhad (IOIC) Group Managing Director & Chief Executive Dato' Lee Yeow Chor, along with Deputy Group Chief Executive Officer Mr Tan Kean Hua and Group Chief Financial Officer Mr Kong Kian Beng, visited IOI Palm Wood Sdn Bhd on 28 October 2024. The visit provided firsthand insights into the production processes, operational improvements and application enhancements aimed at boosting efficiency and productivity while upholding environmental and social responsibility. Great job to the IOI Palm Wood team for the great progress of ongoing projects and the exciting future growth opportunities in the local and global wood industry.



IOI Palm Wood Chief Executive Officer Mr Peter Fitch (left) highlighting to the management team that after producing high-quality palm core lamellas, they will be further engineered into value-added products such as three-layer panels, blockboards and palm core products.

Correct identification and storage of oil palm trunks are important for product quality, ensuring traceability and complying with the EUDR and other legality regulations.



OnCore
A Better Wood

Safety First. Stop Accident.

Keeping employees safe has always been the number one priority at Syarimo Group (Lahad Datu Region). This year, we kicked things up a notch by inviting our employees to add some fun and adventure to safety. We launched the *Stop Accident Challenge* journal during our safety campaign, themed *Stop Accident – Ensuring a Safe and Healthy Workplace in the Era of Climate Change*, on 20 November 2024.

The journal is all about spotting and recognising risks and hazards. It encourages everyone to stay alert, take action to reduce risk and create a safer workplace – especially with the challenges that come with climate change. For 24 weeks, our employees from all operating units across the Lahad Datu region will dive into the journal, follow the health and safety guidelines, and tackle challenges that focus on identifying and managing potential risks. Complete the tasks, submit the proof,

and they will earn a certificate as a reward! The journal is a great way to boost morale and ensure we're all staying on top of safety regulations. Together, we can #stopaccident and keep our workplace safe and sound!



TALES OF OSH
IN PLANTATIONS



SAFETY CAMPAIGN YEAR 2024/2025 INTERVENTIONS PROGRAM

IOI Resort City's diverse attractions are displayed in Malaysia's first-ever 3D digital billboard with illusionary effects and pioneering three-part split-screen set-up at KLCC.



**THINK YOU'VE
SEEN IT ALL?
THINK
AGAIN!**

Think there's nothing to do in IOI Resort City? Think Again!

IOI Resort City is your perfect business or leisure getaway! More than just an average day-out destination, IOI Resort City is the ultimate attraction where memories are made, whether you're seeking excitement, relaxation or a perfect mix of both.

With over 700 stores, mouth-watering dining options and entertainment for all ages at IOI City Mall, Malaysia's largest shopping paradise, a scenic golf course and a world-class stay at luxurious hotels that make relaxation an art form, IOI Resort City is the ultimate destination for business, leisure and special events. IOI Properties Group Berhad (IOIPG) initiated a *Think Again* campaign to raise brand awareness, drive visitation to IOI Resort City and establish it as the premier choice for both domestic and international visitors.

IOIPG Group Chief Executive Officer Mr Lee Yeow Seng said: "The launch of *Visit IOI Resort City* and the *Think Again* campaign marks an exciting new chapter for us. We are eager to challenge the belief that there is nothing to do here and showcase how innovation and hospitality come together to create a dynamic destination for everyone." Launched on 1 November 2024, this campaign is our most comprehensive initiative, uniting all our hotels, leisure attractions and IOI City Mall.

We are challenging misconceptions that there is nothing to do outside of Kuala Lumpur, and highlighting the wealth of activities at IOI Resort City using dynamic digital and outdoor advertising in the populated KLCC and Bukit Bintang areas. What's more, we relaunched Putrajaya Marriott Hotel on 14 November 2024, repositioning it as the premier destination for business. We are connecting IOI Resort City to the world!



Step into the world of IOI Resort City's luxury and experience the charm of our exquisite hotels!



Get up close and personal with animals at IOI City Farm!



Glide, spin and feel the chill at IOI City Mall's Icescape Ice Rink!

SINGAPOREANS, THINK IOI RESORT CITY IS INCONVENIENT? THINK AGAIN!

Check out more information and to connect with us:
<https://visitioi.com/contact-page/>

Think IOI Resort City is not convenient for a business getaway due to minimal connectivity and lack of transport? Think Again! Travel and business couldn't get any easier. Starting from 1 November 2024, we have prepared a complimentary shuttle to Putrajaya Sentral, KLIA 1 and KLIA 2 when you book directly with our Le Méridien Putrajaya, Putrajaya Marriott Hotel, Palm Garden Hotel or Moxy Putrajaya.

IOIPG Chief Operating Officer – Property Investment (Malaysia) Mr Chris Chong said: "Connecting IOI Resort City to the world is a big-picture goal for IOI Properties Group. These shuttle and coach services are just the first part of our overall plan, and we will look into the continuity of the campaign to connect IOI Resort City to neighbouring countries, perhaps Thailand, provided that these services prove sustainable."

IOI
RESORT CITY



PUTRAJAYA
SENTRAL



KLIA
1 & 2

Gratitude In Every Connection

Global Customer Appreciation Week is all about saying thanks to the amazing clients who have helped make Marriott Bonvoy Hotels what they are today. It's a chance for us to show just how much we value our local partners.

**THANK YOU
for your support!**



A special gathering to honour the relationships that drive our success.

On 18 November 2024, our sales teams from Le Méridien Putrajaya, Putrajaya Marriott Hotel, Four Points by Sheraton Puchong, Moxy Putrajaya and Palm Garden Hotel had the pleasure of connecting with some of our top clients and sharing our gratitude for their continued support. To all our wonderful clients – thank you for being such a key part of our journey. We can't wait to achieve even more together!

SWITCH ON TO A GREENER SOUTHEAST ASIA

Southeast Asia is projected to contribute \$300 billion annually by 2030 in the energy, construction and transport sectors. Yet it stands at a crossroads as it strives to balance economic growth with its green transition. More than ever, corporations play a crucial role in helping to power Southeast Asia's journey to a greener future effectively and seamlessly.

How does the power of innovative technologies transform businesses and drive success? Leaders from renowned organisations explored this at the *Singapore Week of Innovation & Technology (SWITCH)* at Marina Bay Sands in Singapore from 29 to 31 October 2024. Over 20,000 global investors, leaders, investors and accelerators from all over the world gathered at Asia's most exciting deep tech start-up event.

IOI Corporation Berhad Assistant General Manager (Group Operations) Mr Ryan Lee shared insights into our innovative use of technology to drive sustainable progress and foster green transformation, including our high-yielding seed breeding programme to increase productivity, the ePMS system and IoT initiatives for vehicle management, an ESG digital platform for tracking and reporting sustainability metrics, a partnership with Singaporean start-up Green COP Pte Ltd to produce biofuels for the marine industry, an organic palm oil initiative for regenerative agriculture, and more.



Together with AC Ventures Founding Partner Mr Pandu Sjahrir and Pruksa Holding Public Company Limited Head of Sustainability Mr Thanat Kraiasakul, we exchanged ideas, tackled sustainability challenges and explored green opportunities to unlock the green potential of Southeast Asia during a panel discussion moderated by Singapore Deep-Tech Alliance Founding Partner Ms Clara Chen.

Let's switch on the power to innovate, driving sustainability and creating a greener, more vibrant Southeast Asia!



Meet our new mascot, OOLI.

Heritage-Infused Modern Makeover

After an RM100 million transformation that began in February 2023, you'll be welcomed by a touch of local elegance and a breathtaking view of beauty at Malaysia's first Marriott in its newly reimagined form. Putrajaya Marriott Hotel's (PMH) 21-month renovation, completed in November 2024, has given the lobby, guest rooms, restaurants and private villa a fresh look.

The hotel interior has been transformed into a refreshed and modernised look, incorporating modern luxury with Malaysian heritage of natural beauty and cultural richness. That's not all. The refurbishment also included new environmental-friendly lighting installations, tropical landscaping and a new family splash pool, offering a unique and immersive experience for all.

Our new *songket*-inspired room design, with its intricate gold and silver threads, adds a touch of local elegance. Our 487 guest rooms, inclusive of 35 exclusive suites, have been redesigned to offer guests an unparalleled experience that seamlessly blends modern comforts with the rich tapestry of Malaysian culture. The updated rooms feature a brightened colour scheme and spacious layouts to cater to both business and leisure travellers, while maintaining the classic Marriott brand aesthetic. As for our culinary offerings, the innovative dining experiences are sure to provide a welcoming atmosphere and delight every palate.



"This relaunch is not just a momentous occasion for our hotel but also for IOI Resort City as a whole. Putrajaya Marriott has long been a cornerstone of Malaysia's hospitality landscape, and we're thrilled to share a refreshed experience that merges elegance with our rich local heritage," said IOI Properties Group Berhad (IOIPG) Hotels Cluster General Manager Mr Kumar Renoo during the unveiling of the hotel on 14 November 2024. The relaunch is part of IOIPG's *Think Again* campaign and aligns with the effort to raise awareness of IOI Resort City's attractive leisure offerings and drive footfall, establishing it as one of the premier destinations in Malaysia for locals and tourists.

The relaunch event also witnessed the unveiling of *Red Forest*, a captivating work of art showcasing Malaysia's natural beauty and cultural richness by artist Kaiyi Wong (Unrealitykai) that symbolises the hotel's journey of renewal and revitalisation.

You're Wonderful, Day After Day

What makes a brand truly wonderful? At Putrajaya Marriott Hotel, it's not just the name or the logo – it's the people, the stories and the little moments that come together to create something extraordinary. In 2024, "*You're Wonderful*" Brand Week was a wonderful five-day celebration of our brand's essence: care, creativity and connection. With 230 associates participating, each day unfolded a new chapter of meaningful experiences and plenty of joy.

We began with a warm *Brand Overview* filled with lively tunes, sweet treats and an inspiring session on hospitality. The energy carried over to *Be Caring* with health screenings, an appreciation hi-tea and gratitude for our team's dedication. On day three, *Be a Storyteller* celebrated the rich history of Marriott, bringing pride and connection to our shared heritage. *Be Open-Minded* followed by associates showcasing creativity by designing a beautiful Deepavali kolam. The final day, *Be Extraordinary*, was a dazzling conclusion as we donned costumes inspired by our favourite animations, marking the start of even greater things ahead. Thank you to each of you

for bringing your unique spirit to Putrajaya Marriott Hotel every day. Here's to more unforgettable moments together!



Our team coming together to design a vibrant kolam!



(From left to right): IOIPG Head of Hotels Mr Alan Yau, Cluster Director of Sales and Marketing Ms Tan Lee Fong, Mr Kumar Renoo, Tourism Malaysia Chief Tourism Officer Puan Shazalina Ghazali, Chief Operating Officer – Property Investment (Malaysia) Mr Chris Chong, Marriott International Market Vice President Mr George Varughese and PMH General Manager Ms Nikie Mok at the relaunch.



Come splash around, have fun and enjoy the newly added family splash pool!

IOI Rio City

Our top management and councillors from Majlis Bandaraya Subang Jaya got together to unveil IOI Rio City at Four Points by Sheraton Puchong on 29 October 2024.



Mr Chung shared that the IOI Rio City masterplan also includes a central courtyard, water fountain and pet-friendly public courtyard, designed as a communal centrepiece to bring people together, plus an existing 10.93-acre urban park that is home to over 89 flora and 135 fauna species.

Sustainable. 100 Acres. 15-Minute City

No one enjoys the hassle of travelling long and far, stuck in traffic jams, just to grab a meal or stretch their legs for a jog. These challenges affect our well-being and harm the environment. What if there is a neighbourhood where everything is within reach in 15 minutes? IOI Central Boulevard Towers and South Beach in Singapore aren't the only places that can bring work, innovation, learning, health, wellness and entertainment together in one locality.

Get ready for IOI Rio City! IOI Properties Group Berhad's (IOIPG) latest 100-acre modern and vibrant integrated development in the Bandar Puteri Puchong township incorporates every aspect of everyday life in one place within a 15-minute reach, all within walking or cycling distance.

IOIPG Senior General Manager of Puchong Mr Chung Nyuk Kiong said that over the next five years, IOI Rio City will deliver 1,600 lifestyle condominiums, neighbourhood retail outlets and residential houses. With a total gross development value of RM12 billion and a 12-year development period, IOI Rio City will have residential, office and retail components with

essential facilities, services, transportation needs, public spaces and plenty of greenery. It will be pedestrian-friendly (from shaded street-level walkways and link bridges to planned pedestrian links from the Taman Perindustrian Puchong LRT station to developments within IOI Rio City). All these and more are ideal for families and will be an attractive investment for developers and potential investors.

We will launch our 1,000,000 square feet-IOI Mall Rio, the new shopping mall at IOI Rio City, in 2030. You can expect over 300 retail units, including a tenant mix of F&B, lifestyle, fashion, IT, convenience and entertainment brands plus a cinema – an excellent spot for shoppers from Bandar Puteri Puchong and surrounding areas such as Bandar Kinrara and Seri Kembangan.

Want to know more? Visit: www.ioiproperties.com.my/township/bandar-puteri-puchong-puchong-jaya or call 603-8060 8833.

Affordable Homes For All

The *Johor Affordable Housing Scheme (RMMJ)* offers affordable three-bedroom, two-bathroom homes to help low-income groups and young families own their homes in Johor. IOI Properties Group Berhad (IOIPG) Johor supports the Johor government's efforts by completing Laman Putra in Bandar Putra Kulai, which consists of 346 strata townhouses.

It was a proud day for 20 homeowners who officially received their keys on 27 October 2024. Look at their proud faces, smiling at the key handover ceremony, with Johor Housing & Local Government Committee Chairman Yang Berhormat (YB) Dato' Haji Mohd Jafni Bin Md Shukor, IOIPG Johor Chief Operating Officer Mr Lim Beng Yeang, Business Unit Head of Kulai Mr Kelvin Tang and Project General Manager of Kulai Mr Eric Teo. After the ceremony, YB Dato' Haji Mohd Jafni and his entourage attended the groundbreaking of a new 4.6-kilometre road linking Bandar Putra, Senai, to Seelong in Kulai and Johor Bahru.

Subsequently, on 21 December 2024, we handed over keys to 217 proud owners of our Rumah Bandar Idaman townhouses in Bandar Putra, Kulai under the *RMMJ* project. Once again, the key handover ceremony was witnessed by YB Dato' Haji Mohd Jafni, along with Mr Lim and Mr Kelvin. The ceremony was held in conjunction with our highly anticipated year-end *Snowy Carnival* to launch Sonatia 3, our freehold double-storey park homes at Bandar Putra Kulai. About 2,000 visitors came to IOI Galleria and enjoyed family-friendly activities, the magic of snowfall, exciting prizes, clown performances, magic shows and live bands.



Homeowners who received their Delivery of Vacant Possession were also delighted to receive RM1,000 each from the Johor government through the Perbadanan Kemajuan Perumahan Negeri Johor.



One of the happy homeowners receiving her goodies from YB Dato' Haji Mohd Jafni during the key handover ceremony.

Look, it's snowing!



Empowering Women With Life Skills

Life skills are like a trusty utility tool belt, equipping individuals to tackle life's challenges and empowering them to take charge of their lives. For women, these skills help to boost confidence, productivity, and independence. So, our Women & Empowerment Committee (WEC) from IOI Corporation Berhad (IOIC) and plantation levels organised various initiatives, from insightful talks to a bonding trip.

IOIC's WEC

More than 60 Corporate and Plantation employees learnt a simple way to remember the signs of stroke with the BE FAST acronym (balance, eyes, face, arm, speech, time) and other easy-to-follow and practical life-saving home emergency handling tips from Prince Court Hospital Consultant Emergency Physician & Head of Emergency Services Dr Siva Perumal during IOIC's WEC Lunch Talk: *Guide to Home Emergency Readiness* on 5 December 2024.

Morisem 2 Estate's WEC KUNITA

We collaborated with Klinik Kesihatan Sukau on 24 November 2024 to highlight the benefits of breastfeeding to 21 women field workers and dependents from Morisem 1-3 Estates and Leepang Estate. At the same time, we emphasised the importance of regular health screenings to maintain overall well-being and promote early detection of health issues in women.

Gomali Estate's WEC

We organised a one-day trip to Melaka on 23 November 2024 for 32 women employees from Gomali Estate. What a fun day as we explored the iconic A Famosa Fort and checked out the beautiful landscaped Thousand Flower Garden. The fun continued as everyone got hands-on to learn the art of flower arranging. Now we know that sturdy flowers without thorns like daisies are perfect for beginners. The day ended on a high note with a lucky draw at Pantai Klebang and a yummy delicious steamboat dinner. 'Til the next women's trip!



EXPERTISE & PASSION FOR ESTERS

IOI Oleo GmbH rocked the stage at Hall 4.2 at Booth J41 showcasing our expertise and passion for esters.



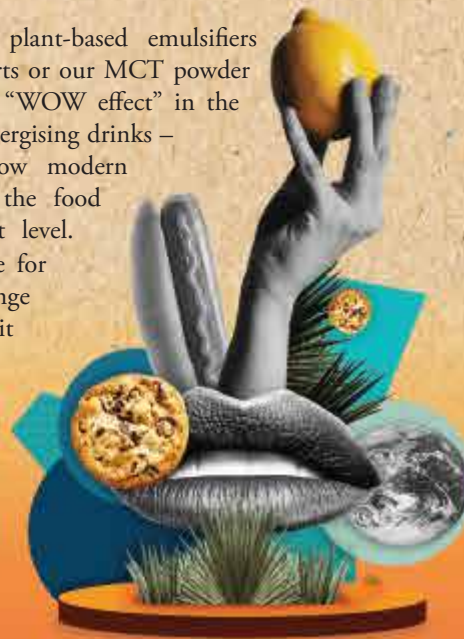
Three days full of inspirations, meetings, talks and innovations – that is *Food Ingredients Europe 2024 (FiE 2024)* in Frankfurt, the leading global event for food and beverage ingredients, which took place from 19 to 21 November 2024. At the vibrant heart of the trade fair is IOI Oleo GmbH.

Our booth was more than just a place to pause – it was a stage for ideas, a meeting point for visionaries and a showcase for our latest developments. We impressed professional visitors from all over the world with products that not only work but also sustainably change the world.

Whether with our plant-based emulsifiers which shine in desserts or our MCT powder which created a real “WOW effect” in the creation of natural energising drinks – we demonstrated how modern ingredients can lift the food industry to the next level.

And the best thing about it? *FiE 2024* was not merely a venue for presentation but also a space for authentic conversations. The exchange with so many different people was incredibly enriching for us, be it start-ups or industry giants.

With a suitcase full of new contacts and an extra portion of motivation, we say: THANK YOU, *FiE 2024*! We can hardly wait to contribute further to the world with our innovations. The best is still to come.



Jom, Make This Annual Dinner Unforgettable

IOI Palm Biotech Sdn Bhd (IOIPB) colleagues swapped their lab coats and office desks for a Friday night of laughter, good food and plenty of recognition at *Jom Amigo* restaurant in IOI City Mall. Our annual dinner ventured beyond the office for the first time, setting the scene for a night packed with fun, food and fabulous moments! With 125 enthusiastic employees coming together, the steamboat buffet was more than just a feast – it was a celebration of the people who make IOIPB thrive.

IOI Plantation Director Mr NB Sudhakaran and IOI Research Centre General Manager (Research/Biotechnology) Mr Joshua Mathews inspired us with their words on the value of collaboration, continuous improvement, safety and engagement within the workplace. IOIPB Manager Mr Chew Yee Chern praised everyone's collective commitment which spurs the company's growth and achievement. The excitement did not stop there! The lucky draw kept everyone excited, with 12 lucky winners taking home great prizes. Here's to more fantastic memories and an amazing year ahead!



Colleagues mingled, shared stories and strengthened bonds that go beyond daily work.



Mr Sudha and Mr Joshua honoured 15 employees with awards, gift vouchers and exclusive hampers for their hard work and dedication.



Rockin' The Retro Vibes

On 8 November 2024, Sabah Hotel in Sandakan was transformed into a time machine, whisking 258 employees from IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd into a dazzling world of *Rock & Retro*. It was the perfect excuse to ditch our work attire for wild, creative outfits and let loose in style. This is an epic celebration that only comes around every two years. The *Best Dressed* awards were hotly contested, with everyone bringing their A-game in rock and retro styles. The lucky draw stole the show, offering prizes like a 55-inch HD Smart TV, a gold charm, RM500 in cash and awesome appliances including chillers, freezers and ovens. A standout moment was IOI Corporation Berhad Deputy Group Chief Executive Officer Mr Tan Kean Hua's grand entrance on a bike, paying tribute to *Gila-Gila Remaja*. From dazzling performances to delicious food to endless bonding, it was a night that truly rocked!



BEST DRESSED



Starry Night Continues With Bright Bash

What a night – or should we say, two! IOI Pan-Century Group united everyone for two spectacular nights of fun, laughter and appreciation. On 15 November 2024, about 500 employees dazzled in black and gold outfits, in line with the *Starry Night* theme, at Austin International Convention Centre, Mount Austin, Johor. The stars of the night – IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor, IOI Deputy Group Chief Executive Officer Mr Tan Kean Hua and IOI Pan-Century Group Chief Operating Officer Mr David Koo – graced the red carpet with style and elegance. For those who missed the glittering event of singing, dancing, Long Service and Team Awards, games,

lucky draw (Logistics Assistant Ms Rosina Binti Abdul Rauf revved up the night with her grand prize, a motorcycle!) and all the fun due to work commitments, no worries, we prepared a second dinner as a heartfelt tribute to their dedication.

On 22 November 2024, around 100 employees enjoyed a bright and cosy evening at Holiday Inn Johor Bahru City Centre, joined by IOI Oleochemical Industries Berhad (Johor) Chief Operating Officer Mr Sia Chieng Ho. It was a night of warm moments and lasting memories. Both evenings were beautiful reminders of what makes IOI Pan-Century special – the people.



5 Hotels, 5 Themes, 5 Celebrations!



Pool Party
26 November 2024
Moxy Putrajaya



Rock and Roll
29 November 2024
Le Méridien Putrajaya



Animation Night
25 October 2024
Putrajaya Marriott Hotel

Pyjamas Party
13 November 2024
Palm Garden Hotel



Masquerade
9 December 2024
Four Points by
Sheraton Puchong



Since 1992, the world has celebrated World Mental Health Day annually on 10 October to raise mental health awareness and encourage global communities to support those affected. Today, mental health is still widespread and is a main concern according to the latest 31-country Ipsos Global Advisor Survey Health. About 45% of respondents cite mental health as the top issue facing their nation. Cancer is second at 38%, followed by stress, follows with 31% mentioning it across 31 countries.

It's Time To Prioritise

Mental health conditions are

WIDESPREAD



1 in 8

live with a mental disorder

UNDER-TREATED



71%

people with psychosis do not receive mental health services

UNDER-RESOURCED



2%

of health budgets, on average, to mental health

Source: World Mental Health Report 2022 by World Health Organization



Bust These 5 Mental Health Myths

Mental health is often misunderstood, leading to misconceptions that can hinder support and treatment. Here are five common myths about mental health:

You need to snap out of it.

Mental health conditions result from genetic, biological, environmental, and psychological factors. It is not a character flaw to find fault at.

Just pop in a pill to get well.

Mental illness doesn't get treated solely with medication. Some benefit from therapy, lifestyle changes and holistic approaches.

It only affects weak employees.

Work conditions and the environment can actively contribute to mental health conditions. 62% say they have felt stressed to the point where it impacted their mental health.

People with mental health conditions are violent.

Mental illness alone doesn't make people more violent or present any more of a threat than anyone else.

It is incurable.

Mental illness can be treated and many people recover after getting help, leading to well-balanced lives.

Open Up About Your Mental Well-being

We spend much of our time at work, and stressors such as heavy workloads, tight deadlines and lack of support can contribute to anxiety, depression and burnout among employees. This year's theme, *It's Time To Prioritise Mental Health In The Workplace*, highlights the need to reflect on our mental health condition and take time to focus on our mental well-being. It is important to identify and acknowledge how you feel so you can navigate the emotions in a healthy way or reach out for help if needed. Take the following test to find out how well you know about your mental health. Answer the questions based on how strongly you agree or disagree with the statement.

1. I feel overwhelmed by my emotions.

Disagree ☐ Neutral ☐ Agree ☐

2. I struggle with the level of stress I experience.

Disagree ☐ Neutral ☐ Agree ☐

3. I have physical symptoms of anxiety, such as hot and cold flashes.

Disagree ☐ Neutral ☐ Agree ☐

4. I feel tired of maintaining relationships with people I care about.

Disagree ☐ Neutral ☐ Agree ☐

5. I find it to be difficult to bounce back from setbacks.

Disagree ☐ Neutral ☐ Agree ☐

6. I am very self-critical.

Disagree ☐ Neutral ☐ Agree ☐

7. I am still trying to get beyond long past traumatic events or significant losses.

Disagree ☐ Neutral ☐ Agree ☐

8. I am able to identify and express my emotions.

Disagree ☐ Neutral ☐ Agree ☐

9. I believe that if I confide in others, they will be judgemental.

Disagree ☐ Neutral ☐ Agree ☐

10. When I experience a strong emotion, I usually feel powerless.

Disagree ☐ Neutral ☐ Agree ☐

11. I do not have a stable mood.

Disagree ☐ Neutral ☐ Agree ☐

12. I procrastinate and/or avoid dealing with important things in my life.

Disagree ☐ Neutral ☐ Agree ☐

13. I have little interest in my sense of purpose in life.

Disagree ☐ Neutral ☐ Agree ☐

14. I am sad and lonely.

Disagree ☐ Neutral ☐ Agree ☐

15. I feel helpless in managing my time and obligations.

Disagree ☐ Neutral ☐ Agree ☐

The questions are meant to be a simple snapshot of how you are coping every day and are not intended to be a diagnostic. If your answers lean more towards agree than disagree, consider sharing your results with someone. Remember, a change does not happen overnight but you can start by taking the first step.

Mental Health In The Workplace

We often overlook or dismiss certain behaviours as normal – assuming they are just part of life’s ups and downs, without realising they might be early warning signs of mental health issues. Persistent fatigue, irritability, appetite changes or social withdrawal can sometimes be more than just temporary feelings – they could indicate underlying mental health challenges. The first step is to identify and acknowledge how you feel so you can navigate the emotions in a healthy way or reach out for help if needed.



Easily irritable, agitated, or restless and more anxious than usual.

Withdrawal from friends, family, and activities once enjoyed.



Lack of motivation and feel life is not worth living.



Changes in eating or sleeping patterns from sleeping too much or too little to not eating regular meals.

The Warning Signs of Mental Distress

There aren’t any medical or scientific tests that can diagnose a mental illness. We can’t test for it the same way we can test blood sugar levels for diabetes nor is it visible like a cut or burn. The symptoms of mental illness can vary, depending on the disorder, circumstances and other factors, though symptoms often overlap. Here are some of the common signs and/or symptoms:



Sudden overwhelming feelings for no reason, sometimes with a racing heart or difficulty breathing.



Trying to self-harm or having suicidal thoughts.



Growing inability to cope with daily problems and activities.



Trouble concentrating, confused thinking and reduced ability to remember or make decisions.

Be Kind To Yourself

Let’s learn to practise some self-love! Here is a checklist of things that you can do on a daily, weekly and monthly basis to improve your mental health. Self-care with positive coping mechanisms plays an important role in maintaining good mental health and is an essential practice that you can start to prioritise and adapt in your daily life.

Mental Health Checklist

Every Day I will

- ☐ make time for physical activity
- ☐ practise gratitude (state 3 things I am grateful for)
- ☐ eat healthy, regular meals and stay hydrated
- ☐ get a good night’s sleep
- ☐ set aside 30 minutes for self-care (do something that brings joy)

Once A Week I will

- ☐ set up a getaway (plan outdoor activities - camping, hiking, etc)
- ☐ call a friend or a family member
- ☐ work on a new goal (finish a task at home, office, etc)
- ☐ celebrate my accomplishments, no matter how small
- ☐ unplug and enjoy my surroundings and be more present

Once A Month I will

- ☐ learn a new skill (pick up a new language, a new sports, etc)
- ☐ finish reading a book
- ☐ make time for self-reflection
- ☐ declutter my belongings (wardrobe, drawers, etc)
- ☐ volunteer for a charity of my choice

Select 2 personal self-care activities for your mental wellness:

- ☐ _____
- ☐ _____

Need a pick-me-up? Get out into nature. Enjoy more time outside. Spend time in the green space to reset and recharge!



Ease Up On Mondays

Start Your Day With A Green Tea Or Your Favourite Drink

Let Go Of Past Mistakes

Believe In Yourself

Talk It Out With A Friend Over Lunch

Sip, Relax, Connect

PT Sukses Karya Sawit employees can now enjoy a snack with coffee or chill out at the newly unveiled *Café Booth* in the housing area. This cosy and sustainable spot offers affordable snacks and freshly brewed coffee, and uses biodegradable packaging, reusable cups, and locally sourced ingredients. It's also a perfect place to relax, socialise or enjoy a quiet moment. This is part of our employee well-being efforts, and we plan to extend the opening hours to cater to night-shift employees and introduce mobile ordering options. So, grab a cuppa, unwind and enjoy!



Together, We Fight Dengue



Mosquitoes beware! On 23 November 2024, IOI Properties Group Berhad's Kulai Business Unit teamed up with Majlis Perbandaran Kulai, Kulai District Hospital, SWM Environment Sdn Bhd and local residents for a *gotong-royong* cleanup. Volunteers tackled drains, parks and abandoned houses in areas like Jalan Kenari, Merak and Cenderawasih. We contributed tools, packed lunches and a lorry for debris removal, working towards a cleaner, dengue-free community.



Clean, Rev, Restore

The coast is clear! On 8 December 2024, IOI Oleochemical Industries Berhad's Community Service Committee and Sports Recreational Committee members made waves at R&R Bagan Ajam Beach, Butterworth, with an exciting Motor Convoy and Beach Cleanup event. A total of 64 passionate employees rolled up their sleeves to clear trash, remove hazardous materials and protect marine life. The 18 lucky draw prizes, including helmets and perfumes, turned this impactful day into a memorable community celebration!



A flood of kindness overflowed as IOI Pan-Century Group teamed up with Persatuan Keluarga Polis Ibu Pejabat Polis Daerah Sri Alam and the Malaysian Relief Agency for a three-day Corporate Social Responsibility donation campaign for flood victims. We collected and handed over nearly half a tonne of pre-loved items and food on 10 December 2024. This heartwarming initiative demonstrates our commitment to supporting those in need.



Flood, Aid, Care

One Team, One Dream

Hit pause on work and say hello to an amazing day of bonding! All 84 employees of IOI Palm Wood Sdn Bhd gathered at Pusat Latihan Dan Rekreasi, Felcra Tebing Tinggi Segamat, Johor on 26 October 2024 for an unforgettable day – tackling tower challenge together, jumping into telematches, breaking barriers and building stronger connections. IOI Palm Wood Chief Executive Officer Mr Peter Fitch wrapped up the event with a heartfelt speech and a prize-giving ceremony, leaving everyone inspired and united!



Splash, Dance & Celebrate!

What a true showstopper, drawing crowds with excitement after excitement! The IOI Mall Xiamen's *Southeast Asian Cultural Festival* was an absolute blast from 15 September to 7 October 2024! The *Nanyang Joyful Water Splashing Festival* had everyone laughing and cooling off with water blasters and buckets while embracing the spirit of life. And the *Sabah Dance Parade*? Dancers in vibrant traditional costumes brought the tropical magic of Sabah to life, filling the air with energy and culture.



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PUTRAJAYA MARRIOTT HOTEL (Deluxe Room 40sqm)	S\$ 218*	S\$ 148*	S\$ 118*

COACH SCHEDULE:
SINGAPORE → IOI RESORT CITY
0615 - Grant Mall (Macpherson)
0630 - Suntec City LED Panel
0700 - Jurong East Venture Ave Coach Bay 4
(Please assemble 15 minutes before departure)

IOI RESORT CITY → SINGAPORE
1415 - Palm Garden Putrajaya Hotel
1430 - Putrajaya Marriott Hotel

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