



Men, Let's Talk About Women

It's not only up to women to push for gender equality – men have a big part to play too. Men – your voices and actions matter. You are vital in empowering, championing and helping to shape a world that really embraces gender equality. This isn't just a one-day fight on International Women's Day. This is a continuous, everyday effort. According to the World Economic Forum, at the current rate of progress, we can only achieve full gender equality in the year 2158!

Gender Equality is Goal 5 of the United Nations' Sustainable Development Goals – and it's more than just a goal. It's not only a fundamental human right but also a necessary foundation for a peaceful, prosperous, and sustainable world. With the right action and support, real progress can happen, and men have the power to accelerate that action. Turn to our *Cover Feature* and hear directly from the men who are speaking up for women and standing strong for gender equality!



Celebrating 30 Years of Growth & Togetherness

Participating Townships



Campaign Promo*



Campaign Lucky Draw



Sustainable From The Origin

IOI Pan-Century Edible Oils Sdn Bhd (IOI PCEO) and IOI Acidchem Sdn Bhd (IOI Acidchem) have achieved the International Sustainability and Carbon Certification (ISCC), demonstrating our strong commitment to sustainability and environmental responsibility. We are now certified for oil and oleochemical-based waste and side streams, which reflects our efforts to ensure that by-products from our production processes are handled sustainably.

IOI PCEO received its ISCC certification in April 2024, certifying the company as a Point of Origin (POO), followed by IOI Acidchem's ISCC certification and recognition as a POO in January 2025. In addition to this, IOI Acidchem holds an extra certification for the waste or residue derived from the processing of vegetable oil, highlighting our commitment to recycling and minimising waste.

A big round of applause to the collective efforts of our dedicated team from Quality Assurance, Production, Logistics, Warehouse, and Marketing, with strong guidance and support from the management. The collaboration earned high praise from the auditors for our thorough documentation and strict compliance with ISCC requirements, ensuring a smooth audit process without a single non-conformity!

We are committed to upholding these high standards and ensuring ongoing certification through regular audits. To maintain ISCC compliance, we have uploaded the Standard Operating Procedures (SOPs) to our company database. These SOPs outline the necessary procedures, specify the responsible departments or individuals, and include important notes or remarks to ensure that all teams are aligned in maintaining compliance.

Achieving ISCC certification for these by-products is a significant milestone in aligning our operations with international sustainability standards. Not only does this certification contribute to the global push for environmental responsibility, but it also enhances the credibility of our products. This achievement demonstrates to stakeholders, regulators, and consumers that we are actively working to reduce the environmental impact of our operations and are committed to sustainable practices moving forward.



With over 12,000 valid certificates in more than 130 countries, ISCC is among the world's largest certification systems.

Safe & Sound, All Around



Owning a public building means keeping it safe and secure, as terrorists and criminals often target crowded, busy places that are easy to attack. In Singapore, the Safety and Security Watch Group (SSWG) was set up to help buildings in the Lion City enhance safety and security measures with the involvement of the Singapore Civil Defence Force.

South Beach Singapore received an appreciation award at the SSWG Networking 2025, which was organised by Central Police Division on 25 February 2025. This recognition highlights our ongoing commitment to crime prevention and maintaining a safe and secure environment for our community.

Thank you to our dedicated team and partners who have contributed to protecting and making South Beach a safer place. We look forward to continuing our collaboration with the SSWG and fellow stakeholders to uphold these standards. These guardians of the city are always committed to safeguarding our community, with pride in every stride.



Editor's Note

We see the world and communicate with others through our personal lenses, which are shaped by our backgrounds, experiences, culture, perceptions, stereotypes, beliefs and more. We often see things according to what we want to see. These perspectives can be positive, but at times, they become significant barriers that hinder not only our progress but those around us. Did you know that Malaysia scored the lowest among nine countries in Southeast Asia in terms of overall gender equality, according to the *Global Gender Gap 2024 Insight Report* by the World Economic Forum? And, sadly, no country has yet attained full gender equality. It's a timely opportunity to reflect on our perspectives, challenge unconscious bias and play a part – women and men – in accelerating action towards a future that is just, inclusive and led by the beautiful voices of women and men equally.

TRUSTED. Time And Again



The voice of the Malaysian public is loud and clear. Once again, IOI Properties Group Berhad's *Trusted* principle has won the trust of many, based on a record-breaking 50,000 consumer responses on their preferred brands across 24 product and service categories. We earned a *Bronze Award* in the Property category at the *Putra Brand Awards 2024* on 17 January 2025 at The Majestic Hotel in Kuala Lumpur. The chosen brands are determined solely by public votes, making this a true people's choice award.

In line with our commitment to providing products and services that consistently surpass consumer expectations, we have launched RM4.49 billion worth of properties tailored to market needs and achieved RM2.14 billion of property sales in FY2024. We remain committed to ensuring our consumers feel valued, confident and trusted.

Gliding Towards Growth & Sustainability

Chinese New Year is not only a time of new beginnings but also a moment of reflection. In the Year of the Snake, IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd hosted two Annual Supplier Appreciation Dinners in Sandakan and Kota Kinabalu, Sabah, on 14 and 15 January 2025, respectively, to pay tribute to our employees and suppliers. This year, we added the *GHG Initiative Award* to the recognition list for their efforts in creating a greener and more sustainable future.

Thank you for all the hard work, and let's give a toast to our mills for their relentless pursuit of quality and operational excellence in Sabah:

Best Improved Crude Palm Oil Quality Supplier	Syarimo Palm Oil Mill
Best Washed Crude Palm Oil Supplier	Ladang Sabah Palm Oil Mill
Best MOSH and MOAH Crude Palm Oil Supplier	IOI Sandakan Region
Best Improved Palm Kernel Quality Supplier	IOI Lahad Datu Region
Green House Gas Initiative Award	Ladang Sabah Palm Oil Mill
Highest Quantity Palm Kernel Shell Supplier	Morisem Palm Oil Mill



Looking forward to building more successful partnerships in the future!

IOI GROUP PLANTING A RESILIENT FUTURE

A new chapter begins for IOI Corporation Berhad (IOIC), one that promises growth, innovation, and a stronger commitment to sustainability. Together, we're planting a resilient future.

On 21 January 2025, we unveiled our transformative *Five-Year Strategic Roadmap (2025 – 2029)* with a vision to become a global leader in sustainable palm products and ingredients. The exclusive launch at the *High Tea with CEO*, a hybrid event held at Palm Garden Hotel, gathered over 500 employees to witness our renewed commitment to innovation and operational excellence.

Building upon the foundation of our previous *Five-Year Plan (2000 – 2005)*, this groundbreaking roadmap is more than just a corporate strategy – it's a competitive and growth-oriented strategy to position us higher in the value chain towards more innovative products and offerings. IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor said: "The new strategic roadmap reflects our determination to continuously improve ourselves and create value for the company, with a steadfast focus on operational excellence and sustainability stewardship." It also reinforces our alignment with our net-zero pathway and paves the way for future growth.

Launch Of IOIC's Five-Year Strategic Roadmap

Dato' Lee officiated the launch with Deputy Group Chief Executive Officer Mr Tan Kean Hua, Plantation Director Mr NB Sudhakaran, Director of Commodity Marketing Mr Lim Jit Uei and Director of Oleochemical (Malaysia) Mr David Koo.



Dialogue with CEO

Employees had the opportunity to engage directly with Dato' Lee and the top management team during the *Dialogue with CEO* session.



Fireside Chat #1: Efficient, Innovative & Sustainable Agriculture

Our Plantation Division's strategic priorities focus on advancing efficiency, sustainability and innovation in agriculture. With Dato' Lee, Mr NB Sudhakaran shared how IOIC is adopting smarter, more sustainable practices and targeting increased yields, improved productivity and labour reduction, in a discussion moderated by Head of Group Strategy Mr Amir Hafiz.



Fireside Chat #2: Navigating Challenges, Building Competitiveness

We didn't stop the fire but continued with an insightful discussion on our Oleochemical Division on 13 March 2025. In a virtual session moderated by Group Treasury & Investor Relations Senior Manager Mr Brosnan Tan, the session featured Mr Tan Kean Hua and Mr David Koo, who discussed the 16 key initiatives driving growth across our Strategic Priorities.



Indulging in a hearty buffet while bonding over shared moments together.



Showcasing Future-Ready Enterprises

The Asia Pacific region is undergoing rapid transformation, and businesses must embrace innovation and sustainability to remain competitive. The Asia Pacific Institute for Strategy Research Director Dr Mark Lee highlighted the importance of the *Asia Pacific Sustainable Innovation Enterprise (APSIE) Awards*, especially recognising the winners with the vision to be future ready.

With the theme *Showcasing Future-Ready Enterprises*, *APSIE 2025* honours businesses leading the way with innovation, sustainability and excellence. Congratulations to IOI Edible Oils Sdn Bhd (IOIEO) for winning the *APSIE Awards for the Food & Beverage Industry 2025-2026*, and to IOI Bio-Energy Sdn Bhd (IOIBE) for securing the *APSIE Awards for the Energy Industry 2025-2026*, at the prestigious ceremony, which was held at the Hong Kong Convention and Exhibition Centre on 28 February 2025.

IOIEO successfully implemented a direct heat exchange system which significantly improves energy efficiency in our refining operations. Our team of engineers and sustainability advocates decided it was time to reduce reliance on our traditional steam heating, so we innovated an integrated heat recovery system that harnesses heat from the palm fatty acid distillate to preheat crude oil palm. This enables us to eliminate unnecessary steam usage by 1,010 kg/hr, reduce power consumption and optimise our plant performance. We have reduced our greenhouse gas emissions by nearly 900,000 kgCO₂-eq annually and achieved RM1.58 million in annual savings!



IOIEO General Manager Ir Shyam Lakshmanan (left) giving a big thumbs-up to the brilliant minds behind our award-winning innovations!

IOIBE implemented a segregation system for high- and low-pressure lines, effectively reducing pressure drop within the steam pipelines. This improvement also enabled us to harness a portion of steam from the co-generation plant to power the turbine, thus increasing green energy output, optimising overall efficiency and saving energy. As a result, we saved 70 MJ of energy per ton of oil processed, increased power generation from 6.5 MW to 9 MW, and gained an additional USD4,285 daily (USD514,000 annually). We also reduced our greenhouse gas emissions by 2.08 million kgCO₂-eq in a year. Best of all, our investment in the steam line paid for itself within days, with a payback of USD7,000!



Cut The Distance, Enhance FFB Quality!

It takes a tough 60 km journey on poor roads or three days by sea to transport our fresh fruit bunches (FFB) from PT Bumi Sawit Sejahtera (PT BSS) to PT Sukses Karya Sawit mill. Why not eliminate this logistical challenge, cut costs, and improve FFB quality? That's exactly what we did – PT Sawit Nabati Agro (PT SNA) took a bold step by establishing our 45TPH palm oil mill in Kalimantan Barat, Indonesia.

We started the project on 8 August 2023 by clearing 20 hectares of land and incorporating tilting sterilisers to streamline processing and reduce manual handling. This project is a noteworthy investment in the production of sustainable palm oil.



The workers receiving a site briefing of the facilities around the new mill.

We officially commissioned the PT BSS mill on 7 January 2025, following a prayer ceremony the day before. Led by PT SNA Head of Plantations Mr Subramaniam Arumugam (fourth from left), the event brought together our senior management, including Mill Controller Mr Puspnanathan Muniandy (third from left) and Plantation Controller Mr Rajan Krishnasamy (right), alongside local leaders from Natai Kuini and Danau Buntar Village, the mill construction team, and PT SNA staff. This milestone marks a major leap in efficiency – enhancing FFB quality, reducing logistics costs, and optimising processing and local resources.



The first weighing of FFB to commemorate the new mill.

Planting The Seeds Of Resilience

Rice is a staple food in Indonesia, with an average per capita consumption of 108 kg per year. But with a growing population and the challenges of climate change, it is hard to achieve food security and self-sufficiency.

PT Sawit Nabati Agro (PT SNA) answered the call of President Prabowo Subianto for food resilience by launching PT SNA first rice harvest programme with the Joint Prosperous Farmers Group and BPP Kendawangan. We introduced this Corporate Social Responsibility initiative on 16 February 2025 in Air Hitam Besar Village, Kendawangan District, Ketapang Regency, West Kalimantan.

PT SNA Head of Plantations Mr Subramaniam Arumugam said: "PT SNA is committed to supporting this food security programme through collaboration with the community and the government, which is facilitated by BPP Kendawangan. This programme also promotes sustainable agriculture by discouraging land burning."

This inaugural harvest programme builds on our *Rice Farmer Empowerment Programme* launched in October 2024. Senior Manager of PT SNA CSR & Partnership added: "PT SNA is committed to continuing this programme by expanding the planting area in order to stimulate the interest of the local community in developing agriculture, especially rice, to support food security. The rice variety used is *Impari 30*, with the hope that a standard yield of four tons per hectare can be achieved." Ultimately, we aim to pave the way for a more food-secure future.



Harvesting a brighter future of food security and resilience.



Chilled To Perform, Maximise & Conserve

Maximising efficiency while reducing waste is key to optimising any operation. At IOI Edible Oils Sdn Bhd, it is crucial to process an efficient amount of Refined, Bleached & Deodorised Palm Oil (RBDPO) productively. Here's how we tackle the bottlenecks that we recently faced at our Dry Fractionation Plant 2 (DF2) and Dry Fractionation Plant 3 (DF3):

DF2 and DF3 process 1,200 tonnes and 1,300 tonnes of RBDPO daily, respectively. However, DF2 could only process a maximum of 1,130 tonnes daily, forcing the excess RBDPO to be diverted to Dry Fractionation Plant 1 (DF1). This led to inefficiencies, with DF1 operating at just four to five batches per day (approximately 170 tonnes of RBDPO).

To resolve this issue, we connected new cooled and chilled water supply lines from DF2 to DF3, enabling the operation of two additional crystallisers. With DF2's upgraded cooling tower and chiller implemented earlier, it now has sufficient capacity to supply cooling utilities to DF3. As of January 2025, DF3 successfully operated one additional crystalliser, increasing DF2's throughput to 1,250 tonnes per day. We plan to further boost the capacity to 1,400 tonnes per day.

We expect to gain considerable savings when the system stabilises. Nevertheless, by fully idling DF1, we anticipate monthly electricity savings of 2,391 kWh and steam savings of 25.97 tonnes, leading to an estimated greenhouse gas reduction of 3,185 kgCO₂-eq per month. It's a move towards crystal-clear results!



New water pipelines connecting DF2 to DF3.

Smart, Cool & Optimised

Manual monitoring poses several challenges in managing a cooling tower efficiently. Power generation fluctuations lead to high energy consumption, and when the fan isn't operating, there's a risk of turbine tripping.

So, IOI Bio-Energy Sdn Bhd collaborated with the IT Department on a design thinking project to introduce automation at a cost of only RM10,000. The Smart Cooling Tower system now dynamically adjusts fan speeds and deactivates excess fans when not needed, optimising energy use and improving efficiency. From July to December 2024, we have reduced electricity consumption by 199,552 kWh, resulting in cost savings of RM75,829. Beyond efficiency, it highlights cost-effective energy management in power generation.



Weed Out The Problem With Innovation

Weeds compete with palm oil trees for sunshine, water and nutrients, so effective weed control is the key to healthy growth. Unfortunately, it is laborious and time-consuming – ask our estate managers! They'll tell you we have to manually use hand sprayers with pumps to keep those growing weeds under control.

It's time to embrace innovation and mechanisation for a smarter and more efficient solution! Get ready for the latest innovation in the palm oil industry – the first-ever Mechanical Weed Sprayer Terrace (MWST), featuring an advanced swing sprayer mounted on an electric vehicle-powered machine!



IOI Corporation Berhad's Mechanisation Team introduced this groundbreaking mechanical innovation to our estate managers and assistant managers across Leumpang A Region in Mekassar Estate on 18 February 2025. The MWST was put to test under our plantation conditions to assess its spraying efficiency, agility, coverage consistency, adaptability to tough terrains and cost-effectiveness compared to the traditional manual method.

The results? Improved operational efficiency with optimised pressure settings to minimise spray wastage. Increased productivity through wider and more consistent spray coverage for better and effective herbicide absorption. Seamless operation with its adjustable pressure levels and flow rates to adapt to uneven or sloppy terrains and terraces.

Of course, there will be challenges! While the sprayer adapts well to various terrace conditions, it may struggle on extremely uneven or disconnected terrains. We will need regular servicing to prevent wear-and-tear on the swing motor, especially under high-pressure settings, and explore further design improvements to enhance its durability. Additionally, it is important for us to train our workers to operate the machine efficiently and effectively.

We are set to roll out the MWST in our first phase at Mekassar and Detas Estates, followed by other estates in the Peninsular Region. With innovation and mechanisation, we're taking the fight to the roots, and we're sure of one thing – we won't let weeds stand tall anymore!

Compressing Cost, Electricity & Carbon Footprint

Our Palm Kernel Dry Fractionation Plant needs three 37 kW air compressors working tirelessly to deliver an airflow of 15 m³/min and ensure top product quality and smooth material flow in IOI Edible Oils Sdn Bhd. It's time to upgrade to a more efficient and eco-friendly compressor, so we installed a new 75 kW *Kobelco* air compressor in October 2024 to work alongside our existing Variable Speed Drive unit.

Through this integration, we have successfully replaced three compressors! This energy-saving initiative has cut our electricity usage by a remarkable 32% (from 111 kW to 75 kW). Not only that, it has also decreased our greenhouse gas emissions by an estimated 110,160 kgCO₂-eq per year. Now, our compressed air supply system is fully optimised and running smoothly. No more downtime, surprise breakdowns, frequent wear and tear or costly repairs. Our operations will be running without disruption for a long while, thanks to a sustainable move that keeps air flowing and work going.



Everyone is now more empowered than ever to integrate biodiversity conservation into our operations!

Conserving Biodiversity, Preserving Life

In FY2024, IOI Properties Group Berhad (IOIPG) planted 4,840 trees across our townships, featuring 44 native species, with 19 of them listed on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species, classified as Near Threatened, Vulnerable, or Endangered.

This year, we stay committed to developing sustainable townships that conserve urban biodiversity by integrating blue and green features into our developments and surrounding areas. To support this, we brought together 20 employees from our Project Development, Landscape and Corporate Sustainability teams for a hands-on *Biodiversity Training*. The aim is to understand more about biodiversity, taxonomy, and field assessment techniques so that we are equipped with the skills for ecological conservation and sustainable landscape planning and management, and be alert to all the risks and opportunities.



A biodiversity expert led the training with a classroom session at IOI Sales Galleria Bangi on 12 to 13 February 2025, followed by an on-site fieldwork on 18 to 19 February at 7D Site, Bandar Puteri. The topics were Plant Taxonomy, Bird Taxonomy, Fish Taxonomy, Geoinformatics, Field Assessment and Report Writing, aligned with Global Reporting Initiative and FTSE Russell. We learnt to read and understand scientific names, IUCN Red List status and native classification of plant and animal species through the IUCN website, Malaysia Biodiversity Information System (MyBIS), FishBase and other platforms.

Biodiversity is fundamental to life, and preserving it is a shared responsibility that we must all embrace!

Now, we know how to use mobile applications like *Conota Camera*, *Google My Maps* and *Google Earth* for mapping and geo-tagging in a biodiversity survey.



Powering The Largest Mall With Sunshine

Greener than ever and proud of it – IOI City Mall (ICM) now hosts the largest solar rooftop (right) ever installed on a mall in Malaysia, and we are taking sustainability to new heights!

We are bigger, bolder and greener as our massive scale of 15,757 solar panels covering ICM's rooftop is expected to generate 9,780 MWh annually, helping to meet 8.2% of our total electricity needs. While powering lights and cooling spaces, we are significantly reducing our carbon footprint by avoiding 7,570 tonnes of carbon dioxide emissions annually.

Installing such an extensive solar system was no small feat – it required time, effort and careful planning at every stage. But with relentless dedication, we completed Phase 1 in October 2020, followed by Phase 2 in November 2024. As energy costs continue to rise, this RM18 million investment is not just visionary – it's about leading the retail industry towards a more energy-efficient and sustainable future.



The wall cabinet has two layers of palm core, with a thickness of 12 mm and 15 mm each, laminated with polyester inside and high-pressure laminate on the outside – all sandwiched together to form a robust four-layer structure to store fragile lab equipment.

Greener Core For Furniture

Strong, lightweight, eco-friendly and sustainable – IOI Palm Wood Sdn Bhd's *OnCore*[®] palm wood is proving to be the better wood for furniture products. In July 2024, our Technical Department started a pilot project to put *OnCore*[®] to the test in our laboratory.

From sketching designs to preparing materials to laminating panels to assembling the final pieces, we have constructed a full suite of furniture consisting of drawers, wall cabinets, tabletops and storage cabinets, all made with 85% palm core. Everything was fully assembled and installed on 1 January 2025, and we're happy to report that they are all still in pristine condition while retaining its sturdy and reliable properties. Thanks to its lightweight strength, excellent insulation properties and formaldehyde-free composition, *OnCore*[®] has proven to be an ideal choice for indoor furnishings. Our successful pilot project not only showed that *OnCore*[®] is versatile and customisable in furniture design, but also marked a step forward in promoting a more sustainable, responsible and innovative future for the manufacturing industry.



The lamination process of palm core with polyester plywood, carried out in the IOI Palm Wood factory.

Well done, Technical Manager Mr Melvin Chia and R&D Engineer Ms Gene Koh, for confirming the true potential of *OnCore*[®] products!



The tabletop features a 25 mm-thick palm core for extra strength and durability.



Raising The Roof



Taking our roof to the sky and powering tomorrow with clean, sustainable energy.

As IOI Palm Wood Sdn Bhd converts oil palm by-products and process waste into value-added products, we are also powering our sustainability effort up the roof.

We have successfully installed and commissioned a 931 kWp solar photovoltaics system, covering 70% of our manufacturing plant's roof, which has officially been producing clean and sustainable energy since 5 March 2025. Generating 620 kWp alternating current of green energy, this system not only reduces our carbon footprint by 811 metric tons of carbon dioxide a year but enhances energy efficiency across our 20-acre factory site in Segamat, Johor. It took nearly eight months to complete, and it's a sure-win sustainability milestone for us!

It doesn't stop there. We will continue to install more solar panels on the remaining roof space if the demand for electricity increases. Not only that, we are exploring the sale of Renewable Energy Certificates, which will encourage other companies to offset their carbon footprint while creating an extra revenue stream for us. Step by step, panel by panel, we are driving towards a greener tomorrow.



Laying The Foundation For Dreams To Soar

Education is key to unlocking potential, and every child deserves a space to learn, grow and dream big. At SJK (C) Poi Min, this vision takes shape brick by brick, lesson by lesson.

With our commitment to supporting education and nurturing future talents, IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) contributed RM1 million to help build a learning environment that will one day inspire and empower thousands of students. On 23 December 2024, we donated RM500,000 towards the school's building fund, followed by another RM500,000 on 24 January 2025 for the construction of a rooftop. Our effort was driven by our hope to create a safe and comfortable space where students can learn, grow and thrive.

The new school in Puchong officially opened on 17 February 2025 with the promise of new beginnings for a capacity of 1,200 students. More than just a structure, this space represents a future filled with opportunities – where the first batch of 160 students can dream big, push boundaries and reach new heights. As they step into their classrooms, they are stepping into a world of possibilities, supported by a community that believes in their potential. Let's give a cheer to the generations of students who will walk into these halls, dream fearlessly and achieve greatness!



From left: School Building Committees Ms Wong Ker Xin & Mr Tang Heng Keong, School Building Chairman Mr William Pang Kong Thean and School Building Committee Mr Steve Foo standing proudly in front of the newly built SJK (C) Poi Min.

Building Champions, One Lap At A Time



The track is finally ready! Time to chase new dreams!

The sound of eager footsteps, the thrill of a starting whistle, and the joy of crossing the finish line – these are the moments that shape young athletes. Now, young champions at SJK (C) Serdang Baru 2 can chase their dreams on a brand new running track, a space built for passion, perseverance and progress.

On 17 January 2025, IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) proudly celebrated the grand opening of this state-of-the-art facility, a milestone made possible through dedication, perseverance and community support. We supported the school's journey by contributing RM10,000 in October 2024, followed by an additional RM30,750 in December 2024 for jump and shot-put facilities.

With 2,251 students set to benefit, this track is more than a sporting venue – it's a launching pad where dreams take flight. As they take their first laps, we look forward to seeing them run, jump and soar towards greatness.



Everyone is hands-on and hard at work – packing paper bags and socks!

20 Years Of Empowerment!

What does 20 years of unwavering dedication look like? Imagine a place where individuals with disabilities are not just supported but empowered to thrive, where every skill learnt and every step forward is a triumph worth celebrating. That's the heart of 爱·关怀之家 (Lovely Disabled Home), which recently marked its 20th anniversary with gratitude, inspiration and a renewed commitment to inclusion.

From its humble beginnings with just two members, Lovely Disabled Home has flourished into a thriving community of over 50 individuals across two workshops. Over the years, this initiative has provided vocational training, employment opportunities and life skills – helping persons with disabilities (PwDs) gain confidence, independence and a sense of purpose.

IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) proudly joined in celebrating Lovely Disabled Home's incredible journey at a "WOW 20th Anniversary Charity Gala & Press Conference" on 11 March 2025. The event also brought together supporters, partners and the public for a meaningful experience. For the first time, the doors of the workshops were opened, offering guests an inside look at the remarkable progress made over the past two decades. Attendees witnessed the impact of skills training,

heard stories of resilience and saw firsthand how Lovely Disabled Home has changed lives.

We hope our RM10,000 contribution will help sustain Lovely Disabled Home's efforts in providing a nurturing space for PwDs, equipping them with essential skills and opportunities for a brighter future. Here's to 20 years of making a difference, and many more to come!



Every cookie is made with dedication and a dream for a brighter future!

Cultivating A Circular Future

Eco-conscious choices don't have to be limited to Earth Month. Every day is a chance to reduce waste and build better habits. Check out the green activities at IOI Corporation Berhad (IOIC) and reflect on your lifestyle so you can take that first step towards a healthier planet. Start small, start now, at least make a start.



Q1: What do I do with imperfect food?

Don't judge a book by its cover, and don't judge that fruit or food by its skin or look. Don't throw away that food or fruit just because it looks ugly, scarred or bruised. Sometimes, imperfections do not impact the taste or nutritional quality. IOIC inspired 30 participants to relook and rethink the ways we manage our food to minimise food waste in our *Lunch & Learn: Wonky Wonders - Awareness Talk About Nature's Perfect Imperfections* session on 10 March 2025.

So give that imperfect-looking fruit and vegetable a second chance. There's nothing wrong with them. Take a look in your fridge. Turn those overripe tomatoes into tomato sauce. Turn the hairy carrots along with your leftovers into a veggie broth. Anything is possible.



Q3: How can I learn to upcycle?

Upcycling means transforming an item which is no longer useful or needed into something wonderful and unique. IOIC challenged employees in the skills of woodworking and transformed IOI Palm Wood Sdn Bhd's *OnCore* wood to functional and personalised handphone holders and stationery boxes during our *Lunch & Learn: ReWork, ReWood* session on 20 March 2025.

Learn some woodworking skills. Pick up a skill. Look around your workspace or your home and challenge yourself to turn waste to wonder. Give those old magazines, plastic bottles, egg cartons a new life.



Q2: Why should I purchase imperfect produce?

Fruits and vegetables that don't meet the imposed standards are often discarded. The truth is, imperfect produces may be imperfect in appearance but they are still perfectly delicious, nutritious and safe to eat. Our employees embraced fresh-from-the-farm's imperfections through IOIC's *Vegful Mania Blind Boxes* by unboxing blind boxes filled with imperfect fruits and vegetables on 20 March 2025.

Give that imperfect fruit or food a second look in the supermarket, otherwise it'll end up in the bin pretty soon. Help to reduce waste by helping to make a positive impact on the environment and give your wallet a break.



Q4: How can I segregate waste effectively?

PT Sawit Nabati Agro (PT SNA), Indonesia educated employees on the different types of waste by participating in a waste segregation activity to sort biodegradable (organic) waste from inorganic waste and hazardous/toxic (B3) waste on 22 March 2025. It makes the process of recycling and disposal much easier, and also helps in maintaining a healthy and clean surrounding to live in.

Instead of throwing everything into the dustbin, be mindful and segregate waste effectively. Start small by checking out the list of recyclables (paper, plastics, glass), hazardous waste (batteries, chemicals) and non-recyclable waste (styrofoam) in your home, and segregate them wisely.



Before

After

Q5: How can I turn Earth Hour into an everyday habit?

IOIC switched off non-essential lights and unplugged unused electrical devices from 8:30 to 9:30 pm on 22 March 2025 to show united support for the planet. PT SNA (right pics) saved 181,23 litres of diesel fuel for electricity consumption by switching off the lights throughout all the worker quarters during Earth Hour.

Earth Hour doesn't have to be just one hour a year. Switch off unused lights, unplug appliances, and embrace low-energy living as part of your daily routine. Small actions, every day, add up to big change.

Before

After

Keeping Close To Nature's Heart

Let's appreciate the beauty and importance of our planet this Earth Month, and every day. Each green and sustainable effort counts in protecting biodiversity and conserving resources. Check out IOI Properties Group Berhad's initiatives in sustainability and environmental stewardship, and let's all learn from them. After all, our planet needs us, and every little action for nature makes a difference!

Q1: What can I do for nature at night?

Protecting the environment and biodiversity matters, even at night. Why not help by reducing light pollution, supporting conservation efforts, and being mindful not to disturb nocturnal animals and insects?

Guided by an expert naturalist, about 100 participants, including children aged five to 12 years old, enjoyed observing and learning about insects, plants and other creatures that were spotted on the night of 22 March 2025 during the *Nature Observation* event at Townpark, Bandar Puteri Puchong.

The night also had some participants pitching in for a *gotong-royong* at the park followed by a session of arranging candles to form 60+ sign to remind everyone to keep taking care of the planet, beyond the 60 minutes of switching off lights for Earth Hour.



Q2: How can I make a sustainable and healthy breakfast?

It doesn't have to be complicated to make a sustainable and healthy breakfast to start the day. Opt for locally sourced fresh produce to reduce transportation emissions, minimise your food waste to lower environmental impacts and consider plant-based options.

On 21 March 2025, Le Méridien Putrajaya guests enjoyed a fresh farm-to-table breakfast with hydroponic salads, local greens, and honey straight from the comb. What a sustainable choice towards healthy living.



Q3: Is it possible to have sustainable meetings?

Our associates from Four Points by Sheraton Puchong are leading the way in sustainable meetings. By using eco-friendly materials, prioritising linen-less setups, and opting for digital signages and reusable options, they're making a significant impact in reducing waste and conserving energy during meetings.

The next time you have a meeting, consider replacing single-use items with reusable alternatives, using leftover drinking water to nourish plants, donating leftover meals, or sharing meeting materials via links. These small, eco-conscious practices not only enhance the meeting experience but also promote sustainability.

Q4: Why do I need to plant trees?

Planting a tree is one of the simplest yet most impactful actions you can do for a healthier planet and improved well-being. If you haven't already, make it your goal to plant one today.

It's so easy that our associates from Palm Garden Hotel got together to plant palm trees in the hotel compound on 21 March 2025. What a great sense of environmental responsibility!



Q5: What type of evening workout can I do at home?

Switch off those unwanted lights and dance your way to Zumba fitness! It's the perfect way to get active and enjoy the rhythm of the night.

Ask our guests at Moxxy Putrajaya as they grooved to celebrate Earth Hour during a *Glow in the Dark Zumba* session on 22 March 2025. Hosted by Lululemon, the energetic session incorporated LED lights and other creative sustainable elements to reduce our footprint while offering a glowing fun to stay fit for the planet.



Q6: How do I make going green fun for the children?

Tell them stories about the environment and the earth. Share engaging stories on the importance of taking care of the environment and the effects of climate change. Challenge them to adopt eco-friendly practices in their daily lives.

Young guests at Putrajaya Marriott Hotel had a great time with mascot *Owen the Owl* and *Visit IOI Resort City* mascot *Ooli Ooli* on 22 March 2025. They enjoyed giant cookies and a bedtime story filled with sustainable practices to reduce climate change, inspiring them to adopt eco-friendly habits. It's never too soon to start our kids on the path to protecting the planet!

Empowering Students From Clutter To Clarity!

Since IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) and Founder of Bargain Basement Datin Joanne Wong unveiled the fourth Bargain Basement outlet at Universiti Tunku Abdul Rahman (UTAR) Sungai Long Campus on 27 June 2022, UTAR students have been rolling up their sleeves, learning how to run the place and gaining real-world business skills.

Now, it's officially a part of UTAR's General Studies under the Social Entrepreneurship Project, facilitated by the Department of Soft Skills Competency, UTAR Kampus. On 25 March 2025, UTAR, in collaboration with Bargain Basement, successfully launched the *From Clutter to Clarity* campaign at Bargain Basement to promote responsible consumption, reduce waste, and foster a circular economy. By educating individuals on mindful decluttering and second-hand shopping, we are encouraging a sustainable and socially responsible lifestyle.

Celebrating the launch of this impactful student-led initiative with Datin Joanne (front, right), President of UTAR Professor Ewe Hong Tat (front, left), and the passionate students driving it forward.

With guidance from lecturers, UTAR student volunteers handle everything from collecting donations to selling items to splitting the proceeds equally between student support and charity.

100 Bagfuls of B40 Love

For many children, a new school year brings excitement – the promise of learning, new friendships, and fresh opportunities. But for some, it also comes with the worry of not having the necessary school supplies. With the rising cost of living, many families in the B40 category struggle to afford even the most basic school necessities. A simple school bag filled with stationery may seem small, but for students from the B40 community, it represents hope, confidence, and the chance to focus on their education without added burdens.

Each school received 25 school bags, thoughtfully packed with colour pencils, pencils and erasers.



Recognising this need, on 3 and 6 January 2025, IOI Oleochemical Industries Berhad's Community Service Committee team took the initiative to donate 100 school bags, each bagged with essential stationery, to students across four local schools – SK St Mark (Perai), SJK (T) Prye, SK Kampung Baru (Bukit Mertajam) and SK Bukit Tambun (Simpang Ampat) – carefully chosen based on the students' needs. This donation came at the right time, easing financial pressures and giving the students the resources they need to excel in their studies. When we come together to uplift the next generation, we are not just providing school supplies – we are investing in their future and empowering them to chase their dreams with confidence.

ONE SMILE AT A TIME!

The purest form of strength often comes in the smallest packages. On 24 February 2025, Team IOI Segamat from IOI Properties Group Berhad had the privilege of meeting 30 young fighters at Hospital Segamat's Paediatric Ward – children who, despite their challenges, continue to radiate courage and resilience.

More than just delivering goodies and stationery, our visit was about sharing warmth, encouragement and hope. We saw the power of a simple smile, the comfort of a kind word, and the impact of being there for those who need it most. We also extended our support to the parents and caregivers, offering support and reassurance in their journey. Moments like these remind us of the difference we can make – one act of kindness at a time. Thank you, Team IOI Segamat, for continuously uplifting the community and bringing love to where it's needed most.

Team IOI brightening the day of young warriors at Hospital Segamat with thoughtful goodies and heartfelt moments.



Inclusion Matters

Did you know that 21 March is World Down Syndrome Day, chosen to represent the three copies of the 21st chromosome that cause Down syndrome? Individuals with Down syndrome are often denied the right to quality education, fair job opportunities, and a voice in society.

Kudos to Putrajaya Marriott Hotel, Le Méridien Putrajaya, Courtyard by Marriott Penang, Palm Garden Hotel, Moxy Putrajaya, and Four Points by Sheraton Puchong for uniting in blue and yellow to champion Diversity, Equity and Inclusion, and standing up for the rights of individuals with Down syndrome who deserve to be seen, valued, and embraced for who they are! From setting up donation boxes and raising funds for a Down syndrome charity to visiting the Penang Down Syndrome Association to sharing cookies and *kueh* with hotel associates and guests to planting trees – every effort reflects our commitment to championing an inclusive workplace where everyone feels seen, heard and valued.



Putrajaya Marriott Hotel



Courtyard Penang



Palm Garden Hotel



Four Points by Sheraton Puchong



Le Méridien Putrajaya

Taking Care, One Child At A Time

Children always get excited about festive seasons, and even more so when they come from a home where they don't often get to celebrate in such a big way. So, this Ramadan, Palm Garden Hotel and Putrajaya Marriott Hotel decided to spread a little extra joy under the care of our TakeCare Committee. Instead of just giving, we opened our hearts and doors to the wonderful children of Rumah Bakti Al-Kausar, Bangi – and what a joy it was!

On 27 March 2025, Palm Garden Hotel welcomed 19 children and four caretakers for a cosy *buka puasa* at our Bazar Citarasa Kita, where everyone enjoyed the delicious spread while a live *Ghazal* band added to the festive vibe. All of them received *duit raya* plus goodie bags packed with treats from our Manager Mr Hanson Leong. The fun continued the next day at Putrajaya Marriott Hotel, where we treated 30 children and five caretakers to an evening of fun and laughter packed with games, quizzes and a hearty *buka puasa* together. Before heading home, they too received *duit raya* and goodie bags to make their night extra sweet and memorable.



Palm Garden Hotel



Putrajaya Marriott Hotel

A Trip To Remember

Poring Hot Springs, known in Kota Kinabalu for its hot sulphur spring bath, has an interesting history. Did you know it was developed by the Japanese during World War II, and it now stands proudly as part of a UNESCO World Heritage Site? A total of 10 students from Sekolah Kebangsaan Ladang Sungai

Bendera in Kinabatangan, Sabah and five students from our HUMANA school in Leepang 5 Estate in IOI Lahad Datu Region got to learn all about this during a fun-filled 2D/1N school holiday adventure to Ranau, Kundasang from 13 to 14 February 2025 – thanks to IOI's Women Empowerment Committee.

During the trip, the children also visited Desa Dairy Farm in Kundasang, and got hands-on with dairy farming – feeding calves and sampling fresh dairy products like yogurt, cheese and *gelato*. Imagine their delight when their tiny feet were nibbled by the fish spa at the Tagal Luanti Fish Spa! They learnt about the local culture and nature. More than that, they gained a sense of responsibility and appreciation for the local environment. It was more than a holiday – it was a journey packed with learning, growth, connection and unforgettable memories.



A Festive Touch Of Joy

Chinese New Year brings festive joy and cheer, while Chap Goh Mei wraps up the celebration with family reunions. But what about the elderly in old folks' homes? Nobody should feel alone, so IOI Mall Kulai marked the occasion with a heartwarming Chap Goh Mei celebration with 15 elderly folks from Pusat Jagaan Warga Emas Harmoni Cemerlang.

What's a celebration without excitement? The day was filled with vibrant performances, from a *Kids' Traditional Costume Competition* to a *Traditional Chinese Dance to Face-Changing Acts* to a thrilling magic show plus lion and dragon dances. Beyond the performances, it was all about sharing joy, festive treats, laughter and *angpows* with the elderly. The Secretary of the Kulai District Cultural Association Puan Latifah Binti Abu joined us, making the event extra special. After all, no one should be alone during a season of joy.



These little stars stole the show with their confidence and flair.



Wishing every one of you good health, joy and prosperity!



Nothing brings people together like a good meal!



Sharing Smiles & Warming Hearts

Chinese New Year is all about togetherness, and on 24 January 2025, IOI Properties Group Berhad's (IOIPG) Bandar Puteri Puchong Business Unit team, headed by Mr Chung Nyuk Kiong, brought that festive spirit to the home of 61 senior residents at Rumah Victory Elderly Home in Puchong. The festive joy started with a lively *yee sang* toss, followed by a hearty lunch, prepared by Four Points by Sheraton Puchong, while *angpows* and gifts added an extra touch of festive cheer. Music was in the air as the residents sang their hearts out at the lively karaoke session. Before leaving, IOIPG's Property Development & Property Investment divisions, and Four Points presented many contributions to the home. A simple yet heartfelt way to celebrate the season – filled with warmth, generosity and plenty of smiles!



Four Points showing the delightful yummy food.



A Heartfelt Mission Of Giving

When it comes to sharing joy and kindness, IOI Oleochemical Industries Berhad's Community Service Committee embodies the true spirit of Chinese New Year. We set out with one heartfelt mission on 26 February 2025 to three homes – V-Care Nursing & Healthcare Centre Sdn Bhd and Golden Home in Taman Bagan, Butterworth as well as Pertubuhan Penyayang Chi Yun in Bukit Mertajam, Seberang Prai.

With bags full of essentials like rice, *bihun*, detergent, toiletries and *angpows*, we brought joy to the 35 elderly individuals and 25 children. It was a day filled with joy, warmth and sadness as they shared their heartfelt conversations and moments of connection with us. The smiles, stories and gratitude were the real gifts of the day, leaving a heartfelt and lasting imprint on our hearts.



A Raya To Remember At IOI Malls

Some days are just extra special, and this *Raya*, all our IOI Malls made it one to remember for the little ones!

IOI Mall Damansara lit up on 12 March 2025 as we treated children from Pusat Jagaan Rumah Juara and Rumah Jagaan Kasih Murni to an unforgettable adventure with Malaysia's favourite animated secret agent, *Ejen Ali*, at the Centre Court. It was our first-ever *Raya* celebration campaign, and one to remember! After a welcoming *buka puasa* session, the celebration continued with singing competitions and a stunning performance of *Hanya Kamu* V2. The children's smiles said it all – this *Raya* was all about sharing, caring and spreading joy.



IOI City Mall



IOI Mall Puchong



IOI Mall Damansara



On 19 March 2025, IOI City Mall invited 50 children from Pusat Jagaan Mesra Assalam and Rumah Bakti Nur Syaheera for a personal encounter with the animals at IOI City Farm, followed by an adrenaline rush at District 21. We continued to kick things up with a movie at Golden Screen Cinemas, where they stayed glued to the screen, watching *Captain America: Brave New World*. The next day, the excitement continued as IOI Mall Puchong treated 48 children from Pertubuhan Kebajikan Dan Bimbingan At-Taqwa to a day of fun at the Fun Arrow Street and KPDX, followed by the much-anticipated *Captain America* screening.

Both days ended on a high note with *duit raya* for all the children. The generosity didn't stop there – IOI Foundation (formerly known as Yayasan Tan Sri Lee Shin Cheng) donated RM4,000 plus water bottles and toothbrushes for the homes. With *Nando's* packed meals in hand, the children headed home with big smiles on their faces.

A Lunar Touch Of Love

A jacket, a watch, an alarm clock – these are everyday essentials for most, but for the 24 underprivileged children at the House of Love (Pertubuhan Rumah Anak Yatim Berkat Kasih) in Klang, they are cherished items that bring joy and smiles. Team IOI ushered in the Chinese New Year with hope, joy and generosity by fulfilling these children's wishes with RM8,900 worth of gifts, including *angpows*, school supplies, bicycles and essential goods. The children also enjoyed a lively *Musical Snake Parade* and a festive meal prepared by the Palm Garden Golf Club team.

All these wishes were part of the *Wish Tree* donation and sponsorship drive from 17 January to 5 February 2025 at IOI City Tower 2, a great opportunity for Team IOI and the public to support underprivileged children and make their wishes come true. This initiative reflects our commitment to education, youth development and making a lasting difference.



From fried rice to fried chicken to satay to oranges, the food was a delight!



Celebrating CNY with the children of House of Love and the founder, Dr Joseph Pang!



Men, Let's Talk About Women

Here are the voices of men who champion, respect and stand tall with women in creating a more inclusive and balanced world – at work, at home, and in everyday life.

“ I believe that empowering women in the workplace is not only a responsibility for corporations, but a driving force for stronger and more innovative teams. At IOI, we aim to create an environment where every voice is heard, every contribution is valued, and every opportunity is accessible, regardless of gender. IOI strives to recognise the contributions and talents of our female employees in driving progress and creativity in the workplace. Personally, I am inspired by the women across our organisation who bring diverse perspectives and leadership in this traditionally male-dominated industry. As we celebrate, let us also commit to action – by continuing to advocate for inclusion and ensuring that these values remain core to who we are as human beings. ”

Mr Ryan Lee
Assistant General Manager,
Group Operations
IOI Corporation Berhad

Mr Tan Kean Hua
Deputy Group Chief Executive Officer
IOI Corporation Berhad

“ My mother is a remarkable woman who has personally shaped my life. Her sacrifices, perseverance and strength have been a source of inspiration to me. She single-handedly raised five of us – with me being the youngest. ”

My father passed away when I was just three years old. Yet my mother never let adversity define our future. She worked tirelessly to provide for our family – ensuring all five of us had the opportunities she never had. Her story is a testament to the countless women around the world who make sacrifices every day to uplift their families and communities. ”

“ The plantation industry is one of the most challenging sectors, and women working in this area face significant hurdles. However, I believe that with strong mental and physical resilience, they can compete successfully with their peers. ”

Succeeding in a male-dominated industry is difficult, but it is achievable for women. With commitment, a focus on results, and the use of available resources for development, they can overcome any challenges they face.

My first female Assistant Manager has overcome many challenges and has shown outstanding performance in all areas of the plantation operations. ”

Mr Gobinathan A/L Dayaseelan
Payu Lang Estate Manager
IOI Plantation Services Sdn Bhd

Mr Kumar Renoo
Cluster General Manager
IOI Properties Group Berhad

“ I gained much inspiration from many strong women who have guided me to who I am today. It has been a privilege to work with different individuals from all walks of life who share the same passion, gender equality and respect in different ethnicities among society. ”

I believe turning the impossible into countless possibilities, sharing the same passion, respecting, and believing in gender equality and ethnicity are some of the greatest values in life. ”

Mr Mike Chan
Director of Sales
Moxxy Putrajaya

Let's Accelerate Action

Because equality isn't just a woman's fight – it's men's fight too – and everyone's fight. Together, let us celebrate and accelerate action today and every day.

“ Gender inequality is still very much apparent and I feel, changes have to be made through action instead of just talk. Speaking from the male perspective, we can start by being true allies, going beyond just providing support, but to also sharing responsibilities – whether it's at home, in the workplace or through leadership. Each of us can certainly do more to empower our fellow womenfolk, be it through education, fair opportunities, and stronger advocacy. When we stand together for equality, we create a society where everyone thrives. ”

Mr Joachim Lim Ka-Tsung
Head of Group Legal
IOI Properties Group Berhad

Mr Robert Radsziwill
Business Development Manager, Functional Expicients
IOI Oleo GmbH

“ In the international health, pharma and life sciences industry, we see both female and male partners almost equally represented across all professions, areas of responsibility and management levels. My career began with a female leader who hired me for my first job and from whom I learned a great deal. I have always thrived in diverse teams that bring together talents from all genders, stages of life and backgrounds, contributing to our success. ”

At IOI Oleo GmbH, we offer a specialised range of products for female health that are increasingly sought after globally, not only for export to leading economies but also for local consumption. This growing interest in high-value women's health products suggests a correlation with increased disposable income among female consumers and the de-tabooisation of female health topics. Recognising and addressing specific female health and wellness needs is a promising indicator of continued progress towards gender parity. ”

“ In the Asian context, females are the ones who would be positioned in supporting and caring roles. Women are the ones who always take care of the family, upkeep the homes and care for the children as well as the elderly. However, times have changed, and we men must do more as both spouses are contributing financially and equally. Personally, we must support and pay more attention to the women in our lives. Small things such as washing the plates after every meal, asking her how her day went and taking charge of the children every Saturday or Sunday, would ease her burden a bit. In short, a happy wife is a happy home. ”

As leaders, no matter if you are a man or a woman, everyone in the organisation must be treated equally and with respect. The core values of the organisation guides each and every one of us here – and these are what we need to inculcate in every single employee. In the corporate world, we must be colour and gender blind as we must value talents and acknowledge skills. Each person's contributions and results speak louder than words – and that's what matters. The change must come through the mindsets and the corporate culture. ”

Mr Leow Weng Seong
Chief Financial Officer
IOI Properties Group Berhad

“ If I were a woman, I would want to live in a world where my potential isn't limited by my gender, but encouraged by the opportunities around me. ”

Empowering women isn't a favour – it's the foundation of a better world for all. Today, I support the women fighting for these rights everywhere. ”

Mr John Ho Zie Jun
Assistant Director of Events
Putrajaya Marriott Hotel

“Women are the backbone of our world, and we are stronger together.”



Celebrating THE FIRST WOMEN

Every morning, before the sun rises, Tevyasri is already up, ready to face the challenges of the day. At 6:30 am, she's on the ground at Paya Lang Estate. As the first woman Assistant Manager in the Peninsular Region of IOI Plantation Services Sdn Bhd, she's committed to learning and advancing in her career.

But her journey wasn't always easy. Do you think riding a motorcycle is easy? Try balancing it on a terrain that's sloppy, uneven or slippery. Now imagine doing it in the rain! Tevyasri learnt the hard way and had to call her colleagues for help because she just wasn't strong enough to push the bike out of the mud on her own. How about having to live alone and independently, far from her family in Penang? Her resilience was constantly put to the test.

Yet, through it all, this 27-year-old girl presses on, fuelled by her passion for plants, which was stirred during her Degree in Plant Resource Science and Management, and a strong will to grow in her career. She grabbed the chance through IOI's push for gender equality in the Cadet Assistant Programme, determined to show that plantation jobs aren't just for men.

Ms Tevyasri A/P Agambaram

Assistant Manager
Paya Lang Estate (Peninsular Region)
IOI Plantation Services Sdn Bhd

Of course, being a woman in a male-dominated field was challenging, and what's more, a female Assistant Manager with authority over 50 male employees! Managing the team was not easy. Some hesitated to take instructions from a woman, and she struggled to break through their old mindsets and earn their respect. But she faced it all head-on, leading with a friendly yet inspiring leadership, under the guidance of her superior, Paya Lang Estate Manager Mr Gobinathan A/L Dayaseelan, who praised her determination to promote teamwork and keep morale high, even during tough times, which eventually won the workers over, showing that respect is earned through action, not just authority.

He added: "The demanding workload, the need to co-ordinate various activities simultaneously coupled with the extended hours and the need for ongoing problem-solving can be overwhelming. As the Assistant Manager, she has shown outstanding performance in all areas of the plantation operations. She effectively manages the plantation's productivity, ensuring that everything runs smoothly and aligns with the unit's goals. Her keen attention to quality control guarantees that fresh fruit bunches meet the highest standards, resulting in consistently high yields and production quality."

Tevyasri's eagerness to learn has made her skilled in handling unexpected challenges, from bad weather to machinery breakdowns. She adjusts her plans quickly, reallocating resources to minimise impact on productivity. Her motorcycling skills have even sharpened. Believing that women have a place in the plantation industry, she sees it as a rewarding career for those who value growth. "If you enjoy the learning process and have the passion, the rewards far outweigh the challenges."

From the streets of Puchong to the glitz of the Miss Universe world stage, Sandra Lim did Malaysia proud by landing a spot in the Top 30 at the 73rd Miss Universe 2024 pageant in Mexico on 17 November 2024. After all, the last time Malaysia wowed the world was back in 1970. Now, Sandra's back home in Malaysia and making IOI Properties Group Berhad (IOIPG) proud as the first-ever female Hotels Brand Ambassador for IOIPG's Visit IOI Resort City campaign.

Sandra's rise from Puchong to the world stage reflects our vision to transform the perception of IOI Resort City from just a local destination into a vibrant and world-class hub, driven by growth, empowerment and the aspiration to reach new heights on an international level. It reinforces our commitment to delivering world-class excellence, elegance and innovation within the hospitality industry.

Her authenticity, charm and dedication make her the perfect ambassador to elevate our brand's visibility both locally and internationally – showcasing the distinctive experiences offered within our cluster of premier hotels, including Putrajaya Marriott Hotel, Le Méridien Putrajaya, Palm Garden Hotel, Moxxy Putrajaya, Four Points by Sheraton Puchong and the recently launched Sheraton Grand Xiamen Jimci in China, as well as engaging with guests through exclusive events, promotional campaigns and social media collaborations.

“We are women. We are unstoppable, powerful and versatile. If you set your heart out to achieve, you can reach great heights, never let social standards limit your potentials.”

She's proud and happy to be part of the IOIPG Hospitality family! This ambassadorial role is close to her heart and especially meaningful as she fondly remembers the late Tan Sri Dato' Lee Shin Cheng, who founded the school she attended back in Puchong. Having been influenced by Tan Sri's commitment to education and youth development during her school days, Sandra carries with her the values of perseverance, excellence and innovation – the very same principles that we bring to life through our hospitality experiences.

Now, as she steps onto the global stage, she's proud to represent a brand that shares her passion for making a meaningful impact. Furthermore, her international appeal and strong social media presence will serve as a powerful platform to connect with a diverse audience, from business travellers to luxury seekers and experience-driven guests. Ultimately, this will strengthen our strategic move towards greater engagement, personalised customer and unparalleled guest experiences.

At just 24 years old, Sandra brings with her more than just a crown. She isn't merely a symbol of success, but a reminder of what's possible when you have the passion for excellence and perseverance. "Life is an adventure, step out of your comfort zone and put your best foot forward, you'd never know where life would lead you to."

IOIPG Head of Hotels Mr Alan Yau said: "Sandra's story is one of resilience, vision and outstanding achievement. Her journey aligns perfectly with our company's hospitality values – ambition, excellence and the resiliency to make a global impact. We are thrilled to welcome her to the IOIPG Hospitality family."



Mr Gobinathan A/L Dayaseelan, Paya Lang Estate Manager, said: "The expectation to demonstrate her capabilities in a high-pressure male-dominated setting can be quite substantial, yet as our female Assistant Manager, she has shown outstanding performance in all areas of the plantation operations."

Recognising THE FIRST FEMALES

Life in the plantation estate is anything but dull or easy. Every day brings new challenges, and Joyce Ang loves it. As the first female Assistant Manager in the Sabah Region of IOI Plantation Services Sdn Bhd, notably Syarimo 2 Estate, Joyce's journey is one of grit and determination. From getting used to 4:20 am wake-up calls for the 5:30 am morning musters to solving problems and managing the team to stepping up to leadership to improving labour control to sharpening organisational and administrative skills to handling field emergencies, Joyce enjoys exploring creative and innovative solutions to challenges. What drives her is knowing that her efforts contribute to the team's overall success.

This 28-year-old said: "The dynamic nature of the job keeps me engaged, and I'm always excited to learn something new, whether it's about improving efficiency or finding innovative ways to handle different tasks."

Being the first woman in a managerial position at the estate can be intimidating in a male-dominated environment with a largely foreign workforce. It was a challenge to earn respect and find common ground with her 50-member team, especially with half of them being men. But that didn't hold her back. "There's always a sense of needing to prove myself," Joyce admits. "But I believe this has pushed me to become more resilient, adaptable and focused on doing my job to the best of my ability."

“Gender should never be a barrier to pursuing a career in any industry, including plantation work.”



Mr Moses Manuel A/L Sandanasamy, Syarimo 2 Estate Manager, said: "Her journey showcases the importance of perseverance, tenacity and diligence. We celebrate her significant accomplishments and anticipate continued success. Her story serves as an inspiration to women everywhere."

A Materials Manager at IOI Oleochemical Industries Berhad (IOI Oleo) is responsible for overseeing the complex daily operations of the warehouse, store and logistics. The role demands expertise and control over machinery, systems and people – a responsibility traditionally held by men until 2019.

That year marked a turning point for Min Min, who had been with IOI Oleo since 2006 as a Quality Assurance Engineer, specialising in ISO standards, audits, and process systems. With her sharp eye for detail, analytical mindset, strong decision-making skills, and deep understanding of the company's systems, she was a natural fit for the open vacancy.

But no woman had ever held the role before. Min Min didn't see that as a problem. While she was encouraged by many, she also faced doubts from colleagues and friends who saw the job as unfamiliar territory for women. It took her a long time to decide to take up the challenge.

As the Head of the Materials Department, she has to oversee three critical sections – incoming store, outgoing finished goods across six warehouses, and logistics – all within Acidchem 1, 2 and 3. Her role involves synchronising every part of the chain – ensuring timely shipments, supplying materials to production, maintaining accurate inventory, co-ordinating finished product loading, and arranging transportation to meet delivery schedules.

“Don't be afraid of any situation. Take a small step at a time, and somehow, someday, you'll achieve it.”

Her superior, IOI Oleo Senior General Manager, Operations Mr Teoh Bak Moi, recognises the demands of her role and said: "Her work nature is very dynamic, needs timely follow-ups and decision-making. Furthermore, she has to lead a big team of subordinates and labour-intensive workers to face a dynamic and volatile situation." Beyond managing machines, she is also responsible for a team of 90 employees, and coordinating with various departments, as well as external transporters, drivers, contractors and suppliers.

It's a new ballgame for her. As a mother of three, she has struggled but thrived, moving forward continuously and improving every step. The IOI Innovation Convention 2024 is proof, as she spearheaded an automation project and led her Automator team to clinch 2nd prize for developing an automated palletising system that enhanced operational efficiency while reducing manpower and cost. "I believe women can manage situations just as well as men. But sometimes, we're loaded with more work and stress as we have to juggle and balance work and family."



Ms Joyce Ang

Assistant Manager
Syarimo 2 Estate (Sabah Region)
IOI Plantation Services Sdn Bhd

Her superior, Syarimo 2 Estate Manager Mr Moses Manuel A/L Sandanasamy, wholeheartedly agreed: "Navigating a male-dominated industry presents unique challenges for women, such as feelings of isolation and societal pressure to represent all women. However, Joyce's experience in the oil palm plantation at Syarimo 2 Estate has been exceptionally inspiring. Her dedication and innovative approach have yielded remarkable results, demonstrably benefiting the community."

Thanks to IOI's commitment to gender equality and the inclusion of women in the Cadet Assistant Programme, Joyce is grateful for the opportunities. To her, women in plantations aren't just empowering but essential to promoting a more inclusive and diverse workforce. "Fostering an environment where both genders are treated equally enhances teamwork, innovation and the overall success of the estate. When women are supported and encouraged to take on leadership roles, it creates a more balanced and productive work culture."



Ms Teh Min Min

Materials Manager
IOI Oleochemical Industries Berhad

INTERNATIONAL
WOMEN'S DAY
Accelerate Action



Mr Teoh said: "She has been very effectively and successfully performing her tasks after taking up the role. Being very dedicated, hands-on and hardworking, she has improved her job knowledge and contributed to the company remarkably."



Ms Sandra Lim

IOI Hotels Brand Ambassador
(for Visit IOI Resort City campaign)
IOI Properties Group Berhad

A Day For Her

It will take until the year 2158 to achieve full gender parity globally if we continue at the current rate of progress. In 2025, the International Women's Day (IWD) theme, *Accelerate Action*, is especially appropriate as it reminds us that while progress has been made, the work is far from over. IWD is not just a day of celebration, it's a call for action and urgency to move at a greater speed to accelerate our actions towards gender equality, empowerment and inclusion. Take a look at how we're celebrating IWD and turn these inspiring moments into everyday actions because lasting change starts when inclusion becomes a habit.

Pause, Pamper & Power It Up

Take a break, women – you've earned it! Show yourself some self-love, like a soothing massage for those hardworking shoulders and a sparkly manicure for those multitasking hands, just like how IOI Corporation Berhad's Women Empowerment Committee (WEC) honoured our incredible women. Some indulgent pampering and a wellness talk at IOI Headquarters after a virtual fireside chat at IOI Oleochemical Industries Berhad on 7 March 2025, featuring insightful leaders and discussions on women empowerment.



Show Your Blooms & Bonds

A little creativity can turn a routine into something fresh and meaningful. Spice up the day with a pinch of creativity or a measure of difference. Our women employees at IOI Pan-Century Sdn Bhd stepped away from the daily grind to turn simple blooms into stunning floral displays at our *Flower Decoration Challenge*. How about gathering for a heartwarming session to connect, reflect and appreciate all the everyday strength? IOI Acidchem Sdn Bhd employees got together at a virtual session to chat about anything and everything – at work, at home and everywhere in between. Because when we pause to celebrate each other, we bloom together.

Celebrate Strength & Creativity

Celebrating women isn't just for a day, it's something worth doing all year round because when women come together to learn, laugh and lift each other, something magical happens. IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd totally agree and started with roses on Valentine's Day, which bloomed into a month of fun that left everyone inspired through fun activities like photo contests, crafting waterproof bags from recyclables, soap-making workshop and a virtual session on empowerment.



A Voice For All

Rise Together Beyond HERizon

Sometimes, when you're down, all it takes to rise is a refreshing mix of honest conversations, shared inspiration and meaningful connection. IOI Properties Group Berhad had this in mind at the *Beyond HERizon: Accelerate the Future* event, with leaders sharing stories of growth and challenges on 10 March 2025, aimed at inspiring employees to keep moving forward. Whether in person or online, it was a powerful reflection of what inclusivity truly means – take charge of your journey, create opportunities, embrace calculated risks and foster a supportive environment for gender parity.



A Night Just For You, Ladies!

Cosy clothes, good food and even better company – that's the recipe for warming the heart, anytime! Just ask the 16 women from Sakilan Palm Oil Mill who enjoyed a delightful *Pajama Party* on 23 February 2025. The next time you feel like unwinding and recharging, take a cue from the WEC members – slip into some cosy pyjamas, host a *Pajama Fashion Show* and dig into some yummy homemade dishes in front of the television. It's the kind of evening that leaves everyone smiling and recharged.

Thank You For Your Inspiration

Every woman deserves to be celebrated for her strength, dedication and presence. So find time to show your appreciation, just like IOI Palm Wood Sdn Bhd Chief Executive Officer Mr Peter Fitch (right), who brought smiles with his sweet chocolate treats! Or brighten someone's day with a simple gesture, like a rose – just like they did at South Beach Singapore (right) on 6 March 2025 to remind every amazing woman that she matters. Thank you for all that you do, every single day.

Beach Bliss Under The Sun

A dose of sunshine does wonders for the soul, especially when you're with your besties, playing beach games, enjoying a picnic, and giggling all the way. That's what the 14 women of Ladang Tambang Estate experienced on 23 February 2025 at Port Dickson. From balloon-popping races to beachside refreshments to some shopping to wrap up the day, every moment was filled with joy and connection. Try it – it's a beautiful reminder to relax, hang out and soak in the sun.



INTERNATIONAL WOMEN'S DAY
Accelerate Action



Roaring Into The Land Of The Dragon

Let us give a big welcome to Sheraton Grand Xiamen Jimei Hotel, the newest member of IOI Properties Group Berhad's (IOIPG) hospitality family! With a bold leap into the Land of the Dragon, we are thrilled to add our first hotel in the People's Republic of China (PRC) to our portfolio of eight hotels and one joint-venture hotel.

Conveniently located close to shopping areas and local attractions, our prestigious hotel is great for a relaxing getaway or a successful business conference. It features 370 exquisitely designed guest rooms and suites with broad views within IOI Palm City, overlooking either the stunning parks of Jimei Bay or the cityscape. All the guest rooms are equipped with facilities and amenities to enhance the comfort and experience of the guests. For those looking to host events, this spacious hotel is perfect, with over 4,500 square metres (sq m) of event space, a grand ballroom of 1,700 sq m that can accommodate up to 1,600 people, a 600 sq m ballroom, an 840 sq m sky garden and eight functional meeting rooms on the second floor.

IOIPG Group Chief Executive Officer Mr Lee Yeow Seng, Chief Operating Officer – Property Investment (Malaysia) Mr Chris Chong and Regional Vice President of Marriott International Group Mr Liu Zong, along with notable dignitaries Communist Party Secretary & President of the Agricultural Bank of China Xiamen Branch Mr Wu Gang and Former Secretary of the Xiamen Municipal Committee of the Communist Party of China Mr Hong Yongshi, officiated the opening on 3 March 2025.

This latest addition marks a new milestone in our journey of world-class hospitality. It strengthens our ongoing commitment to providing exceptional guest experiences and reinforces our position in hospitality excellence in Malaysia, Singapore and the PRC.

Check out Sheraton Grand Xiamen Jimei Hotel at: <https://shorturl.at/fRqiE>



From a grand ribbon-cutting opening ceremony to a live band and musical performances to engaging arts and crafts activities, the launch was a whirlwind of excitement.



Welcome, Miss Universe Malaysia 2024 Ms Sandra Lim to our IOIPG family as the Hotels Brand Ambassador for the Visit IOI Resort City campaign.

CONEXIÓN

SHOP | OFFICE

Phase 2, 2nd Shot To Make The Connection

About 90% of IOI Properties Group Berhad's (IOIPG) Phase 1's Conexión Commercial were sold within 12 months! Missed the first boat? Phase 2 brings 160 more shop lots and offices to the market.

Conexión Commercial is our first integrated commercial development in IOI Resort City, and is located 700 metres from Malaysia's largest mall, IOI City Mall. There are a total of 424 shop and office units with close to 1,000,000 square feet (sq ft) of net floor area. Fully completed, Conexión has an existing occupancy rate of 70% and an impressive line-up of international brands, alongside a very matured office community. The thriving commercial hub overlooks the lush green Palm Garden Golf Club, and enjoys easy accessibility to nearby highways with a new access road currently underway to connect UNITEN Putrajaya campus of more than 7,000 university students directly to its doorstep, supported by more than 2,000 car park bays with lifts and escalators serving the development.

IOIPG officially launched Phase 2 on 1 and 2 March 2025, offering interested purchasers immediate rental returns of up to 7% from tenant-ready units under our IOIPG's *Buy With Tenant Programme*. If you missed your chance, this is your golden opportunity. If you are seeking commercial units for own use, now is your chance to become a landlord, and leverage on the expansive built-ups from 1,292 to 7,244 sq ft of shop lots, and 1,539 to 4,273 sq ft of office spaces, with versatile open layouts conducive for a wide range of business and enterprise needs. With its sizeable scale, prime accessibility and steady footfall from onsite residential components and surroundings, this is a perfect investment in a growing area.

Don't wait. Grab your chance now. Check out: <https://shorturl.at/DrRmQ>



The five-storey strata shops and offices of Phase 2 promote al fresco retail opportunities, with surface parking and a centre courtyard ensuring convenience for all.



Units in Phase 2 offer prime visibility to surrounding roads such as Lebuhaya Putrajaya-Dengkil-KLIA and Persiaran IRC 3.

Strengthening Corporate Governance

To strengthen corporate governance within the capital market in Malaysia, the Institutional Investors Council Malaysia (IIC) actively engages with public listed companies through regular, focused and meaningful dialogues. To support IIC and foster good governance standards, IOI Corporation Berhad (IOIC) hosted a strategic engagement session with IIC on 27 January 2025 at IOI headquarters.

IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor, Board Member Dr Nesadurai Kalanithi, and our top senior management welcomed IIC Vice Chairman and Kenanga Investors Berhad Chief Executive Officer Datuk Wira Ismitz Matthew De Alwis, along with other esteemed representatives. The engagement provided a platform for open dialogue on our new strategic priorities, environmental, social and governance (ESG) initiatives, sustainability journey and commitment to responsible business practices. The key topics included IOIC's carbon reduction efforts, ethical sourcing strategies, and ongoing initiatives to enhance human rights policies and workplace diversity.

Together, we are fortifying Malaysia's corporate governance, driving a more resilient and inclusive path forward.



IOIC and IIC leaders coming together for a great session on corporate governance and sustainability.



IOIC Head of Group Strategy Mr Amir Hafiz giving a presentation on our new strategic priorities.

From Strangers to Partners

Recognising and nurturing strong customer relationships is important, so the Soap Noodle Marketing Division of IOI Pan-Century Oleochemicals Sdn Bhd (IOI PCOC) reached out for a meet-and-greet session with existing and potential customers during the *Palm Oil & Lauric Conference 2025* from 24 to 26 February 2025 at Shangri-La Hotel in Kuala Lumpur. We had a meaningful engagement session with leading international soap bar manufacturers such as Johnson & Johnson (Kenvue), Reckitt Benckiser Health and Procter & Gamble International, as well as other distinguished customers from South Korea, India, France, China, Denmark, Vietnam and Singapore.



IOI Director of Oleochemical (Malaysia) Mr David Koo (second from left) and Soap Noodle Marketing Division Head Mr Leong Chee How (right) sharing valuable insights of the soap noodles market with representatives from Tennants Distribution Ltd.



Our participation, under the Malaysian Palm Oil Council, was alongside 90 local companies and four government agencies from Malaysia.

The Next Frontier In Food

The largest food and beverage (F&B) trade exhibition in the Middle East and Africa is the premier platform for F&B leaders, industry executives and innovators. *Gulfood 2025* opened its doors in Dubai, showcasing groundbreaking technologies, fostering knowledge sharing, and driving discussions on global trends, with IOI Corporation Berhad (IOIC) championing Malaysian palm oil as a healthy, sustainable and ethical choice.

We showcased our consumer pack products comprising cooking oil, palm oil, palm olein, blended oil (sunflower oil, soybean oil and palm) and palm fatty acid distillate from 17 until 21 February 2025. Our IOIC Commodity Marketing representatives facilitated business consultations with potential buyers from the Middle East, Europe and Asia, fuelling discussions on global exports.



With the theme *The Next Frontier in Food*, the 30th anniversary of *Gulfood 2025* highlighted its focus on innovation, sustainability, and food security, attracting over 5,500 companies and approximately 150,000 visitors from 130 countries.

IOI Century cooking oil was featured with over one million products at the event, including beverages, dairy, meat and poultry.



Sing it loud, sing it proud and wow the crowd! IOI Properties Group Berhad's *Sing It Out Loud* nationwide competition kicked off with a bang, setting the stage for a showdown like no other.

Countless voices that chilled, thrilled, and sometimes missed the mark filled the halls of Moxxy Putrajaya Hotel during a three-day audition marathon from 1 to 3 March 2025, each hoping to earn a spot in the next round. The journey continued as the powerful belters and soulful crooners sang their way to the next level at IOI Mall Damansara on 22 and 23 March 2025 – each battling towards the top through a Top 50, then Top 30, and Top 20 before the finale. In front of an incredible panel of judges, including Dr Soo Wincci, Jess Lee, Davy Tam, Akdy Wun, Ice Lee, JoyC Wong, Mandy, Wei Wei, Zuvy and more, each contestant gave it their all, proving that Malaysia is brimming with vocal talent.

On 23 March 2025, the finals concluded with Nguyen Bao Ngoc, a student from Le Hong Phong High School in Thai Nguyen, emerging as the champion.





Positively Changing Lives With Cutting-Edge Ketone Ester Technology

Five-year-old James just wants to do what other children his age do – play in the fields and enjoy time with his friends. Epilepsy, however, has kept him a bit on the sidelines. Trying different available medications has not been successful – his seizures remained uncontrollable, and he was diagnosed with treatment-refractory epilepsy, which does not respond to medications.

The ketogenic diet he has been put on helps, but it comes with a high burden for himself and his family. A diet high in fat, little protein and almost no carbs is very cumbersome, difficult to maintain, and unhealthy in the long run. For example, he has to eat plenty of eggs, meat, plain Greek yoghurt, plain water and nuts. No more ice cream, cookies, cakes, candy, *Coke* – everything sugary was off limits for his sweet tooth.

Thanks to KetoLipix Therapeutics GmbH (KetoLipix), a biotech spin-off from IOI Oleo GmbH, he may have a chance at hand. KetoLipix's vision is to help James and other children with treatment-resistant epilepsy to finally enjoy a more normal childhood. Founded in 2022, KetoLipix brings together a team of highly experienced and distinguished internal and external scientists with expertise in ketone ester chemistry, pharmaceuticals, clinical strategies and development, and other relevant technical fields. The team aims to eventually provide orally administered ketone ester-based drug products to patients who currently do not have sufficient therapeutic options.

We believe that children with treatment-resistant epilepsy should respond well to KetoLipix's treatment using externally induced ketosis since research has shown that a ketogenic diet and the effects of ketosis help reduce seizures. In addition, several other indications like migraine, degenerative brain diseases (e.g. Alzheimer's disease) or age-related muscle atrophy may become further applications for our breakthrough chemical *Core Shell* technology. We have invented and developed 14 patent families with more than 100 individual patents of ketone esters in IOI Oleo GmbH's Research & Development Department for our proprietary and exclusive use.

For James and many others with high unmet medical needs, this breakthrough technology is more than just scientific progress – it's a chance at a better quality of life. IOI Corporation Berhad Deputy Group Chief Executive Officer and KetoLipix Board Chairman Mr Tan Kean Hua added that drug development is a bold new venture for the Group – one that will take several years before any products reach patients, as safety and efficacy must first be established. Still, he remains confident in the journey ahead and the potential impact it holds. Let's check out www.ketolipix.com for more information.

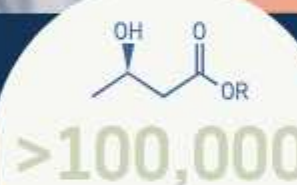


14

patent families establishing world's largest ketone ester library



High quality GMP manufacturing technology at scale



>100,000

individually designed compounds

KetoLipix Chief Operating Officer Mr Dieter Nachtigall said: "High-quality ketone esters are a promising new class of active pharmaceutical ingredients. Fuelled by IOI's excellence in oleo-chemistry and inspired by a spirit of biotech entrepreneurship, we at KetoLipix are proud to explore and develop innovative, safe and effective treatment opportunities to improve patients' lives."



Some of the faces behind KetoLipix, all smiles and full of hope for a healthier tomorrow.

Milling Forward Together

With our brand new *Five-Year Strategic Roadmap* in hand, IOI Plantation Services Sdn Bhd is ready to start making our aspiration a reality – to become a global sustainable palm products and ingredients company. The journey's just beginning, and we're all in.



Over 20 passionate industry experts, technical pros and mill managers converged at the *Mill Manager Conference 2025* at Gomali Palm Oil Mill from 20 to 21 February 2025 to exchange ideas, explore cutting-edge strategies and learn from each other to raise the bar for higher mill performance and sustainability. Engaging presentations, case studies, expert-led discussions and a hands-on mill tour kept everyone aligned, inspired and on board.

Malaysian Palm Oil Board Bangi Director of Engineering & Processing Research Division Mr Nasrin Abu Bakar concluded by reinforcing the importance of continuous improvement and sustainability in palm oil production.



Next Phase of Growth - Bandar Puteri Bangi

UNVEILING BANGI FRESCO



IOIPG Group Chief Operating Officer Mr Teh Chin Guan (second from left) proudly unveiling the next chapter of growth for our Bangi residents.

Imagine indulging in a delicious meal by the calming water of a picturesque lake and lush greenery. Or perhaps taking a leisurely stroll along the covered open-air retail spaces filled with warm, gentle breeze, natural lighting and wide walkways – every moment feels like a refreshing retreat at *Bangi Fresco*!

IOI Properties Group Berhad (IOIPG) has brought our signature alfresco street mall concept to the south of Klang Valley with *Bangi Fresco*. Designed to complement existing residential and commercial offerings such as *Anauani*, *Caladia* and *Enigma Square*, this vibrant retail hub will elevate everyday convenience and lifestyle needs for the growing mid-range community within the thriving 360-acre Bandar Puteri Bangi township.

Spanning 12.3 acres, *Bangi Fresco* is set to become the neighbourhood's ultimate landmark just next to IOI Galleria @ Bandar Puteri Bangi. With a sprawling 100,000 square feet (sq ft) of retail space, including 24 shops, five waterfront eateries, alfresco dining spaces and four drive-through outlets for added convenience, a 19,000 sq ft grocery operator to meet daily needs, as well as a 10,000-sq ft event hall and sports centre plus 350 parking bays, it is perfect for a large crowd to unwind, host social gatherings or embrace an active lifestyle.



Bangi Fresco reinforces IOIPG's holistic development approach in Bandar Puteri Bangi.

We invested more than RM30 million into covered open-air retail spaces promoting natural lighting, ventilation, walkability and flow, putting in picturesque dining bungalows fronting a beautified man-made lake, with a gradient introduced to the landscaping to maximise main road visibility. While still in the discussion phase, we are targeting an upmarket grocer, lifestyle gym and event space operator to anchor our tenant mix, with full occupancy targeted by completion.

Get ready to experience the charm of *Bangi Fresco* in the third quarter of 2026!

Timeless Glamour Takes Centrestage

The newly transformed Marriott Putrajaya International Convention Centre (MPICC), formerly the Grand Ballroom of Putrajaya Marriott Hotel, now stands as a premier venue fit for royalty, and it made a grand entrance on 15 February 2025. Stunning, glamorous, unforgettable – it was a spectacular night of fashion, art and culture, graced by royalty and VVIPs from Malaysia, Brunei and Indonesia, along with esteemed celebrities and media.



All eyes were on celebrated designer Calvin Thoo, who unveiled his latest creation, *The Royal Gala*, marked by elegance and refinement, capturing the essence of glamour and sophistication. The collection was further elevated through collaborations with two notable names in the fashion industry – *Bujins* and *Ulin Songket*. Each design was a work of art, merging modern flair with traditional craftsmanship, creating a mesmerising visual feast for the audience.

Calvin Thoo said: "It's a concert, not a fashion show." Indeed, the runway came alive with a stellar line-up of Malaysian performers, including Noryn Aziz, Mimifly, Farhan, Syazwan, Daniesh Suffian, Shah Indra and Agy, who turned MPICC into a vibrant stage of unforgettable elegance and energy.



Teamwork In FULL STRIKE

Teamwork isn't merely a core value that exists among internal colleagues. It's the perfect lane for IOI Pan-Century Sdn Bhd's smooth teamwork and collaboration with external parties. So, what better way to bring everyone together than to roll a few strikes and enjoy some bonding time over a friendly bowling competition at Life Superbowl, Pelangi Leisure Mall in Johor?

We had a blast with key representatives from 12 government agencies – Jabatan Keselamatan & Kesihatan Pekerjaan Negeri Johor, Polis Diraja Malaysia Daerah Seri Alam, Jabatan Tenaga Kerja Negeri Johor, Jabatan Bomba & Penyelamat Malaysia Negeri Johor, Ministry of Investment Trade & Industry, Jabatan Kastam Diraja Malaysia, Jabatan Alam Sekitar Negeri Johor, Angkatan Pertahanan Awam Malaysia Negeri Johor, Pejabat Imigresen Negeri Johor, Malaysian Palm Oil Board Johor, Jabatan Agama Islam Negeri Johor and Majlis Bandaraya Pasir Gudang – on a relaxing Saturday, 25 January 2025.

We rolled out customised plaques as a token of our partnerships, and of course, there were prizes and individual awards to keep everyone in the game. Everyone had fun knocking down pins, but more importantly, we scored a winning strike in building stronger relationships and forging a stronger team spirit.



Celebrating 30 Years In Style!

Lights, camera, celebration! Princess Fiona, Maleficent, Jack Sparrow, Ghost Rider – you name it! Iconic cartoon and movie characters came to life as IOI Properties Group Berhad (IOIPG) Southern Region celebrated our 30th anniversary with a star-studded biennial dinner, themed *IOI Star Night*. About 380 employees from Kulai, Johor Bahru, Segamat, Bahau, Palm Villa Golf Resort and IOI Mall Kulai came together, dressed as their favourite film icons, to enjoy a fantastic time at Thistle Hotel Johor Bahru on 21 February 2025. Lively staff performances, thrilling lucky draws, and adventurous games like *Musical Chairs* and *Scavenger Hunt* lit the night with fun and excitement.

What's a celebration without honouring our amazing team? We gave a big shoutout to 79 dedicated employees who've been with IOIPG for 10, 15, 20, and even 30 years through the *Long Service Awards*. IOIPG Southern Region Chief Operating Officer Mr Lim Beng Yeang, IOIPG Central Region Director of Property Development Mr Ho Kwok Wing, and our senior management team all cheered them on. With 30 years of excellence behind us and an exciting future ahead, we truly celebrated in style. Here's to many more blockbuster years to come!



Here's to 30 years of excellence and many more to come!



From *Minions* to *Sadness* and *Winnie the Pooh*, our team lit up in full movie star style!



Ms Khoo Mann Yuh (left) proudly taking home her grand prize presented by Mr Lim Beng Yeang, along with other lucky winners who scored amazing prizes like an Apple iPad & iPhone, a Samsung Smart TV 55", a Dyson Purifier, a Sony Soundbar and more!



The Queen of Hearts stole our hearts and won Best Dressed Female while Ghost Rider spooked his way to Best Dressed Male.



License To Thrill: Sleek & Chic

Sleek, suave and absolutely chic! The employees of IOI Plantation Services Sdn Bhd's Ladang Sabah, all proud members of the Ladang Sabah Recreational Club, were dressed to the nines as they brought their A-game to the elegant *Black-Tie* annual dinner on 4 January 2025. Sabah Hotel in Sandakan sparkled with sophistication and dazzling glamour as 334 employees and their family members arrived for an evening of excitement, laughter and friendly competition.

Check out our fabulous stars, including our distinguished General Manager of Sandakan Region Mr Kumaresh Ragunathan and General Manager (Mills & Engineering) of Sabah Mr Raymond Herbertson. The night was packed with entertainment – from putting our detective skills to uncover "Who is the 007 Agent?" to showcasing hidden singing talents on stage.

The *Best Dressed* competition saw some truly stunning looks, and the anticipation reached its peak during the grand lucky draw, where 80 prizes – including vacuum cleaners, rice cookers, toasters, hairdryers and many more – found lucky winners. What a night of elegance, entertainment and great company – Ladang Sabah Recreational Committee sure knows how to start the year in style!



Meet the Best Dressed winners who dressed to impress and won in style!



80 lucky winners walking away with fantastic prizes!



The ladies looking fabulous with their stunning outfits!



The stage lighting up, and the crowd loving every second of it!

CELEBRATING CHINA-MALAYSIA CULTURE, TRADITION & CUISINE

After 51 years, Malaysia's bond with China continues to strengthen as we celebrate the best of both worlds with four days of music, dance and culinary delights. This *China and Malaysia – A Celebration of Culture, Tradition and Culinary Excellence*, is part of IOI Properties Group Berhad's (IOIPG) ongoing *Visit IOI Resort City* campaign, launched on 1 November 2024.

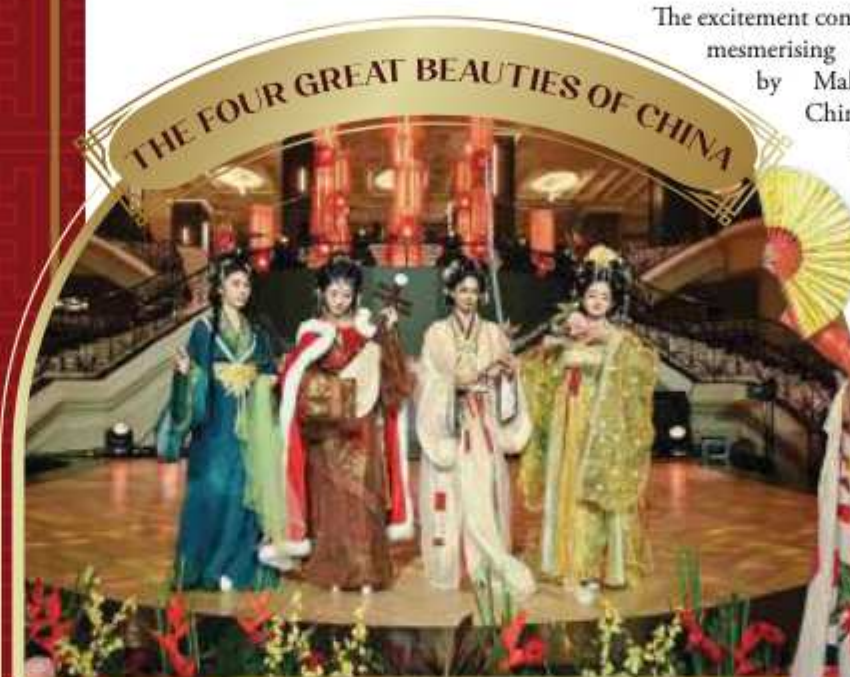
We kicked off the celebration on 19 February 2025 at W Kuala Lumpur, set against the backdrop of our iconic Petronas Twin Towers. A specially choreographed flash mob dance wowed the crowd, blending Northern *Shaanxi* folk songs, storytelling and the *ShuanBei Yangge* fan dance. The excitement carried on into 20 February 2025 as the flash mob performances took over IOI Mall Damansara and IOI Mall Puchong.

The excitement continued with a mesmerising performance by Malaysian and Chinese dancers, featuring a fusion of

cultural elements from both countries. Other highlights included a *Tang Dynasty Roly-Poly* dance, the elegance of the *Four Great Beauties of China*, Master Fan Jianguo's silken thread noodle-making and Master Gao Qiang's *Shaanxi* storytelling. Paired with a delicious fusion of Malaysian and Chinese cuisine, the evening at Moxxy Putrajaya on 21 February 2025 was a feast for the senses.

The grand finale came with a spectacular gala dinner at Putrajaya Marriott Hotel, where over 250 guests and industry representatives were treated to the breathtaking *Dunhuang 'Flying Apsaras'* dance show. Tourism Malaysia Deputy Director-General Mr Samuel Lee and Xi'an Heritage Brands Association President Yang Xiao were present and participated in a roast lamb-cutting ceremony with IOIPG Head of Hotels Mr Alan Yau.

Our successful celebration was held in partnership with Tourism Malaysia and co-organised with the Fujian Shaanxi Chamber of Commerce, Xi'an Time-Honoured Brand Association, and Shaanxi General Chamber of Commerce, Malaysia.



A Malaysian traditional dance performance bringing together both cultural traditions of Malaysia and China.



A captivating Shaanxi storytelling performance, brought to life by Gao Qiang!

Mr Alan Yau (left) said the celebration was not only about showcasing food and performances, but also to strengthen the mutual respect and understanding between Malaysia and China.

Bringing Our Brand To Life

After more than three hours on the bus, over 80 employees from Leepang A Region in Pahang arrived at IOI Headquarters on a Saturday morning, 22 February 2025. For some, it was their first time, while others were excited to be back. Coming from 13 estates and two palm oil mills across IOI Plantation Services Sdn Bhd's Peninsular Region – our colleagues from Pamol Estate, Leepang Region, Bahau Estate and more united to connect with the IOI brand through communication, teamwork and collaboration.

The event kicked off with an *IOI Discovery Tour* with mini games and friendly team challenges to revisit and refresh our IOI's core values, business operations and the new *Five-Year Strategic Roadmap*.

A big shout-out to Team Red for being the overall champion, with Team Green and Team Pink securing second and third place, respectively. But at the end of the day, everyone was an IOI champion, taking home cash prizes, great memories and a renewed sense of purpose.



Let's rehearse our team cheer.



STAYING SAFE ON TWO WHEELS

Vroom, vroom, vroooooom! Motorcycles are a thrill to ride – if you know how. They're convenient and fast, especially on narrow, winding roads. But in estates, they are a different ballgame. Our estate and mill workers need to get around on challenging terrain – roads can be uneven with slopes, potholes and turns, coupled with unpredictable weather and long commuting distances that pose significant hazards. And without proper precautions, there is a higher risk of accidents and serious injuries.

That's why IOI Plantation Services Sdn Bhd (Lahad Datu Region) partnered with the Social Security Organization (PERKESO) to run the *Motorcycle Safety Awareness Programme* in enhancing awareness of road safety, reducing the number of commuting incidents, and minimising

Thumbs-up for the road safety learning session!

work-related road accidents. We held interactive sessions, demonstrations and safety briefings for our workers across Lahad Datu Region – starting with Leepang Group on 29 January 2025, followed by Syarimo Group on 5 February, Baturing Group on 6 February, and lastly, Unico Group on 26 February.

To ride smart and stay safe, always wear a helmet and high-quality safety riding gear. Stay visible. Practise safe, defensive riding by anticipating hazards and staying alert to your surroundings. Ride with caution – your safety comes first!

PERKESO representative updating the participants on the benefits and coverage for workers involved in road accidents.

Make Every Bite Count

Ever tossed out a bruised apple or an oddly-shaped carrot? They may look imperfect, but they still taste perfect, yet we throw away lots of edible food just because of how they look. Whether it's imperfect produce, oversized portions or misunderstood expiry labels, food waste happens more often than we realise. How about all the leftover food during meals and buffets that are discarded? About 400 tonnes of food waste from festivals end up in the landfill each year.

Wasting food means wasting all the water, energy, and labour that goes into producing the food while millions of people are struggling with hunger every day. You can easily make small, simple changes in your lifestyle which can make a huge difference. Just make smarter food choices, store food properly and rethink waste. Every meal saved is a step towards a better future!

Are You A Food Waster Or A Waste Warrior?

1. Do you buy imperfect-looking food (e.g. bruised fruits, oddly-shaped vegetables)?
A. Yes B. Sometimes C. Rarely
2. Do you check food labels carefully before throwing food away?
A. Yes, I check both "best before" and "expiry" dates
B. Sometimes, but I mostly go by the printed date
C. No, I discard food once it reaches the date on the label
3. What do you usually do with leftovers?
A. I eat them the next day or repurpose them into a new meal
B. I store them but often forget to eat them
C. I throw them away
4. How do you usually store fresh vegetables?
A. I store them properly based on their needs (e.g. refrigeration, dry storage)
B. I use containers or wrap them to keep them fresh longer
C. I don't pay attention to storage methods
5. Do you know the difference between "Best Before" and "Use By" dates?
A. I use my senses to check if food is still good after the "Best Before" date
B. I discard food after the printed date
C. Doesn't matter, all food is bad once the date has passed
6. How often do you prepare or order more food than you can finish?
A. Never B. Sometimes C. Always
7. Do you often waste food in your household?
A. I am mindful C. Most of the time
B. Sometimes
8. How do you minimise your household waste?
A. I plan my meals
B. I store leftovers but often forgot them
C. I buy more food
9. What do you do with unfinished food from the restaurant?
A. I bring the food back to eat
B. I give the food away
C. I leave the food at the restaurant

Mostly "A"



Food Rescue Champion
You make the most of your food – embracing imperfect produce, planning meals and reducing waste wherever possible.

Mostly "B"



Conscious Consumer
You try to minimise food waste but still let some slip through. Maybe you forget leftovers or toss food too soon.

Mostly "C"



Food Waster
You often throw away food, whether from overbuying, ignoring leftovers or tossing food past the date without checking. It's time to rethink your habits!

Every Action Counts!



Embrace Imperfect Produce

Odd-shaped carrot? Slightly bruised apple? U-shaped cucumber? They're still fresh, tasty and nutritious!



Eat What You Have

Get creative and turn leftovers into new meals or feed your garden by turning them into fertiliser and compost!



Buy What You Need

Plan your meals and shop with a list – because food wasted is money wasted.



Store Food Correctly

Use airtight containers and freeze leftovers to keep food fresh longer.



Use A Smaller Plate

Finish what's on your plate before you refill.



Check Expiry Labels Wisely

"Best before" doesn't mean "bad after". Use your senses to check before tossing!

World Food Day is on 16 October 2025, raising awareness about food security, sustainability and reducing food waste. Every bite counts! Save food and help to prevent world hunger.
Name your food-saving pledge: _____

Let Every Drop Last

Water is a resource we can't live without and is the lifeline of our planet, yet only 3% of Earth's water is freshwater, with most of it trapped in glaciers. The rest is either too salty or too polluted to use. The small fraction available sustains drinking water, farming and industries – but pollution and overuse are pushing this vital resource to the brink.

We often waste water in our daily lives without a second thought – we let the tap run continuously, take long showers or ignore small leaks. World Health Organization reported that billions of people will lack access to safe water, sanitation and hygiene in 2030 unless progress in water conservation quadruples. You can help conserve this vital resource or accelerate its depletion. You can easily make small, mindful changes which can have a huge impact. Every action counts and it starts with us!

Are You A Water Leaker Or A Water Saver?

1. Do you use leftover water from rinsing your vegetables?
A. Always C. Never
B. Sometimes
2. Do you turn the tap off while brushing your teeth?
A. Yes B. Sometimes C. No
3. When washing dishes, do you fill the sink with water or run the tap continuously?
A. Fill sink C. Run tap
B. Depends
4. How long do you usually shower?
A. Less than 5 minutes
B. 5 to 10 minutes
C. More than 10 minutes
5. Do you check and fix leaky faucets in your home?
A. Always C. Rarely
B. Sometimes
6. Do you conserve water at home?
A. I'll make time to conserve water
B. Sometimes
C. No, it's inconvenient
7. How do you monitor your household's water usage?
A. I will review the water bills regularly
B. I will check water usage occasionally
C. I never monitor my water usage
8. How likely are you to make changes in your daily routine to conserve water?
A. Very likely C. Not likely
B. Somewhat likely
9. How do you water your garden?
A. I use collected rainwater
B. I use running hose over it
C. I water it only when I am free

Mostly "A"



Eco Champion
You consistently choose water-wiser habits and are leading the charge in sustainability.

Mostly "B"



Conscious Contributor
You are aware of your actions with a mix of mindful and occasional wasteful choices. There is still room to grow!

Mostly "C"



Water Waster
You have predominantly wasteful habits. It's time to re-evaluate your habits and make a change.

Every Action Counts!



Stop The Water From Running!

1. Turn off the tap while brushing your teeth. Just use a mug.
2. Fill the sink instead of letting the tap run when washing dishes.
3. Turn off the water while soaping or shampooing.



Use A Bucket When Washing Vehicles

Switch from using a continuously flowing water hose to a water-filled bucket when washing your car or bike.



Stop The Drip

Fix your leaky tap or toilet to save litres of water.



Catch The Rain

Collect rainwater and use it to water your plants the next day.



Wash Your Clothes Wisely

Run your washing machine only when you have a full load to reduce water and energy waste.



Defrost Food In The Fridge

Thaw frozen food in the fridge instead of thawing under running water.

At least 1.7 billion people

use or drink from a water source contaminated with faeces.



About 6 billion people

(73% of the world population) have safe, accessible and clean drinking water.



Sources: Water Sanitation and Health 2022 by World Health Organization

World Water Day is on 22 March 2025, raising awareness about the importance of freshwater conservation and sustainable water management. Save water and protect our planet.
Name your water-saving pledge: _____



Welcoming 2025 With A Roar!

South Beach Singapore transformed into a Lunar New Year magic and kicked off 2025 with a bang on 5 and 11 February 2025! On top of the lion and dragon performances, we treated our office community with Prosperity Bags filled with mandarin oranges and adorable Lion Pins. And the best part? Six lucky winners found tickets to Clang! 克浪 2025 hidden in their bags!



Gathering For Iftar Joy!

On 13 March 2025, Leepang 5 Estate was all about good food and great company at our iftar gathering! We buka puasa with dates, enjoyed a feast from the food stalls and cheered as Permodalan 1 Estate claimed the Best Food Contest title again with their *lemang*, *rendang* and *dodol*. The kids were all smiles with *duit raya*, and the Community Learning Centre students wowed us with their performance. A dazzling fireworks show wrapped up the night in style!



Tossing Joy Sparking Tradition!

IOI Mall Xiamen brought the spirit of the Lantern Festival and Valentine's Day to life with their *Silk Ball Proposal* campaign, running from 12 to 16 February 2025. The event showcased traditional Chinese activities like the *silk ball toss*, a *groom's horseback parade*, and a captivating stage play. Partnering with merchants and online platforms, the campaign attracted a surge in foot traffic and business, achieving impressive year-on-year growth.



Sharing Blessings In Every Bite!

On 20 March 2025, IOI Pan-Century Sdn Bhd came together for *Semarak Ramadan 2025*, where employees joined hands to prepare 18 packs of *bubur lambuk* for our colleagues in need. The *tazkirah* session highlighted the importance of giving, inspiring everyone to embrace generosity. It was a day of unity, compassion, and strengthening bonds as one community!



Improving Education Facilities!

PT Sawit Nabati Agro stepped in to support SDN 04 Kendawangan in Air Hitam Hulu Village, Indonesia, by providing essential repairs to the school building. As part of our Corporate Social Responsibility initiative, we funded the roof and ceiling repairs and painted the entire school. Both the school's principal and committee members expressed their heartfelt gratitude for the improvements, hoping for continued support in the future.



Mastering First Aid First!

Supervisors, First Aid team members and employees of IOI Palm Wood Sdn Bhd are now ready to act in any workplace emergency, thanks to a First Aid workshop on how to save lives, reduce suffering and prevent further complications in emergencies. By the end of 13 February 2025, all of us received e-certificates, proof that we can provide essential techniques and immediate care until professional help arrives.



Hashing Through Tangkulap!

Routine work took a backseat as 120 Mayvin Group club members hit the trails for an exciting *Hash Run* at Ladang Tangkulap on 21 February 2025! It was all about teamwork, endurance and a great time outdoors. Beyond the race, it was a day of bonding, laughing and embracing an active lifestyle – proof that fitness and fun go hand in hand!

IOI Weddings SHOWCASE

14 ~ 18 MAY 2025
10AM TO 10PM

IOI CITY MALL AT LG EAST CENTER COURT

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