

We Care, Because
YOU Matter

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B E R I T A IOI

The Official Newsletter of



IOI GROUP

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Celebrating *Unity* In Every *Frame*

The spirit of patriotic pride unites many hearts in August, as three Southeast Asian neighbours, Malaysia, Singapore and Indonesia, celebrate their independence and honour their heritage, diversity and resilience in their own unique ways. Singapore marked its 60th year on 9 August 2025, followed by Indonesia's 80th on 17 August, with Malaysia rounding off the month with its 68th year on 31 August. Regardless of the country, independence is a reminder of how far we have progressed, and it is the spirit that keeps its people hopeful for the road ahead. We devote our *Cover Feature* this issue to celebrating how this patriotic day connects and unites us, as everyone comes together to rejoice as one.



5-9 Nov
IOI Mall
Puchong

up to
RM800k*
Total Savings



Learn
More

*Terms & Conditions Apply

ESG Champion In Sustainability & CSR

Every effort we make at IOI Corporation Berhad (IOIC) – whether it's advancing decarbonisation, circularity, biodiversity or empowering the community – our collective efforts drive nature positive impacts for our people, our planet and our future generation. Our climate initiatives led to a 42% reduction in Scope 1 and 2 greenhouse gas emissions in FY2024, surpassing our 2025 target a year ahead, through methane capture, carbon sequestration and circular waste management. Meanwhile, our IOI Foundation has invested over RM65.4 million since 1985 to support education, community welfare and socio-economic development.

Our initiatives were recognised on the national stage at the 10th Sustainability & CSR Malaysia Awards 2025, where we received the *Company of the Year (Plantation) – ESG Champion Award* on 17 July 2025. Presented by Deputy Minister of Women, Family & Community Development Datuk Seri Dr Noraini Ahmad, the award reaffirms our holistic philanthropic approach that goes far beyond the bottom line.

Held at the Berjaya Times Square Hotel, Kuala Lumpur, the ceremony honoured 65 exemplary Malaysian corporations for their contributions in building a more sustainable and compassionate nation. Running alongside the event was the *CSR Malaysia Carnival*, which brought together 22 NGOs and foundations to foster cross-sector partnerships for greater societal impact.



2025



IOI CORPORATION BERHAD
COMPANY OF THE YEAR
(PLANTATION)
ESG CHAMPION AWARD

IOIC Chief Sustainability Officer Dr Surina Ismail (second from right) said this accolade inspires us to push further in shaping an inclusive, just transition, low-carbon and climate-resilient future.

Growing Communities Together

What a proud day for PT Sawit Nabati Agro (PT SNA), as the Ketapang Regency Government honoured our community efforts with the *Corporate Social & Environmental Responsibility 2025 Award*.

Our four subsidiaries, comprising PT Sukses Karya Sawit, PT Berkat Nabati Sejahtera, PT Bumi Sawit Sejahtera and PT Kalimantan Prima Agro Mandiri, shared in the joy, proudly receiving 10 awards in the infrastructure, social, health and education categories. Together, we have carried out various community empowerment initiatives including infrastructure improvements (cleaning village drains to prevent flooding, repairing and maintaining roads), health support (providing community access to the company clinic), education aid (repairing school buildings, supplying computers and books), and social development (extending land assistance for paddy and corn planting, as well as supporting community events).

On 22 August 2025, Ketapang Regency Bappeda Head Mr Harto SE (centre) presented the award to our PT SNA Legal & Public Affairs Senior Manager Mr Bonar Simarmata (right) and our subsidiaries, joined by Ketapang Regency Economic, Natural Resources & Environment Division Head Mr Nur Fadly SH (left). The awards are more than an honour. They are a celebration of shared achievements and a reaffirmation of our mission to help build stronger, healthier and more resilient communities across the Ketapang Regency.



A Fruitful Bunch Of Wins

Empty fruit bunches (EFB) are usually considered as waste after the oil has been extracted from fresh fruit bunches in palm oil mills. But not at IOI Pukin Palm Oil Mill. We reuse EFB as mulch in our estates to improve soil health and reduce the need for chemical fertilisers. We also store the EFB properly to prevent any liquid runoff (leachate) and environmental contamination. To strengthen transparency, we maintain efficient record-keeping and documentation to ensure full traceability and accountability.

Furthermore, we strictly adhere to the Malaysia's Environmental Quality Act 1974 by submitting scheduled waste and environmental monitoring reports in a timely manner, and maintaining operational parameters within the approved discharge limits. Our effective, sustainable and compliant handling of EFB was recognised by the Department of Environment Pahang. As such, we received the *Best Empty Fruit Bunch Management Award (Zone 2)* and *Best License Compliance Award (Zone 2)* at the *Seminar on Clean Water Ahead: Managing Pollution for a Sustainable Future* and *Majlis Penyerahan Lesen Premis Yang Ditetapkan (Kilang Kelapa Sawit)*, which was held at Geo Resort Hotel, Genting Highlands from 15 to 16 July 2025.

These wins stand as both a milestone and a motivator for the team to continue raising the bar for sustainability and contributing to a greener, more responsible palm oil industry.



Congratulations on the double victory in sustainability!



Glittery Awards On Sustainability

As one of the world's most trusted sustainability platforms, *EcoVadis* evaluates more than 130,000 companies worldwide across four key themes of *Environment, Labor & Human Rights, Ethics and Sustainable Procurement*. The bar is rising higher each year, but so is IOI Oleochemical Industries Berhad (IOI Oleo). We continue to shine in our latest 2025 *EcoVadis* assessments with a gold and three silver *EcoVadis* medals.

IOI Oleo GmbH secured the fifth *Gold EcoVadis* medal, placing it among the top 5% companies worldwide with scores between 73 and 80. In June 2025, IOI Acidchem Sdn Bhd, IOI Esterchem (M) Sdn Bhd and IOI Pan-Century Oleochemicals Sdn Bhd (PCOC) received the *Silver EcoVadis* medals, each ranking in the top 15% companies with scores of 66 to 72. Notably, IOI Acidchem is placed in the 92nd percentile, while IOI Esterchem and IOI PCOC both achieved the 87th percentile. These results position IOI Oleo as a global sustainability leader in the oleochemical industry, underscoring our consistent progress and commitment to reducing our carbon footprint and building a resilient supply chain.

Just as every country celebrates its Independence Day in its own way, with a vision that inspires and resonates for the future of its people, IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) pursue their visions for the growth and success of employees and the organisations. IOIC unveiled a new *Five-Year Strategic Roadmap (2025–2029)*, focusing on four Strategic Priorities. Meanwhile, IOIPG is rooted in strength, driven by the steadfast vision of *Trusted*, to grow as a leading regional player with a strategic presence across Malaysia, Singapore, and the People's Republic of China. Find out more in IOIC's Annual Report and Sustainability Report 2025 at www.ioigroup.com, and IOIPG's Integrated Annual Report 2025 at www.ioiproperties.com.my.

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

Editor's Note



Trusted Billion Ringgit Winner

IOI Properties Group Berhad (IOIPG) delivered a robust financial performance in FY2024 on the back of a diversified portfolio and resilient business model. Revenue grew 13% year-on-year, while profit after tax rose by 48% to RM2.07 billion in FY2024, from RM1.40 billion in FY2023. This milestone reflects our steady expansion across all three business segments – Property Development, Property Investment and Hospitality & Leisure – demonstrating our ability to sustain financial performance while creating long-term value for our stakeholders.



This strong performance earned IOIPG a prestigious recognition at *The Edge Billion Ringgit Club (BRC) 2025 Awards*, where we received the *Highest Growth in Profit After Tax Over Three Years* under the *Property (RM3 Billion & Above Market Capitalisation)* category. The accolade, which measures companies' profit growth over a rolling-three-year period, reaffirms the effectiveness of our strategies in delivering sustainable growth, enhancing diversification and building resilience for the future.

The awards ceremony was held on 23 September 2025 at St. Regis Hotel in Kuala Lumpur, graced by the Sultan of Selangor, His Royal Highness Sultan Sharafuddin Idris Shah and Her Royal Highness Tengku Permaisuri Hajah Norashikin. A total of 53 awards, including corporate responsibility awards, were presented to 39 companies, honouring Malaysia's best performing and most responsible public listed companies with a market capitalisation of at least RM1 billion.

Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan (fourth from right) and key management members proudly representing IOIPG at the awards ceremony.



Towering Edge Of Gold

A future-ready building goes beyond architecture. It is about how well it is constructed and how it delivers lasting value, functionality and liveability. This principle guided IOI Properties Group Berhad (IOIPG) in building IOI City Tower 1 and 2 a decade ago. These two 31-storey Grade A office towers offer spacious, flexible floors for modern, collaborative workspaces and are directly connected to IOI City Mall, providing tenants with the full convenience of a vibrant, integrated development. Green Building Index-certified, the towers meet global sustainability standards and were recently upgraded to *Silver Rating* on 27 May 2025.

IOIPG Chief Operating Officer – Property Investment (Malaysia) Mr Chris Chong (centre) said IOI City Towers were never envisioned as standalone assets, but part of a broader development of the 788-acre IOI Resort City, a thriving township where business and leisure converge to create a self-sustaining ecosystem. Head of Office Segment Ms Joanne Ang added: "What truly distinguishes us is not just the physical asset, but the people behind it. Our building management team is deeply committed to delivering consistent service quality that aligns with the expectations of a Grade A office environment."

The Edge Malaysia commended our commitment at the ninth *Best Managed & Sustainable Property Awards 2025*, held at Renaissance Kuala Lumpur Hotel & Convention Centre on 15 July 2025. IOI City Tower 1 and 2 proudly clinched the *Gold Award* in the *Non-Strata Office Below 10 Years* category for raising the bar in sustainable building design, proactive asset management and tenant experience.



With a record 81 submissions nationwide, the competition was strong – making this recognition even more meaningful for Team IOI!

Evolving Growth, Expanding Reach



IOI Properties Group Berhad continues to earn international recognition for our sixth Integrated Annual Report 2024. We received three prestigious accolades at the 2025 *International Annual Report Competition (ARC) Awards* on 28 August 2025, securing a *Gold Award* in the category of *Interior Design: Real Estate Integrated Development & Investment*, alongside two *Silver Awards* in the categories of *Specialised Annual Report: Integrated AR & CSR (Traditional)* and *Cover Photo/Design: Real Estate Integrated Development & Investment*.

We are proud to be among the top 30% recognised at the 39th *ARC Awards*, which drew 1,375 entries from 28 countries. Organised by MerComm Inc., the awards celebrate excellence in corporate reporting and reflect Team IOI's pursuit of excellence and innovation.

These awards add to our growing list of reporting achievements, including two Silver Awards at the Australasian Reporting Awards 2025 and a Top 10 Finalist at the Asian Integrated Reporting Awards 2024.



Soaring To 4-Star ESG Excellence

IOI Properties Group Berhad (IOIPG) is committed to driving Environmental, Social & Governance (ESG) excellence and building business resilience, a dedication proven by our latest 4-star performance in the FTSE4Good ESG Rating review. We achieved 4.3 out of 5, with notable improvements in the Social pillar, while maintaining scores for the Governance and Environmental pillars. Our IOIPG (Real Estate Subsector) also ranks among the top global 3% of real estate companies. Head of Group Corporate Sustainability Ms Kristine Ng said: "Our *IOI Sustain Roadmap* serves as the blueprint to guide us in our commitment towards climate action, aligning our on-ground practices with global standards."



FTSE4Good

4.3

Percentile rank: 97

June 2025



Harvesting Success In OSH

A total of 34 operating centres in IOI Plantation consisting of estates, mills, research and development centres, and biotech centre in the Peninsular Region stepped forward to showcase their exemplary occupational safety and health (OSH) practices at the *OSH Merit Award Competition 2024*. Organised by the Safety, Health & Environment Department (Peninsular), the event challenged the centres to uphold a workplace culture where safety and well-being remain top priorities. Apart from an internal audit, they were evaluated on their OSH policy compliance, the initiatives, programmes and trainings carried out, as well as evidence that accident, incident, frequency, severity and fatality rates had been reduced.

It was a tough call among the centres, as all showed continued commitment to shaping a culture that values safety and well-being above all. Leading the way with flying colours are:

Estate/ Research Centre/Biotech Category

Winner: Regent Estate
1st Runner-Up: Shahzan 1 Estate
2nd Runner-Up: Tambang Estate

Palm Oil Mill Category

Winner: Gomali Palm Oil Mill

Celebrating excellence, Gomali Palm Oil Mill Manager Mr Kesavan Manohar (*middle*) accepted the award from Mill Senior Manager (Peninsular) Mr Chai Tian Siang (*second from right*), with Mr Ravi Tony, Sustainability Senior Manager (Peninsular) Mr Agos Atan (*right*) and SHE (Peninsular) Manager Mr Mohd Hamirul (*left*) sharing the proud moment.



Flying the flag for Regent Estate, Manager Mr Faizal Bin Kamarudin (*second from right*) proudly accepted the award from Plantation Controllers Mr Zakaria Arshad (*second from left*) and Mr Pang Tien Lung (*right*), with SHE (Peninsular) Manager Mr Ravi Tony (*left*) joining in the moment.



Rated For Responsibility

Sustainability is a continuous journey of improvement and IOI Corporation Berhad is achieving notable upgrades in leading global benchmarks, reflecting our growing credibility and successful integration of Environmental, Social and Governance (ESG) practices across our business divisions.

We continue to be a constituent in the FTSE4Good Index Series with an improved FTSE Russell ESG score of 4.0 from 3.6 based on the June 2025 review. We are among the top five peers in the *farming and fishing* subsector and achieved a perfect score in the *Governance* theme, making us the only company among the top five to attain this distinction.



We improved our ESG Rating score to 'A' from 'BBB' in the Morgan Stanley Capital International (MSCI) rating. Our robust water conservation programmes and effective decarbonisation strategies led to a reduction of over 40% greenhouse gas emission intensity in FY2024 – a year ahead of our FY2025 target.



On 18 July 2025, we ranked in the 87th percentile of the FOA Food Products industry in the 2025 S&P Global Corporate Sustainability Assessment (CSA), with an improved CSA score of 51, up from 47 in 2024.



Congratulations to the IOI Palm Wood team for creating a space where nature meets design and where every detail holds its meaning.

A Better Wood, A Better Design

Great design doesn't require lots of money; it can be crafted from nature's leftovers like oil palm trunks. IOI Palm Wood Sdn Bhd showed how it can be done via the collaboration with KIAN Design and Panasonic Palmholz. The team introduced *Organic Grid*, an *OnCore** booth that blended natural materials with purposeful design. Together, we created a calm, cohesive and eco-conscious space that showcased the latest innovations in sustainable materials made into coffee tables, cabinets, stools, countertops, adjustable work tables, flooring, wall panels and even the booth's very own structure. It was not only visually striking but ethically built, inviting people to pause and reflect, and it earned us the *Curated Booth Design* award. Held from 23 to 26 July 2025, *ARCHIDEX 2025* was part of the *Kuala Lumpur Architecture Festival* and brought together designers, architects and creatives from across the region.

Look how the details speak for themselves.



Award-Winning W Life In Singapore

Imagine coming home to hotel-inspired living every day – with 24/7 concierge services for spotless housekeeping, reservations handled for you, smart home technology at your fingertips, spectacular waterfront views, and so much more. Rising 51 storeys above the bustling central business district, W Residences Marina View – Singapore is a groundbreaking development that truly raises the bar for luxury living.

Within its sleek design, you'll find 683 exclusive homes, from one- to five-bedroom units and three penthouses from Level 15 upwards, perched above a 350-room five-star luxury hotel. Here, you can indulge in 50 world-class wellness, leisure and social amenities, including heated pools, private dining lounges, a golf simulator and an infinity pool, spread across three levels. And of course, you'll enjoy full access to W's signature *WHATEVER/WHENEVER*® hospitality services.

As IOI Properties Group Berhad (IOIPG) Singapore's first bespoke branded residence, this landmark sets a new benchmark for the industry and for your lifestyle. That is why IOIPG Singapore was once again named a *Top Ten Developer* at the *Hubexo Asia Awards Singapore 2025* (formerly *BCI Asia Awards*) for the second consecutive year.



General Manager of Property Development Mr Shaun Chang (second from right) and Deputy Director of Projects Mr Darren Lim (second from left) receiving the award at the Fairmont Hotel on 11 July 2025.



We are extending a special, limited-time discount for your continued support, teamwork and partnership. Shareholders and IOI staff are entitled to a 5% discount, while family members and business associates can enjoy a 3% discount. Visit www.wresidencesmarinaview.com.sg or contact +65-92996101 for more information.

Flavours Of Victory At Malaysia's Finest

Top talents across the world battled for supremacy, showcasing their palette for bold ideas, creative indulgence and gastronomic excellence at the 18th edition of *Food & Hospitality Malaysia 2025* from 23 to 26 September 2025 at Kuala Lumpur Convention Centre. For Putrajaya Marriott Hotel, the aroma of triumph was wafting in the air, thanks to our talented associates who whipped up some hearty wins at the *Culinaire Malaysia* and *Housekeeping Malaysia* competitions.



At *Culinaire Malaysia 2025*, Mr Muhammad Azmaul Husna (*right*) earned a *Bronze Medal* for his impressive artistry in *Malaysian Fine Dining Table Setting*, while Mr Nazirul Hakim (*second from right*) showcased exceptional skills in *Hot Cooking – Western Main Course* and claimed *Silver Medal*. Together with the rest of the team, we also seized a *Bronze Medal* in the *Set Hidang Kenduri Team Challenge*.

Fantastic Four Shine In Tourism

From vibrant shopping and dining at IOI City Mall to refined stays at Le Méridien Putrajaya to family-friendly getaways at Putrajaya Marriott Hotel to stylish comfort at Four Points by Sheraton Puchong, IOI Properties Group Berhad (IOIPG) has successfully promoted Malaysia on the international stage and elevated our tourism landscape with exceptional hospitality and diverse offerings.

IOIPG proudly took home not one, but four accolades at the *Tourism Industry Awards 2025*, held on 9 August 2025 at Sunway Resort Hotel. A major highlight was IOI City Mall winning *Best Sustainable Mall Initiative* for our groundbreaking commitment to renewable energy. With 15,757 solar panels installed, we shine as Malaysia's largest mall with the largest mall solar panel system – a shining example of our commitment to sustainability. Our clusters of hotels also clinched top honours: *Best Lifestyle Hotel Experience* for Le Méridien Putrajaya, *Best 5-Star Family City Hotel* for Putrajaya Marriott Hotel and *Best Value Hotel for Business & Leisure* for Four Points by Sheraton Puchong.

Jointly organised by the Malaysia International Tourism Development Association and Tourism Selangor in conjunction with *Visit Selangor Year 2025*, the second edition of the awards honoured more than 80 industry players who have raised the bar in promoting Malaysia to the global arena.

THINK AGAIN, It's IOI Resort City

For anyone who thinks that there is nothing to do at IOI Resort City or that it is way too far from Kuala Lumpur – the *Visit IOI Resort City (VIRC)* campaign proved that otherwise, bringing home two accolades for IOI Properties Group Berhad at the *Loyalty & Engagement Awards 2025*.

We won *Gold* in the *Team of the Year – Brand* category and *Silver* in the *Best Loyalty Strategy – Lifestyle* category awards, held annually by Marketing-Interactive, at Shangri-La Hotels & Resorts in Singapore on 21 August 2025. Our *VIRC* campaign, launched in November 2024, has been reshaping perceptions by inviting everyone from near and far to explore the vibrant and diverse attractions that make IOI Resort City a must-visit award-winning township.

And now, with enhanced connectivity through shuttle services from KLIA and Kuala Lumpur city centre, plus a direct and comfortable coach service from Singapore's Suntec City, getting to IOI Resort City has never been easier.



These dual accolades recognised the impacts of our VIRC campaign, which unites the best of IOI Resort City under one brand, offering world-class hotels, Malaysia's largest mall, championship golf courses and family-friendly leisure attractions.





IOI Plantation Director Mr NB Sudhakaran (fourth from left) sealing a meaningful partnership with UPM Professor Ts. Dr Siti Khairunniza Bejo (fifth from right).

Planting Together To Uplift Industry

Labour shortages, soil deterioration and nutrient depletion, climate change and global market volatility are just some of the challenges that confront the plantation industry. The right partnership can spark ideas, bring science to life and move us towards a more sustainable future.

IOI Plantation hit a proud milestone on 21 July 2025, signing a Memorandum of Agreement with Universiti Putra Malaysia's (UPM) Institute of Plantation Studies at IOI Headquarters. Together, we will develop targeted solutions in key areas such as smart farming, soil health improvement, mechanisation and planting material innovation. With UPM's leadership in research expertise and three cutting-edge laboratories, this partnership sets the foundation for practical breakthroughs that benefit not just IOI, but the whole industry.

Enriching & Empowering EERace

An inspiring week at the Rainforest Discovery Centre in Sepilok, Sandakan, Sabah saw youthful energy bringing nature back to life. From 7 to 12 July 2025, 42 students, teachers, education officers and environmental practitioners took part in the *Environmental Education Race (EERace) 29: Youth Edition 3*. As the first and longest-standing partner, IOI Plantation proudly supported this year's edition alongside Sabah Forestry Department, Sabah Environmental Education Network, Sabah State Education Department, Sabah Wildlife Department, Bornean Sun Bear Conservation Centre, Seratu Aatai and OrangJUGA – continuing our legacy of nurturing conservation leaders under the Heart of Borneo (HoB) Initiative.

For three days and two nights, we hosted a group at our Pamol Grouping across Bayok Estate, Meliau & Nangoh Estate, and Pamol Mill. From patrolling a high conservation value (HCV) area and planting trees along a forest buffer zone to discovering how biomass and plantation by-products are put to good use, the experience was a lesson in tackling environmental challenges.

Since 2025, *EERace* has nurtured changemakers and strengthened the *HoB Strategic Plan 2021-2030*. This year focused on youths aged 21 to 40, recognising their role in conservation. For IOI, this partnership is a commitment to preserving the environment and empowering the next generation.



The HCV 1 Area at our Bayok Estate is home to some rare wildlife, offering a glimpse into nature's diverse biodiversity.



In Meliau Estate, we planted 50 trees along a forest buffer zone, leaving a living legacy behind.

Eco-llaboration In Action

It was a day filled with teamwork, laughter and hands-on care for nature! On 26 July 2025, IOI Oleochemical Industries Berhad joined forces with Kao Malaysia Sdn Bhd and a local NGO Nur Salam to champion biodiversity conservation at the scenic Teluk Bahang Forest Eco Park in Penang. The programme drew over 250 enthusiastic participants, including our employees and their families, representatives from the Penang Department of Environment, Royal Malaysia Police, Fire & Rescue Department, local communities and environmental advocates – all united by a shared commitment to protecting Malaysia's rich biodiversity.

From planting trees, cleaning rivers and fountains, to taking water samples for analysis, exploring forest trails and more, participants went all in for a full day of eco-action and discovery. Everyone got their hands dirty and wet while learning from environmental experts about Penang's unique ecosystems and the importance of preserving them for generations to come.

Our Director of Oleochemical (Malaysia) Mr David Koo (second from right) and Kao Penang Managing Director Mr Kiyotaka Nakai (second from left) reaffirming both companies' long-term commitment to sustainability and community engagement.



The event wrapped up on a high note with a symbolic tree planting and a collective pledge from everyone to keep the spirit of conservation alive all year round!

Let's see... from clean-up to check-up, we are keeping our rivers clean and flowing!



Driving Impact Through Alliance

Sustainability is strongest when it's a shared journey. On 19 September 2025, the Malaysian Sustainable Palm Oil (MSPO) launched the *MSPO Impact Alliance* to unite leaders across Malaysia's palm oil sector and global partners. IOI Corporation Berhad stands among 28 founding members such as Mondelez, Nestlé, Unilever, Mars, Maybank, CIMB, international organisations and smallholder representatives. Together, we are shaping the palm oil industry by protecting the integrity, driving sustainability and opening new opportunities. Through this alliance, we will continue to empower smallholders, protect biodiversity, drive innovation and ensure Malaysian palm oil remains inclusive, trusted and future-ready on the global stage.

Our Chief Sustainability Officer Dr Surina Ismail (right) receiving a token of appreciation from our Plantation and Commodities Minister Yang Berhormat Datuk Seri Johari Abdul Ghani during the launch.



Welcome to the first patented CAS plant at commercial scale in Malaysia!



On 16 July 2025, Johor DOE Director Dr Mohd Famey Yusoff visited our facility to see Malaysia's first CAS plant!

CAS-cading Innovation In Every Drop

Palm oil mill effluent (POME) is a dark brown wastewater produced during palm oil milling that requires proper treatment before discharge due to its high pollutant load. Treated POME is usually decoloured to light brown but it is possible to treat POME to be decoloured and clear like the river water. By consistently maintaining biological oxygen demand (BOD) levels below 20 mg/L, the treated discharge becomes not only visibly clearer but also healthier for rivers and streams. This helps maintain sufficient oxygen levels to support fish and other aquatic life, protect biodiversity and prevent waterways from turning foul or lifeless.

This breakthrough is made possible by the Continuous Adsorption System (CAS), a cutting-edge tertiary wastewater treatment technology developed by the Malaysian Palm Oil Board (MPOB). Our Pamol Kluang Palm Oil Mill made history as the first in Malaysia to install and test the CAS commercially in a partnership with MPOB in 2023. By harnessing palm kernel shell-based activated carbon to remove organic matter and colour effectively without the need for additional chemicals, CAS is a sustainable, cost-efficient solution that ensures reliable compliance with the Department of Environment's (DOE) discharge standards.

Following this success, four more mills have adopted this innovative CAS technology, with plans to roll it out across all IOI mills. In collaboration with MPOB, we are also exploring the recycling of treated water in mill boilers, potentially reducing our water footprint by up to 25%. This milestone positions IOI Plantation as a leader in sustainable palm oil mill operations and sets a benchmark for the industry.

With CAS, we comply with the DOE's stricter discharge standard of keeping BOD levels consistently below 20 mg/L.

Strengthening Mechanisation & Sustainability

Motivated to achieve 60% mainline mechanisation of potential hectareage in Indonesian estates by 2029, as set out in IOI Corporation Berhad's latest *Five-Year Strategic Roadmap (2025-2029)*, our Indonesian team visited three Peninsular Malaysia estates from 25 to 27 August 2025 to observe and learn from our successful mechanisation and sustainability efforts.

Our IOI Mechanisation Team and IOI Peninsular Estate Management Team were delighted to showcase our mechanisation innovations. At Mamor Estate, we demonstrated how the mini tractor grabber (MTG) speeds up in-field fresh fruit bunches (FFB) evacuation. This was followed by our growing fleet of integrated electric cart scissorlifts (ECS) at Pamol Timur Estate, excelling in in-field evacuation while driving cost savings and labour efficiency. The visit concluded at Pamol Barat Estate with the mini tractor scissorlift (MTS), designed for young and prime palms to enhance productivity through job specialisation and machine optimisation.

Full power ahead, Indonesian team! Get ready to pilot the MTG, ECS, and MTS in your estates, driving efficiency, productivity and sustainable growth.



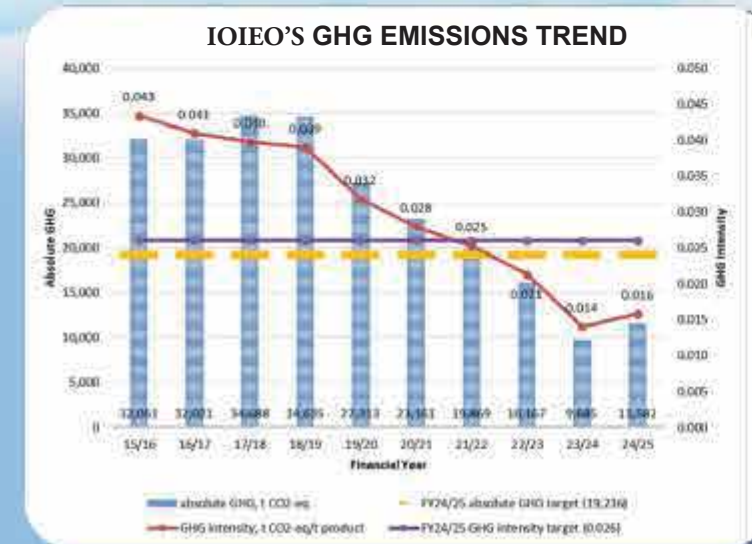
Together with Plantation Controller Region 2 Mr Rajan Krishnasamy (fifth from right) and Mechanisation Senior Assistant Manager Mr Aris Syahrendra (fourth from right) from Indonesia, we are building synergy for innovation and sustainability!

The mighty ECS machine showcases strength and efficiency as it effortlessly dumps the FFB directly into the bin.

Focus shifted to electrification at Pamol Timur Estate as our Indonesian team is exploring the integration of electric vehicle in their plantation operations.



Through insightful sharing and hands-on demonstrations on MTG maintenance and operator training, our estate team inspired confidence to replicate the innovation in Indonesia.



Driving Down GHG

The numbers speak for themselves – the greenhouse gas (GHG) emissions at IOI Edible Oils Sdn Bhd (IOIEO) are going down. Since our FY2015/16 base year, both our absolute GHG emissions and emission intensity (Scope 1 and 2) have fallen by a significant 64%, surpassing the Group's 40% reduction target for the same period. The most noticeable drop was from FY2019/20 onwards, reflecting the success of our energy-efficiency measures and carbon reduction strategies.

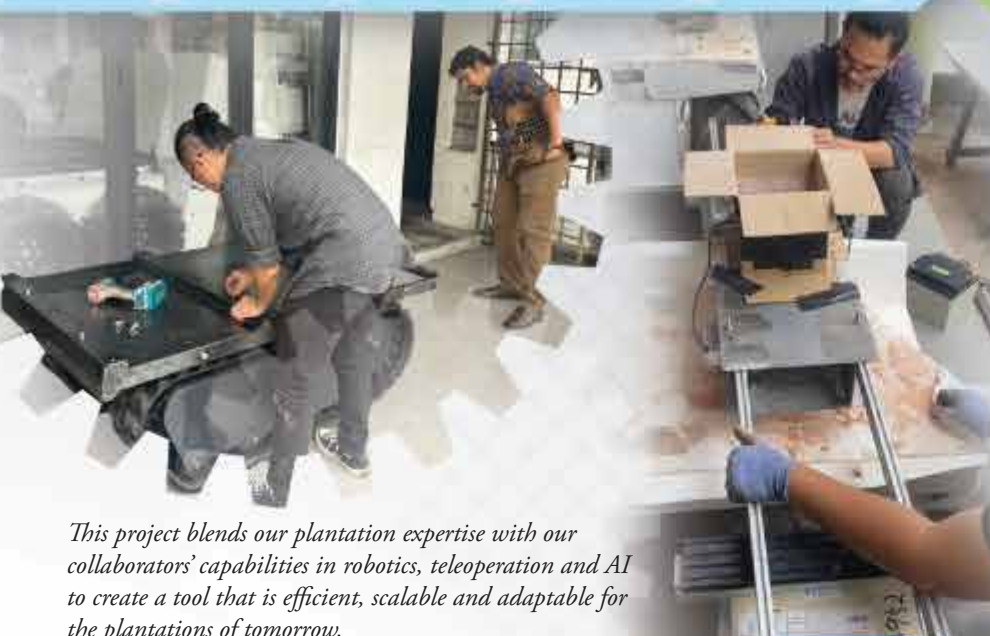
Our achievement is the result of years of commitment in driving innovative, energy-saving and low-carbon initiatives. Key efforts during our FY2024/25 included the re-designing of our piping systems to reduce electricity use, lowering steam and power consumption at the Dry Fractionation Plant 2 by increasing throughput with new chilled water connections, and upgrading to energy-efficient cooling towers and air compressors. Our initiatives in waste valorisation, renewable biomass energy and automation have also made us more self-sustaining, responsible and climate-resilient.

Powering A Cleaner Tomorrow

Phase 3 of IOI Acidchem Sdn Bhd's solar photovoltaic (PV) installation has been completed! This 1,329.12 kWp self-consumption solar system at Acidchem 3's warehouse is expected to generate about 2,000 MWh of clean electricity and cut around 1,500 tCO₂e of greenhouse gas (GHG) emissions annually.

Phase 1, installed at our main office and cafeteria, has a capacity of 83 kWp, generating around 600 MWh of renewable energy and reducing about 400 tCO₂e of GHG emissions annually. Phase 2, located at the Acidchem's soap noodle plant and store area, has a capacity of 353 kWp, generating around 1,000 MWh and reducing about 800 tCO₂e of GHG emissions annually.

With all three phases now operational, our total solar capacity has reached around 1,800 kWp. We are now producing an estimated 3,600 MWh of green energy and reducing overall GHG emissions by approximately 2,800 tCO₂e annually. Our renewable energy journey keeps us moving towards a cleaner, greener future where every ray of sunlight helps power our operations, reduce our footprint and move us closer to a more sustainable tomorrow.



This project blends our plantation expertise with our collaborators' capabilities in robotics, teleoperation and AI to create a tool that is efficient, scalable and adaptable for the plantations of tomorrow.

Innovation Takes On The Slope

Oil palm cultivation takes precision and persistence, especially when it is on steep slopes where we need to rely on manual labour simply because these areas are inaccessible to heavy machinery. With about 40% of Malaysia's oil palm plantation grown on terraced areas and labour shortages on the rise, IOI Plantation is co-developing a new tele-operated *Autonomous Terrace Fertilizer Spreader (ATFS)* with partners from universities, start-ups and industry experts to modernise agriculture through innovation and smart technology.

The *ATFS* is compact yet capable of covering two to three times more hectareage than manual labour. It is designed to navigate uneven and hilly terrain, spread fertiliser with more precision and able to capture real-time field data to improve efficiency and reduce wastage. Following a successful fabrication review on 11 August 2025, this project has passed the concept and feasibility study. Now in the system architecture and prototyping stage, the focus is on systems integration, before moving on to field testing, machine learning, and ultimately, pilot deployment.

With this project, we are not just automating a single agricultural process, but laying the foundation for a modular, intelligent agriculture ecosystem to benefit the entire industry.



Also known as combined heat and power, this innovative system produces electricity and captures usable heat simultaneously, delivering more energy from less fuel, while substantially reducing carbon emissions and energy costs.

Co-generating A Greener Future

Did you know that co-generation is actually one of the most energy-efficient technologies in Malaysia? Unlike traditional methods of generating electricity and heat separately, co-generation combines them in a single process using just one fuel source. IOI Acidchem Sdn Bhd is advancing this innovation with the commissioning of our second co-generation plant in July 2025, adding 3.2 MW of capacity to our renewable energy infrastructure.

This builds on the success of our first 6.5 MW co-generation plant commissioned in 2015, which was the first gas turbine co-generation system in the Malaysian oleochemicals industry. When both plants run at full capacity, we will significantly reduce our reliance on grid electricity while cutting an estimated 9,000 tonnes of CO₂ emissions annually.



Innovation At The Core For China

Fresh from the successful showcases at *Expo 2025 Osaka* and *ARCHIDEX 2025*, IOI Palm Wood Sdn Bhd made another mark on the global stage at the 22nd *China-ASEAN Expo (CAEXPO)* from 17 to 21 September 2025 at the Nanning International Convention & Exhibition Centre in Guangxi, China.

We are among 100 high-potential Malaysian companies selected by Malaysia External Trade Development Corporation (MATRADE) to represent Malaysia in the China market. To strengthen our presence, we showcased our high-performance *OnCore*® palm wood boards and panels at our booth alongside MATRADE's signature programmes, highlighting our strong, light and sustainable wood alternative for tomorrow's built environment. It was a great expo for us to build connections and explore opportunities in the Chinese market.

Highlighting how palm fibres become sustainable high-performance panels.

Did you know that palm wood panels are lighter than conventional hardwood, making them easier to transport and install?



The event was officiated by our General Manager Mr Kumaresb Ragnathan (right) and Mr Janius @ Jurimin Ebin (left) from SFD, who led the symbolic planting of 50 seedlings to kickstart the restoration journey.

As roots took hold in the soil, a deeper partnership began to flourish – one that is built on collaboration, conservation and care for the planet.

Greening Malaysia From Sabah

Since the launch of the *Greening Malaysia Campaign (Program Penghijauan Malaysia)*, every state, agency and individual is doing its part to plant 100 million trees nationwide from 2021 to 2025. The race to greening the nation is in full swing. With over 120

million trees of 2,000 diverse species already planted across the country, we have exceeded our initial target. Leading the charge is Sabah, which currently ranks as the second highest state in tree planting, driven by Sabah Forestry Department's (SFD) target to plant 40 million trees by 2025.

To support this campaign, IOI Plantation (Sandakan Region) teamed up with SFD for a tree-planting programme at Sakilan Estate on 28 July 2025. It was our first large-scale planting collaboration in the region, and over 150 of us, comprising employees and SFD representatives, got our hands in the soil, planting 5,000 seedlings of indigenous species, such as *Kapur*, *Ketapang*, *Bongkol* and *Binuang*, along our estate's riparian buffer zones. Each tree was selected to safeguard our waterways, conserve biodiversity and combat climate change. Together, we are planting the seeds of a greener and more sustainable future for the next generation.



GREENING 16 SIERRA TOGETHER

Gaharu and Binjai are two rare native species treasured for their aromatic wood and luscious fruit but facing extinction, let's bring them back to life!

Kudos to the power of collaboration in growing a greener future!

The 535-acre lifestyle township of 16 Sierra in Puchong South continues to bloom into a flourishing hub of sustainability and shared purpose, as more than 80 trees took root on a sunny Saturday, 12 July 2025. In celebration of World Environment Day 2025, over 100 participants from IOI Properties Group Berhad (IOIPG) and Marriott International, together with volunteers from the 16 Sierra community, came together to plant trees at eight selected locations within the township, including the scenic *Lookout Point* and the lush 7.2-acre *Central Park*.

This event marks a growing partnership between IOIPG and Marriott International to nurture greener living and strengthen ESG values on the ground. "We're pleased to collaborate with Marriott International in this remarkable effort, and honoured that 16 Sierra was chosen as the site for this initiative," said 16 Sierra General Manager Mr Calvin Sew.

The initiative embodies IOIPG's *IOI Sustain Roadmap 2030* while supporting four UN Sustainable Development Goals (SDG), namely SDG 11 (Sustainable Cities and Communities), SDG 13 (Climate Action), SDG 15 (Life on Land) and SDG 17 (Partnerships for the Goals). Among the planted species were *Aquilara malaccensis (Gaharu)* and *Mangifera caesia (Binjai)*, both listed as critically endangered and near-threatened by the International Union for Conservation of Nature Red List.



Too Good To Waste

What happens to leftover food at Le Méridien Putrajaya? It doesn't go to waste – it goes into *BiobiN*®. Unlike typical composting systems, *BiobiN*® (which is developed by our partner, Ground Control) initiates the composting process onsite, ensuring food waste is managed efficiently, hygienically and odourlessly before being collected. Once the bin reaches full capacity, Ground Control will pick it up and transfer to its composting facility, where it undergoes controlled decomposition to produce high-quality compost in line with strict environmental standards.

Le Méridien Putrajaya Cluster Hotel Head Mr Kumar Renoo launched this food waste management initiative, together with Le Méridien Putrajaya General Manager Mr Mark Steele and Head Chef Liou, IOI Properties Group Berhad Head of Group Corporate Sustainability Ms Kristine Ng and Ground Control Founder Mr Harbir Gill on 24 July 2025.

We are not only cutting down on food waste, but also keeping our operations clean, efficient and odour-free as well as setting a new benchmark in sustainable hospitality.



Driving Climate Action

Climate change is caused by human activities, and if left unchecked, it will threaten Earth and undo a lot of development progress made over the past years. United Nations Sustainable Development Goal 13 calls for urgent action to combat climate change and its impacts. It's a shared responsibility that needs commitment across the entire value chain. That's why IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) are charging ahead to tackle it.

1st Climate Action Workshop



responsible sourcing, and emissions tracking, aligning supplier efforts with our climate goals through the UNGCMYB progress platform. We can't wait to expand it to Singapore and Xiamen to elevate impact and reinforce our ESG commitment.

IOIPG initiated the first hybrid workshop on *Climate Action: Partnering for a Greener Supply Chain* at Palm Garden Golf Club on 29 July 2025. Together with United Nations Global Compact Malaysia & Brunei (UNGCMYB), Alliance Bank plus over 100 participants, including our suppliers and Team IOI from the Southern region, we explored the *IOIPG Sustain Roadmap*, the evolving Environmental, Social and Governance (ESG) landscape, Scope 3 greenhouse gas emissions,

13 CLIMATE ACTION



5th Sustainability Consultation Forum (SCF)



IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor, our Board of Directors and top management convened at our fifth SCF, titled *Strengthening Climate & Workforce Resilience at IOI*, at our IOI Headquarters on 25 August 2025. With over 60 participants from global organisations, industry experts, and strategic partners, we explored practical strategies – from strengthening carbon mitigation and adaptation to promoting inclusivity and local participation in the plantation sector, to creating meaningful career pathways for employees. We look forward to growing this open platform, sparking more collaboration and strategies for climate action.

Benchmarking For Progress

What began in 2010 as a simple knowledge-sharing session has grown into an annual meet-up for teamwork, learning and continuous improvement between IOI Edible Oils Sdn Bhd (IOIEO) and IOI Pan-Century Edible Oils Sdn Bhd (IOI PCEO). Innovation and sustainability are thriving at these two refineries, and these were shared during the *15th Refinery Benchmarking Meeting* from 25 to 26 September 2025 at IOI PCEO.

IOIEO has a smart cooling tower system that automatically adjusts fan speeds based on temperature, saving energy while keeping operations cool and efficient. IOI PCEO is making a big green leap too with its biomass boiler, which runs on empty fruit bunch pellets instead of natural gas, cutting carbon emissions by over 22,000 tonnes of carbon dioxide each year.

Over the two productive days, 18 top management and key team members gathered to exchange ideas, showcase plant improvement projects, discuss sustainability goals and participate in a technical talk and site visit. Learning from one another is the way to go to boost efficiency, quality and environmental performance. More than just comparing numbers, the meeting fostered collaboration towards IOI's 2040 net zero goal, with highlights on opportunities to align sustainability strategies, enhance process control and share best practices that deliver advancement.

Identifying new opportunities to standardise best practices across both sites, from refining efficiency to product quality enhancements.



A closer look at the Dry Fractionation Plant in action.

11 – 21 September Gratitude Grove By Kiat & Cherry from System Sovereign

An installation of sculptural blue pillars lined South Beach's natural pedestrian paths, creating pockets of calm for visitors to pause, breathe and reflect. Inspired by the biophilic design, *Gratitude Grove* transformed construction materials like wood and metal into meditative spaces for urban wellness.



Nation By Design

Bigger, bolder and bursting with creativity – Singapore invited everyone to reflect on how design has shaped the Lion City into a liveable, loveable city, from housing and healthcare to sustainability and community. Under the theme, *Nation by Design*, the series unfolded through thoughtful experiences, from calming sanctuaries to vibrant markets to future-focused exhibitions, where each experience turned everyday spaces into living expressions of care.

13 – 14 September Roots & Rituals: Plant Market

For one weekend, *Roots & Rituals* brought together artisans, gardeners, and designers in a curated plant market. Visitors explored living plants, handcrafted objects, and design-forward goods that encouraged new rituals of care for self and home.



11 – 30 September Better by Design Exhibition By NAFA School of 3D Design, supported by Fraction Design Studio & Semula Asia

Featuring 15 original works by graduating designers, from innovative furniture that reimagines comfort and function to creations using recycled materials, the showcase offered a glimpse into the future of socially responsive design, showing how care can be expressed not only through beauty, but also through sustainability, purpose and connection.

The Extra Mile Of Kindness



All smiles, one team, one cause.

What an incredible journey of perseverance and dedication, as our colleagues from across the IOI Group laced up their shoes and tracked their miles in the *IOI Virtual Chariton 2025* – a name born from blending 'charity' and 'marathon' into one purposeful run. Over the course of one month from 14 June to 15 July 2025, 78 colleagues challenged themselves to either 50 km or 100 km, with many surpassing their own expectations.

By making it virtual, our participants had the freedom to complete the challenge at their own pace, and in their own place. Every run, walk or jog added up to a shared total of 6,204 km. For each km completed, IOI Foundation contributed RM3 to charity, bringing the total to RM18,612, which was proudly rounded up to RM20,000 in support of both Lovely Disabled Home and Great Heart Charity Association. Come, let's meet the people behind the miles and find out what kept them going:

IOI Foundation Executive Director Datin Joanne Wong said: "Let's remember that the real finish line isn't just today. It's in the lives we've touched and the hope we've helped to spark through this effort."



CEDRIC LEICESTER



100 KM category
TOP MALE FINISHER

"Running has helped me rebuild my life. After losing my wife to cancer, I became more serious about it because it keeps me healthy and positive for my children. Running has taught me discipline, balance and mental strength, which I carry into my daily life. For anyone starting out, take small steps and make it a habit. With time, it becomes more than fitness, it becomes strength."

JASWIN GOH



100 KM category
TOP FEMALE FINISHER

"For me, running is more than exercise. It is a mental escape, a way to clear my head and release stress. Taking part in this run made it even more special, because every km contributed to a good cause. Balancing work, family and running takes planning, but the joy it brings is worth it. My advice is to run for a cause you believe in, it gives every step meaning."

FOO FONG HOU



50 KM category
TOP MALE FINISHER

"What began as a simple effort to lose weight has turned into a lifestyle that strengthens both body and mind. This run gave me a chance to add purpose to my training. Every km reminded me that I was part of something meaningful. Running fits easily into my daily routine, and over time it has taught me to be discipline and balance. To new runners, my advice is to start small and stay consistent. Set a goal, stick with it and enjoy the journey."

YONG HIEW WEI



50 KM category
TOP FEMALE FINISHER

"Running with colleagues after work started as a way to destress, but it soon became something more. The team spirit keeps me motivated and makes every run more enjoyable. This challenge pushed me further, knowing every km meant more funds for charity. Running has taught me discipline, consistency and resilience. To me, every step is a chance to contribute to something bigger."

Planting Seeds Of Learning

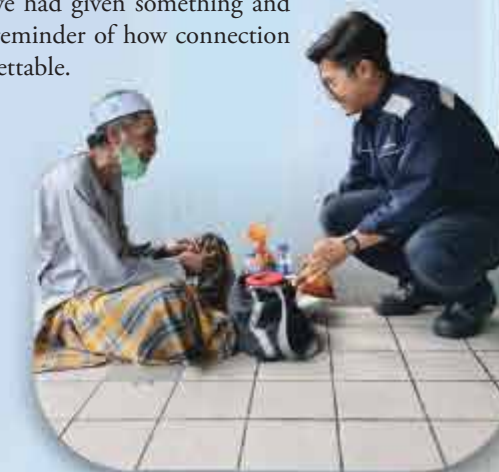
The sound of children's laughter is a beautiful sound, one that brings joy and delight, what more the laughter of 44 little voices filling the air. The first kindergarten by PT Sawit Nabati Agro (PT SNA) Group in Indonesia, called TK Bakti Nabati Mandiri, was inaugurated on 8 August 2025 at PT Sukles Karya Sawit. Operating under Yayasan Bakti Nabati Mandiri, the kindergarten strengthens early childhood education in line with the vision of Indonesia Emas 2045 and the Sustainable Development Goals 2030 to improve children's access to pre-primary education.



The children beamed with joy on their first day at school.

PT SNA Head of Plantations Mr Subramaniam Arumugam officiated the opening and proudly said: "This is a historic moment for us. This will be a place where our children can learn, play and grow together, preparing them as the next generation." The kindergarten has two classrooms, with plans to expand once more facilities are in place, giving the children access to quality early education close to home. It is the Yayasan Bakti Nabati Mandiri's first step in education and a meaningful start towards providing quality early learning for children in the community.

Our employees from IOI Oleochemical Industries Berhad's Community Service Committee (CSC) came together after work to prepare and share these meals with them. Walking away that evening, it felt less like we had given something and more like we had received something in return. A reminder of how connection and kindness can make even an ordinary day unforgettable.



Smiles all around for a new beginning.

23 & 24 August 2025

Embracing Every Ability

Disabled individuals, including those who are visually or physically impaired, are just as Malaysian as anyone else. IOI Mall Puchong emphasised the importance of inclusivity and support for those with disabilities at the *Hari Inklusif Merdeka* event, which united over 200 participants and more than 500 visitors. Participants of the *Barrier-Free Awareness Walk* carried the *Jalur Gemilang* while guiding the visually and physically impaired from the Puchong LRT Station to the mall, showcasing the spirit of *Merdeka* together. Graced by Member of Parliament for Puchong Yang Berhormat Yeo Bee Yin and key figures from government agencies and non-profit organisations, the event also featured performances, simulation experiences and a singing competition.

16 to 31 August 2025

Valuing All Diversity

Malaysia's diversity in sports, food, ethnicities, cultures and traditions brings the nation together in celebration and unity. IOI City Mall proudly joined hands with Pengarah Bahagian Penerbitan Dasar Jabatan Penerangan Malaysia (JAPEN) for the 1R1JG 1 (1 Rumah 1 *Jalur Gemilang*) initiative, handing out 400 *Jalur Gemilang* to shoppers as a shared gesture of pride and unity. Adding to the celebration, a photo exhibition with the United Chinese School Committees' Association Of Malaysia (*Dong Zong*) and PhotoJam showcased Malaysia's diversity through two themed contests, *Diversity Thrives in Sports* and *Our Wonderful Food Culture*, each frame capturing the vibrant heart of our nation.

28 August to 1 September 2025

Honouring Our Heritage

Nothing lights up the Malaysian spirit like music and food, especially on Merdeka Day. IOI Mall Kulai lit up the national pride by hosting the *Ambang Merdeka & Food Festival*, drawing families and friends for evenings of delicious food and lively performances. Local artists Elly Exceed, KLangit and Ashidi Data wowed the crowds and when the clock struck midnight, everyone waved their *Jalur Gemilang* proudly, welcoming Merdeka Day in unity.

2 September 2025

Fostering Patriotic Unity

IOI Acidchem Sdn Bhd celebrated Merdeka Day and Malaysia Day with around 50 employees coming together in patriotic spirit. The event began with an opening speech by IOI Oleochemical Industries Berhad's Senior General Manager of Operations Mr Teoh Bak Moi, followed by the flag-raising and the singing of our National Anthem *Negaraku* and the state anthem. Everyone joined in heartfelt renditions of *Tanggal 31, Keranamu Malaysia* and *Jalur Gemilang*, ending the celebration on a sweet note with flag-themed cupcakes symbolising unity and national pride.

August to September 2025

Celebrating Merdeka In Every Corner

From property deals to community fun, IOI Properties Group Berhad's townships marked Merdeka Day in month of celebration, connection and togetherness with activities and rewards. The *Merdeka 31.8 Deals* at IOI Resort City offered rebates and vouchers, while *Raikan Merdeka* delighted visitors with *ais kacang* and Malaysia-themed clay workshops. In Sepang, *Riuh Rasa Merdeka* drew crowds with games, prizes and lucky draws. At 16 Sierra, visitors enjoyed local treats and attractive offers, while in Puchong, buyers received special NRIC rebates.

29 & 31 August 2025

Flying Colours Of Merdeka

From Sagil to Segamat Estate, Johor, our plantation teams marked Malaysia's 68th Independence Day with colour and pride. At Sagil Estate, our team joined the district parade while students from SJK (T) Ladang Sagil brought cheer with songs and a mini march around the estate. Over in Segamat Estate, our team made a proud debut at the district parade and earned a prize for their creative banner. The celebration continued as students from SRJK (T) Segamat students paraded through the estate with smiles and waving flags, celebrating *Merdeka* in their own joyful way.

31 August 2025

Racing Into Merdeka

Syarimo Group sure knew how to celebrate Malaysia's 68th Independence Day by turning the 11 km *Sawit Fun Run* into a sea of colour, laughter, pride and energy, complete with tug-of-wars, sack races, pole climbing and the ever-popular *Merdeka Bazaar*. From children to adults, there was something for everyone, along with special recognition for top achievers from HUMANA and Community Learning Centre schools, as well as our long-serving staff – all in the true spirit of *Merdeka*.

17 August 2025

Celebrating Indonesia's 80th Year

PT Sawit Nabati Agro (PT SNA) marked the nation's 80th Independence Day with celebrations across all plantation sites and the Pangkalan Bun Office. Employees, staff and senior management joined in flag-raising ceremonies, traditional games and community activities that reflected unity and pride. It was a day of honouring the nation's journey while strengthening friendships and shared pride among everyone at PT SNA.

26 to 27 July 2025

Pawing Up For SingaPAW 60

We did not forget our furry and feathered friends as we celebrate our nation's pride. That's why South Beach Singapore marked its 60th National Day with *SingaPAW Weekend 60*, a fun-filled community celebration for pets and people alike. Visitors and animal lovers enjoyed a paw-some time in the *Paw Patrol Strip* quest, attending workshops, supporting adoption drives and checking out over 70 booths featuring games, shopping, pet-friendly dining and limited-edition merchandises.

SINGAPAW WEEKEND 60

We Care, Because YOU Matter

At IOI Corporation Berhad (IOIC), we believe that when our people feel good, great things happen. That's why the *IOI Cares Carnival* on 24 September 2025 was all about taking a breather, checking in on our health and celebrating wellness together. Over 180 employees from our Corporate and Plantation divisions joined in the fun at our IOI Headquarters. From health screenings and smoothie demos to mindfulness corners and wellness games, there was something for everyone to enjoy.

Well-being starts with small, intentional steps. Let's start the walk now with our wellness partner, Naluri, that offers personalised mental and physical health support, including one-to-one coaching and consultations, access to a team of coaches, dietitians, psychologists, medical advisors, fitness experts – you name it! Webinars and more are at your fingertips. By caring for ourselves and one another, we create a healthier, happier workplace for everyone. Because at IOI, We Care!

IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor having fun trying out the wellness activities with our team.

Blending up some healthy fun during the smoothie session.

Our IOI Family coming together to celebrate wellness, connection and care!

Everyone is having a great time trying out the wellness booth games.

Fired With Strength & Courage

Our ERT members are on the move!

Braving the flames to keep the community safe.

IOI ERT jumping into action to keep the flames under control.

An overcharged phone charger can trigger a fire when a lithium-ion battery goes into thermal runaway, causing it to overheat, swell and ignite. That's exactly what happened when an overheated charger sparked a fire that broke out in Kampung Gas, Sandakan, Sabah, damaging three houses and affecting several families on 3 September 2025.

What began as fear and panic quickly turned into relief when about 20 of our colleagues from IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd rushed in as the IOI Emergency Response Team (ERT), working hand in hand with the villagers to control the flames before the arrival of the Fire & Rescue Department. Thank you to our ERT heroes for your courage, compassion and unwavering commitment to protecting lives and keeping our community safe.

Let's run for peace

Sometimes, it's not about how fast you run, but why you run. On 2 September 2025, 125 of our employees from IOI Corporation Berhad and IOI Properties Group Berhad joined over 11,000 participants at the Soka Gakkai Malaysia's *Run For Peace 2025* held at Malaysia Agro Exposition Park Serdang (MAEPS) Square, Serdang. Together, we ran for a cause that went beyond the finish line to uplift lives through kindness and giving.

IOI Foundation also played its part by donating RM5,000 to the charity, showing that every contribution, big or small, can make a difference. It was a day filled with energy, smiles and shared purpose, reminding us that the best runs are the ones that move hearts.

To everyone who took part, thank you for bringing the IOI spirit to life with every step. You didn't just run that day, you inspired others to keep moving forward with compassion.

Our runners are all geared up and ready to go!

When Maths Just Clicks

Our goal is to help secondary students strengthen their maths skills, and we will be working with Tupai.ai to launch this initiative in more schools.

Maths no longer bewildered and confused but made sense and took on a fresh twist when IOI Foundation kicked off the four-month *IOI Mathematics Enhancement Programme* at Sekolah Menengah Kebangsaan SMK Methodist and SMK Puchong on 22 and 23 September 2025, respectively.

In collaboration with the school's teachers, the programme leverages the Malaysian EdTech platform *Tupai.ai* by AI Teacher Sdn Bhd to teach and explain maths in English or Malay to the students. A total of 40 students joined the *Tupai & Friends Club*, supported by 60 *Tupai* accounts sponsored by IOI Foundation for the schools. Solving problems feel so much less stressful and a lot more fun now.

Everyone eager to give it a go and have a little fun with maths.

The students were completely absorbed in cracking each maths problem together.

COVO Has Reached The Top

IOI Properties Group Berhad (IOIPG) marked a key milestone in its RM367 million COVO with a topping-out ceremony on 19 September 2025. The achievement signalled the first transit-oriented development (TOD) in the 16 Sierra township and highlighted the completion of COVO's highest point on the 38th floor.

Launched in May 2024, COVO features 601 serviced apartment units across a 38-storey high-rise (Tower A) and a seven-storey low-rise residential block (Tower B). As a TOD, it enjoys direct access to the township's 16 Sierra MRT station just 100 m away via covered walkway.

IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan officiating the topping-out ceremony with members of Team IOI, Yanjian Group (the main contractor of COVO) and BEP Akitek.



With its strategic location and seamless connectivity, just under 40 minutes to KL City Centre or KLIA, COVO has received an encouraging 65% take-up rate to date. Tower B is fully sold, while Tower A is selling fast. The project is ahead of scheduled construction at 68% progress, with completion on track for May 2027.

This topping out underscores IOIPG's commitment to timely delivery as we continue to build vibrant, liveable townships and developments across Malaysia, Singapore and the People's Republic of China.

New Name, New Doors

The next time you want to get away from the hustle and bustle of traffic, and enjoy a stress-free journey to shop, eat and chill, just take the train. Hop on the MRT Kajang Line, relax all the way to Surian Station (now called Surian IOI Mall Damansara Station) and step directly into IOI Mall Damansara (formerly known as Tropicana Gardens Mall). No tolls, no traffic, no fuss. Offering shopping, dining and entertainment all under one roof, IOI Mall Damansara brings a renewed vibrancy to Kota Damansara – it's your neighbourhood lifestyle hub that's a perfect convenience for families, young professionals and visitors alike!

Drive or ride, your visit to IOI Mall Damansara starts stress-free!

Safety In Every Structure

Temporary structure safety is not just about compliance, it aims to prevent workplace accidents and lost time injuries, increase safety reporting and enhance safety awareness across IOI Properties Group Berhad (IOIPG). Building on last year's emphasis on basic personal protective equipment, hearing and eyes protection, mask/respirator, hand protection and full body safety harness, among others, IOIPG Group Chief Operating Officer – Property Development (Malaysia) Mr Teh Chin Guan (left) launched the *Occupational Safety & Health Campaign 2025* on 11 September 2025.

This year's *Temporary Structure Safety* campaign will focus on scaffolding, formwork and other temporary structures that are crucial for building progress, but often carry risks if not managed properly. Employees will be trained to identify and understand temporary structures, conduct inspections and stability checks, ensure safe erection and dismantling, and enhance competency through continuous improvement.

Let our COVO team motivate and spur us to raise the bar of excellence!



Mr Teh also unveiled an ambitious Group-wide target to achieve a 5-star Safety and Health Assessment System in Construction (SHASSIC) rating across all projects moving forward. Our COVO project at 16 Sierra, stands as an excellent testimony with its impressive 97.11% SHASSIC score – the highest among IOIPG projects. It also clinched the *Top Achiever Award* under the *Business Unit* category and the *Outstanding Performance Award* under the *Individual* category.

The call to embrace the spirit of zero harm in construction and the zeal to raise the bar of excellence was echoed to Team IOI, together with Heads of Business Units and representatives from active projects in Central Region, including Puchong, Bangi, Sepang and 16 Sierra, who attended the event.



SMART TECH ON THE HORIZON

Emerging and cutting-edge technologies such as AI, 5G, 6G, IoT, drones, cloud computing, green ICT and the latest applications are applied in real-world settings. IOI Corporation Berhad's senior management team, led by Group Managing Director & Chief Executive Dato' Lee Yeow Chor, observed how these smart systems are driving productivity and efficiency in the Huawei Innovation Centres in Shenzhen and Dongguan, China.

Drones and sensors detect intrusions and fire risks in real time, AI counts fruit bunches, the Global Positioning System tracks movement, and IoT sensors monitor soil health and climate conditions, while satellites detect early signs of crop stress, pests or flooding. All of these run on private 4G and 5G networks, powering over 30 estates in partnership with CelcomDigi. From the Shannon and Galileo Exhibition Halls to the Songshan Lake R&D Campus and Manufacturing Centre, the team gained valuable insights into how smart systems are becoming a reality in the fields of plantations and manufacturing.

Thank you to Huawei and CelcomDigi for showing us what's possible. The future is already here, and we're ready to grow with it.

The business learning journey on 7 to 8 July 2025 took the team from new product trials to high-end production to scalable infrastructure and more.



Stepping into a connected learning space where digital tools meet real-time collaboration and innovation.



Inspiring Youth Action For Global Future

It's not every day that we get to sit down with bright young minds from one of the world's top universities. On 12 August 2025, IOI Corporation Berhad welcomed a delegation from Tsinghua University's Tanwei College, China, as part of their overseas social practice programme themed *Youth Action in Global Development*.

The 13 undergraduate students, specialising in chemical engineering, polymer materials and pharmacy, alongside three academic representatives, were eager to explore how enterprises transform natural products through innovation and sustainability. With our strong standing in green practices and industry leadership, the delegation learnt how we are shaping the future of palm oil. Our Deputy Group Chief Executive Officer Mr Tan Kean Hua, together with management leaders, shared insights on our integrated palm oil business, palm wood innovation, and sustainability and climate initiatives, sparking student interest in our green oleochemical manufacturing, by-product reutilisation and net zero commitments.



The dialogue grew richer with every curious voice in the room.

A simple piece of palm wood yet it held so many questions.



IOIC Senior Manager of Business System & Governance Dr Nishan Surendharan said: "Technology will always evolve, but the real strength lies in how people adapt, stay aware and work together to protect what matters."

A big thank you to all the students for bringing your energy and curiosity to IOI!

Trust At The Speed Of Tech

These days, almost everything we do depends on technology. From sending emails to handling important data, our work relies on a digital world that needs to be safe and trustworthy. But technology alone cannot keep us safe, it takes awareness, collaboration and a shared commitment to build trust in the digital space.

Did you know that over 80% of organisational data breaches come from weak passwords? Cyber threats like phishing, ransomware and data leaks can strike anytime, putting systems, data and reputations at risk. Do you know how to protect your data responsibly and treat company data as critical assets? The implementation of the Malaysia Cybersecurity Act, along with crucial governance frameworks, strengthens the organisation's defences and ensures safer, more responsible digital practices across all operations.

IOI Corporation Berhad (IOIC) held *IT Governance Day* at IOI Headquarters on 25 August 2025 to raise awareness and understanding of IT governance, risk management and compliance across the organisation – starting with the Corporate and Plantation HQ divisions, and soon extending to IOI Oleochemical Industries Berhad in October 2025. This initiative, by the IT Governance team, shows how we are staying accountable, transparent and innovative, while building a proactive and confident cybersecurity culture. It all begins with you – by practising good cybersecurity habits, taking personal accountability for data protection and compliance, and applying IT governance principles in your daily work.



Mapping Out A RESILIENT FUTURE

IOI Corporation Berhad rolled out the remaining Fireside Chat series across the Group in line with our new *Five-Year Strategic Roadmap (2025–2029)*. With *Fireside Chat #1: Efficient, Innovative & Sustainable Agriculture* in January, and *Fireside Chat #2: Navigating Challenges, Building Competitiveness* in March (featured in Issue 105: Jan - Mar 2025), we continued with our Fireside Chats #3 to #5, one chat at a time, as we plant a resilient future.



Fireside Chat #3: Renewables – Innovating & Delivering Renewable Solutions

How are we transforming agricultural by-products into high-value renewable solutions, from palm wood and pulp to renewable energy, strengthening our role in the circular economy and reinforcing our commitment to a more sustainable future? Driving this discussion forward on 5 June 2025 was IOI Palm Wood Sdn Bhd Chief Executive Officer Mr Peter Fitch and Head of Group Strategy Mr Amir Hafiz, who shared 13 key initiatives towards this goal.



From Korea To The World & Beyond

The only exhibition dedicated to personal care ingredients in Korea, *in-cosmetics Korea* is the ideal platform to strengthen our presence, highlight our innovations and connect with key industry players from around the world. This year, *in-cosmetics Korea* returned to Coex in Seoul for three vibrant days filled with networking and discovery from 2 to 4 July 2025 as we showcased our esters, soap noodles, fatty acids and glycerine of IOI Corporation Berhad's oleochemical division.

It was an excellent platform to showcase the versatility of our Palmsurf 90. Last year, it made waves in cleansing oils and face balms, and this year, we're taking it further by expanding its applications into emulsions across multiple product lines. We received an enthusiastic response from customers, many eager for samples. Our customers were excited over our new CARE Studio Asia, which is set to open in FY2026 – we gave them a sneak peek, offering a glimpse of something fresh, bold and full of surprises that's coming their way.



The event was a success, strengthening our presence in Korea and the global market, enabling us to improve our products based on direct interaction with our Korean customers. We've laid a solid foundation for future collaborations, unlocking new business opportunities with plenty of new potentials from around the world.



A big thumbs up to our IOI Oleo team and our Korean partner, Gaon Chemicals, for the successful exhibition!

Women Step Up For Safety

Safety and strength know no gender as our Women Empowerment Committee (WEC) at IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd proved that females can take full command of safety roles, traditionally held by men. From fire response to first aid and crowd control, our WEC members excelled at the recent quarterly mock drill on 30 July 2025.



Our female colleagues have trained under the scorching sun alongside the Emergency Response Team ahead of the drill to master essential fire safety, evacuation and first aid skills. Their preparedness did not go to waste as they confidently guided our colleagues to safety, treated "injured" teammates and maintained calm, all while co-ordinating teamwork under pressure during the simulation. So far, four WEC members have stepped up as trained Incident Commanders. What a powerful testament to the growing presence of women leaders driving safety, confidence and inclusivity across our operations.



Thumbs up! Women can do it too!

Our WEC members proved that resilience and capability rise above stereotypes.

Fireside Chat #4: Agri Science – Driving Sustainable Innovation In Agriculture



We explored how agricultural science is transforming oil palm agriculture through innovation, sustainability and resilience while exploring key initiatives and strategies shaping the future of our plantations. This chat on 1 August 2025 was an insightful peek into our plantations, research and tissue culture field in developing high yielding planting material and driving regenerative agriculture.

Fireside Chat #5: Refinery & Commodity Marketing – Driving Productivity & Delivery Of Innovative Products

How is innovation fuelling competitiveness from expanding product offerings and accelerating research and development, to enhancing efficiency and advancing carbon reduction across operations? Our discussion on 23 September 2025 navigated the various forward-looking perspectives, from growing our range of offerings to lowering environmental impact.



From Estate To Mill With Lotte

The day for visitors from food-to-retail conglomerate Lotte began beneath the shade of oil palm trees at Sakilan Estate in Sandakan, Sabah on 16 July 2025. Guided by our Sakilan Estate team, the group from Lotte International and Lotte Wellfood observed our harvesting processes and the milling of fresh fruit bunches (FFB) at Sakilan Mill. By the end of the visit, our visitors not only gained insight into our good and sustainable practices but also understood how we uphold them to ensure quality and efficiency.

The right ripeness of FFB leads to higher quality and greater oil content.

Discovering the estate-to-mill journey.

Leading the visitors to show how FFB are processed into crude palm oil and palm kernel.



Do you know where everyday essentials like cooking oil, margarine, or even biodiesel come from?

For 20 eager students and two teachers from Yu Yuan Secondary School, Sandakan, the visit to IOI Edible Oil Sdn Bhd and IOI Bio-Energy Sdn Bhd on 23 August 2025 was an eye-opener to the source of these everyday essentials – palm oil, which sustains the livelihoods of Malaysians. Organised by the Rotary Club of Sandakan North, the trip was a chance for us to spread awareness about sustainable palm oil production and inspire the Sabahan students to explore future careers in agriculture, biotechnology, engineering, food science, IT, robotics and sustainability management.

Nurturing Yu Yuan Minds



We welcomed the young ones with a safety briefing before boarding them onto the company bus, which took them around the refinery grounds to view how crude palm oil is transformed into refined products for daily applications across the globe, from food and cosmetics to detergents, fuel and more. The day left a lasting impression on the students, who gained a new appreciation for an industry that powers everyday life and drives Sabah's future. For IOI, it was a chance to showcase our responsible practices and engage future leaders in the industry.

Refining Quality Together

With a shared goal to raise the bar for palm oil quality, safety and innovation, IOI Edible Oils Sdn Bhd (IOIEO) and the Malaysian Palm Oil Board (MPOB) came together for a day of ideas, collaboration and hands-on learning.

IOIEO General Manager Ir Shyam Lakshmanan and team warmly welcomed MPOB's delegation on 27 August 2025. Food safety has always been a shared topic of interest between IOIEO and MPOB, with both sides committed to upholding the highest standards. It relies on accurate monitoring, with total chloride analysis playing a vital role in detecting potential contaminants. Various methods, including Chinese analytical approaches, were discussed and shared. A tour of our quality testing in action, from free fatty acid, moisture and impurities checks to deterioration of bleachability index and total chlorine index analysis, showcased our high standards in quality assurance and regulatory compliance.

From updates on sustainability initiatives to the ongoing ISO method development to seed oil research, the session was a useful learning experience for both sides. We look forward to more engaging discussions and learning together again.



Passion At The Core

From a young age, Royzaib Sugian Bin Bambang Sugian has always been fascinated by how everyday products are made, and his curiosity has led him to explore their journey from raw materials to finished goods. This interest shaped his education and career path, guiding him into the world of science, technology, and industry, where he learnt about industrial engineering, manufacturing systems and process design, before graduating in Materials Science.

Fast forward to today. With his thirst for knowledge, zeal in traceability and interest in exploring new and innovative start-ups, 32-year-old Roy is the proud Product Manager at IOI Palm Wood Sdn Bhd. In addition to exploring the true potential of turning palm oil waste into

valuable materials such as palm panels and renewable energy, Roy's day-to-day operations include the tasks of balancing production planning, quality management, process innovation, safety and cost efficiency. His role demands both technical expertise and strong management skills.

His career journey was recently featured on *n7* (a channel under Media Prima Berhad and operator of DidikTV KPM) in the programme *Destinasi Kerjaya*, a 30-minute career-focused segment showcasing individuals with diverse and inspiring career paths. Find out about his responsibilities and challenges, his valuable insights on his career choice, journey at work, and more at: <https://tinyurl.com/mrx85343>



The interview was recorded on 18 June 2025 and aired on Destinasi Kerjaya on 3 July 2025.

Food Safety Matters

Safe food starts with simple habits such as washing hands, keeping raw and cooked foods separated, cooking to the right temperatures and storing food properly. These small actions make a big difference, especially when nearly one in 10 people fall ill every year from unsafe food. By practising safe food handling every day, we can prevent illnesses, protect lives and ensure that every meal we eat is both safe and delicious.

IOI Oleochemical Industries Berhad (IOI Oleo) turned food safety awareness into a fun and learning experience for over 350 employees (IOI Acidchem Sdn Bhd on 24 June 2025 and IOI Esterchem (M) Sdn Bhd on 9 July 2025) who took part in various interactive games and activities on key topics such as personal hygiene, preventing cross-contamination, proper food storage and safe handling practices.

By transforming learning into a fun, hands-on experience, we not only raised awareness but also empowered our employees to take ownership of food safety practices. Food safety isn't only a requirement, it's a shared responsibility for healthier, happier lives.



The IOI Oleo team added a fun touch to food safety learning by rewarding winners with tiffin carriers, AEON vouchers, HONOR Band 9 and more.



Test your knowledge. Match each picture to its correct description on food safety and hygiene.



Taking A Big Swing Forward

Palm Garden Golf Club, one of Malaysia's top golfing destinations, teed off to a major makeover on 31 July 2025. Our driving range is being transformed into a fresh, dynamic space where practice meets leisure, creating an upgraded experience for golfers and visitors alike.

What's coming your way?

- More space, more swings: expanding from 24 to a massive 75 state-of-the-art bays.
- Elite training: two exclusive bays for the MST Golf Academy, offering top-tier coaching for every skill level.
- Smart practice: a fully automated ball dispensing system for seamless convenience.
- Social vibes: a stylish café for relaxing, connecting and soaking in the scenic range views.

This bold redevelopment isn't just an upgrade. It's a statement of our unwavering passion for world-class facilities, innovation and exceptional golfing experiences. So, get ready to take a shot at Malaysia's most exciting new golfing hotspot when our doors reopen at the end of 2025!



Rethinking Security In A 5G World

What does it take to keep mission-critical operations secured in a world powered by 5G? That was the question on the table as IOI Corporation Berhad Senior Manager of Business System & Governance Dr Nishan Suretharan joined a panel discussion at the 5G OT ASEAN Summit on 17 July 2025.



What a great day of discussion and collaboration on 5G and the future of OT.



Panellists diving into the big questions around private 5G, security and what's next for the industry.

Held at Kuala Lumpur Convention Centre, the event gathered over 2,000 attendees from 14 countries, including 200 international delegates, ASEAN regulators and industry leaders. It was officiated by Minister of Digital Yang Berhormat Tuan Gobind Singh Deo.

Dr Nishan was invited to speak on a panel titled *Private 5G for OT - Is it secure enough for mission critical operations* where discussions centred around cybersecurity, network reliability and the future of private 5G in industrial settings. "Security is no longer just an IT issue. It's a business continuity issue," shared Dr Nishan during the session. "As we adopt more connected systems within our operations, the ability to manage risk in real time becomes critical."

With the growing overlap between 5G, artificial intelligence and operational technology (OT), the summit was a timely platform to exchange ideas, tackle shared risks and explore solutions for a smarter, safer digital future.

Passion & Team Spirit On The Run

Laced up and full of team spirit, IOI Oleo GmbH's three teams of five runners each hit the track with big smiles at the MOPO Relay Race 2025 in Hamburg's Stadtpark on 28 August 2025.



What was particularly cool this year was that we had three first-time runners at the start: Björn Schanz, Marius Falk and Michael Srieker. We're counting on you guys again next year!



As always, the focus was not just on time, but above all, on fun and team spirit. After 5 km of team spirit, sweat and fun, we crossed the finish line and celebrated at the IOI company tent, decked out in tropical decorations. The evening wrapped up on a high note with pizza and snacks – a perfect way to relax with colleagues and build anticipation for next year.

Step The Stairs, Break The Record

From the first step to the last, history was made at IOI Mall Damansara!

When was the last time you took the stairs (other than those moments when the lift wasn't working)? Try walking up and down the stairs for three hours. Four teams, each comprising seven members, took the *Step the Stairs Challenge* to achieve a 12-hour non-stop relay stair-climbing marathon at the staircase of the IOI Mall Damansara's MRT station on 15 September 2025.

Flagged off at 9 am by Kota Damansara Member of Parliament Yang Berhormat Tuan Muhammad Izuan Bin Ahmad Kasim, the runners, along with 172 casual participants, proved that stair climbing is more than fitness; it was energy, strength and stamina in every step! The mall buzzed with cheers, sweat and unstoppable energy! The adrenaline-filled challenge 'climbed' its way to the Malaysia Book of Records as the *Longest Non-Stop Stair Climbing Relay Session in a Shopping Mall* when Mayor of Petaling Jaya Yang Berusaha Tuan Haji Mohamad Zahri Bin Haji Samingon ended the event at 9 pm.

This unique 12-hour challenge was designed to raise health awareness among the community, inspiring Malaysians to take simple yet impactful steps towards healthier lifestyles. Next time you reach for the lift, pause – make every step count and stay fit with the stairs.

Special guest Towerrunning World Champion Mr Soh Wai Ching lifted spirits with his champion energy, motivating others as he climbed alongside them.



Step by step, the runners turned determination into history.



One for the record – (from left) representative of Malaysia Book of Record Mr Edwin Yeoh, Yang Berusaha Tuan Haji Mohamad Zahri, President of Malaysia Towerrunning Association Mr Ravinder Singh and IOI Mall Damansara Assistant General Manager Mr Edmund Tan.

Behind The Sparkle

Every September, hotels around the world take time to celebrate International Housekeepers Week and turn the spotlight on the amazing housekeeping heroes who keep hotels sparkling clean, safe, comfortable and welcoming. From fun games and meaningful team bonding sessions, our associates were celebrated for their dedication, teamwork and pride in their work. Take a look at how each hotel celebrated our incredible housekeeping team.

8 – 12 September 2025
Four Points by Sheraton Puchong



It was game on and creativity in full force as our housekeeping team aced the carrom and *Dam-Aji* competitions, and dazzled everyone with their beautifully decorated trolleys.

8 – 12 September 2025
Palm Garden Hotel

From a hearty banana leaf dinner to an energetic game of pickleball, it's all about enjoying moments of togetherness, laughter and well-deserved fun.



17 – 19 September 2025
Moxy Putrajaya



The Moxy spirit was in full swing as everyone bonded over crispy *panipuri* treats and friendly *Playtime Moxie* games. The highlight? A towel-folding twist showcasing creativity, teamwork and plenty of Moxy energy!

17 – 19 September 2025
Le Méridien Putrajaya



It was all smiles and speed, with the fastest in bed-making competition revving up the fun and the *Happy Cart* dishing out favourite snacks for all!

22 – 26 September 2025
Putrajaya Marriott Hotel

A line-up of energetic telematches and a heartfelt appreciation ceremony filled the celebration with fun, excitement and gratitude for our amazing housekeeping team!

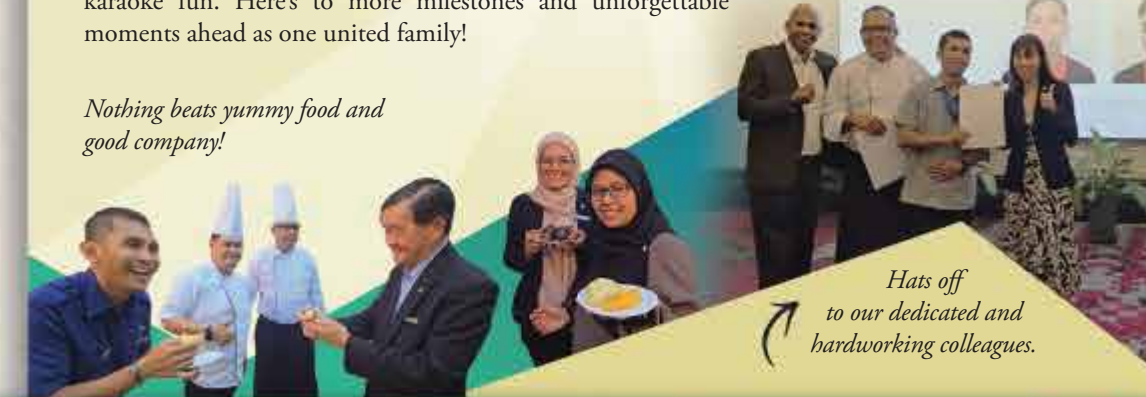


Celebrating Our Success

Over 150 associates gathered to celebrate the milestones they've accomplished, applaud the success of their colleagues, reflect on just how far they've come, and move forward in a shared spirit of teamwork, determination and passion. What a night of celebration and togetherness at Putrajaya Marriott Hotel's townhall meeting followed by a BBQ dinner at the Garden Terrace on 18 July 2025.

It was a great platform to keep everyone aligned on what has happened, what's happening and what lies ahead. It definitely was a wonderful opportunity to connect with one another and tighten the bonds over a night of great music, sizzling food and karaoke fun. Here's to more milestones and unforgettable moments ahead as one united family!

Nothing beats yummy food and good company!



Hats off to our dedicated and hardworking colleagues.

Lighting Up Mid-Autumn Together

A glowing night filled IOI City Mall as around 500 visitors joined the lantern parade on 27 September 2025! With a rousing dragon dance, playful mascots, cultural performances and a creative lantern-making session, families lit up the mall with festive joy and handmade lanterns.



Over at IOI Mall Puchong, the Mid-Autumn spirit shone just as bright on the same day! Shoppers soaked in the festive cheer, exploring the mooncake bazaar, joining the lantern parade and enjoying fun giveaways. The night wrapped up with a crowd-favourite dragon dance and lively cultural performances that filled the mall with warmth, joy and togetherness.



Weather The Change,

Change is everywhere. The weather changes. Your work process changes. Technology changes. Leadership changes. Culture changes. Big or small, every change challenges our comfort zone. It comes in many forms – it can sneak in quietly through small daily shifts or storm in without warning and flip our world upside down, reminding us just how dynamic life is. Will you choose to remain or change? Take this test to see how you cope with change.

1. You're swamped with a work deadline, and you're falling behind. How do you handle it?

- A I prioritise, ask for help if needed, and communicate clearly.
- B I push through, but it takes a toll on my stress levels.
- C I scramble, often missing details or making mistakes.
- D I feel stuck and avoid tackling the workload.

4. You're exhausted after a long day. How do you restore your energy?

- A I do something that I enjoy, like exercising, reading, or meditating, to reset.
- B I take a break but might still feel drained afterward.
- C I push through without resting, hoping to power through.
- D I crash and struggle to regain energy.

7. A big meeting is coming up, and your team is behind schedule. How do you respond?

- A I stay calm, organise the team and focus on key priorities to deliver our best.
- B I feel the pressure but concentrate on the most important tasks to move forward.
- C I get anxious and struggle to keep the team on track.
- D I feel overwhelmed and avoid dealing with the situation.

10. You're faced with a task that feels out of your comfort zone. How do you tackle it?

- A I embrace the new change, trusting I'll grow from it.
- B I'm hesitant but will give it a try with some effort.
- C I doubt myself and need encouragement to start.
- D I avoid it, feeling it's too far beyond my skills.

2. Your company announces a major re-organisation, and your role might change. What's your move?

- A I see it as a chance to learn new skills and start preparing.
- B I'm a bit nervous but adapt once I understand the new setup.
- C I worry about how it'll affect me and resist the change at first.
- D I panic and feel stuck, hoping it just goes away.

5. A sudden expense throws off your budget. How do you react?

- A I assess my options, adjust my budget and move forward confidently.
- B I'm stressed but figure out a plan after some time.
- C I worry excessively and delay addressing it.
- D I feel hopeless and avoid dealing with it.

8. A team member disagrees with your approach during a project discussion. How do you respond?

- A I listen to their viewpoint, discuss and find a common ground.
- B I explain my reasoning but stay open to adjustment.
- C I feel defensive and find it hard to compromise.
- D I shut down the discussion or insist on my way.

3. A project you worked hard on gets rejected. What do you do next?

- A I seek feedback, learn from it, and start planning my next attempt.
- B I feel disappointed but try again after regrouping.
- C I dwell on the rejection and hesitate to try again.
- D I take it personally and avoid similar challenges.

6. You're asked to lead a new project you're not fully prepared for. What's your approach?

- A I dive in, trusting I'll learn as I go and seeking help if needed.
- B I'm nervous but take it on and figure things out.
- C I doubt myself and hesitate to take the lead.
- D I decline or avoid it, feeling unprepared.

9. You receive constructive criticism on something you worked hard on. What's your reaction?

- A I appreciate the feedback and use it to improve my work.
- B I feel a bit defensive but consider the feedback later.
- C I take it personally and feel discouraged.
- D I ignore the feedback and avoid thinking about it.

Mostly "A"

You show strong resilience as you adapt with ease, maintain a positive outlook and support those around you. To you, a change or challenge is an opportunity for growth, and your example inspires others.

Mostly "C"

You've got the spirit to face the unknown, but stress or setbacks can sometimes slow you down. Try small, practical habits such as journaling, being mindful, or reaching out to supportive people to steadily strengthen your resilience.

Mostly "B"

You're well on your way to becoming highly resilient and adaptable to changes. You handle most challenges with determination, but you may benefit from strengthening optimism, leaning on support, or building confidence in new situations.

Mostly "D"

Right now, any change seems like an overwhelming challenge, but this is just the beginning. Embrace each stage of change with positive confidence. Focus on small, meaningful steps such as self-care, breaking tasks into manageable parts, or talking with someone you trust. Each step forward will make you stronger.

Embrace Each Stage Of Change

Change isn't easy, but we can make it less difficult when we understand that change doesn't happen overnight but through these six stages, which we can adapt when we develop a healthy approach to change. We can make the most of change by focusing on the path ahead, recognising the opportunities change brings, and staying positive throughout the stages.

1 Pre-contemplation
What's the problem?
I'm not interested.

You tend to avoid change and stick with what feels comfortable. This is because you have yet to see value in the opportunity.

4 Action
I'll deal with it directly.

Any starting point is a good point as long as you make a move. Develop a roadmap outlining your actions, timeline and required resources towards your goals/objectives.

2 Contemplation
Am I ready to change,
or am I not?

You recognise the need for change but still have mixed feelings. Consider all the cons of staying the same versus all the potential benefits that you will gain.

5 Maintenance
I will keep going.

Focus and persevere, stay positive and determined. Stay consistent and motivated with your eye on the positive outcomes.

3 Preparation
How do I make the change?

Seek more information and resources actively to overcome the fear of the unknown. Ask questions, research, seek advice or break the task into manageable parts.

6 Termination
Is the change permanent?

You should feel proud, well-skilled and ready as you slowly embrace and internalise the change.

Expand Your Range

Our life never stands still. Just when you think you've found your rhythm, something shifts – a new challenge at work, an unexpected change of plans, or a major life transition. Change can feel uncertain, even overwhelming, but it doesn't have to knock you off balance. Emotional resilience will help to steady your footing. It doesn't erase the challenges, but it gives you the confidence to face them with clarity and strength. While coping skills can help you survive change, emotional resilience helps you thrive through it. And when you nurture it, you'll find that even in uncertainty, you'll have the power to uncover new strength, fresh purpose and unexpected growth.

Thriving Through Change

Let's cope and navigate through change using these small, steady steps that will help you adapt and move forward with confidence.



Small Steps, Big Wins

Big changes don't happen all at once. They're built through small, manageable steps. Each step forward, no matter how minor, is progress worth celebrating. By breaking challenges down and taking time to acknowledge your wins, you build confidence and keep your momentum strong.



Change The Lens

It's easy to spiral into worry or disappointment when life feels uncertain. Our thoughts often make challenges seem bigger than they are. Pause, step back and ask: "Is there another way to see this?" Shifting your perspective won't erase the problems, but it can lighten the load and reveal new possibilities.



Stay Grounded

In times of change, familiar routines can ground you. Simple habits such as a daily walk/run, cooking your favourite meal or journaling, provide stability when everything else feels uncertain. Holding on to these small things creates comfort, reduces stress and helps you navigate life's shifts with more ease.



Lean On Your Support Squad

Friends, family, mentors or colleagues can be a source of comfort, encouragement and even fresh ideas. Sometimes just talking things out lightens the load, and the people you trust can help you see possibilities you might have missed. Strong social support makes navigating change feel less overwhelming and far more manageable.



Go With The Flow

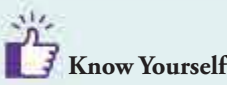
When things shift, it's not a sign of failure. It's a chance to adapt and grow. Flexibility allows you to find new paths when the old ones close, and to turn unexpected changes into valuable lessons. The more open you are to adjusting, the smoother the journey of change becomes.

"Change happens when the pain of staying the same is greater than the pain of change."

~ Tony Robbins

10 Building Blocks Of Emotional Resilience

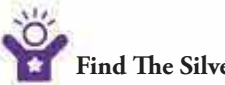
Life's changes can feel like curveballs, but staying emotionally resilient is what helps you tackle them and keep moving forward. Think of these 10 blocks as your personal toolkit where each block is like a skill, mindset or habit that makes you tougher, calmer and braver through change. You don't need to master them all, even practising a few can make you stronger, more adaptable and ready to bounce back no matter the challenge.



Know Yourself

Pay attention to your feelings and reactions. The more you are aware of yourself, the better you can handle them.

Example: You notice Monday morning is when you prefer to take some time to clear emails and settle your own work. So now you can plan a calmer start to the week.



Find The Silver Lining

Things won't always go your way, but there's usually something good hidden in the mess. Spotting that little win keeps you motivated.

Example: Your holiday got cancelled, but it gives you the chance to save money and plan something even better later.



Move With The Rhythm

Life won't always follow your script. Flexibility makes change less painful.

Example: A project deadline gets moved forward. Instead of panicking, you know what needs to be done and still deliver them.



Keep Calm

Stress happens, but learning to pause, breathe, and reset helps you think clearly.

Example: Traffic makes you late. Instead of fuming, you take deep breaths and use the time to listen to a podcast.



Find Solutions, Not Problems

Instead of getting stuck on "why me?", focus on "what's next?".

Example: Your laptop crashes before a presentation. You borrow a colleague's laptop and email the slides instead of giving up.



Lean On Your People

Family, close friends and peers can give comfort and fresh perspectives.

Example: When you're nervous about a new role, you talk to a friend who reminds you of your strengths.



Be Kind To Yourself

Change is tough but don't beat yourself up if it takes time.

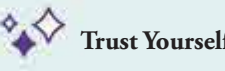
Example: You've promised to start working out three times a week but only managed once. Instead of giving up, acknowledge the effort you made and commit to trying again next week.



Be Patient

Good things take time. Resilience grows step by step, not overnight.

Example: Learning a new skill at work feels frustrating at first, but you keep going, knowing progress will come slowly.



Trust Yourself

Remind yourself of the tough times you've already gotten through. You're stronger than you think.

Example: You're nervous about giving a presentation at work, but then you remember you managed just fine the last time. That reminder gives you the confidence to step up again.



Hold Onto Your "Why"

Your sense of purpose keeps you centred, no matter what are the changes.

Example: Work gets overwhelming, but you remind yourself you're doing this to build a better future for your family.

Celebrating Malaysia As One

It was a sea of colour and cheer at Padang Pamol where 2,000 employees and 300 family members gathered from seven estates, Pamol Mill, Pamol Research Centre and the Cluster Office to celebrate Malaysia Day on 16 September 2025. There were tug-of-war battles, track races, creative tent decorations and parade displays. The loudest cheers? When five lucky draw winners rode home on brand-new motorbikes!



Recharging Together For Growth

It was the first ever team-building and healing retreat for IOI Edible Oils Sdn Bhd and IOI Bio-Energy Sdn Bhd, as 23 executives headed to the cool hills of Kundasang Guesthouse, Sabah. Over three refreshing days from 11 to 13 July 2025, the trip was filled with ice-breaking moments, shared laughter and a feel-good rejuvenation for mind and spirit.



Bonding Beyond The Estate

It was fun, friendship, and empowerment – all blended into one refreshing getaway as the Women Empowerment Committee of Paya Lang Estate set off for Melaka. From the sandy Tanjung Bidara Beach to the breathtaking The Shore Sky Tower, each stop brought new experience and plenty of laughter. A Melaka River Cruise under twinkling lights made the perfect finale, leaving lasting memories and strengthened bonds.



Rolling Together In Strikes

It was a night of laughter, cheers and plenty of high-fives where every strike brought us closer at IOI Palm Biotech's *Bowling Tournament 2025*, held at Wangsa Bowl, IOI City Mall. After work on 14 August 2025, 44 colleagues, including many new faces, came together to form 11 lively teams for an unforgettable evening.



Brewing Moments Together

It was every coffee lover's haven at Putrajaya Marriott Hotel, Palm Garden Hotel, and Moxy Putrajaya in September 2025 when *Coffee Raves* came to town. Each hotel added its own flavour from energising *Zumba* sessions to creative *cofftails* and sweet bites, making the afternoon one to cherish. Guests laughed, danced and recharged together, showing that Sundays are always better when shared over great brews and good vibes.



Smashing It For Unity

It might have been a friendly crowd and a chance to knit the ties between IOI Plantation and the government bodies, but once we hit the courts, it was game on at the PO Sport Centre in Sagil Estate. With six matches, we played hard (thanks to our enthusiastic participants from Sagil Estate, Bukit Serampang Estate, Gomali Estate, Paya Lang Estate and the Paya Lang Regional Office), and had a smashing good time together on 14 July 2025.



Keeping It Clean Together

It was rolling-up-your-sleeves time on 12 September 2025 as nearly 160 IOI Pan-Century Group employees pitched in for *Let's Join Gotong-Royong 2025* programme to celebrate our Merdeka and Malaysia Day. Sweeping, scrubbing and sprucing up the surroundings – it was a morning of teamwork, smiles and pride in creating something better together because unity begins with caring for our shared space.



MARRIOTT
BONVOY

ITALIAN WEEKEND

Tuscan Table Italian Buffet

19 September until 30 November 2025 | 6.30pm - 10.00pm
Zest Lifestyle Restaurant, 1st Floor

RM 178 nett Adult / RM 89 nett Child (6 - 12 years old)

Serving **ER** Ice Cream
exclusives at this buffet

Enjoy Discounts with selected bank
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