

**IOI City Mall:  
The Largest Mall In  
Malaysia**

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# B E R I T A IOI

The Official Newsletter of



**IOI GROUP**

**PUBLISHED BY**

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## Keeping You Safe and Sound

No matter where we work, we are exposed to hazards, which come in many shapes and sizes. Without proper safety and health management care, we are easily exposed to productivity and safety risks.

IOI Corporation Berhad and IOI Properties Group Berhad take great care in keeping our people – including our employees, contractors, suppliers, customers, tenants and the general public – safe and sound. The well-being, safety and health of our people

is our top priority. On top of our health and safety certifications, we have implemented various health and safety management systems across our operations, and provided a safe, conducive and healthy working environment with clear guidelines for our employees. Regularly and periodically, we initiate trainings to equip our people and keep the workplace safe. Turn to our Cover Feature to view some of the regular trainings that have taken place recently.



## VOTE for IOI Service Heroes!

*Happy To Serve*

[ioiproperties.com.my](http://ioiproperties.com.my)

  
**IOI PROPERTIES**  
Trusted.





# A LEGACY TO REMEMBER



It has been over three years since the demise of our late Tan Sri, yet his outstanding entrepreneurship, spirit of philanthropy and exemplary contributions to the people of Malaysia are far from forgotten. IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor described his late father in three words: high integrity, hardworking, fully committed.

Tan Sri's lifetime achievements were honoured with a *Lifetime Achievement Award* at the prestigious 4<sup>th</sup> Malaysia Golden Entrepreneur Awards by the Federation of Malaysia Chinese Commerce Association (FEMACCA) on 2 October 2022. Puan Sri Hoong May Kuan and Dato' Lee received the prestigious award from the Deputy Minister of International Trade & Industry Yang Berhormat Senator Datuk Lim Ban Hong at the awards ceremony, which was held in conjunction with the 103<sup>rd</sup> anniversary of FEMACCA.



Tan Sri Dato' Lee Shin Cheng's vision, hard work and enterprising spirit led IOI Corporation Berhad (IOIC) to become a leading global organisation, an accomplishment befitting the *International Supreme Brand Award*.



## Exemplary Leader, Outstanding Entrepreneur



Ten exemplary leaders have worked tirelessly to promote Malaysia-China bilateral economic and trade development as well as enhance the political ties between Malaysia and China. IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor stood with pride among these individuals in the presence of our King, Yang di-Pertuan Agong Al-Sultan Abdullah Ri'ayatuddin Al-Mustafa Billah Shah.

Dato' Lee has been a deserving Malaysian Hokkien personality who has contributed much to the Chinese Hokkien community with his philanthropic efforts. In addition, he has led our business operations into the new information age and steered our performance to greater heights with his vast experience and knowledge in the palm oil industry since he took the helm in 2019. He has not only shown his capabilities in profit making, but ensured we continue to thrive as a scalable and sustainable corporation.

He was awarded with the *Malaysian Hokkien Exemplary Leaders and Outstanding Entrepreneurs Award* by the Federation of Hokkien Associations of Malaysia (FHAM) under the *Excellence In Outstanding Corporate Leadership* category during FHAM's award presentation ceremony, which was held on 27 August 2022, in conjunction with its 65<sup>th</sup> anniversary.

### Editor's Note

IOI Corporation Berhad and IOI Properties Group Berhad (IOIPG) are the legacy of our founder, the late Tan Sri Dato' Lee Shin Cheng who built these corporations on passion. Today, they are successful conglomerates with surging net profits, and which have just released their respective integrated annual reports.

Passion is what drives our new IOIPG Chief Financial Officer too in her work, without which, she said, life is akin to a diamond that has lost its sparkle. Turn to page 4 as we welcome her to our family. Similarly, passion drove Afiq to push himself against all odds. Flip to page 16 and look at where he is today. Equally, you also can resolve to work and live passionately as you set your sights on that anchor that drives you, spurs you and elevates you to shine.

## Triple Accolades At STARPROPERTY AWARDS

As a *Trusted* brand, IOI Properties Group Berhad (IOIPG) has continued to demonstrate strong resilience and to achieve positive performance in the face of operating environmental challenges as well as uncertainties posed by the Covid-19 pandemic. Our focus to go the extra mile has led us to clinch the coveted *All-Stars Award* at the 7<sup>th</sup> *StarProperty Real Estate Developer Awards 2022*.

IOIPG Chief Executive Officer Dato' Voon Tin Yow (second from left) received the award from Housing & Local Government Minister Datuk Seri Reezal Merican Naina Merican (second from right) during the gala dinner at Shangri-La Hotel Kuala Lumpur on 24 August 2022. He said: "The two years of Covid-19 restrictions have proven to be very challenging to the property industry and we are grateful that despite all the weakness, the Group was able to deliver strong sales of RM2.3 billion with 2,509 units sold during the most challenging time. This was achievable through our committed team as well as trusted support from our customers."

Since 2015, the annual *StarProperty* awards serve to validate the best developers for their outstanding performance and contributions to the Malaysian property industry. Celebrated on a grand scale after two years of virtual celebrations, the prestigious awards recorded an astonishing 30 award categories and received 110 competitive project entries this year.

Our hard work also led to two of our projects in Bandar Putra Kulai, Johor to be recognised with the *Honours* rank in the following categories:

**The Family-Friendly Award (Landed) Beyond Greater KL** for Aralia, our freehold landed property that was completed in 2021. It is a perfect place for a growing family to live together comfortably.

**The Starter Home Award (Landed)** for Cello, our sold-out single-storey terrace houses that offer a perfect combination of comfort and functionality.



IOI Palm Wood Sdn Bhd Chief Executive Officer Mr Peter Fitch (centre) welcomes Minister of Plantation Industries & Commodities Yang Berhormat Datuk Hajah Zunaida Kamaruddin and her delegates at our booth to discuss the environmental and sustainable uses of palm wood.



## Partners In Conservation

Retaining and maintaining our Sabah forests, and regulating all forestry activities is not an easy task. The various Rare, Threatened and Endangered (RTE) species and other species that still call our forests 'home' need to be protected. The diverse flora and fauna need to be conserved. And more. This is the mammoth task that has been entrusted to Sabah Forestry Department (SFD) since 1914.

Over the years, IOI Plantation Services Sdn Bhd has collaborated with SFD as a *Conservation Partner* to lead forest conservation, and manage biodiversity and wildlife within and around our conservation areas, and estates. From conducting Environmental Education (EE) activities for public awareness to mitigating human-wildlife conflicts to protecting elephants, we have joined hands with SFD, and will continue our journey to maximise meaningful partnerships with SFD.



Sabah Chief Minister Yang Amat Berhormat Datuk Seri Panglima Haji Hajiji Haji Noor (middle) presented the *Anugerah Rakan Konservasi* or Conservation Partner Award to IOI Plantation Services Sdn Bhd (Sandakan Region), represented by Plantation Controller Mr Imbau Taunangoi (second from left), at the *Majlis Apresiasi Perbutanan Tabun 2022* on 24 August 2022 in Kota Kinabalu, Sabah.

# LEADING AND GROWING SUSTAINABLY

All it takes is a platform to uplift the nation's agri-commodity sector. From 26 to 28 July 2022, Malaysia generated sales totalling RM3 billion from the signing of understanding, sales and collaborative deals as about 1,288 trade delegates from 39 countries participated under the roof of the Malaysia International Trade and Exhibition Centre with one aim: *Advancing Agri-commodity in Sustainable Ecosystem*.

IOI Corporation Berhad (IOIC) sponsored and participated as a *Bronze Partner* at the event that was organised by Malaysia's Ministry of Plantation Industries & Commodities with the support of Malaysian Rubber Council, Malaysian Palm Oil Council and Malaysian Timber Council.

Our continuing journey towards excellence in plantation management and digital transformation was recognised and conferred the *Industry Excellence in Plantation Management* award at the inaugural *Malaysia International Agri-commodity Awards 2022* on the last day of the exhibition.

IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor standing proud among the showcase of our products such as our Century cooking oil, oleochemical products and sustainable palm wood.



## Powering Towards A Sustainable Future



Many of you may not recognise these faces, but over the past three years, our colleagues from the Energy Department in IOI Edible Oils Sdn Bhd (IOIEO) and IOI Bio-Energy Sdn Bhd (IOIBE) have made it their goal to actively conserve energy by implementing various energy saving projects that have increased our revenue, improved our energy output and reduced our greenhouse gas (GHG) emissions. Our downtime has reduced significantly from 100+ hours to only 40 hours in this financial year. What's more, we have managed to reduce our GHG by 2.08 million kg CO<sub>2</sub> equivalent in a year. With our focus on our IOI Group's net-zero goal by 2040, which is consistent with Malaysia's ambition of net-zero carbon emissions by 2050, we are right on track to establish a sustainable future.

Last year, we submitted our modified and improved biomass boiler (IOIBE) for the *National Energy Awards (NEA) 2021* and was recognised as the *Winner in Renewable Energy in the Cogeneration* category in September 2021 (view Berita IOI Issue No: 91 (Jul - Sep 2021)) for the high-performance and eco-friendly considerations. This year, we received another three awards, on both national and ASEAN levels.

Earlier this year, we participated in the *NEA 2022* via IOIEO, and emerged as the 1<sup>st</sup> *Runner-Up under Energy Management for Industry (Large Industries)* category with our *Energy Management Towards Efficient and Sustainable Process Operation* project. The same project was shortlisted

for the ASEAN Energy Awards, which is Southeast Asia's highest award for excellence that recognises organisational efforts in sustainable energy management. Once again, we were awarded 1<sup>st</sup> *Runner-Up under Energy Management in Buildings and Industries (Large Industry)* category.

In addition, we were also invited by the ASEAN Centre for Energy to make a special submission under the same category. Our IOIBE's project, *Improved Steam Distribution to Reduce Steam Loss and Enhance Green Energy Generation*, was announced as the Winner during the awards ceremony, which was held virtually on 15 September 2022 in conjunction with the 40<sup>th</sup> ASEAN Ministers on Energy Meeting and ASEAN Energy Business Forum 2022 in Cambodia.

These recognitions have proven that our team's strong commitment and efforts to pursue sustainability through energy efficiency and conservation is on the mark, realistic and achievable. Teamwork makes our dreams work!







## Let's Meet IOI Properties Group Berhad's (IOIPG) New Chief Financial Officer (CFO), Miss Melissa Tan

Having gained more than two decades of experience within the property, banking and financial industries, Melissa is clearly passionate about being in the real estate realm.

She recently joined us from Eco World International and previously S P Setia where she had spent the last 15 years helping key roles in finance, treasury and other corporate support functions.

With her vast experience and skills, we are excited to have Melissa in our Team IOI and we look forward to engage with her not just on a working level but socially too.

*“Be passionate about what you do! The satisfaction and happiness will come naturally.”*

**Q1: Welcome to IOIPG. You've been here for about five months. How's the job going so far? What are your first impressions of IOIPG?**

Indeed, it has been about five months and I've been soaking in all the goodness (apart from the challenges 😊) the Group has to offer. My initial months here were swamped as it was in the middle of our financial year-end audit, and this was coupled with a fast-track understanding of the overall operations. I discovered that IOIPG is a relatively more conservative company but with many hidden facets to be polished and emerged as a brilliant gem!

I am very fortunate to have supportive subordinates and team members who have extended a warm welcome to me and provided me with immediate background and knowledge to settle in my role. Through some wonderful colleagues at both IOIPG and IOI Corp, I have learnt that Kajang has some very good food to offer apart from Kajang satay!

**Q2: As the new CFO, I read that you are overseeing the functions of Group Finance and Treasury Management, Corporate Finance, Group Legal and Compliance, Group Corporate Communication, and driving the Group Digital Transformation and Technology, and Sustainability initiatives. Can you tell us about your growing portfolio of roles and responsibilities?**

It's a role which oversees a majority of the corporate support functions, and these departments need to work closely with each other especially when it comes to co-ordination and communication flow. IOIPG is part of the larger IOI Group family and there are many exciting and newsworthy ways of promoting and sharing to boost the strength of IOIPG as a premier large property developer.

I'm particularly excited about boosting the branding and image of IOIPG as IOIPG is often viewed as conservative and low profile. Being conservative is not particularly a bad thing but if we are able to package that with good publicity, I believe we are able to establish ourselves better and compete with other property developers globally especially with our growing presence in Singapore and China. This will be a journey over time and if we do not enhance ourselves, we will be left behind. With these efforts, I hope we are able to attract better human capital and talent to be part of our organisation. Retention of staff is crucial as the cost of training new employees and transfer of knowledge is resource exhaustive.

**Q3: How do you intend to grow IOIPG under your leadership?**

Being Sustainable is key to overcome and remain resilient in the turbulence of the world economy and IOIPG has always been at the forefront of pushing the ESG agenda. For sustainable development to be achieved, it is crucial to harmonise three core elements: economic growth, social inclusion and environmental protection. These elements are interconnected and all are crucial for the well-being of individuals and societies. I hope to enhance our ESG aspirations as we move towards supporting the nation's agenda of achieving net-zero emissions by year 2050. I'm glad to note that IOIPG's pursuit of adopting Task Force on Climate-related Financial Disclosures (TCFD) has begun ahead of some other property developers but a lot of co-ordinated effort and work are still required to reach the end game. Key challenges would include getting buy-ins and innovating how we operate to stay ahead of the curve and yet maintaining healthy operating margins.

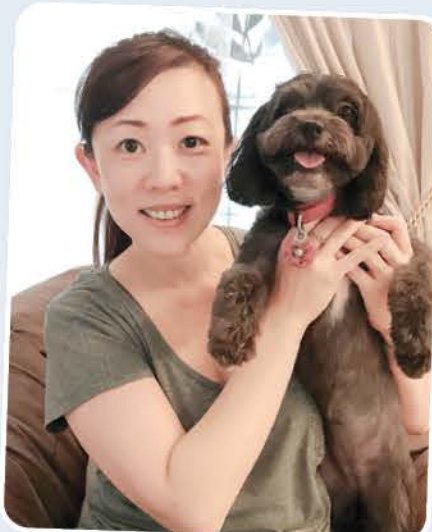
**Q4: How does your vast experience of over 25 years in various industries contribute to your new role here?**

I hope to bring new ideas and renewed motivation to my team and colleagues with my past experience in property development and exposure to foreign markets. The saying of “We are our own worst enemy” is very true if we don't accept changes and learn from the mistakes we make. My exposure in different geographical markets and relationships developed in the past 25 years with various financial institutions and stakeholders will enable me to impart my knowledge and continue to build on the strong relationship IOIPG enjoys with various business associates.

One of my immediate tasks is to strengthen the capital structure of the Company and manage the liquidity and obligations as we continue to grow our asset base. This is only attainable if we work and communicate as a team and I am a strong believer in that.

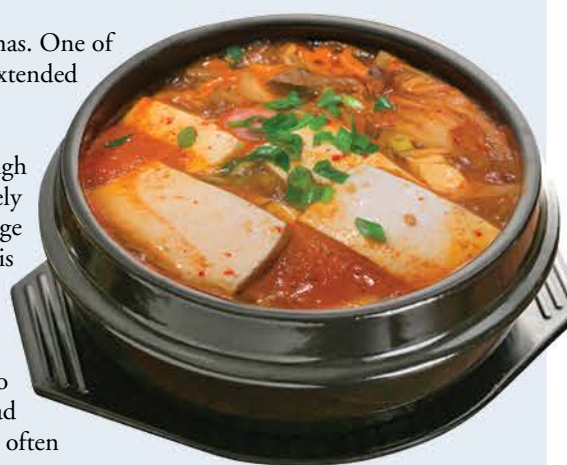
**Q5: How do you balance your work and personal life?**

In my free time which is not a lot, I enjoy cooking and baking and the occasional K-dramas. One of my favourite K-dramas is *Crash Landing On You!* 😊. My fondness of Korean culture is extended to Korean food too, and below is my first attempt at *Kimchi Jjigae* (Kimchi Stew).



Balancing work and family is always a tough act for all working moms and fortunately my two sons, who are already in their teenage years are rather independent. Perhaps this was due to Mummy not being around most of the time but I made sure we spend time together during weekends and cook their favourite food. Last two years of Covid has a silver lining and I had the opportunity to be around them more often which are crucial years of them being young teenagers. I don't deny that I am a semi-Tiger mom 😊 but I do give them time to enjoy their computer games.

My favourite pet is my dog, Bo who was adopted from PAWS four years ago, and my husband teases me that since we adopted her, her rank in the family is above him. Lol!



**Q6: What would you like to tell your readers here?**

I look forward to meeting more colleagues from the extended IOI Group family and getting to know everyone better. This includes after work and Happy Hours too.



*“IOI aims to take the lead in sustainable palm oil production and be at the forefront of sourcing for sustainably-produced palm oil.”*

*- IOIC Group Managing Director & Chief Executive Dato' Lee*

It is a challenging and daunting task when it comes to building a resilient and sustainable supply chain. It involves total traceability, transparency and collective commitment. Yet it is not impossible to source and account for sustainably-produced palm oil. All too often, irresponsible and unethical sourcing is the easy way out. A global trend towards sustainable palm oil is emerging because the world is frowning on the effects of non-compliance, non-transparent sourcing practices and obviously, the damaging environmental impacts.

IOI Corporation Berhad (IOIC) has been on a journey to build a traceable, transparent, sustainable palm oil supply chain that is traceable to a defined list of mills and plantations. To promote sustainable palm oil and strengthen the global sustainable palm oil supply chain, we recently entered into an agreement with United Overseas Bank (Malaysia) Berhad (UOB Malaysia) to undertake the first green trade financing facility under the UOB Green and Sustainable Trade Finance Framework.

This green trade financing facility will fund the sourcing of certified palm oil to support our global resource-based manufacturing business, as well as our business partners' activities. IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor added: “UOB's green trade financing facility supports our goal to promote sustainable palm oil and expand our green footprint as we progress towards net-zero emissions.” We have just launched our net-zero greenhouse gas emissions targets for our entire business operations, and targets to achieve net zero for carbon emissions by 2040.

We signed this green trade agreement with UOB Malaysia on 25 July 2022, as this collaborative approach will support the global trade flows of palm oil. UOB Malaysia Chief Executive Officer Ms Ng Wei Wei said: “It helps to drive greater market adoption for green financing and encourages more businesses to grow responsibly.”

## Make Your DREAM HOME A REALITY

IOIPG Chief Operating Officer Mr Teh Chin Guan (centre) is proud of the partnership between IOIPG and Affin Bank. He said: “By offering Affin Bank's Home Step Fast/i loan together with free stamp duty on the memorandum of transfer (MOT) by iMilik, prospective homebuyers are assured that they can now own their dream home with IOI Properties Group.”

If lack of money or high interest rates is stopping you from owning that dream home, you can now think about your furnishing moves on top of purchasing your dream home easily.

Take a look at these unconventional features:

**Financing Margin**  
Up to 90% + 5%  
(inclusive of Mortgage Reducing Term Takaful)

**Property Value**  
Minimum: RM200,000

**Financing Tenure**  
Up to 30 years or age of 70 years, whichever is earlier

**Financing Amount**  
Minimum: RM50,000  
Maximum: No maximum limit

There is more! On top of benefitting from low monthly repayments for the first five years by servicing only the interest, you have the flexibility with no lock-in period or early settlement fees. You can enjoy these innovative features through the financing solutions of *Affin Home Step Fast/i loan*, which is the result of IOI Properties Group Berhad's (IOIPG) latest collaboration with Affin Bank Berhad on 29 July 2022. This one-of-a-kind home loan is perfect for prospective homebuyers, millennials or young families, and those who are troubled by job insecurity, uncertain economic growth and possible interest rate hikes.

Wait no more. Find your dream home from among our wide range of IOIPG properties in the Klang Valley, including IOI Resort City in Putrajaya, Bandar Puteri Puchong, Bandar Puchong Jaya, Bandar Puteri Bangi, Warisan Puteri Sepang and 16 Sierra, as well as Bandar Putra Kulai, Marina Cove, The Platino and Taman Kempas Utama in Johor.





# Learning Not To Harm The Harmless

No one will blame you or laugh at you if you had mistaken a sun bear for a 'dog'. After all, sun bears look so much like dogs, with their stocky, muscular build and short muzzles, that they are nicknamed 'dog bears'. In fact, there have been many instances of people claiming their sun bears are pet dogs. But if you look closely, the distinct difference between these two animals is the sharp claws found in sun bears. As a result of illegal pet trade, habitat loss and poaching, sun bears face a high risk of extinction. Many people are unaware of this, just like the visitors at the recent *Informative Talk & Exhibition About Wildlife* in IOI Plantation Services Sdn Bhd's (IOI Plantation) Luangmanis Estate Humana School in Sandakan, Sabah.



Luangmanis Estate Manager Mr Jumar Bin Asjadi welcoming our visitors at the wildlife outreach programme.

To instil the importance of wildlife management and regulations to protect endangered species such as Bornean sun bears and *orangutans* in Sabah, IOI Plantation held the event with Sabah Wildlife Department, HUTAN-Kinabatangan Orangutan Conservation Programme, and Bornean Sun Bear Conservation Centre for the communities within our IOI plantations on 29 August 2022.

When we learn more about these declining wildlife species, particularly the Rare, Threatened and Endangered species, we can help to spread awareness to others and conserve our vulnerable animals before they vanish forever, like our *Sumatran rhinoceros*, which is now extinct in Malaysia when our last rhino died of cancer in 2019.

Did you know that one of the orangutans' favourite fruits is durians?



After securing the GPS collar around Sulig, we gave her an antidote to reverse the effects of the sedative so she could reunite with her herd of family.

## Tracking Our Gentle Giants

"Whish wheesh....whoose...." The whistling sound sounded soft and pitchy, and eerily like a cry for help. The sound of distress has echoed throughout the plantations at Mayvin 2 Estate in Sandakan, Sabah for days.

IOI Sandakan Region's continuous collaboration with Sabah Wildlife Department, Wildlife Rescue Unit and Community Elephant Ranger Team led to a one-week search of the lost elephant. On 24 May 2022, we found the elephant, and successfully installed a Global Positioning System (GPS) collar on it, while nicknaming the gentle giant *Sulig* because of its whistle-like sound. Apparently, it had gone astray from its pack of family, and was wandering in the estate to forage for food.



At a sudden whoosh, a tranquilliser dart struck the huge mammal. Once the sedative took effect, we sprang into action to secure a GPS collar around Sulig's neck.

Satellite tracking collar provides vital signs of an animal's survival and movement behaviours. It enables us to track the elephant's movements and gives us a better understanding of its activity patterns and whereabouts. This helps us to develop strategies to protect these gentle giants, and minimise potential human-elephant conflicts.

Thanks to the efforts and co-operation of all parties, we have redirected *Sulig* to safer grounds. After the tranquilliser wore off, *Sulig* slowly headed towards the Telupid area, whistling softly. To this day, we are still monitoring *Sulig*, which is the only GPS-collared elephant in the area.

## Bring On The Sunshine

Malaysia is located near to the equator where the sun never leaves its gaze no matter which state you live in, so much so you can expect an average monthly solar radiation of 400 to 600 MJ/m<sup>2</sup>. That is why solar power generation is on the rise, and is regarded as a significant source of renewable energy. Not only is solar power free of pollution, it emits no greenhouse gas.

Since 2013, IOI Oleochemical Industries Berhad has been continuously making transitions to renewable energy sources depending on the availability of relevant technology. We have installed solar panels on the roof tops of our main office, warehouses, sports complex and boiler house, under both the Feed-in-Tariff and self-consumption solar system, which

have generated a solar power capacity of 625 kWp and 272 kWp, respectively. All these installations have contributed to a total CO<sub>2</sub> emission reduction of 702.40 tCO<sub>2</sub>e per year.



Recently, IOI Acidchem Sdn Bhd generated a solar power capacity of 353.16 kWp by successfully installing solar panels at the soap noodles plant and its store. Not to mention the energy savings we have gained from our solar panels at IOI Esterchem Sdn Bhd. Through all these, we are increasing our emission reduction by an estimated 61% per year. As we continue to improve our projects via ISO 50001, we are exploring ways to expand our solar projects to other sites and reduce our dependency on sourcing electricity from the grid, ultimately attaining our net-zero target for greenhouse gas emissions by 2040.

We are estimating to generate an additional 579.96 kWp capacity with the solar panels at IOI Esterchem Sdn Bhd since it commissioned in July 2022.



## Trees For CO<sub>2</sub> Relief With RELeaf



A tree can roughly absorb about 25 kg of carbon dioxide (CO<sub>2</sub>) a year, but different trees absorb CO<sub>2</sub> at different rates and in different amounts. What matters is all trees, whether they are young or old, short or tall, all absorb CO<sub>2</sub>. As we plant and protect the trees around us, they will protect us in their own way, by reducing our carbon footprint, and cushioning us from the impacts of climate change.

Planting trees at riparian and forest reserves not only purifies the air, it also increases water infiltration, reduces soil erosion, and improves nutrient retention. Ultimately, it will enhance the forest quality, rehabilitate degraded forest and riparian buffers as well as establish wildlife corridors. This win-win *Project RELeaf*, which is a reforestation and rehabilitation collaboration with our customer Nestlé, will help us achieve IOI Group's net-zero target for greenhouse gas emissions by 2040.

The right location for tree planting is important, so IOI Plantation Services Sdn Bhd (IOI Plantation) and a Nestlé team set about to survey the riparian and forest reserves that are adjacent to the estate boundary of Mayvin and Ladang Sabah Groupings. After two field surveys, we identified the buffer zones for the forest reserves of Segalud Lokan, Tangkulap and Tawai, as well as Ruku-Ruku River Reserve and other riparian reserve areas in Sabah as our tree-planting areas. The plan is to plant these areas with diverse wild trees, and to spot-plant with bamboo trees. We planted the first tree seedling at Mayvin 2 Estate, and will continue at other spots at Mayvin 2 Estate before progressing to Mayvin 5 Estate, and Bimbangan 2 Estate.



On 4 August 2022, IOI Plantation Controller (Mayvin Grouping) Mr Imbau Taunangoi (middle) planted the first tree seedling at Mayvin 2 Estate to officiate the Project RELeaf restoration collaboration.

IOI Plantation and Nestlé's Project RELeaf team conducted two field surveys in November 2021 and June 2022, respectively.

## Recycling Waste To Value

Before palm oil can be manufactured into melt-in-mouth chocolate or your hair shampoo, it has to go through a fractionation process, which separates palm oil into olein (liquid) and stearin (solid), with the help of a membrane filter press, a solid-liquid separation machine that is used in IOI Edible Oils Sdn Bhd's dry fractionation plant and palm kernel dry fractionation plant.



We gathered up to 48,490 kg of worn-out filter plates and filter cloth at our plants and delivered them in two containers to a certified ISO 14001 recycling factory.



The crushed filter plates are placed through a dry-clean machine and a magnet to draw out dust and metals. They are then mixed for extrusion and packed in bags. They can be customised into different shapes based on client requirements, and used to make plastic pallets, furniture, automotive parts and more.



The used filter plates are segregated by grade before being crushed into smaller particles of below 25 mm.

## Sexual Harassment Has NO PERMISSIBLE AGE



## SAY NO! SCREAM, RUN & REPORT

Sexual harassment is a difficult and uncomfortable subject, and our innocent and vulnerable children can be easily manipulated by strangers and even by well-known acquaintances or close relatives, simply because they are not aware about the boundaries of safety and respect, and the acts and behaviours that cross the line. After all, a touch can be a touch to children yet sexual harassment can be disguised in any form of unwelcome sexual behaviour which is offensive, humiliating and intimidating.

While sexual harassment is indeed a difficult subject, children can be taught to identify the signs and protect themselves at a young age. Otherwise, if harassment is tolerated, it will eventually progress to abuse.

Recognising the importance of such awareness for children of our plantation employees at HUMANA Child Aid Society Sabah (HUMANA) Leepang 3 Estate in Lahad Datu, Sabah, IOI Plantation Services Sdn Bhd's Women Empowerment Committee (WEC)-Balqis at Leepang 3 Estate brought its neighbours together, namely WEC-Awani at Leepang 2 Estate, WEC-Wanita Anggun at Leepang 4 Estate and HUMANA teachers, to conduct an awareness talk on sexual harassment for children under 18 years old on 26 August 2022.

We taught the children about the various types of harassment and the body parts – mouth, hands, private parts and buttocks – that cannot be touched by any random person. We also guided the children to "Scream, Run and Report" the harasser immediately. They can report to or share the incident with their parents, teachers or someone they trust, or reach out to the Auxiliary Police for help.

Sustainable Palm Oil Executive (Lahad Datu Region) Madam Nurul Izfahanie binti Sultan delivered the talk to over 200 children.





# Creating Lasting Values For JOHOR

IOI Properties Group Berhad (IOIPG) Chief Executive Officer Dato' Voon Tin Yow said: "The Group's vision – to be a trusted brand for our customers and all stakeholders – requires consistent delivery of innovative and high-quality products and service standards, alongside commitment to honouring our obligations and taking responsibility for our actions." We continued to stay true to our vision of *Trusted*, by creating enriching values and building sustainable communities with these two recent efforts in Johor.

## Health Matters With New Hospital

Bandar IOI Segamat continues to flourish as an integrated township of thriving business and residential hub since we began our development in the East Precinct back in 1995.

Today, in addition to terraced houses, semi-detached houses and bungalows, the 200,000 residents in the Segamat district are living in a sustainable community of growing facilities and amenities.

We added a welcomed healthcare facility for the community on 29 August 2022 when we inked an agreement with Oriental Medical Segamat, a subsidiary owned by Oriental Holdings Bhd, for the sale of a 4.84-acre freehold land in the East Precinct.



The upcoming seven-storey medical centre with 150 beds will be only a 10-minute drive from the city centre. You can expect various medical and surgical treatments, from anaesthesiology and critical care to obstetrics to nephrology and more, once it opens in 2026.

## Uplifting Communities With Affordable Homes



Bandar Putra IOI was launched in 2001 and it continues to grow to this day. From terrace homes to semi-detached houses to bungalows, this self-contained township is perfect for families with all its conveniences.

With the concept of being the preferred township within Iskandar Malaysia, we continued to develop quality yet affordable homes for middle-income families in the 11.38-acre development in the Senai district.

On 6 September 2022, we welcomed Chief Minister of Johor Datuk Onn Hafiz Bin Dato' Ghazi (left in pic) to witness the completion of our Rumah Bandar Cendana. IOIPG (Johor) Chief Operating Officer Mr Lim Beng Yeang (centre) and General Manager (Kulai Precinct) Mr Kelvin Tang (right) briefed him on the whole development, which is under the affordable housing scheme of *Rumah Mampu Milik Johor*.

This townhouse project has 306 units, each measuring around 1,000 square feet with three rooms, and our purchasers can get their keys at the end-2022.

## All Fired Up For Good Use

The tank wagon on the right is the last of its kind at Wittenberge's production site. Tank wagons were a common sight in the past, and often used to store or transport liquid goods and raw materials, until they were slowly replaced by more modern containers. In Wittenberge, Germany, these tank wagons were commonly used until 2016. So, when several members of the Wittenberge Fire Department (WFD) dropped by for a site visit at IOI Oleo GmbH, imagine their surprise when they spotted a tank wagon stationed on the railway tracks at the Wittenberge production site.

An idea was born when the tank wagon was no longer in use; why not use it for fire training? Our IOI Oleo GmbH employees, Mr Volker Buchholz and Mr Sebastian Ehrhorn, who are also voluntary members of the WFD, converted the tank wagon for its new purpose: leakage simulation. Together with WFD, we filled the tank with 1,000 litres of water. To simulate variable leakage situations, we made eight different leakage points. From a broken seal to a cracked weld seam to damages from outside, every possibility was conceived and every situation was simulated to train our fire fighters to handle any type of blaze and emergency.



On 8 September 2022, IOI Oleo GmbH donated this tank wagon, which is the last of its kind at the Wittenberge production site, to WFD.

To ensure good training of firefighters, good training equipment are essential.



## TakeCare for Tomorrow

A programme that first ran exclusively at Marriott International's (Marriott) headquarters in Washington DC, United States back in 2010, and still running till today, *TakeCare Wellbeing Programme (TakeCare)* has reached all Marriott-managed properties globally, where workplace well-being initiatives to improve employee health, happiness and quality of life are at the forefront in championing Marriott's people-first company culture.

The *TakeCare* committee at Putrajaya Marriott Hotel has since put words into action, starting with their first act of giving to Rumah Kebajikan

Nur Ain, Bangi, Selangor. A team of eight visited the charity home on 12 July 2022 and brought unused hotel furniture such as 72 desk chairs, 18 tables and 30 pillows, much to the delight of the underprivileged children who currently call the place, home. We also handed out over 35 lunch packs during the visit.

Closer to work, *TakeCare* collaborated with Poliklinik MUC and held a free SOCSO health screening on 18 August 2022 at our Penang Room, where physical examinations, health consultations and blood tests were carried out for associates aged 40 and older; aimed at improving their overall quality of life.

## With A Loving Touch

Human touch allows us to connect and bond with one another. Touch can be meaningful, especially to the vulnerable who do not get enough care, love and bonding during the pandemic. With Covid-19 at the back of our minds, IOI Oleochemical Industries Berhad's Community Service Committee has swung back into action with their first outbound project, *Celebrating Malaysia Day with Pertubuhan Kebajikan Anak Kesayangan Pulau Pinang*.

On 24 September 2022, we reached out to a Muslim-led home which is located at Permatang Jangus, Penang that provides shelter to 34 children and five guardians. We spent quality time with the children playing fun games that we used to play when we were little: musical chair, colouring contest, balloon blowing competition, watching cartoons and more. As half of the children falls under the *asnaf* group (a party that is eligible to receive *zakat* aid collected from Muslims), we provided daily necessities instead such as food and cooking materials, clothes and school supplies that are important for the children's use.



## Coming Together As ONE FAMILY



Caring for our employees creates a work environment where employees feel appreciated.

Following the success of last year's *Family Day* at Gomali Mill, Mill Manager Mr Kesavan Manohar organised a *Family Day 2022* on 8 August 2022 to reward the hard work and persistence of the employees during the pandemic. To avoid overcrowding and to protect our 200 employees from Covid-19, Mr Kesavan initiated a *Food Bank Programme* to distribute *nasi briyani* lunch sets and gift packages consisting of cooking oil, instant noodles, biscuits, eggs and other essential food items to the employees. The smiles on their faces and their feeling of gratitude said it all. Mr Kesavan believes that when we treat and care for our employees, they will feel appreciated and give their best to the company.

Mr Kesavan made this year's *Family Day* extra special by initiating an extra dose of giving gift packages to 21 old folks, children and eight caretakers at the Exodus Shelter Care Centre in Segamat, Johor.



Happy employees ensure a happy workplace.



# Creating & Maintaining A *Safe & Sound* Workplace



## Staying *Safe* & *Calm*



Do you know what to do if there is a fire in the workplace? Remember, the escape route is not the lift, no matter how convenient it is or which floor you are at. All our IOI Corporation Berhad and IOI Properties Group Berhad (IOIPG) employees learnt to head to the nearest fire exit and evacuated safely, promptly and calmly down the stairs during a fire drill on 8 July 2022. Our fire drills are regularly conducted at our headquarters, estates, hotels and malls.

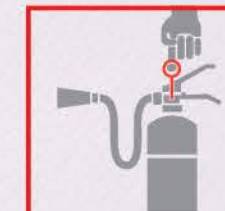


## Plant *Green*, Breathe *Green*

Let us invest in green and healthy air by planting some trees and conserving the environment! IOI Edible Oils Sdn Bhd (IOIEO) General Manager IR Mr Shyam Lakshmanan led the way by planting over 20 different species of trees around the premises during IOIEO and IOI Bio-Energy Sdn Bhd's *Health, Safety and Environment (HSE) Campaign 2022*, themed *Go Green, Go Sustainable*.

## Live *Green*, Work *Green*

Maintaining a healthy body is also one way to prevent occupational illnesses at work and increase productivity at work so we encouraged our employees to exercise their green lungs.



Pull the pin



Aim at base of fire



Squeeze the lever



Sweep side to side



## Pass The *Fire*

It only takes four steps to put out a fire with a fire extinguisher – Pull, Aim, Squeeze and Sweep. Our employees at IOI Mall Kulai learnt to operate a fire extinguisher from the Kulai Fire and Rescue Station, and learnt some basic first aid care during a fire drill on 16 August 2022.



## Let's *Act* Together

IOI Plantation Services Sdn Bhd (Lahad Datu Region) identified 10 life-saving rules for our estate and mill workers during the *Occupational, Safety and Health* month for safety and health at work.

The rules are simple yet effective in ensuring our workers stay safe, healthy and not take any rule lightly. They are: wear motorcycle helmet, put on safety helmet, avoid carrying a sickle when riding the motorcycle, report an accident, and more.

We also launched two Toolbox Briefing booklets (39 topics for estate workers and 36 topics for mill workers) on 20 July 2022 in line with the theme, *To Build Positive Safety & Health Culture: Let's Act Together!*

The booklets contain easy-to-understand safety protocols, best practices, health and safety risks, and action plans towards a positive safety culture and zero accidents.



## Pledging To *Protect*



Not everyone knows how to perform CPR or the correct steps to help an injured person. That is why we have a qualified Emergency Response Team (ERT) in our midst. Recently, IOIPG Group People & Culture partnered with relevant safety and health-related industry experts to upskill 30 ERT members to be prepared and ever ready to respond to any emergency situation.



## Overcome *All* Fears



Spiders and snakes are some of the most poisonous and creepy crawlies that can affect the safety of our hotel guests. They are rare but not unusual, so when it comes to helping our hotel guests feel safe, we need a well-trained workforce which is familiar with all kinds of hazards and with no phobias.

Our Putrajaya Marriott Hotel employees graduated with honours from the *Safety & Security Awareness Week 2022*, which was held in conjunction with the *Marriott Safety Month* from 5 to 9 September 2022. From fire safety to workplace accidents to lift safety to food hygiene to proper handling of poisonous animals to drug awareness, our employees are safety champions.



## Show Some *Chemical* Care

Cleaning products are the most commonly used substances in hotels but they can be toxic when handled or stored incorrectly. A basic rule in safe chemical handling is to ensure all chemicals used are labelled and sealed tightly.

Do you know the other dos and don'ts? Ecolab, a supplier of commercial cleaning products and disinfecting solutions, gave a refresher course to our Palm Garden Hotel associates on the guidelines to chemical safety.



## Think *Safety* First, Last & Always



We care for the safety of our workers! We pledged with our main contractor, Hexacon Construction Pte Ltd, and façade contractor, YKK AP Facade Pte Ltd, Singapore (YKK APFS) in July 2022, to embed a shared responsibility to prioritise the safety and well-being of our construction workers, while striving for quality excellence in the development of IOI Central Boulevard Towers.

IOIPG Singapore General Manager Ms Lee Yean Pin officiated the signing pledge at the Safety & Quality Award where YKK APFS presented awards to its sub-contractors for their good practices of work safety protocols during the construction works.





# Support Our SCHOOL CHILDREN

## Sponsored Study Tour for SK Tenang Stesen

A total of 40 students stepped into a world of sweet and chocolatey experience at the Chocolate Museum, followed by a tour of knowledge expansion where they experienced science like never before at Petrosains Discovery Centre, Kuala Lumpur, on 23 September 2022.



## Monetary Support for SJK (C) Jagoh

The students are looking forward to exciting campus activities and competitions that will roll out from October to December 2022, thanks to our RM2,000 contribution.

On top of this, they will be studying in a better school environment with new ceiling fans and light tubes in the classrooms, new spotlights in the basketball court and school hall, new fire safety hoses, and more, as a result of our RM3,000 contribution to the school's facility maintenance and repair fund.

Our local schools often face the challenge of getting the funds they need to upgrade their facilities and provide additional extra-curricular activities for their students. Hence, IOI Properties Group Berhad's (IOIPG) southern office in Segamat, Johor initiated a campaign entitled *Support Our Local School* in August 2022. So far, three schools in Bandar IOI Segamat, have benefited from our Corporate Social Responsibility initiative to provide a positive learning experience for students.

## Upgraded Facilities for SMK Bandar Putra

To spur and motivate our students for two upcoming state-level competitions, namely *Pondok Minda Sihat* and *Laman Minda Sihat*, that will take place from 1 September to 30 October 2022, we donated RM1,000 and some used block drains to upgrade the school's learning pavilion.



# Support Our ATHLETES

Apart from our school children, IOIPG believes in empowering our youths to lead an active lifestyle. We supported the *Majlis Sukan Sekolah Daerah Segamat* contingent's enthusiasm to participate in the state-level tournament at Pasir Gudang, Johor recently in August 2022 by donating RM1,200 of expenditure funds to *Pejabat Pendidikan Daerah Segamat*. The youths came back, proud and rejoicing over their win of three gold, one silver and three bronze medals.



Our youths are our future, and IOIPG Assistant General Manager (Segamat Precinct) Mr Yeo Kian Gien (third from left) is proud to support them.

For most kids, school is the first setting where they learn to socialise with others, and schools are more than just classrooms as most also offer sports, clubs, and other extra-curricular activities.

Children at SJK (C) Pei Cheng, Bandar Putra Kulai, Johor now stand to gain more from their schooling experience. Yayasan Tan Sri Lee Shin Cheng has presented a cheque worth RM1 million to the school committee, of which the fund will be channelled towards building the school's multi-purpose hall. IOI Properties Group Berhad (Johor) Chief Operating Officer Mr Lim Beng Yeang (*second from right*) presented the donation to the school headmaster during a mock cheque ceremony, with students and the school's board members witnessing the exchange that took place on 3 October 2022.



ioiCITY  
MALL

# THE LARGEST MALL IN MALAYSIA

Let us all welcome the latest hotspot to wine, dine and shop as well as be entertained with everything for everyone of all ages! Have you heard? IOI City Mall (ICM) is now the largest mall in Malaysia as this megamall opens its doors to its Phase Two expansion on 25 August 2022. IOI Properties Group Berhad Chief Executive Officer Dato' Voon Tin Yow said: "IOI City Mall is set to lead the way as the nation's premier shopping and lifestyle destination, with an additional one million square feet (sq. ft.) of net lettable area (NLA), bringing the total NLA of IOI City Mall to 2.5 million sq. ft."

With this, ICM will have a total of 15 anchor tenants with the addition of AEON, Proton, Nitori and MajuHome Concept joining existing tenants such as Lotu's, Harvey Norman, Parkson and GSC, amongst others. As the mall opens in entirety, more than 700 retail outlets will lead the shopping experience with much sought-after brands such as Michael Kors, Hackett, Braun Buffel and Coach will join the shopping roster, while the dining experience will be on the next level as more than 200 cafes and restaurants including Kenny Hills Bakers, Pan8, Robotaya Izakaya, Café Chef Wan and DIN by Din Tai Fung are set to entice all gastronomy lovers, locally and globally.

Other notable attractions worth highlighting are the IOI Grand Exhibition and Convention Centre, a 40,000 sq. ft. fully-carpeted and pillarless event hall with state-of-the-art facilities and a capacity to hold 2,000 guests for wedding banquets and 3,000 delegates for

be converted into a full-sized futsal arena, measuring at 41,375 sq. ft. in total area. This one-of-its-kind sports facility has the potential to capture both the international and local markets, putting Putrajaya on the world map.

Lastly is the addition of IOI City Farm, an 18,000 sq. ft. indoor edutainment exhibition space that provides family-friendly activities where both young and old can learn about plants, animals and marine life from qualified botanists, zoologists and aquarists.

For more information, check out:  
[www.ioicitymall.com.my](http://www.ioicitymall.com.my)  
 IOI City Mall Putrajaya  
 Instagram: ioicitymallmy



Unlike other aquariums or farms, visitors can enjoy a line-up of various activities such as fun fishing, DIY workshops and animal interaction, among others, at IOI City Farm.



conferences, and the IOI Sports Centre. The latter, which was launched in the presence of Datuk Rashid Sidek, founder and president of Kelab Badminton Rashid Sidek (KBRS), has 15 badminton courts with rubber flooring, and two mini futsal courts that can

Dato' Voon said: "In the future, we hope that this world-class facility that we have built will be able to host national-level badminton tournaments and events."

In conjunction with the launch of the IOI Sports Centre, we will also be partnering with KBRS to form an IOI Rashid Sidek Badminton Academy to nurture new and existing talents under Datuk Rashid Sidek (centre). As Head Coach and Training Programme Director, he will oversee a team of highly qualified and experienced coaches for the Academy.



# Growing The Seeds Of Innovation

You may have a brilliant idea that will impact and make a positive difference in lives. An idea that you have worked on for countless hours, and you want to take it to the next level. What's next? How do you kickstart your business idea into a start-up and turn it into reality? Many start-ups lack the know-how and expertise to scale up and grow despite their excellent ideas.

As an Innovation Acceleration Network (IAN) partner of the National Technology and Innovation Sandbox (NTIS), IOI Corporation Berhad (IOIC) supports the growth and commercialisation of new ideas, and welcomes those with potential innovations and sustainable solutions to pilot test their solutions or technologies at our facilities.



On 15 August 2022, we participated in a corporate sharing session of the Malaysian Research Accelerator for Technology and Innovation's (MRANTI) *Global Accelerator Programme (GAP)* to further impact and enhance the experience of potential start-ups. The two-month *GAP* provides start-ups with a conducive environment to learn and grow through MRANTI's strategic collaborations with IOIC and other organisations. MRANTI was set up by the Ministry of Science, Technology & Innovation (MOSTI) in 2021 through the merger of Malaysian Global Innovation & Creativity Centre (MaGIC) and Technology Park Malaysia.

IOIC Head of Group Strategy Mr Amir Hafiz shared the future global trends of our core businesses and our current challenges with 38 shortlisted start-ups during the session. We look forward to bringing breakthrough ideas to life.





## Let's Get Together, Plantation!

After more than two years of meeting remotely, our plantation family was eagerly counting the days till 1 July 2022 when we could get together at the *IOI Plantation Management Gathering 2022* at our IOI headquarters. IOI Corporation Berhad (IOIC) Group Managing Director & Chief Executive Dato' Lee Yew Chor was delighted to see the happy faces of 62 departmental and operating heads across our estates, mills and research centres in Peninsular Malaysia.



The gathering ended at Palm Garden Hotel, where everyone enjoyed a memorable evening of dinner, catwalk performances, mini games, karaoke sessions and opportunities to win cash tokens.



*Congratulations to Pamol Kluang Mill (Champion in the Peninsular Palm Oil Mills category) (top), Bahau Estate (Champion in the Peninsular Plantations category) (bottom), Tambang Estate (First Runner-up) and Leepang A Estate (Second Runner-up) for excelling in their safety and health compliance and management based on the Peninsular Safety & Health Merit Award Competition 2021, which was organised by the Sustainability, Safety & Health Department.*



## 101 Things To Do In BANDAR PUTRA KULAI

Because loving where you live is just the beginning – it is about making it better and celebrating the best spots in town! That is why when you invest in an IOI Properties Group Berhad (IOIPG) property in Kulai, Johor, you will enjoy a highly-engaged customer care as you view your property of choice amidst all the surrounding amenities of the 5,700-acre township development of Kulai.

Our new 9,200 square feet IOI Sales Galleria, which is Green Building Index certified, showcases the diverse array of amenities for golf, sports, shopping, education, dining, entertainment and healthcare in Bandar Putra Kulai while the show village houses 12 shows units including models from the newly launched *Arcele* (single storey semi-detached homes), *Sonatia* (double storey park homes) and *Piccolo* (single storey terrace homes). There are also over 200 car park lots, public restrooms, an amphitheatre, six restaurants as well as spots for food trucks – all open to the public.

IOIPG Chief Executive Office Dato' Voon Tin Yow (middle), Chief Operating Officer (Johor) Mr Lim Beng Yeang (second from right) and key personnel officiated the launching ceremony that was attended by almost 1,000 people who soaked in the fun vibes on 27 August 2022.



## Welcome On Board, Cadets!



Our Cadet Assistants (Trainees) have been well-trained through the classroom training at Paya Lang Club House for three weeks, followed by seven-week field attachments at an estate to get familiarised with the estate's condition and operations. At the end of the programme, 22 trainees made the cut by passing their written tests and face-to-face interviews.



*Congratulations to our 22 new Cadet Assistants (Trainees) who have been assigned to serve at various estates across Peninsular Malaysia.*

Managing a vast track of estate is no easy feat. Hence, to prepare a competent team of future assistant managers for IOI Group's estates, we provide structured training and guidance, especially to our Cadet Assistants who are new in the field. We recently trained a new batch of Cadet Assistants (Trainees) in our plantation division's continued effort to roll out a 10-week *Cadet Assistant (Trainee) Programme* from 13 June to 19 August 2022.

Let us give a shout out to our colleagues at IOI Edible Oils Sdn Bhd (IOIEO) who defy stereotypes and gender bias! Besides working hard, our women play hard too!

We support gender equality and women empowerment. We have organised various programmes and activities throughout our Group to increase our employees' knowledge and improve communications at different levels. Most of the ladies participated in the recent *All-Women's Sports* which was organised by IOIEO's Sports and Recreation Club on 9 August 2022. They had rounds of shoot-off between the games of volleyball, netball, and darts, filled with laughter and warm camaraderie. Is it any wonder that the Chairlady of the club is part of the team who won first place in both volleyball and darts!

## EMPOWERING WOMEN THROUGH SPORTS

## Happy SingaPAW

Embracing 2022's theme of *Stronger Together, Majulah!*, South Beach was donned in red and white for the National Day on 9 August 2022, with the national flags displayed at different entrances of the development to celebrate the jubilant month. And what was extra special at this year's celebration was 'SingaPAW', a two-day gathering hosted by South Beach for these precious fur babies and their pet parents. One of the main highlights was the pet walk that saw 400 paw-rents and their fur kids coming together and visited landmarks like The Padang and Victoria Concert Hall, and

this walk recorded the largest pet formation in Singapore.

Fur babies were not only stealing the show but other types of pets were also seen at South Beach such as the ant exhibition which showed the public a rare glimpse into the community. Not only that, birders came with their birds of different sizes, colours and breeds, giving an opportunity for many to take photos, learn about bird ownership and even witness free-flying. An adoption drive for rescued and rehabilitated fur kids



attracted as many as 11 animal welfare groups, including Exclusively Mongrels, Society for the Prevention of Cruelty to Animals (SPCA) and Purely Meow.

South Beach takes pride in its iconic status alongside its sustainability efforts as one of Singapore's most environmentally-conscious developments. Inclusivity is not limited to humans alone but also extended to all furry friends where three dog water drinking stations have been installed at Level B1 of South Beach Avenue, South Beach Quarters, and the Fountain Area next to Lady M. With a simple tap of the paw on the device, those fur kids can quench their thirst from a stream of water sprouting up. This new addition adds to a list of innovative solutions around South Beach. You can read more about it at: <https://cutr.ly/zBrOM7H>.

Over 7,000 people attended the gathering, which was full of fun activities and highlights, and various shopping booths of pet accessories, pet food and merchandises.



Over 200 performers of all ages from the Global Strings Federation came together and serenaded the public with familiar National Day Parade tunes on 20 August 2022.







In 2021, the world enjoyed the fastest post-recession rate in 80 years – a 5.5% global growth. Similarly, the Malaysian economy rebounded 3.1% in 2021, and is expected to improve to between 5.5% and 6.5% this year. But disruption is everywhere. Instead of merely keeping up, the goal is to stay one step ahead and step up. That is why Bursa Malaysia launched its *Public Listed Companies Transformation (PLCT) Programme*, which contains a series of five guide books to steer PLCs to higher performance levels and increase attractiveness, or rather investability, of listed companies in Malaysia. IOI Corporation Berhad is one of the *Programme Champions* of Bursa Malaysia's

PLCT which was launched on 2 March 2022. Bursa Malaysia invited our Independent Non-Executive Director Dr Nesadurai Kalanithi (pix) to share our sustainability journey (People, Planet, Prosperity plus Partnership) covering all aspects of Environmental, Social and Governance during the walkthrough session of the *Guidebook 2: Sustainable, Socially Responsible and Ethically PLCs* on 25 August 2022.

Check out <https://cutt.ly/6VgJhP> for a tour of the PLCT Programme.



## PLC Transformation Programme

Towards a more responsible and high performing Corporate Malaysia



## IOI Service Heroes 2022

15 August 2022 – 15 November 2022

The IOI Service Heroes Campaign is back to spur our Team IOI to deliver their IOI Branded Customer Service Excellence to our customers.

This year, our Customer Relations Unit is introducing the *IOI Service Quality Excellence Award* which comprises two categories (*Best Business Unit* and *Service Quality Excellence Employee*) to reward our Team IOI for their hard work and endurance.

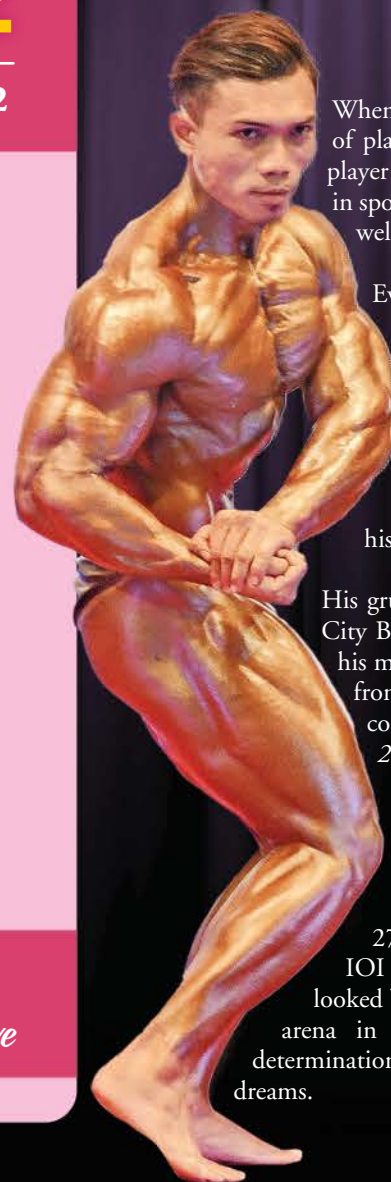
So, keep smiling and shining, and let your dedication, commitment and service excellence shine forth because we are recognising and celebrating our service heroes.

For more information:



Happy To Serve

## Flexing His Way To NEWFOUND DREAM



When Muhamad Afiq injured his knee, his dream of playing his favourite sport and becoming a rugby player was shattered. Yet, he did not quit nor lose interest in sports, but found a new passion in bodybuilding when he saw a rousing welcome for the sport in Malaysia.

Every day, Afiq focuses on training for one to two hours. Even after work, he will hit the gym and continue his training. Though he loves Western food, especially chicken chop and lamb chop, Afiq prioritises a balanced diet by eating food that is high in protein such as chicken, egg and fish. Carbohydrates and various vitamins have helped him to build quality muscles in addition to protein powder which has strengthened his muscles. Afiq strictly disciplines his diet, and reduces sugar and oil in his food and drinks as they produce fat and affect the quality of his muscles.

His gruelling training and diet have paid off at the *Mr Penang 2022* at City Bayview Hotel, Georgetown in Penang on 6 August 2022. Flexing his massive muscles in various poses from his front and rear lat spread to front and rear double biceps to side chest and more, Afiq outflexed other contenders and clinched the *Champion of Champions – Mr Penang 2022* title as well as the *Champion in Bodybuilding Light Middle Weight* category. On 28 August 2022, he emerged 2<sup>nd</sup> *Runner-Up* in *Light Middle Weight* category in the 51<sup>st</sup> *Mr Malaysia Bodybuilding Championship*, which was held in Alor Setar, Kedah.

27-year-old Afiq, who is a Technician 2 at IOI Oleochemical Industries Berhad, has never looked back since he stepped into the bodybuilding arena in 2017. With persistence, discipline and determination, new dreams can be built on shattered dreams.



## Hand-in-Hand In TEAMWORK



Running among a total of 1,787 teams with 8,935 runners on 18 August 2022.

At long last! Our colleagues at IOI Oleo GmbH were more than thrilled to put on their running shoes for the 14<sup>th</sup> *MOPO-Team Relay* in Hamburg's City Park in Germany after a two-year hiatus due to Covid-19.

Both colleagues from our Hamburg office in IOI Oleo GmbH and Safic-Alcan, which is one of our distribution partners in the UK, cheered our three relay teams of five runners towards the finish line. This is the third year we are participating, this time under the motto, *Hand in Hand*. Just like in 2018 and 2019, we ran with a healthy dose of team spirit and team building. We celebrated our winning effort with a picnic party that included grilled sausages and beer in our decorated tent.

What a fun and motivational sporting event! Now we are counting the days to next year's event!



## Live The MERDEKA SPIRIT!



Putrajaya Marriott Hotel made the National Day a triple celebration by pairing the national occasion with treating our August-born employees to a birthday party of yummy cake and delicious treats, and rewarding our hardworking associates with the *Employee of the Month* and *Perfect Attendance* awards.

Merdeka Day brings Malaysians from all walks of life together to celebrate Malaysia's 65<sup>th</sup> National Day under the theme, *Malaysian Family Strong Together (Keluarga Malaysia Teguh Bersama)*, which is in line with the principles of the Malaysian Family concept – inclusiveness, togetherness and gratitude. It reflects the harmony and peace in our multi-racial country as well as the resilience and unity of the Malaysian family in facing challenges while coming together as a family. The spirit of unity and togetherness is seen throughout IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad, as we commemorate our National Day in our estates, malls and hotels.



Two little ones slayed the look of P. Ramlee and Puan Sri Saloma in IOI City Mall's (ICM) Kids Fashion Show Contest on 31 August 2022. The mall reminisced and celebrated the legacy of the two Malaysian icons, taking fans down memory lane of the legendary stars from 24 August until 4 September 2022.



At IOIC, we employ a diverse workforce of foreign workers with different backgrounds and nationalities, from countries such as Indonesia, Bangladesh, Philippines, India and Nepal. A total of 170 local and foreign workers came together in excitement and enthusiasm to celebrate the National Day, shouting Merdeka, Merdeka, Merdeka! throughout Deras Estate in Pahang. On 2 September 2022, Deras Manager Mr Ruliadi Suradi distributed breakfast packs to the workers, and encouraged them to bond with one another in the spirit of unity. Regardless of each worker's home country, everyone is united as one in IOIC in the land of Malaysia.

## Welcoming Guests To IOI Pan-Cen

Catching up with our international customers who flew across the globe to IOI Pan-Century Oleochemicals Sdn Bhd in Pasir Gudang, Johor for a visit.



8 July 2022  
Visit from Tredis S. A., France



8 August 2022  
Visit from Betasoap SP. ZO, Poland



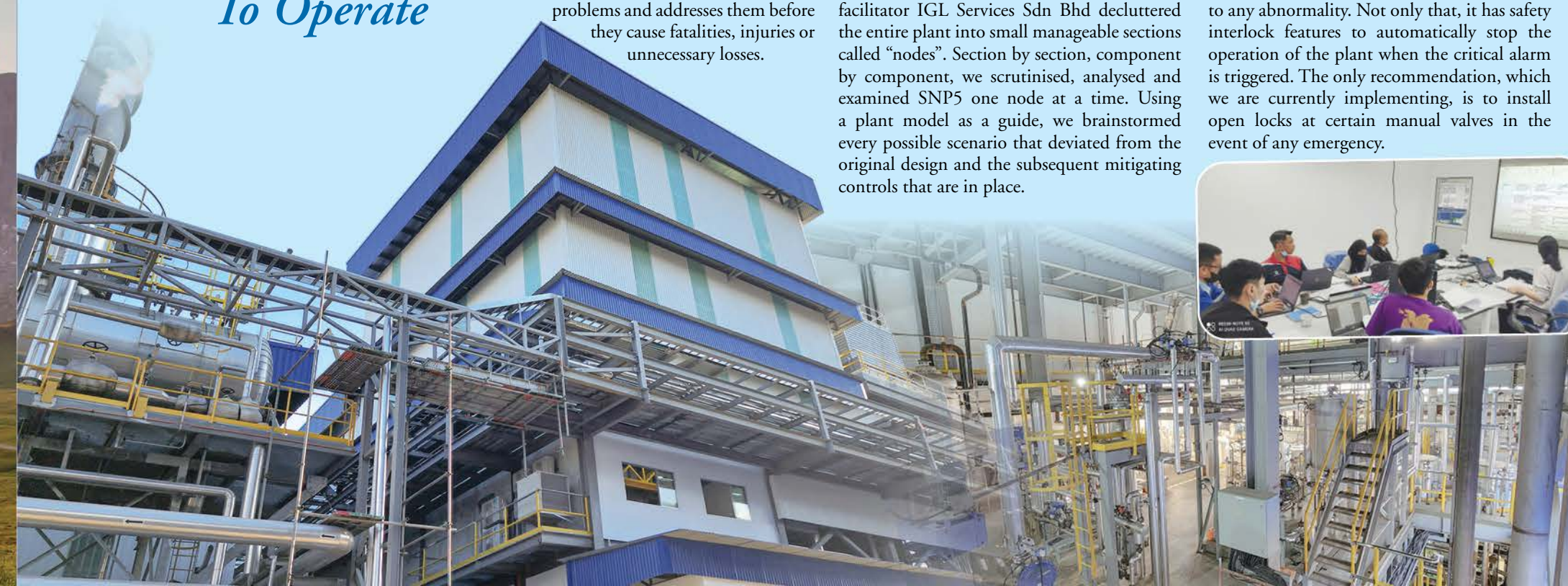
9 August 2022  
Visit from PT Reckitt Benckiser, Indonesia

## HAZOP-LY Safe & Sound To Operate

Overpressure, overflow, overheat and overuse – these are just some typical signs that something is done over and over again till it crosses the lines of normalcy or acceptability. And these are the typical hazards of plant operations that can be prevented through a *Hazard & Operability Analysis (HAZOP)*, which uncovers potential problems and addresses them before they cause fatalities, injuries or unnecessary losses.

For four days from 5 to 8 September 2022, IOI Pan-Century Oleochemicals Sdn Bhd conducted a thorough *HAZOP* study on our new soap noodle plant (SNP5) in Pasir Gudang, Johor, which is expected to complete by end-2022. Together with the Production, Project, Maintenance & Safety teams, *HAZOP* facilitator IGL Services Sdn Bhd decluttered the entire plant into small manageable sections called "nodes". Section by section, component by component, we scrutinised, analysed and examined SNP5 one node at a time. Using a plant model as a guide, we brainstormed every possible scenario that deviated from the original design and the subsequent mitigating controls that are in place.

Our new soap noodle plant passed the *HAZOP* study with flying colours. It is safe and sound, ready to operate once completed. It is implemented in tip-top condition and equipped with sufficient instrumentation, alarms and sensors for valid temperature, pressure, level and flow to detect and respond to any abnormality. Not only that, it has safety interlock features to automatically stop the operation of the plant when the critical alarm is triggered. The only recommendation, which we are currently implementing, is to install open locks at certain manual valves in the event of any emergency.





# What Is My Personality?

Have you ever tested your personality? While most personality quizzes are just for fun, they sometimes reveal nuggets of truth and wisdom that help shed light on different aspects of your personality, behaviour, and preferences.

Take our quiz below to find out more about yourself. Just pick the letter that resonates with you the most and try to answer based on your most natural state of mind. Record all your answers. Remember, there are no right or wrong answers!

## Q1 What is your biggest flaw?

- A** Being very impatient  
(Unable to keep still and wait.)
- B** Procrastination  
(Always leaving everything to the last moment.)
- C** People pleaser  
(Forgetting my own needs and putting others first.)
- D** Being pessimistic  
(Unable to look at the bright side of things.)

## Q3 What motivates you?

- A** Money and success  
(I want it all.)
- B** Centre of attention  
(I can keep going on as long as I am in the limelight.)
- C** Overcoming a challenge  
(I am driven to prove myself.)
- D** Stability and security  
(I just want my peace.)

## Q5 Which job would you like the most?

- A** A manager in a big company.
- B** A party planner who knows how to have fun.
- C** An artist who wants to create something new every day.
- D** A therapist who can help people.

## Q7 What type of friend are you?

- A** I work too much so I have few friends.
- B** I lead conversations and enjoy making people laugh.
- C** I always give the best advice.
- D** I am the go-to shoulder for my friends to cry on.

## Q2 What is your biggest strength?

- A** I am rational  
(I am unaffected by emotions and I make decisions based on intellectual thinking.)
- B** I am easy-going  
(I always know everything will be fine.)
- C** I am organised  
(Everything has its own place and I like planning ahead.)
- D** I am introspective  
(I like analysing my own thoughts and finding solutions.)

## Q4 How are you with other people?

- A** Dominant  
(I like being the leader.)
- B** Friendly and charismatic  
(I know everyone likes me.)
- C** Controlling  
(I want it my way.)
- D** Shy  
(I get a little socially anxious but I am trying my best.)

## Q6 What do you hate the most?

- A** Long explanations or descriptions  
(Can you just get straight to the point?)
- B** Non-social people  
(They are kind of boring.)
- C** Drama  
(Let me stay out of it please.)
- D** Conflict  
(I do not like arguing with other people.)

## Q8 What do other people think of you?

- A** That I am too stubborn.
- B** That I am too arrogant.
- C** That I am not very social.
- D** That I am too quiet.

Now, count how many times you chose answer As, Bs, Cs and Ds. Which answer appears the most?

Mostly  
**A**

If A appears the most, you are a Type A personality. You set high standards for yourself and are extremely competitive. You love setting goals and you usually succeed in accomplishing them. You are ambitious and passionate about everything you do. You use your time wisely and you are always organised. When dealing with people, you are assertive, but dominant and highly competitive. This ambition can sometimes make you impatient and stubborn.

Mostly  
**C**

If C appears the most, you are a Type C personality. You are most likely a perfectionist – detail-oriented and organised. You follow the rules and unlike Type B, you need your well-known routines. You are very intelligent and analytical, which is useful in various situations, whether it is problem-solving at work or home, or giving advice to your friends. Sometimes you may be a people pleaser and because you need everything to be perfect, you might spend your time worrying too much.

Mostly  
**B**

If B appears the most, you are a Type B personality. You are a calming influence. You are relaxed, peaceful, rounded, patient, and easy-going. People like you because you are friendly and charismatic, and everyone knows there is fun where you are. You like having lots of people around you and being the centre of attention. You are easily bored with routine and seek excitement. Because of that, you are sometimes prone to procrastination.

Mostly  
**D**

And if D appears the most, you are a Type D personality. You are very sensitive and emotional. Sometimes you might be a bit pessimistic and shy, or even feel a bit lonely. But those who know you also know that you are very compassionate, trusting, observant, and sincere. You are very introspective and existential, and you are always there for others who need help.

So, which type of personality are you or maybe you are somewhere in between two categories? Do you feel like your results fit your personality?

**Is This Quiz 100% Accurate?**

There is no perfect questionnaire and knowing your “type” is not everything. Tests have limitations and do not 100% define who you are. Even the most serious psychological assessments are never the end-all, be-all when it comes to evaluating who you are, what you can accomplish, how you might perform in certain situations, and who you might become in the future.

Do not get too hung up on your results. The results may reveal things that you have already known about yourself and offer insights into things that you had not recognise about yourself. The most important thing is we grow and change as we learn new things and gain new experiences and those are some factors that can lead to changes in our personalities over time too.



# How To Be More ASSERTIVE

Being assertive is a core communication skill that can help you to better manage yourself, people, and situations. It can help you to influence others in order to gain acceptance, agreement, or behaviour change. It is the ability to express your opinions positively and with confidence. Assertive people are in control of themselves and are honest with themselves and others.



## Assertiveness VS Aggression

Unfortunately, it is not always easy to identify the fine line between assertiveness and aggression, and people tend to confuse the two. For this reason, it is useful to define the two behaviours:

### ASSERTIVENESS (based on balance)

When you are assertive, you have a strong sense of yourself and your value, and you draw power from these to get your point across firmly, fairly and with empathy.

### AGGRESSION (based on winning)

When you are aggressive, the power you use is selfish, where you act in your own interest without considering other people's rights, feelings, desires or needs.

VS

On the other hand, passive communication may lead to feelings of being misunderstood and misheard. This may cause you to feel like no one truly listens to you or values your input.

## The Benefits Of Assertiveness

Being assertive is usually viewed as a healthier communication style. Assertiveness offers many benefits such as keeping other people from taking advantage of you as well as preventing you from acting like a bully to others.

Behaving assertively can help you:



**Assess Your Style**  
(Understand your style before you begin making changes)

Do you voice your opinions or remain silent? Do you say yes to additional work even when your schedule is full? Are you quick to judge or blame? Do people seem to dread or fear talking to you?

**Use “I” Statements**  
(Keep your requests simple, specific, and clear)

Using “I” statements lets others know what you are thinking or feeling without sounding accusatory. For instance, say, “*I disagree.*” rather than, “*You’re wrong.*” If you have a request, say, “*I would like you to help with this*” rather than, “*You need to do this.*”

**Practise Saying No**  
(No is a complete sentence on its own)

If you have a hard time turning down requests, try saying, “*No, I am unavailable now.*” Remember that you cannot possibly do everything or please everyone. When you do have to say no, try to find a win-win solution that works for everyone.

**Rehearse What You Want To Say**  
(Practise in front of a mirror or with close relationships)

If it is challenging to say what you want or think, it may help to write it out first, too, so you can practise from a script. Consider role-playing with a friend or colleague and ask for clear feedback.

**Use Body Language**  
(Have upright posture and make eye contact)

Communication is not just verbal. Act confident even if you are not feeling it. Maintain a neutral facial expression. Do not cross your arms or legs. Face the person. Stay calm. Breathe normally. Keep your voice even and firm.

**Keep Emotions In Check**  
(Do not get angry and trust your instincts)

Conflict is hard for most people. You could get angry, frustrated, or even feel like crying. If you feel too emotional going into a situation, wait a bit if possible.

**Start Small**  
(Start with low-risk situations)

E.g.: if you still hear a rattling sound after you pick your car up from the mechanic shop, but you are afraid to question your mechanic's work – say something. Begin with daily rituals of putting yourself first. Evaluate how you did and look for ways to improve your approach.

Change is unlikely to happen overnight, but if you practise these techniques regularly, you will slowly build up your self-confidence and self-belief to become more assertive. And you will find that you can become more productive, efficient, and respected, too.







### Empowering IT Literacy

IOI Properties Group Berhad (Johor) has donated 17 refurbished desktops and three laptops to our budding youths at SJK (T) Ladang Rinsing, Semenyih, Selangor through the Medical Awareness Camp Outreach's (MACO) *Computer Literacy Programme* on 28 September 2022. This follows a donation of 30 full set of computers to MACO back in 13 July 2022 in support of promoting digital literacy among underprivileged students.



### Appreciating Excellent F&B Services

This year's Food & Beverage (F&B) *Recognition Week 2022* was lit with pretty smiles all-around! What better way than hosting a slew of activities such as fun games, making of special mocktails and a hi-tea buffet spread from 27 to 29 July 2022, in honour of the F&B department's staff of Putrajaya Marriott Hotel for their commitment and dedication.



### The Spirit Of Gotong-Royong

A total of 65 participants helped clear wild bushes around the housing area along Jalan Ara, Bandar Putra Kulai, Johor to prevent mosquito breeding grounds and wildlife like snakes from entering the community. This public service act was successfully completed, thanks to the excellent collaboration between IOI Properties Group Berhad Bandar Putra Kulai's Landscape Team, the Kulai Municipal Council, Southern Waste Management Sdn Bhd, Sime Darby Estate and local residents.



### Spreading Merdeka Cheers

Merdeka cheers for 14 orphans and their two caretakers from Pertubuhan Kebajikan Anak-Anak Yatim Sayang KL & Selangor as they spent an eventful half-day outing at IOI City Mall on 13 September 2022. They were treated to a movie, lunch and tour around IOI City Farm. Each child left with a big smile, mooncake ice-cream and a *Marvel* backpack in hand.



### Fostering Sportsmanship Among Youths

To foster tenacity and stamina among students, Unico-Desa Plantations Sdn Bhd gifted a ping-pong table and a set of ping-pong bats to students at SJK Sri Ganda, Kinabatangan, Sabah on 28 August 2022, in conjunction with *Unico-Desa Sports Day 2022*.



### Feeding the Homeless

IOI Oleochemical Industries Berhad's Community Service Committee hit the streets of Jalan Butterworth, Taman Selat, and Raja Uda in Penang, Malaysia, and handed out 35 sets of *nasi kandar* and mineral water to the vulnerable on 23 September 2022.



### Happy Mid-Autumn Festival

This year's *Mid-Autumn Festival* in IOI City Mall, IOI Mall Puchong and IOI Mall Kulai featured an impressive line-up of fun activities from creative workshops exclusively for *IOI Kids Club* members to cultural dance performances, mooncake-baking demonstration and lantern-making competition as well as the most anticipated annual family-friendly lantern parade, which was accompanied by a group of dancing dragons.



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