

**In Honour Of Our Late
Tan Sri Lee Shin Cheng**

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B E R I T A IOI

The Official Newsletter of



IOI GROUP

PUBLISHED BY

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PRINTED BY

ST Enterprise
No. 14 & 16, Jalan
PBS 14/13, Taman
Perindustrian Bukit
Serdang, 43300 Seri
Kembangan, Selangor.

ISSUE NO: 93 (JAN - MAR 2022)

KDN NO: PP9740/05/2013 (033253)

For Internal Circulation Only

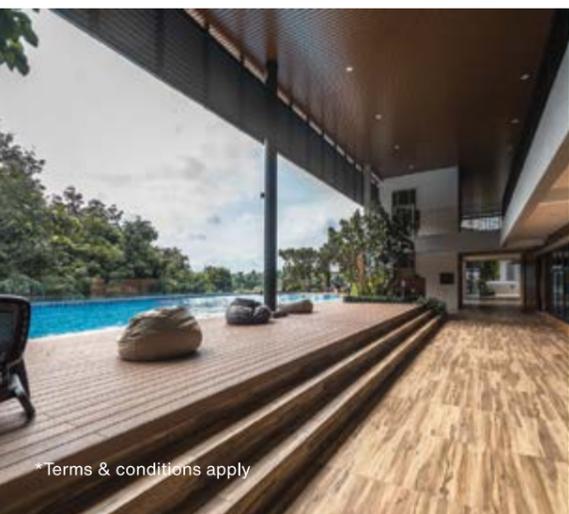


Shaping Our Future By Investing In A Green Planet



We learnt about the 5Rs (Refuse, Reduce, Reuse, Repair and Recycle) in our previous issue. Step by step, we learnt about the 5Rs, and encouraged the move to make it a habit, R by R. In March 2022, we organised numerous green activities throughout the Group in line with our Earth Month 2022 campaign to encourage everyone to go green and lessen our carbon footprint.

The green movement does not have to begin and end in March 2022. We can keep the green momentum going every day. Why stop championing and practising these 5Rs when we can make a resolute decision to make a conscious change for something bigger – Earth? After all, Earth's days are numbered. So turn to the Cover Feature and see how you can incorporate these activities into your life and practise them till they become a habit that is second nature, and impossible to break in your life. We have a greenful of activities to reminisce and turn into daily green ideas to care for nature, the planet, and yourself.



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Innovate & Think Outside The Box

Remember Kodak? How about Nokia? These organisations were global leaders which dominated the business landscape once upon a time. Now, they are no longer leaders in the industry because of their failure to innovate and evolve with the ever-changing world.

The business landscape is changing at a rapid pace. It is full of emerging trends – from the notion of VUCA (volatility, uncertainty, complexity and ambiguity) to technological trends like digitalisation, Internet of Things, automation and robotics to essential aspects like environmental, social and governance (ESG) aspects and climate change, which have become part of our corporate culture. Only by innovating and continuously improving can we keep up with these trends and excel in this complex and ever-changing world.

Thirteen teams from different business units within IOI Group (IOI) put on their thinking caps, and showed their innovative ideas and solutions in line with IOI



Let us see who, among the six upstream and seven downstream business units, will be the most innovative in terms of impact, alignment to our Strategic Priorities, and being technical, practical and creative.

Corporation Berhad's (IOIC) core value on innovation. With the outpouring of ideas from the teams, our IOIC Group Managing Director & Chief Executive cum Chief Judge Dato' Lee Yeow Chor, IOIC Independent Non-Executive Director Dr Nesadurai Kalanithi and Head of Group Strategy Mr Amir Hafiz had a tough

time awarding the winners at IOIC's first inaugural *Annual Innovation Convention (AIC) 2022* on 13 January 2022.

"Innovation = embracing new technologies and different ways of doing things."

The AIC 2022 was initiated to foster a culture of innovation; it was a great platform for our business units to interact, share knowledge and present their latest innovations and continuous improvement efforts in the last 12 months.

Dato' Lee further said: "Innovation should not be looked at merely as being creative or clever ways of doing things, but instead we should analyse innovation in terms of the value that it can create to the companies, customers or stakeholders, over and above its costs. In essence, the value to be accrued should outweigh the cost of the innovation."

Congratulations to our winners and well done to all participants!

	Upstream	Downstream
Winner	Sabah Mills & Engineering Optimisation of Biogas Plant Operations	IOI Bio-Energy Improved Steam Distribution to Enhance Green Energy Generation
1 st Runner-up	IOI Palm Biotech In Vitro Propagation Techniques for Crop Production & Improvement	IOI Pan-Century Edible Oils Production of Low 3-MCPD Palm Oil Products
2 nd Runner-up	Estate Malaysia Binsho Solution – Automated FFB Grading	IOI Oleochemical Higher Oleic Acid Yield

AIC 2022 Upstream Winner

Congratulations to Sabah Mills Senior Mill Controller cum Project Leader Mr Raymond Herberson who, together with the assistance of a renowned professor and external consultant from Mumbai, Professor Dr Mukesh Pandya, optimised the operations of the biogas plant. After being in operation for five years, the biogas plant in Ladang Sabah Mill was facing countless problems. High sludge level in the digester tank. Corroded pipes. Choked digester overflow pipe.

Through innovation, all five biogas plants have been rectified and improved with continuous and consistent palm oil mill effluent feeding, consistent biogas generation and higher methane content plus reduced biogas flaring which will eventually reduce the greenhouse gas emissions. In the past 12 months, the mills with gas engine have saved an average of 70% of total diesel consumption (equivalent to RM5 million on diesel).

The methane purity has improved from 55% to 60%. Moving forward, a potential of RM7.5 million in palm kernel shell sales and a further RM6 million in diesel savings are targeted. Ultimately, this will boost IOI as a green company.



AIC 2022 Downstream Winner

Congratulations to IOI Bio-Energy Sdn Bhd (IOIBE) which successfully generated higher green energy and reduced greenhouse gas emissions without shutting down its co-generation plant or compromising its ongoing operations or spending high expense to reduce steam pressure drop to IOI Edible Oils Sdn Bhd's (IOIEO) refinery complexes.

Together with IOIEO engineers, IOIBE innovatively thought out of the box to reconfigure and separate the high and low pressure steam by relocating the steam offtake according to the required pressure. As a result, the high pressure steam consumption dropped from 15 tonnes per hour (t/h) to 10 t/h whereas the low pressure steam increased from 10 t/h to 12 t/h. The green energy generation increased from 6.5 MW to 9 MW which ultimately reduces greenhouse gas emission by 2 million kg of carbon dioxide equivalent a year and is expected to increase RM2.1 million of revenue a year. All these efforts are in line with IOI's sustainability and cost efficiency goals.



Dialogue With GMD

The Covid-19 pandemic has disrupted and halted many plans and actions including IOI Corporation Berhad's (IOIC) *High Tea With CEO* which was last held in 2019. Yet we have decided to move forward and revived the townhall session by rebranding it as the *Dialogue With GMD* on 20 and 21 January 2022. Following a hybrid session with IOIC Group Managing Director (GMD) & Chief Executive Dato' Lee Yeow Chor, we are happy to welcome a total of more than 350 IOI Family members into an engaging flow of discussion with our panel members, who included IOI Plantation Services Sdn Bhd Plantation Director Mr NB Sudhakaran, IOIC Head of Group Commodity Marketing Mr Lim Jit Uei and Head of Human Resource Ms Molly Tam. There was a recap on our 2020/2021 achievements, future plans for growth, expansion and development. We are excited to lay out further groundwork for both our core and non-core businesses, in order to bring IOI Group to a higher level. Signing off this dialogue with new goals in 2022, we look forward to meeting our IOI Family again in 2023.



Editor's Note

We all have something in common – Earth. And there is no time like the present to commit to a positive behavioural change – an act to Refuse, Reduce, Reuse, Repair or Recycle – as we aim towards a green future, one that is alive, prosperous and worthy of investment. Making habitual changes and making sustainability an everyday choice is akin to mitigating negative environmental impacts that outlast mere conversations. So, while the planet is still green, let us take action for our Earth and make it greener before it is too late.

Committed To People-Centric Leadership

IOIPG Head of Group People & Culture Ms Bhuvanesh Krishnasamy (centre) accepted the award at an awards presentation dinner that was held at Four Seasons Hotel, Kuala Lumpur, following the virtual presentation ceremony.



Dato' Voon (left) believes in a people-centric leadership. Our success lies in our people, the champions of value creation, whom we nurture and support to achieve their aspirations, enabling collaboration and teamwork towards shared goals.



It was a challenging year in 2021 with Covid-19 lockdowns and restrictions, but it did not stop IOI Properties Group Berhad (IOIPG) from continuing to engage and motivate its employees to be effective and efficient. More so than ever, our commitment was rewarded with a *Kincentric Special Recognition Award for Commitment to Engaging Leadership* at the *Kincentric Best Employers 2021 Awards Ceremony*. We were recognised for demonstrating a strong structure and approach in investing in our employees' development while educating our top management to be more engaging and effective.

For over 20 years, Kincentric (a Spencer Stuart Company) has recognised leading employers worldwide, backed by over 50 years of employee research and a global database of over 15 million employees. The judging process was undertaken by an independent panel of judges, comprising business professionals who did a blind evaluation based on the submission of questionnaires focused on the organisation's practices, initiatives and commitments towards its employees.

IOIPG Chief Executive Officer Dato' Voon Tin Yow, who accepted the award in a virtual ceremony on 13 January 2022, said: "This recognition serves as a tremendous encouragement to the team to embark on our journey to be one of the best employers" with an eye on the upcoming *Best Employer Awards* in 2022.

The Perfect MICE For Meeting Of Minds

Whether it is a gathering of business friends, an elite executive retreat, a product launch, a board meeting or an exhibition fair – from busy conferences to private corporate luncheons, no matter what your meeting size, purpose or event hall choice, the tone for a productive and successful meet is set at Le Méridien Putrajaya and Four Points by Sheraton Puchong, which are certified as the ideal meeting venues for local and international visitors to meet, socialise and celebrate.

Both our hotels have positioned themselves as the premier Meetings, Incentives, Conventions and Exhibitions (MICE) destinations by winning the *ASEAN MICE Venue Standard (Meeting Room) (2022–2024) Awards* at the prestigious *ASEAN Tourism Awards 2022* in Preah Sihanoukville, Cambodia, on 19 January 2022. The awards were presented by the Ministry of Tourism, Arts and Culture Malaysia at the *National Level ASEAN Tourism Standard Awards Ceremony 2022–2024* at DoubleTree by Hilton Kuala Lumpur on 7 March 2022.

The *ASEAN MICE Venue Standard* was introduced in 2018 to recognise businesses and destinations in ASEAN which comply to the standards of tourism services for convention and meeting rooms in hotels and convention centres.



Le Méridien Putrajaya's pillarless Millennium Grand Ballroom caters up to 900 guests and is accompanied by a generous pre-function area of over 1,200 square metres to inspire conferences or events.
View further at: <https://bit.ly/35xCMx7>

Stay connected and get productive at Putera Grand Ballroom, Four Points by Sheraton Puchong, which hosts various-sized occasions with over 17,000 square feet of event space.
View further at: <https://bit.ly/3j640bM>



Congratulations to Le Méridien Putrajaya and Four Points by Sheraton Puchong for making ASEAN an attractive and competitive MICE region.



Addressing Climate Risks With TCFD

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

2019 was recorded as the second warmest year (topping 2016) and the end of the warmest decade (2010 – 2019) ever recorded according to a United Nations' climate report. Climate change is definitely having a major effect on all aspects of the environment, as well as on the health and well-being of the global population. Though emissions have dropped since the emergence of Covid-19, the fight against climate change is not over.

Over 2,500 organisations all around the world are concerned about climate change. They are working towards creating a more resilient financial system and safeguarding against climate risk through better disclosures by supporting the Task Force on Climate-related Financial Disclosures (TCFD), which is chaired by Mr Michael R. Bloomberg, founder of Bloomberg LP and Bloomberg Philanthropies.

So have IOI Corporation Berhad (IOIC). On 7 February 2022, we announced our commitment to be a TCFD supporter. Since 2019, we have introduced our *Climate Change Action Initiative* that is in line with TCFD's recommendations. Progressively, as a TCFD supporter, we will increase our transparency of climate-related risks and opportunities, promote more informed financial decision-making and build a more resilient financial system using TCFD's four thematic areas – governance, strategy, risk management, and metrics and targets.



IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor, Board Members and senior management came out in full support to learn how to adopt the TCFD framework in our business model and more at our first IOI TCFD Scenarios Analysis hybrid workshop on 28 January 2022.



The start-ups will be based on Level 3 at IOI RIO where the entrepreneurial environment will further encourage innovation, cross-fertilisation of ideas and collaboration amongst the start-ups as well as with established industry peers.

IOIkickstart

LET'S START UP SUCCESSFULLY WITH

Every business begins with an idea. IOI Properties Group Berhad (IOIPG) Chief Executive Officer Dato' Voon Tin Yow believes that innovation is key to survival as it disrupts the status quo, pushes boundaries, stretches the common business models and develops new markets.

Yet innovation is not enough if you do not have the resources to bring your idea to life. That is why IOIPG launched its IOI Kickstart programme to help passionate young entrepreneurs to realise their dreams. Our IOI Kickstart attracted 40 hopefuls. We handpicked six promising start-ups in the field of proptech, agritech and green solutions that have business ideas to create a positive impact to the economy, environment and society to join the programme.

IOI Kickstart grant presentation event was held on 16 March 2022 in the presence of Dato' Voon, IOIPG Executive Director cum Head of the IOI Kickstart programme Ms Lee Yoke Har and IOIPG Chief Operating Officer Mr Teh Chin Guan plus other IOIPG team members.

IOIkickstart



We granted RM50,000 to each start-up as working capital, and free use of office spaces at our IOI RIO, a next-gen smart city located in Bandar Puteri Puchong. What's more, our C-Suite team, which is led by Ms Lee, will personally guide, support and mentor in order to nurture their business potential and build their entrepreneurial capabilities.

IOI Kickstart not only is an innovative and first-of-its-kind incubation programme to develop and grow the start-ups into profitable entities, it is also an opportunity for them to jointly provide their products and services to our IOIPG projects.

Although the duration of the programme is three years, we will continue to support the start-ups beyond the time frame if required. After all, IOI Kickstart stays true to IOIPG's mission of *Trusted. to build sustainable communities* as we nurture young talents within the communities that our Group operates in.

IOI Kickstart is an innovative and first-of-its-kind incubation programme by IOIPG to uncover new talents and nurture their business potential to success.

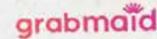
SIX WINNING START-UPS



Strong advocate for sustainability that collects used cooking oil to repurpose into biodiesel.



Offers cloud-based management system on desktop and mobile options.



The first platform in Malaysia that allows price comparison and direct booking of cleaning services from various vendors; and is currently serving over 100 offices in Kuala Lumpur and Selangor.



Formerly worked with IOIPG to incorporate their smart-home solutions and solar-powered solutions into selected projects.



Cloud-based slope monitoring system to monitor slope movements in real-time, and has worked for IOIPG's different construction management applications.



App developer who has worked with IOIPG to develop end-to-end leads and sales tracking processes.

UNLEASHING THE POTENTIAL FOR GROWTH



Leadership is not about the designation, but about influence, inspiration and impact!

A leader is an individual who is empowered with a vision, and armed with the ability and passion to inspire others to excellence as well as drive and manage positive change. It is not an easy role to fulfil so IOI Properties Group Berhad (IOIPG) initiated a leadership journey to unleash the potential of growth in its employees.

Our IOIPG Group People & Culture (GPC) selected a total of 60 potential talents from our business units from property development, property investment, and leisure and hospitality segments.

We launched our leadership programme in end-2020 with the support of IOIPG Chief Executive Officer Dato' Voon Tin Yow. This was followed by a roll-out of our *Leadership Development Programme (LDP)* from March to December 2021; and a *Managers Development Programme (MDP)* from July to December 2021. With the assistance of Kincentric as consultant, the programmes were a total success that were complemented by individual learning through reflection, interaction, mentoring and guidance.



Our talents benefitted from learning how to be mindful and resilient while building high-performance teams to lead others effectively.

While our selected Senior Managers and top management experienced 12 months of impactful learning in the LDP, our Assistant Managers and Managers, who were selected, gained an effective leadership training in the six-month MDP.

Look at what Ms Jessica Chan, Senior Manager, Service Quality of Group Quality Management, has to say: "In this journey, we were given opportunities to collaborate with other leaders from various business segments to organise CSR projects and execute business projects in which we have overcome challenges and conflicts by being proactive, persistent, and resilient to ensure smooth implementation."

Overall, it was an exciting experience for her as she learnt about self-awareness via the 360 degrees feedback assessment for self-development and also participated in a series of workshops to enhance her skills in leading others and businesses while managing changes.

IOI City Mall Assistant General Manager Mr Wilfred Wong is equally enthusiastic: "Apart from enhancing my leadership skills, the LDP has helped me to strengthen self-confidence as it surrounded me with other leaders in the organisation. The programme has also taught me to build bonding and trust in my subordinates. A magnificent takeaway!"

Congratulations to all our talents who have learnt to be resilient and collectively navigated through the tough times to emerge as leaders of tomorrow amidst the global pandemic. Together with our GPC team, our talents will continue to work on their gaps and have career conversations with their line managers in order to impact the organisation and lead their team to achieve our *Trusted. vision* as leaders.



The courses are supported by personalised learning, social learning and experiential learning, which are a departure from the traditional method of learning.



Congratulations to all our talented leaders!



The adoption of e-wallet is in line with our commitment to uplift our estates' communities and move towards digitalisation.

Going Digital & Cashless

At the click of a button or a swipe of a card, our employees in the estates can now easily purchase anything. They no longer need to carry large amounts of cash in their wallet or rush to the bank or ATM machine to withdraw money anymore. As more grocery stores, mini markets, mobile phone shops, bus ticketing outlets, canteens, and food and beverage outlets in the estates open up to the idea of digital payments, our employees, especially the migrant workers, can enjoy a cashless and convenient lifestyle.

As of January 2022, 85% of our operating units across Sabah and Peninsular Malaysia regions are crediting our employees' salaries directly into their e-wallet since IOI Plantation Services Sdn Bhd collaborated with Merchantrade Asia Sdn Bhd to launch the digital e-wallet salary credit service on 1 February 2020. Many were initially hesitant over the risks and security concerns but now, around 16,000 employees have signed up for the e-wallet facility.

Plantation Director Mr NB Sudhakaran commented: "We have been impressed by Merchantrade's efforts to digitise payments in shops and stores surrounding our workers' living quarters, creating an end-to-end digital solution that benefits us as employers, our employees and the micro-enterprises around us." The e-wallet system has not only transformed the lives of our employees, it has successfully digitalised the small communities in the estates while boosting the local economy within the rural areas.

Our employees are enjoying the many benefits of e-wallet on top of a prepaid card.



The plastic bottles were cut, painted and arranged into an art piece to depict the wondrous beauty of our underwater world.



Let's Sea A World Of BOTTLED ART



On 28 January 2022, the used bottles were presented to Mr Cary Ma (third from right), the founder of B'dari.

Plastic constitutes about 90% of all of the trash that is floating on the ocean's surface. It includes plastic bottles that do not decompose and can remain in the ocean for hundreds of years. Sadly, it is estimated that Malaysians throw 370 kg of plastic waste into the sea annually.

IOI Properties Group Berhad (IOIPG) found a creative way to utilise empty plastic bottles by collaborating with B'dari to retain our underwater world. Together with Le Méridien Putrajaya, Putrajaya Marriott Hotel, Palm Garden Hotel and Four Points by Sheraton Puchong, we presented 1,800

used plastic bottles to B'dari. Sharing the same values as IOIPG on waste minimisation and sustainability, B'dari is an organisation that believes in creating a greener world for future generations through its colourful tiffin carriers to reduce the usage of plastic containers.

The 1,800 plastic bottles were used to create an art piece specially curated by Sarawakian artist Artsy Daphy to represent the diverse beauty of the underwater world. We hope it will motivate people to minimise waste and upcycle plastic bottles instead of polluting the oceans. The next time you want to throw your plastic bottle away, hold on, don't toss it away, but think how you can use it to make something creative and useful.

Palm Oil At The Crossroads



POC 2022
PALM & LAURIC OILS
PRICE OUTLOOK CONFERENCE & EXHIBITION
7-9 MARCH 2022



Dato' Lee spoke at the prestigious POC2022 which was officiated by the Minister of Plantation Industries & Commodities Yang Berhormat Datuk Hajah Zuraida Kamaruddin.

The palm oil industry looks bright with historically high crude palm oil and palm kernel prices, which are supported by favourable factors such as the slowing of new oil palm plantings. Labour immobility has also driven the way towards mechanisation and automation. On the other hand, the non-governmental organisations have not stopped attacking palm oil. What's more, we are facing supply chain restrictions that are accentuated by the Covid-19 pandemic, plus the over-reliance on unskilled and semi-skilled manual labour are just some of the current challenges.

The palm oil industry is at a crossroad unless some crucial decisions are made to address the prevailing issues.

IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor presented some overarching strategies for the palm oil industry at the 33rd Palm & Lauric Oils Price Outlook Conference & Exhibition (POC2022) on 8 March 2022 at Shangri-la Hotel in Kuala Lumpur. Organised by Bursa Malaysia Derivatives Berhad, this world-renowned event has been one of the most anticipated congregations of key decision makers and thought leaders in the global edible oils industry.

To make palm oil more sustainable, we can intensify our mechanisation and automation efforts in the smallholder sector. Furthermore, by collaborating with competing seed oil producers, we can offer a multi-oils solution instead of focusing on a 'either me or you' mindset. After all, different food applications require different fats composition. Dato' Lee's strategies also included regionalising commodity-based palm oil trade, especially the cooking oil in view of the risk to the supply chain and food security, as well as developing special applications for smaller volumes of palm oil for high value products such as infant and sports nutrition.

We have depended on palm oil as food for at least 5,000 years, and by sharing knowledge and resources, we will surely emerge from this crossroad brighter, stronger and better.

Repurposing Flash Steam To Eco Purpose

Steam flashing is a normal phenomenon of the operations of an oleochemical plant. As water is heated up in boilers to generate steam to heat and operate the system, any excess steam that loses its heating energy and value is discharged into the atmosphere as flash steam. The flash steam is often ignored but it can be recovered for economical and environmental use.



Before the heat recovery project.

IOI Pan-Century Oleochemicals Sdn Bhd initiated a heat recovery project in June 2021 to capture the vented steam and use it to pre-heat the steam generator's feedwater which would otherwise require to be heated and generate more steam to incur energy. By installing a heat exchanger that connects it to the condensate collection tank, we are able to utilise the heat from the flash steam to pre-heat the 50°C feedwater to exit at 80°C before it enters the deaerator.

We successfully commissioned this project in January 2022 and have reduced our steam consumption at the deaerator by three tonnes a day, which is about 15% of the previous consumption, as well as reduced our carbon emissions.



After the heat recovery project.

Embracing ESG In Our DNA

The focus on environmental, social and governance (ESG) has become an integral part of business corporations, and is making waves among the public and investors. Well over 300 participants were equally interested as they tuned in to the Embracing ESG Transformation webinar that was organised by The Chinese Chamber of Commerce & Industry of Kuala Lumpur & Selangor (KLSCCCI) on 17 February 2022.

IOI Corporation Berhad (IOIC) continues to be equally committed in its ESG journey and strives to excel further upon its last upgrade from 'BBB' to 'BB' for its improved and enhanced resilience to long-term ESG risks (check out more in our previous *Berita IOI Issue 92* on page 2).

This time, our IOIC Group Managing Director & Chief Executive Dato' Lee Yeow Chor proudly presented our ESG journey, sustainability targets, performances and initiatives including the IOI Climate Change Action Initiative.

The webinar recognised the importance of embracing ESG in today's business landscape and is an eye-opener for corporations to embark on their ESG journey.



Dato' Lee, UN Global Compact Network Malaysia & Brunei Executive Director Mr Feroze Nadar and Sunway University Pro Vice-Chancellor (Research Engagement & Impact) Professor Mahendhiran Sanggaran Nair shared their thoughts on the subject (All pictured below).



Responsible Palm Oil Processing



From refineries and fractionation plants to kernel crushing plants and other sections, we are all putting in different green initiatives to make the world a little greener.

Mr Shyam, also a Fellow of IChemE, Chartered Engineer and Chartered Scientist, participated in the webinar and used it as a platform to create awareness of the importance of green practices in the palm oil industry.

"What would happen to man if all the bees were to die suddenly tomorrow?" This was a question posed by IOI Edible Oils Sdn Bhd (IOIEO) General Manager Mr Shyam Lakshmanan during a recent forum by IChemE's Palm Oil Processing Special Interest Group (POPSIG).

As more than 100 participants pondered on the question, Mr Shyam shared various green initiatives at IOIEO during the *Responsible Palm Oil Processing* webinar on 26 January 2022.

Our IOIEO engineers had innovated the steam recovery system at the dry fractionation plant which has reduced steam usage by at least 20% since 2014, and has increased savings of up to 60%. This is just one of the many innovations to save energy, reduce greenhouse gas emissions and lower carbon footprint at IOIEO's 14 processing plants.

Do you know that without responsibility towards nature or any initiative to combat climate change, bees will be extinct soon? Imagine a world without honey, blueberries, apples, nuts and fresh vegetables. Bees are responsible for pollinating over a third of the crops that feed the world's population. Without bees, humans will not enjoy the wonders of nature which are often taken for granted. Without bees, humans can slowly be extinct. That is why we need to take responsibility for our actions, start caring for our world, develop some green ideas and look for continuous improvement.



Mr Shyam said: "Our goal is to look after Mother Earth for a better future for our children and grandchildren."

Let's Greenify The Condensate

Instead of steam flashing where excess steam is discharged into the atmosphere, condensation can also occur. When steam loses its heat, it cools down and liquifies to become condensate. This is a normal occurrence in the operations of an oleochemical plant.

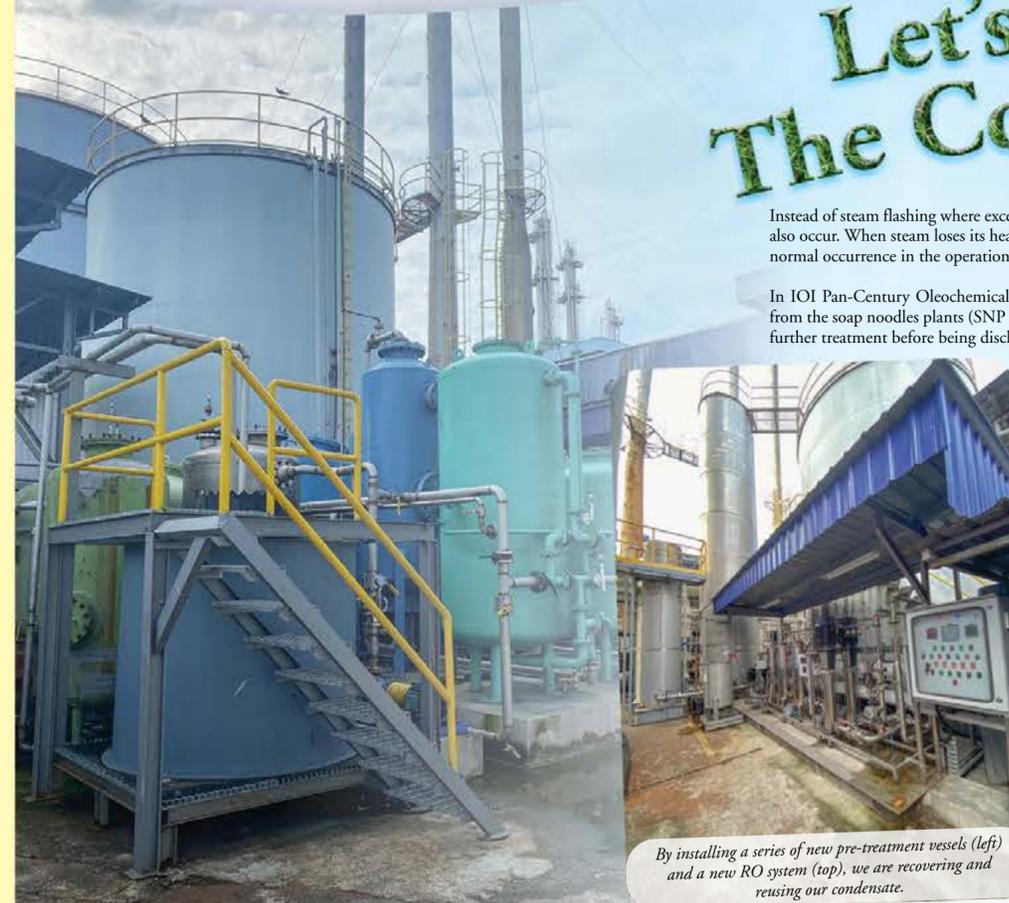
In IOI Pan-Century Oleochemicals Sdn Bhd (IOI Pan-Cen Oleo), the condensate is removed from the soap noodles plants (SNP 1 & 2) and diverted to the effluent treatment plant (ETP) for further treatment before being discharged from the plant.

After observing the large amount of condensate that is discharged and unused, IOI Pan-Cen Oleo Assistant General Manager (Technical & Engineering) Mr S. Sadish Kumar considered if there was a way to make good use of the condensate. After all, the condensate was not fully polluted. He thought: "Hey why don't we try to reuse and recover the condensate which is still in a clean condition?"

The Utility and Soap Noodles Teams explored to come up with a project to greenify the condensate and make it more sustainable.

We managed to collect and recover an approximately of five tonnes of condensate per hour from the soap drying process. Instead of diverting it for treatment in the ETP, we treated it in a simpler, beneficial and less costly pre-treatment process, which included coagulation, flocculation, oil separation and bleaching. Thereafter, we installed a new reverse osmosis (RO) system to treat it to produce clean water that is now suitable to be used for the plant.

The project is a green success! In January 2022, our project has reduced the treatment cost and hydraulic load to the ETP. Not only that, it has cut down our water consumption.



By installing a series of new pre-treatment vessels (left) and a new RO system (top), we are recovering and reusing our condensate.

Roaring Into 2022 With Kindness



Here's a victory to celebrate against Covid-19!

Though Chinese New Year (CNY) was overshadowed by the Covid-19 pandemic which heightened the feelings of loneliness and isolation, especially among the vulnerable people, we brought the Year of the Tiger with a roaring prosperity of festive joy and gifts to the underprivileged on 20 January 2022 through our Corporate Social Responsibility visits.

The faces of the homeless and the needy at Rumah Victory Elderly Home lit up with smiles when they saw our entourage from IOI Properties Group Berhad, Bandar Puteri Puchong's Customer Relations Unit, Palm Garden Hotel, Palm Garden Golf Club, Le Méridien Putrajaya and Four Points by Sheraton Puchong. Bringing gifts such as groceries, home appliances and *yee sang*, we celebrated CNY with the residents of the Puchong home, which has been established since 2015.

We presented food like *yee sang* and hot meals as well as essential items like bathing towels to Wan Hing.



Meanwhile, representatives of IOI City Mall (ICM) and IOI Mall Puchong made their first stop to Wan Hing Care Center PSK Sdn Bhd (Wan Hing) followed by the Malaysian Association for The Welfare of Mentally Challenged Children on the same day.

ICM brought its CNY's *Senses of Spring* vibe to a total of 35 senior citizens (both normal and severely ill) who call Wan Hing home. Ushering the spirit of the roaring tiger with abundance of prosperity, we shared laughter and cheer with the elderly as they reminisced the sweet old days with their loved ones. The home, located in Seri Kembangan, Selangor, is an elderly care centre with a 12-year experience under its belt in running nursing care home and services. We hope our visit made the festive occasion memorable for them.

CNY seems like the happiest day for the special needs children at the Malaysian Association for The Welfare of Mentally Challenged Children as they feasted on yummy burgers and Coke, courtesy of Marrybrown, and eagerly received *angpous* on top of new clothes. The home, which is located in Petaling Jaya in Selangor, now has 72 special needs children who suffer from intellectual disabilities (most of them are severely-ill patients). Before we left, we also presented a cash donation of RM3,000 to the caretaker.



Let the children celebrate the CNY with *angpous*, new clothes and a scrumptious feast.



Empowering With Blessings

Having to live away from home is a very painful thing, especially during the Covid-19 pandemic when we all have to maintain physical distancing from one another. However, things have started to look up, and to many at Dual Blessing Bhd (Shuang Fu), that awesome feeling of *balik kampung* during this Chinese New Year is indescribable, as seen at its annual fundraiser event, with the theme, *Together, Coming Home 2022* on 28 January 2022.

Bargain Basement presented a RM20,000 cash donation to Dual Blessing Bhd which was then channelled to help People with Disabilities (PwDs) return to their hometowns as they reunite with their families and celebrate the festive season. Not only that, this fund was also used to subsidise families affected by the Covid-19 pandemic.



Dual Blessing Bhd is a social enterprise with a mission to assist PwDs in empowering themselves to be independent and productive individuals. Following the renovation and relocation to a house on Old Klang Road that was owned by our late Chairman, Tan Sri Lee Shin Cheng in December 2020, the enterprise continues to run various sustainable businesses in aid of their residents such as a computer skills division, a bakery and a recycling centre, among other efforts.



Shuang Fu helps PwDs to achieve an independent life and create an accessible environment for them while giving them a chance to pursue their dreams.

Helping Hands For The Needy

When times are tough, a helping hand is always appreciated. The recent Central Malaysian floods saw destruction of properties and loss of lives, but it also saw an outpouring of support and compassion from IOI Properties Group Berhad (IOIPG), which is driven by its *Trusted*, brand and *People & Culture* pillar to render the much-needed assistance to the flood victims.



Representatives from IOIPG Corporate Communication Department, auxiliary police team and business units from 16 Sierra, IOI Resort City, Bandar Puteri Bangi, Warisan Puteri Sepang and IOI RIO travelled to Kampung Pasir Baru in Semenyih and Kampung Semarang in Dengkil to deliver cooking stoves, pillows, blankets, towels and daily necessities to over 200 families in both villages.



We partnered with HomePro and Jaya Grocer in this flood relief effort, building upon our belief in the United Nations' Sustainable Development Goals to bring positive impacts through Corporate Social Responsibilities.



The relief effort reflects IOIPG's communal spirit to continuously impact the community positively.



The Needy Are Not Forgotten



CHILL OUT & CELEBRATE CNY

Last year, Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) Executive Director Datin Joanne Wong reached out to a group of elderly people at Shan Xing Charity (also known as Pertubuhan Kebajikan Orang Tua Shan Xing) and put smiles on their faces when she contributed funds and various household items that were required.

This time, the welfare home, which is located in Puchong, Selangor, was in urgent need of a refrigerator. Chinese New Year (CNY) was approaching and it is a time to celebrate with a feastful of yummy food but one of their refrigerators decided to break down. Datin Joanne reached out to the 13 elderly again and presented them with a brand-new Samsung two-door fridge on 24 January 2022. What a thoughtful gift during a time of festivity.

Disasters and emergencies affect the vulnerable and disability community the most, and this Covid-19 pandemic is no exception. The lockdown measures during the pandemic have meant people with disabilities are worse off and more excluded. Hence, IOI Oleochemical Industries Berhad's (IOI Oleo) Community Service Committee (CSC) stepped up to the call of help and fulfilled a wish list of essential items by Yee Ran Jing Shih Handicapped Centre in Bukit Mertajam, Penang. We first visited the association back in May 2019. On 16 January 2022, we arranged with Lotus's Malaysia to deliver the items to the association, which is home to 62 physically impaired and mentally challenged children.

In another event, we also donated a total of RM10,000 to five other charity homes, namely Lotus Hospice Penang, Pertubuhan Penyayang Chi Yun, Bukit Mertajam, Persatuan Orang Pekak Pulau Pinang, Persatuan Kebajikan Shammah Butterworth Pulau Pinang and St. Nicholas' Home, Penang. This fund is aimed to lighten each home's financial burden, especially during this stressful period before the Chinese New Year celebration. Our employees are not forgotten as we continued with our #KitaJagaKita programme to extend financial assistance to our valued employees and their families who are affected by the pandemic.



(PPM-019-10-20062019)
Address: No 27, Jalan Wawasan 2/9, Pusat Bandar Puchong, Batu 11, Jalan Puchong 47160 Sepang Selangor.
H/P: 011-1120 3686
ShanXingCharity@gmail.com



Thank you, Yayasan TSLSC for answering our wish list!



Shaping Our Future By Investing In A Green Planet



REPAIRING & Making A Fashion Statement



95% of textile waste can be reused and recycled but the fashion industry is the second largest consumer industry of water. If your S-sized ripped denim jeans are suffocating your enhanced waist, and you cannot bear to throw it away, upcycle it to a custom-made tote, sling bag or wristlet clutch! Cut and sew away, like what our IOIC employees did, under the guidance of Lim Kok Wing University's Faculty of Fashion & Lifestyle Creativity's undergraduates and mentors on 25 March 2022.

Do you know Tetra Pak can be fashionable too? Sustainability Director of Tetra Pak Malaysia Ms Terryz Tan taught us to recycle and upcycle our used beverage cartons on 11 March 2022. Look at these hats that are made of used beverage cartons!



Live Green, Today, Tomorrow & Every Day

Our planet needs zero-waste champions and climate change heroes. You can easily be a change-maker by making the choice to go green. IOI Corporation Berhad (IOIC) and IOI Properties Group Berhad (IOIPG) initiated various green activities in support of IOI Earth Month 2022. From switching off the lights to organising recycling and upcycling talks and workshops to encouraging employees and the public to show their support for Earth in social media blitzes to cleaning up beaches, all these activities demonstrate the commitment to Refuse, Reduce, Reuse, Repair and Recycle.

Here are some small, easy, green choices we can adapt in our daily lives. Challenge yourself to practise these eco-friendly actions by incorporating them into your lifestyle. Today, tomorrow and every day till they become a habit. Together, we can protect the environment and encourage sustainability as we invest in a green planet and shape a future that is bright and everlasting for ourselves and our children.

RECYCLING Treasures For Earth

Treasures can be found in every nook and corner of your home that can be recycled to lengthen Earth's life, or repurposed into useful items.



Our IOIC employees enjoyed a challenging eco-treasure hunt on 18 March 2022 to search for hidden items and segregate the recyclables correctly. Do you know your recyclables? If not, check out: <https://cutt.ly/FP3ykV>.

Our *Trash to Treasure Reinvent Challenge* saw numerous creative participations from our innovative employees throughout IOI Group. Stir your creative juices by watching the reinvention process of transforming trash to be treasure at <https://cutt.ly/UFFgU6o>.



REFUSING To Give Up On Earth

No matter how small an act, every green act has a big impact on Earth. Sweat it out in a morning run like the 62 participants from 26 IOIPG's various business and support units who joined the 10 km and 50 km WWF-Malaysia Earth Hour Virtual Run for Nature 2022. Besides strengthening your body, you will reduce the carbon footprint.

How about volunteering to clean up Earth? Over 60 participants from our IOIPG Johor Bahru team travelled to Pulau Mawar on 27 March 2022 and accumulated about 65 kilogrammes of wastes in a collaboration with Majlis Daerah Mersing. Well done!

REUSING Every Drop

Used cooking oil, water and lye are all you need to whip up an eco-friendly hand wash. Palm Garden Hotel and Putrajaya Marriott Hotel collaborated with the Faculty of Pharmacy, Universiti Kebangsaan Malaysia to reuse cooking oil and transform it into eco-friendly hand washes for the public at IOI City Mall, IOI Mall Puchong and Palm Garden Golf Club.

REDUCING THE WASTE AT HOME

Thanks to IOIPG's IOI Kickstart winner, Arus Oil, consumers were educated on the proper oil disposal methods at IOI Galleries instead of flushing it down the drain and harming the environment. We can easily pour our used cooking oil into jerrycans, and earn money in three easy ways, while Arus Oil uses it to convert into biodiesel. Flip to our *Berita IOI Issue 91* page 7.

REDUCING THE WASTE AT HOME

Make spring cleaning fun and purposeful. Put the music on, get physical and clean up room by room within a targeted time. Brighten someone's day with your pre-loved items – IOI Oleochemical Industries Berhad employees also adopted a zero-waste lifestyle by sharing and passing the love to others by donating their pre-loved books and bags from 16 to 23 March 2022.

The next time you finish your milk, don't throw the carton away. Give it a second life. Push the straw back into the empty pack or re-attach the cap, then 'Flip-Flap-Flat' it and drop it off at any of the 719 drop-off points in Malaysia. Once recycled, it can be produced into different types of new products such as benches, school desks and more.

Push the straw back into the pack

Make sure to rinse and do the 3Fs



The bronze-made statue of our late Tan Sri Lee commemorates his lofty spirit for education and his contribution to the school during his lifetime.

IN HONOUR OF OUR LATE

Founder of IOI Group and Yayasan Tan Sri Lee Shin Cheng. Tree Whisperer. Business Magnate. Philanthropist... These are just some words to describe our late Tan Sri Lee Shin Cheng. A man of persistence, determination and diligence, Tan Sri Lee continues to be a legacy who lives on. His zest and passion for life is an inspiration that is seen in his spirit of philanthropy, which has carved the path to a lasting trail of educational and community welfare activities that continue to impact and change lives, and where we live to tell his tales today.

Paving The Way To EDUCATIONAL SUCCESS AT HARCROFT

Do you know that our Tan Sri Lee was only 11 when he had to stop schooling and sell ice-cream full time on his own bicycle in order to help support his family? He did this for three years before he went back to school to complete his studies at Middle High School. His struggle in his early years paved his strong belief that education is key to career success and motivated him to set up the SJK (C) Shin Cheng (Harcroft) in Puchong, Selangor.

On 7 February 2022, our late Tan Sri's wife, Puan Sri Hoong May Kuan, alongside IOI Corporation Berhad Group Managing Director & Chief Executive Dato' Lee Yeow Chor and wife, Datin Joanne Wong unveiled bronze-made statue of our late Tan Sri Lee at the school. The statue commemorates his vision on education, which is "to provide high-quality education in building each individual's potential towards the betterment of society and to the country." Dato' Lee shared his late father's aspiration for the school and vowed to step up efforts in making the school a better place for children to grow and learn.

SJK (C) Shin Cheng (Harcroft) is a Chinese national-type primary school which first opened to students in 2008, when it only had Standard One students. Today, the school caters to more than 1,980 students, ranging from Standard One to Six.

At the same occasion, Yayasan Tan Sri Lee Shin Cheng also presented a cheque worth RM200,000 to the school in commemoration of the occasion.

Our late Tan Sri Lee was an avid calligrapher and had always enjoyed his quiet time writing a piece or two. Here, Puan Sri Hoong May Kuan wrote a piece in his honour for the Chinese New Year celebration at the school.



The RM200,000 was donated to the school as an activity and development fund for the progress of the school.



The bronze-made statue of the late Tan Sri Lee was unveiled in the presence of about 40 guests.

TAN SRI LEE SHIN CHENG



Leaving A LEGACY AT UTAR KAMPAR



The Lee family came in full support of the event.

Our late Tan Sri Lee was also a patron and advisor to many community and business associations in Malaysia. At the Universiti Tunku Abdul Rahman (UTAR) Kampar campus (which is located in Perak), a *Tan Sri Lee Shin Cheng Lecture Theatre* at the Faculty of Science, named in his honour was launched on 9 March 2022.

At the launching ceremony, Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) had also donated RM5 million to the UTAR Hospital that is currently undergoing its final phase of construction to completion. A teaching hospital, the UTAR Hospital aims to provide medical care and services in both western and traditional medicine including the methods of the Chinese, Ayurvedic and Malay. It also provides clinical training for UTAR's medical and health sciences students.

The event also witnessed the signatory of a Memorandum of Agreement between UTAR and Yayasan TSLSC on the setting up of the third Bargain Basement outlet, followed by the official launch of the *Bargain Basement@UTAR* on-site.

These series of events were graced by dignitaries such as UTAR Chancellor Tun Dr Ling Liong Sik, Toh Puan Ena Ling, Chairman of Board of Trustees of UTAR Education Foundation Tan Sri Dato' Dr Sak Cheng Lum, UTAR President Ir. Professor Dr Ewe Hong Tat, UTAR Council Members, Puan Sri Hoong May Kuan, IOI Corporation Berhad Group Managing Director & Chief Executive cum Trustee of Yayasan TSLSC Dato' Lee Yeow Chor and the family members of our late Tan Sri Lee.



Bargain Basement aims to provide a platform to develop healthy consumer behaviours (one which encompasses good spending and also being environmentally-conscious) while evoking a sense of entrepreneurship and community services among students.



The Lecture Theatre is officiated in front of the signatory wall of our late Tan Sri Lee, which entails his lifelong journey.



Dato' Lee (first left) presented the mock cheque to Tan Sri Dato' Dr Sak (second right). The presentation was witnessed by Puan Sri Hoong May Kuan, Tun Dr Ling Liong Sik (centre) and Ir Prof Dr Ewe Hong Tat.



Remembering The Tree Whisperer

Our beloved Tan Sri Lee was a man who embodied the true essence and humility of a rags-to-riches story which has not ceased to touch lives and inspire people from all walks of life. Though he has left us, he remains an unforgettable and inspiring role model as well as a beloved icon; admired and sorely missed.

Today, his legacy continues to live on in a commemorative biography which has just been published (Chinese version). You may purchase the Chinese copy online via <https://dajiang.com.my/product/leeShinCheng/>. The English version, entitled *The Tree Whisperer* is expected to be published in May 2022.

Celebrate & Support Gender Equality Together

Every day is an opportunity to recognise and celebrate the many wonderful women in our lives. Society has evolved and it is no longer a man's world. Women are equally smarter, stronger and better. We live in a world that is equitable and diverse where differences are recognised and celebrated. But bias can still occur, whether we realise or not, in our workplaces, communities, families, society and beyond through attitudes, mindsets, perceptions, actions and more.

That is why 8 March 2022 calls for all to forge women's equality and strive for a gender-equal world that is free of bias, stereotypes and discrimination. *International Women's Day (IWD)* is held annually to celebrate the empowerment of women, and honour women's social, economic, cultural and political achievements.

IOI Corporation Berhad (IOIC) Group Managing Director & Chief Executive Dato' Lee Yeow Chor, together with IOIC Independent Non-Executive Directors Dr Nesadurai Kalanithi and Dato' Kong Sooi Lin as well as Yayasan Tan Sri Lee Shin Cheng Executive Director Datin Joanne Wong crossed their arms to strike the #BreakTheBias pose in our Group-wide hybrid IWD celebration to show their commitment to call out bias, smash stereotypes, break inequality and support greater gender equality. Dr Nesadurai Kalanithi and Dato' Kong Sooi Lin along with Tan Sri Dr Rahamat Bivi Yusoff are IOIC's three Directors who are our Board Members, and this represents 38% of the Board composition, which already exceeds the standard nationwide benchmark.



Only by working together, we can forge women's equality, and collectively we can all #BreakTheBias.

Not only that, we have many accomplished and successful women within our Group. Presently 55% of our women are holding management portfolios at the corporate level. Our number of women employees and the roles of women in every tier of employment have continually increased over the years. Our Women Empowerment Committee, which we initiated two years ago during IWD, has not stopped protecting women's rights and introducing various initiatives, specifically during the Covid-19 pandemic. The *Face Mask Initiative* and *Haircut Initiative* gave many an alternate source of income.



PT Sinar Nabati Agro (PT SNA), Indonesia

As part of the IWD celebration, we also introduced the *Women and Digitalisation* social initiative, which is related to our *Climate Change Action Initiative*, in order to encourage our women employees to embrace the digital revolution, and learn to conduct online transactions and do online banking easily, safely and conveniently from their homes.



IOI Oleochemical Industries Berhad



"We should recognise that women have the same capabilities as men. As such, they should be given the same opportunities, they deserve the same respect. Happy International Women's Day. Let's #BreakTheBias."

Mr Tan Kean Hua
Executive Director
IOI Oleochemical Industries Berhad



"Let's stay conscious in our daily decision making at our workplace, with more transparency in terms of gender equality and without prejudice towards others. To my dear fellow sisters, let's continue to support, encourage and empower each other."

Ms Molly Tam
Head of Human Resource
IOI Corporation Berhad



"At IOI, I believe we walk the talk in regards to gender equality. We have so many Wonder Women here, running various departments, so let us learn to #BreakTheBias."

Mr Peter Fitch
Chief Executive Officer
IOI Palm Wood Sdn Bhd



"Whatever man can do; woman also can do. Jantina bukan penghalang! (Gender is not an obstacle) Happy International Women's Day. Let's #BreakTheBias!"

Ms Rafidah Mahmud
Senior Laboratory Operator
IOI Edible Oils Sdn Bhd



Besides capacity building where we are helping women to improve their knowledge in digitalisation, we are encouraging knowledge sharing to upgrade their skills and enhance their self-development. In addition, we are also holding wellness forums to address mental health, which is a social stigma and silent topic, but has also affected many women, especially worse during the Covid-19 pandemic.

The IWD celebration saw over 500 physical and virtual participants from IOI's headquarters to the plantation, oleochemicals and refinery site offices. At each location, we witnessed an outpouring of support to #BreakTheBias, towards a series of activities including live performances, video presentations and sharing of testimonials took place simultaneously. These on-site events also included make-up classes, cooking demonstrations as well as health screening booths.

Let us not allow the #BreakTheBias move be a stand-alone event on 8 March only. We can all actively strike the pose today, tomorrow and every day to overcome gender bias, discrimination and stereotypes. We can start by recognising our biases, changing our attitudes and amplifying our voices to forge an inclusive world. Together, we can make a difference.

WOMEN'S DAY INTERNATIONAL

Inspire Women & Create Value Together



The month of March was devoted to women in IOI Properties Group Berhad (IOIPG). Women were recognised, valued, appreciated and celebrated in our IOIPG headquarters and throughout our business units from property development, property investment, and hospitality and leisure segments.



Holding on to the *International Women's Day's* theme, #BreakTheBias, we initiated various activities in line with our sustainability strategic theme of *Inspiring Women* and our sustainability goal of *Creating Value for Employees*. Furthermore, they support the United Nations' Sustainable Development Goal 5: Gender Equality that advocates participation of women at all levels of decision making in governance and the economy.

Our employees and the public had a blast honouring and celebrating the women of their lives in our *IOI Sustain* and *IOI Lifestyle* Facebook pages as they posted photos and messages for women at the workplace and in the community in order to promote gender equality. That is how we show our commitment to a more diverse and inclusive workplace and society. A delicious treat for two at Putrajaya Marriott Hotel was up for grabs for the person who crafted the best message of the "Superwoman" in his/her life.



We treated the first 300 Club IOI female members to a lovely muffin each while our Buzzy Bee entertained our shoppers at IOI Mall Kulai.

You are powerful, beautiful, brilliant and brave. — every female employee from IOIPG headquarters to Penang to Singapore to Xiamen received this beautiful gift thanks to IOIPG Group People & Culture.

Together at Palm Garden Hotel, we can break the bias and foster gender equality.

Challenging the social perceptions of women is not easy, as we learnt in the *Dangerous Women Webinar Series* by LeadWomen on 8 March 2022. This informative webinar included a panel discussion entitled *Breaking the Bias for a Sustainable Tomorrow* (which advocated the participation of women at all levels of decision making) and a #IAmRemarkable workshop (a Google initiative to empower women and other under-represented groups to celebrate their achievements in the workplace and beyond).

Over in IOI Palm City in Xiamen, China, our female colleagues also joined the move to celebrate our women workforce by organising a *Spring Summer* fashion show and a handmade paper flower workshop, among others.



Our colleagues at IOI Palm City Xiamen are equally supportive of International Women's Day.

Additionally, our business units from the property development, property investment, and hospitality and leisure segments came up with special promotions, gifts for female employees, special rates for lady customers and fashion shows at IOI Malls and IOI Galleries nationwide to acknowledge women's contributions.

Here's to our strong women. Let us continue to build a diverse workplace that inspires, celebrates and values women!



Let us walk the talk at IOI Mall Xiamen and stand up for equality!



#BreakTheBias
Opportunities should be given based on merit and not gender.

Chu Ming Ming
HR & Recruitment Manager
IOI Palm Garden Golf Club



#BreakTheBias
Women have dreams and ambitions to see themselves changing the world. Indeed women are complex, mysterious and enchanting creatures of God's creation. So allow them to chart their own future and shape the world with ambition and love.

Hasnita Binti Hassan
Assistant Representative of Police
IOI City Mall



#BreakTheBias
Think positive, don't be afraid and face challenges with an open mind.

Sukvender Kaur
Building Services Manager
IOI Building Services

Stepping Up With Innovation



Cleaners no longer need to manually mop and scrub the floors at the common area of South Beach Singapore. We are letting the Ecobot Scrub 50 do the dirty job of mopping the indoor area while another robotic partner actively scrubs the outdoor area. Not only are these two robots able to clean a larger area with less manpower, they use 10 times less water, thanks to their water recycling filtration system. The result? A higher standard and consistent cleanliness is achieved with less manpower and water!

Since Singapore Ministry of Manpower announced the move to extend the Progressive Wage Model to various sectors and employees, we at South Beach Singapore have stepped up our innovation with the use of automation and technology to enhance workers' productivity. This is in line with the Singapore government's focus to uplift the skills of lower-wage workers in the cleaning and security sectors.

Currently, we have a total of six technological equipment that assist our cleaning and security operations in the common areas of our South Beach development, which are highly visible to our visitors and tenants. While reducing the number of headcounts, we are creating a safer and sustainable working environment.



Vehicles parked illegally along the driveway better watch out! Our Security Surveillance Robot has laser-sharp eyes in its video analytics and CCTV technology to send real-time videos to alert our Command Centre to catch these culprits immediately and identify any security threats.

Our security mobility has also been given a boost with this Personal Mobile Device. Our security officer can now patrol and cover a wider area within a shorter time, and respond promptly to any emergencies.



Our cleaners no longer have to spend hours erecting staging platforms to carry out cleaning at heights. This is not only unproductive; it also poses the risks of slipping and falling.

With the Quattro-S and Space Vac, cleaners are trained to operate this specialised high-level cleaning equipment to clean high-rise windows or surfaces without the need for staging or mobile lifts.

This enhances our cleaners' productivity and also creates a safer working environment for them.



We have collaborated with SP Group and Porsche in installing six new electric vehicle charging points at the commercial and residential zones of the basement car park.

Standing Firm On Soapy Ground



IOI Group Managing Director & Chief Executive Dato' Lee (left) who visited the site on 1 March 2022, was briefed and shown around by Project Leader cum Assistant General Manager Maintenance Mr KS Dalmia.

The global soap noodles market has been steadily growing since the emergence of Covid-19 with the increase in cleanliness and hygiene. The market is expected to rise at 3% CAGR in the forecast period of 2020 to 2025. In line with this positive future outlook, IOI Pan-Century Oleochemicals Sdn Bhd is increasing its soap noodles production capacity. Furthermore, it is in line with our IOI Corporation Berhad's (IOIC) Five-Year Plan to grow the oleochemical segment's sales volume by 15% and profitability by 25%.

To maintain our competitive edge as a leader in the soap noodles industry, we are building a new soap noodles plant (SNP 5) that will help us to add a further 140 tonnes to our daily capacity of 400 tonnes. Integrating the latest soap noodles manufacturing technology and 25 years of technical plus operational expertise of soap noodles division, SNP 5 is targeted to cater to a wider range of customer requirements. What's more, it is equipped with an efficiently designed reactor that will produce the same high quality of Palmsabun® range of soap noodles while utilising less water and less energy per ton of product.

Not only that, our new 1,200-tonne capacity warehouse (to store finished goods) will be established soon. Upon its completion, it will serve as an additional storage space to minimise the need for any external warehousing. Ultimately, it will allow us to carry out maximum storage utilisation and longer campaign runs to cater for larger sales volumes.

Dato' Lee, accompanied by IOI Oleochemical Industries Berhad Executive Director Mr Tan Kean Hua and IOI Pan-Century Group Chief Operating Officer Mr David Koo, are all pleased to see that the project is progressing well and will be completed soon.

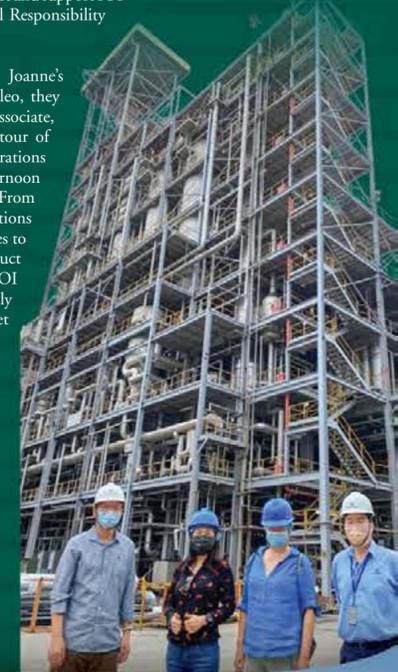


A Visit To IOI Oleo

Since its inception in 1994, Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) has brought much joy to students, the underprivileged, the poor and needy, and countless lives. It contributed RM4.1 million to education, medical and community initiatives in the financial year of 2021.

As Executive Director, Datin Joanne Wong (second from left) never ceases to find opportunities to change lives for the better despite her busy schedule. It was a warm and enjoyable exchange with IOI Oleochemical Industries Berhad (IOI Oleo) Executive Director Mr Tan Kean Hua and Chief Operating Officer Mr Lai Choon Wah as they discussed how Yayasan TSLSC can assist and support IOI Oleo's Corporate Social Responsibility projects.

Since it was Datin Joanne's maiden visit to IOI Oleo, they brought her and her associate, Ms Daryl Yeap, on a tour of the oleochemical operations on the sunny afternoon of 4 March 2022. From oleochemical operations and process technologies to sustainability and product applications, the IOI Oleo tour was definitely an informative yet enriching experience.



Look at the green and lush trees, the neatly trimmed shrubs and kaleidoscope of flowery blooms. This beautiful sight will greet you each time you walk into IOI Edible Oils Sdn Bhd (IOIEO). Look around and you will be surrounded by sprawling greens and flowering plants in creative shapes. This beautiful sight is often taken for granted but do you know that it takes time, effort, attention and patience to grow and maintain such a fresh, green and creative landscape?

The love for nature is the motivation behind the joy in planting and nurturing trees, flowers, bushes, shrubs and all kinds of greenery. Without the use of any special tools or instruments, the plants are neatly shaped and trimmed into innovative and decorative topiaries according to their creativity. But their jobs are not all about plants.

They are a bunch of 13 employees who need to be experts at repairing road kerbs, painting road markers, fogging and sanitising the work areas, installing floor and wall tiles, maintenance works and all other essential services required at both IOIEO and IOI Bio-Energy Sdn Bhd in Sandakan while being exposed to various job hazards. So, hats off to our dedicated Civil Department. Let us salute them for their laborious work and evergreen fingers!



Going Clean & Natural



Do you turn to the back of a product to read the food label before buying it? When the product is new or unfamiliar, it is natural to scrutinise the ingredients. All the more if you prefer healthy eating choices. There is a growing preference for clean label products as consumers want healthier and trustworthy products that are natural, healthy, nutritional and sustainable. More and more consumers are seeking products that are not only better and sustainable for them, but better and sustainable for the planet.

Zegarra said: "Karibon, with its nutritional and sustainable characteristics, is a breakthrough CBE solution and everything food manufacturers are looking for in a premium CBE, while delivering indulgence and a label-friendly product to their consumers. Karibon is an important step in Bunge Loders Croklaan's drive toward powering the future of responsible chocolate confectionery while offering chocolate manufacturers an ingredient that is economically viable and guarantees the processing benefits of leading CBEs in the market."

"With Karibon, we can offer a pure shea ingredient for chocolate bars, coatings and other applications. Our suppliers are women's co-operatives from West Africa who collect shea to provide additional income for their families. Our ingredient is clean label while contributing to environmental and social sustainability."

Dr Ing Renee Boerfijn
Director of Innovation EMEA
Bunge Loders Croklaan

Which is why Bunge Loders Croklaan's Karibon was awarded with the Clean Label and Natural Award in the Food Ingredients (Fi) Europe Innovation Awards. It is the first 100% shea-based Cocoa Butter Equivalent (CBE) with all the processing benefits and versatility of leading CBEs in the market with the nutritional and sustainability benefits of shea. It meets consumer demand for more conscious and sustainable food options that do not compromise on taste and quality.

Global Marketing Director Mr Rafael



Living Healthily To Your Best Potential

<i>discovered in year:</i>	1931	1920	1920	1922	1929
<i>type:</i>	fat-soluble	water-soluble	fat-soluble	fat-soluble	fat-soluble
<i>chemical name:</i>	retinol	ascorbic acid	calciferol (D ₂); cholecalciferol (D ₃)	tocopherol	phyloquinone (K ₁); menaquinone (K ₂)
<i>lack can lead to:</i>	night blindness, eye disorders	scurvy (lethargy, bone pain, easy bruising)	rickets (softening of bones)	poor blood cell and tissue health	bleeding diathesis (susceptibility to bleeding)
<i>good sources:</i>	orange and yellow fruits, leafy vegetables, carrots, pumpkin, spinach, liver, salmon, egg yolks, fortified dairy products	citrus and other fruits, vegetables, liver	fatty fish, egg yolks, mushrooms, milk, liver, cod liver oil, sunshine	vegetable oils, eggs, nuts, seeds	leafy green vegetables, spinach, broccoli, egg yolks, liver
<i>benefits:</i>	<ul style="list-style-type: none"> • for growth and cell development • promotes healthy skin, hair, nails, gums, glands, bones and teeth 	<ul style="list-style-type: none"> • strengthens blood vessel walls • promotes wound healing and iron absorption • helps prevent atherosclerosis • supports immunity 	<ul style="list-style-type: none"> • aids calcium absorption builds • maintains strong bones and teeth 	<ul style="list-style-type: none"> • protects fatty acids • maintains muscles and red blood cells 	<ul style="list-style-type: none"> • for proper blood clotting



KNOW YOUR VITAMINS

Are you getting enough of the 13 essential vitamins your body needs to stay healthy? Here are what each vitamin does, and how to achieve the recommended daily intake through a healthy diet.

<i>discovered in year:</i>	1910	1920	1936	1931	1934	1931	1941	1926
<i>type:</i>	water-soluble	water-soluble	water-soluble	water-soluble	water-soluble	water-soluble	water-soluble	water-soluble
<i>chemical name:</i>	thiamine	riboflavin	niacin	pantothenic acid	pyridoxine	biotin	folic acid	cobalamin
<i>lack can lead to:</i>	beriberi (fatigue)	ariboflavinosis (sore throat, mouth swelling, cracked lips)	pellagra (sensitivity to sun, dermatitis, dementia, skin lesions)	paresthesia (skin numbness)	anaemia (blood disorders, fatigue)	dermatitis (eczema)	megaloblast (birth defects during pregnancy)	megaloblastic anaemia (blood disorders)
<i>good sources:</i>	pork, oatmeal, brown rice, vegetables, liver, eggs, legumes, nuts, seeds, fortified cereals, grains	dairy products, bananas, popcorn, green beans, asparagus, lean meat, fortified cereals, grains	lean meat, seafood, eggs, mushrooms, legumes, milk, cereals	almost all foods contain vitamin B5	meat, fish, green leafy vegetables, cereals, bananas, potatoes, soybeans fortified dairy products	egg yolk, peanuts, soybeans, liver, whole grains, yeast	leafy green vegetables, liver, asparagus, orange juice, avocados, legumes	all animal products
<i>benefits:</i>	<ul style="list-style-type: none"> • to maintain a healthy metabolism • aids digestion, appetite and proper nerve function 	<ul style="list-style-type: none"> • for energy metabolism • aids adrenal function • supports normal vision • helps maintain healthy skin • supports immunity 	<ul style="list-style-type: none"> • to metabolise energy • to promote normal growth • in large doses, vitamin B3 can also lower cholesterol 	<ul style="list-style-type: none"> • aids energy metabolism • normalises blood sugar levels 	<ul style="list-style-type: none"> • promotes protein and carbohydrates metabolism and the release of energy • supports proper nerve function and the synthesis of red blood cells 	<ul style="list-style-type: none"> • vital in maintaining a healthy metabolism 	<ul style="list-style-type: none"> • to make DNA, RNA, red blood cells • to synthesise certain amino acids 	<ul style="list-style-type: none"> • to make red blood cells, DNA, RNA, and myelin for nerve fibers

The Problem With SUPPLEMENTS

We human beings, regardless of age and ethnicity, take some form of supplement on a regular basis. Firstly, despite scientific studies having found supplements are frequently contaminated during its production cycle (like heavy metals such as lead and mercury and pharmaceuticals including amphetamine analogues or alprazolam (Xanax) or that the best way to get nutrients is through food, our interest in supplements only keeps growing.

Secondly, we may simply not know how exactly the supplement works in the body. Prescription drugs have to undergo lengthy safety trials. Supplements do not.

Thirdly, drug interactions have side effects. Supplements are active substances and can interact with your prescription pills like regular pharmaceuticals do. Two wrong substances together can be enough to cause problems. E.g., St. John's wort can cause interactions with high blood pressure medications and oral contraceptives.

Fourthly, some substances are poisonous at high dosages yet beneficial to health in small amounts. This effect, known as hormesis, applies, for instance, to many phytochemicals (compounds that



plants produce in order to kill or deter pests). Glucosinolates (broccoli) and tannins (red wine) are some good examples. While it is basically impossible to overdose on broccoli due to the physical limits of your stomach, some green tea pills sold online, for example, contain a minimum of 274 milligrams (mg) of phytochemicals called catechins per pill. The label says you should take three of these a day, yet daily intakes equal to or above 800 mg per day increases the blood levels of transaminases, an indicator of liver damage.

Similarly, high doses of vitamin C and E have been linked to renal failure and cancer, respectively. According to meta-analyses of studies, taking 400 IU (International Unit) or more of vitamin E per day can actually shorten your life. Although supplements are often touted as quasi-miraculous substances that can wipe out dangerous free radicals and prevent aging, many researchers suggest that free radicals are an important part of the body's repair mechanisms (this is why exercise is good for you as it produces free radicals). Taking too many purified forms of antioxidants may disrupt these important repair processes, and to an extent, may actually protect cancer cells from free radicals that are trying to get rid of the intruders.

Supplementing Your Diet Correctly



Supplements are never a substitute for a healthy and balanced diet. It is always best to get your nutrition from food and not a pill. If you are a healthy person who eats a balanced diet containing plenty of vegetables, fruits and whole grains, you are getting all the vitamins, minerals and other nutrients you need, and you do not need to load up on the extra pills and supplements.

However, supplements are crucial and helpful in instances when you are:

- planning on becoming pregnant within a month (400 micromilligram (mcg) of folic acid daily)
- pregnant (400 mcg folic acid to help protect against neural tube defects and 800 IU of vitamin D to help prevent preeclampsia)
- a strict vegan who consumes no meat, fish, eggs and dairy (daily B12 supplement)
- taking certain drugs: vitamin B12 and magnesium supplements may be needed if you regularly take heartburn drugs or diabetes medication
- diagnosed with osteoporosis (800 IU vitamin D₃ supplements and at least 1,000 to 1,200 mg of calcium to slow bone loss)
- diagnosed with gastrointestinal disorders such as inflammatory bowel disease or celiac disease, or serious conditions such as cancer
- lactose-intolerant (vitamin D and calcium supplement will provide the essentials that you lack from dairy products)

As an informed consumer, you must check labels carefully. Be mindful that supplements are not regulated for safety, effectiveness or accuracy of labels. If you take a prescription medicine, make sure you talk to your doctor before taking any supplements.

If you are wondering whether you need that extra supplement, talk to a dietician or a doctor. It is better to concentrate on improving your eating habits and resort to natural food sources than opting for supplements to get the required nutrients. Furthermore, taking more than the recommended daily dose can increase unnecessary side-effects so watch what you eat and avoid overdosing.

Staff Get-Together



Palm Garden Golf Club welcomed back employees with a *Staff Get-Together* party as a show of appreciation throughout the pandemic, at the poolside terrace on 10 January 2022. The party featured games, performances, a lucky draw, an open garage sale and a sumptuous buffet lunch spread.

Give Blood, Save Lives



Shahzan IOI 1 and 2 Estates collaborated with Hospital Segamat for a blood donation drive, collecting 43 pints of blood on 23 February 2022 to replenish the hospital's reserve.



Love Is In The Air

Le Méridien Putrajaya celebrated the season of love by collaborating with MALIN+GOETZ to offer guests a gastronomic and olfactive experience that represents a strawberry's full cycle. Pastry Chef Hans created a strawberry-inspired *Avec Amour* afternoon tea with delights such as pink peppercorn, rose scones, red macarons and more, all of which were inspired by MALIN+GOETZ's newly-launched fragrance, *Strawberry Eau De Parfum*.

Ushering CNY With A Roar



IOI City Mall, IOI Mall Puchong and IOI Mall Kulai welcomed the roaring Year of the Tiger with bold and delightful festive decorations of lanterns and cherry blossoms.



CNY Baking Workshop



A total of 30 employees from IOI Corporation Berhad attended the Chinese New Year (CNY) *Lunch & Learn Baking Workshop* on 14 January 2022, to bake a must-have signature sweet treat for every CNY – delicious pineapple tarts – using palm oil and *I-fresh* pineapples from Sagil Estate.

Tee-off To Raise Funds



IOI Palm Villa Golf & Country Resort, Kulai hosted a charity golf tournament on 20 February 2022 where 35 golfers came together to raise a total of RM2,000 for young Puteri Balqish @ Aishah A. Wahid, daughter of one of our employees who lost her mother to Covid-19.

Celebrating The Year Of The Tiger



A pair of lions performed stunning acrobatic moves to the accompaniment of drums, gongs and cymbals at Palm Garden Hotel and Palm Garden Golf Club on 7 and 12 February 2022 respectively, ushering in the Year of the Tiger.

Destinasi Rasa

@ Le MERIDIEN PUTRAJAYA 2022

Bersama Selebriti Chef
2 April 2022 – 1 Mei 2022

