

## Training Youths To Be Leaders

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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: 96 (OCT - DEC 2022)

KDN NO: PP9740/05/2013 (033253)

For Internal Circulation Only



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PLANTATION  
GOLD  
IOI CORPORATION BHD



Of the top 50 listed companies in Malaysia, only 94% have Environmental, Social and Governance (ESG) strategies, 62% have ESG embedded in their business strategies, and 68% have emissions reduction policies (according to *Positioning Corporate Malaysia 2022*). Long before ESG became a buzzword among companies, IOI Corporation Berhad has long been practising the ESG concerns since joining the Roundtable on Sustainable Palm Oil in 2006.

Our Group Managing Director & Chief Executive Dato' Lee Yeow Chor believes that the adoption of good ESG practices gives us a competitive advantage in many areas, and over time, has aligned our ESG or sustainability policies with the company's purpose, vision, mission and core values as well as ensured that all employees realise that ESG is a collective responsibility.

While many companies are still playing catch-up, our ESG journey has included policies on women empowerment, no sexual harassment, zero recruitment fees when hiring foreign workers, and various efforts to improve the welfare of our employees.

Over 300 Malaysian public-listed companies in the FTSE Bursa Malaysia Emas Index with a FTSE4Good ESG rating were in the running for the ESG Awards at the inaugural *The Edge Malaysia ESG Awards 2022*. Thanks to our consistent implementation of ESG activities over the past 16 years, we received a Gold award for the plantation sector under the *Equity Awards* category.

Our Group Head of Sustainability Dr Surina Ismail (centre in pix) received the prestigious award from FTSE Russell Head of Sustainable Investment for Asia-Pacific Ms Helena Fung (second from right) on 28 November 2022 at Sunway Resort Hotel.

Check out more information at: <https://cutt.ly/D0Ou0Wo>.



## Developing Leaders



Competent leaders do not emerge overnight. Leaders are made, they are not born. It takes character, sacrifice, determination and so much more. Abraham Lincoln has this to say about great leaders: "You cannot escape the responsibility by evading it today." Beyond the values of good character, leaders are groomed through a continuous journey of skill nurturing and talent development in a learning environment.

IOI Corporation Berhad invests in a leadership development journey where employees can grow through online and offline training and coaching programmes at zero cost. From WE CARE (We Communicate; Aid & Assist; Rapport; Educate) enhanced employee engagement programme for our plantation employees to leadership development programmes and an executive coaching programme endorsed by the United Kingdom's Institute of Leadership & Management, our efforts to promote a culture of leadership excellence led us to clinch a silver award in *Excellence in Leadership Development* at the 10<sup>th</sup> *Human Resources Excellence Awards (HREA) 2022* on 14 October 2022 at Hilton Kuala Lumpur.

The *HREA* is the most sought-after and prestigious human resources programme in the region, evaluated by eminent industry experts to honour distinguished Malaysian organisations with exceptional employee engagement, performance management and talent management. The awards shine a light on best practices and celebrate outstanding human resources teams who share a common goal – pushing the boundaries in people strategy.

## Governed By EXCELLENCE



While both IOI Coporation Berhad and IOI Properties Group Berhad are governed by individual Corporate Governance Frameworks, one thing's for sure: good corporate governance practices guide the strategies, decisions and actions in both companies.

We were earmarked by the Minority Shareholders Watch Group, and received the *ASEAN Asset Class Award* during the virtual *2021 ASEAN Corporate Governance Scorecard (ACGS) Awards* on 2 December 2022. We stand out among 54 Malaysian public listed companies out of 234 ASEAN winners (from Malaysia, Indonesia, the Philippines, Singapore, Thailand and Vietnam) to achieve high marks (at least 97.5) for showing improvement in our corporate governance standards and practices.

## Paperless Triumph

[Ctrl+P]

How often have you pressed these two buttons – Ctrl+P – on your keyboard? Perhaps conveniently way too many times per day till it becomes a habit whenever you see an important email, invoice, newsworthy article, document for your boss and just about anything.

It is not easy to reduce paper wastage in the office but IOI Properties Group Berhad expects to save about 58,800 pieces of paper annually through the digitalisation of invoices and contract claims! In May 2020, we implemented Esker, a global cloud platform for finance service functions. Our digitalisation drive went live in July 2020, enabling paperless workflow, procurement and payment across all business units.

With Esker, we have a full overview of the process flow from the start of the submission of the invoice to the end payment. We can immediately see savings in terms of storage space renting and a better audit trail in dealing with our year-end audit.

Esker applauded our effort to accelerate digital transformation, and awarded the *Esker Asia Impact Awards 2022* for *Best Results* in recognition of our improved productivity and increased efficiency. So next time you want to press the Ctrl+P buttons, stop and think if it is really necessary.



Last year, IOI Acidchem Sdn Bhd obtained a *Silver Sustainability Rating*. It only spurs us to try extra hard. Our determination and commitment to systematically improve our sustainability performance led us to receive a *Gold Sustainability Rating* for the first time! We have consistently integrated the Environmental, Social and Governance criteria into our business and have strived to make our supply chain transparent. With an overall 94% percentile, we have improved our rating from Silver to Gold!



## 3x Gold Champion

After taking the win in 2019 and 2020, IOI Oleo GmbH continues its winning streak in 2022, and is now a triple gold champion after being awarded a *Gold Sustainability Rating* by EcoVadis, the world's largest and most trusted provider of business sustainability ratings that rates companies according to 21 sustainability factors. With a 93% percentile among all the companies, we have soared to the top through our green portfolio. Since January 2021, we have switched completely to green electricity, leading to a yearly reduction of 7,500 MT of greenhouse gas (GHG) emissions. Not only that, we have upgraded our biogas plant which generates methane gas from waste water and aqueous organic solutions. This will subsequently reduce our GHG emissions and energy cost.

### Editor's Note

2022 is a wrap. Has it gone according to your expectations? Were your hopes and dreams derailed or abandoned in the midst of adversities, trials and uncertainties? There is always the opportunity of tomorrow so long as we are resolute. As we raise the curtain on 2023, let us hop over to the Year of the Water Rabbit, which is known to symbolise prosperity, peace and calmness, and usher in a year of not only great expectations but also great achievements.



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## Best Company To Work For

What is it like to work for IOI Properties Group Berhad (IOIPG)? "Superb." "Good and established company." "Dynamic team under new leadership." These are just a few remarks from our IOIPG employees, all of which affirm our commitment to our employees, so much so that we are named as one of the *Best Companies To Work For In Asia 2022 – Malaysia Chapter* by HR Asia.

Despite the challenges over the past two years due to the pandemic, we have been constantly trying our best to establish a workplace where people feel *Trusted*, and to foster a learning culture with our *People First* core value.

The award is targeted at companies across Asia and recognises companies with the best human resource practices, and which demonstrates high levels of employee engagement and excellent workplace cultures. In fact, to unleash the potential of our people, our Group People & Culture Department just concluded a *Personal Development Week*, which consisted of eight virtual half-day sessions to build our employees' self-leadership by focusing on personal effectiveness, emotional intelligence, personal grooming, and stress management. We received an overwhelming 1,174 responses and registered 4,696 learning hours!

We will continue to create a great and desirable work environment for all, and strive to make IOIPG an even better place to work for.



## Top Of The Top Property Charts



Only the best of the best in the property sector is exclusively invited to the inaugural *Malaysia Developer Awards (MDA) 2022*.

Even then, having certain results does not guarantee a spot in this top awards ceremony because only the best performing company whose three-year audited financial report meets the mark in terms of income, profitability, stability, sustainability, and transparency is recognised. On top of this, the company needs to pass a comprehensive and stringent judging criteria and is evaluated by a distinguished panel of judges comprising professionals across multiple disciplines.

Not only did IOI Properties Group Berhad (IOIPG) get invited, but we are also ranked sixth in the *Top-of-the-Charts Top 10 Awards* (for Market Capitalisation of RM1 billion and above) in the MDA, which was initiated by FIABCI Malaysia and Star Media Group to create first-rate, holistic and inclusive accolades that would be the pinnacle of achievements alongside being the talk of the town.

Our Chief Executive Officer Dato' Voon Tin Yow (second from right in pix) received the award on 19 October 2022 at the Sunway Resort Hotel Grand Ballroom, smiling with pride at IOIPG's outstanding success.

## UNGC Sustainability Performance Awards 2022



Every year, we are stepping up our efforts to promote employee growth and development, and create a sustainable future under the guidance of our IOI Properties Group Berhad's (IOIPG) vision, mission and core values.

In 2022, we gave the young ones valuable work experience by attracting 267 interns and apprentices with the goal to nurture young talents. We did not forget our senior citizens as we created *IOISilver* to give job opportunities to senior citizens who are still able to contribute meaningfully to the workforce with their insights and experience. At the same time, our

employees clocked 108,276 learning hours to bolster self and career development. In IOIPG, employee engagement is part of our plans to create a dynamic and inclusive work culture so that we can foster a two-way communication between managers and their staff. All these and more are in line with our objective to create value for our employees.

When it comes to sustainability, our four strategic themes of *Mindset Change*, *Inspiring Women*, *Young Urbanites* and *Urban Green* are the pillars that ensure we stay true to our *Trusted* vision.

In December 2022, the United Nations Global Compact (UNGC) Network Malaysia & Brunei not only recognised our innovative employee engagement efforts but acknowledged our sustainability efforts and persistency to strengthen our sustainability culture and awareness with a *Sustainability Awareness & Employee Engagement Recognition Award*.

## Excelling At The Edge

The Edge Media Group presented *The Edge Malaysia Top Property Developers Awards (TPDA)* on 1 November 2022, and celebrated the 20-year milestone of the awards since its introduction in 2003. Throughout these 20 years, some property developers were impacted by the economy while others have been undergoing different stages in their business. New players have also emerged in the property industry.

Despite the ups and downs, and the recent challenging Covid-19 pandemic, IOI Properties Group Berhad (IOIPG) has stood the test of time and has been a familiar face at the TPDA from its first year. With our consistency in delivering resilient results and building a *Trusted* brand in 2022, we have been named one of the *Top Ten Property Developers in Malaysia* again as we clinched the seventh spot.

Our IOI Resort City even won the *Property Development Excellence Award* in the integrated township category, namely *Excellence in Integrated Township of Residential, Resort, Office & Retail*. Our Chief Executive Officer Dato' Voon Tin Yow (centre in pix) and Property Development Senior General Manager Mr Ho Kwok Wing attended the gala dinner at Shangri-la Hotel in Kuala Lumpur to receive the awards.

THE EDGE Top Property Developers Awards 2022

IOI PROPERTIES GROUP BHD





# Green Largest Mall In Malaysia

Outdoor space for gardening and landscaping? Better natural lighting and air quality? Lower utility costs? Eco-friendly and designed to the highest environmental standards? These are just some of the benefits of green buildings. Not only are they sustainable, they ensure optimal and efficient use of energy, water and materials while reducing impact to human health and the environment. Look around and you will know why they are gaining momentum.

IOI City Mall (ICM), our largest mall in Malaysia, just joined the green list and is officially, Green Building Index (GBI)-certified under Non-Residential Existing Building on 21 October 2022.

In Malaysia, green buildings are accredited by GBI, which was developed in 2009 by Pertubuhan Akitek Malaysia and the Association of Consulting Engineers Malaysia to lead our property industry towards becoming more eco-friendly. It is not easy to be GBI-certified as many factors need to be evaluated such as energy and water efficiency, indoor environment quality, sustainable site planning and management, materials and resources efficiency and innovation.

In addition to the high-performance glass and wall material to lower heat build-up and conserve energy, the double roof design and solar photovoltaic panels at ICM reduces heat transfer. Thermal energy storage system, a highly energy-efficient cooling system that chills water during non-operational hours, is also used. A ticketless licence plate recognition system is also installed at the parking facility to eliminate paper wastage.

In FY2022, the carbon emission was reduced to about 2,727.42 tCO<sub>2</sub>! This is a valid demonstration of IOI Properties Group Berhad's (IOIPG) commitment to building sustainable communities, and leading the way as a responsible steward of the environment.

IOIPG Chief Executive Officer Dato' Voon Tin Yow proudly receiving the GBI certificate from Chairman of the GBI Accreditation Panel Ar. Serina Hijjas.



The new phase of ICM has a central glass atrium that allows natural sunlight to penetrate through the building, which is an important aspect of a green building.

## No Water, No Life

Water is essential to keep us alive. We use water to drink, shower, cook, flush our toilets, wash our clothes, and more. Not a day passes by when we do not use water, so much so that we always take it for granted. Until our taps run dry due to water rationing, then we realise the importance of water in our daily lives.

Sadly, more than half of the 4.3 million *orang asli* in Malaysia have no access to treated or clean water. They have to rely on murky water piped from wells, ponds and rivers for cooking and drinking which compromises their health because they can easily get diarrhoea, cholera, dysentery and typhoid fever from consuming contaminated water. In fact, up to 90% of parasitic infections were reported in some *orang asli* communities.



Remember, there is no life without water. Make sure you save every drop of water.

Adding a simple water filter can bring a life-changing difference by removing the sediment and bacteria in untreated water. Led by IOI Properties Group Berhad's *Trusted* commitment to address water security challenges among underserved communities, we launched the *IOI Water For Life* project in July 2021, and collaborated with Pertubuhan Komuniti Elite to provide portable filters to remote communities which have no access to clean water.

We have since provided water filters to several villages, namely Kampung Orang Asli Gunung Arung in Endau and Kampung Orang Asli Pasir Salam in Ulu Tiram, both in Johor; and Kampung Chemomoi in Pahang to serve their water woes. In October 2022, we also partnered with *The Star Golden Hearts Award* 2018 winner, Efinity Social Enterprise to provide clean water for aboriginal families. Our volunteers from Team IOI distributed water filters to 172 *orang asli* families in Kampung Orang Asli and Kampung Sungai Lalang Baru at Hulu Langat, Selangor. Furthermore, we demonstrated the use and maintenance of the water filters, and donated daily necessities such as Milo, canned food and biscuits to the communities.

# The Right To FREEDOM

We are all born free and equal in dignity and rights, yet why are 160 million children engaged in child labour and 28 million people in forced labour?

They are all exploited or coerced to work. Children of plantation workers are especially vulnerable due to the remoteness of plantation estates and palm oil mills, which is often a hurdle to grievances and accountability. Lack of education is another factor. Is anyone helping them?

IOI Corporation Berhad continues to collaborate with International Labour Organization (ILO) to combat forced labour and child labour, this time, in a sharing and learning workshop on responsible labour practices, themed *Assisting the Malaysian Palm Oil Industry in Addressing Forced Labour and Child Labour Workshop*, with leading palm oil corporations such as FGV Holdings and Sime Darby Plantation.

The workshop was held on 21 September 2022 by ILO's Advancing Workers' Rights in the Palm Oil Sector in Indonesia and Malaysia Project (Palm Oil Project), with funding support from the US Department of State Bureau of Democracy, Human Rights and Labour.



To overcome the remoteness challenge, we have implemented the SAP enterprise resource planning system which enables integrated tracking of working hours while ensuring prompt and fair wage disbursement. Not only that, our Merchantrade e-wallet salary crediting system and direct online recruitment interviews with candidates at the source country are just some ways to counter the issue at hand.

Our Group Head of Sustainability Dr Surina Ismail further explained how we uphold and protect the rights of our workforce by allowing their voices to be heard anytime, anywhere: "We launched a grievance reporting application called *IOI Mesra* to highlight issues while getting notified on the progress for dispute resolution on a real-time basis. The mobile application can be installed on personal smart phones which enables our employees to raise issues directly with the Human Resource Department in their native languages."

## Hire Fairly With Higher Ethics

Saying goodbye to your family and your native country is difficult, but when you need a better source of income, sometimes it is necessary. Migrant workers who leave their homes to work in plantations, refineries and mills across Malaysia face many difficulties and challenges as they try to settle in a new country and a new job. So it is important to treat them fairly and with respect. After all, the palm oil sector employs 77% of foreign labour nationwide.

Our Responsible Sourcing team took the opportunity to brief UMB on our ethical recruitment guidelines and good social practices in promoting workers' welfare.

As a responsible business, IOI Corporation Berhad grants due diligence from the stage of recruitment to employment by supporting Earthworm Foundation's (EF) *Ethical Recruitment Human Rights Due Diligence Tool* to protect our future workers and respect their rights via a fair and ethical recruitment process that is transparent and accountable all the way.

Since September 2021, we have co-ordinated a series of engagements between EF and our supplier, United Malacca Berhad (UMB), which consisted of virtual interviews and field

visits to operating units of UMB to review their recruitment process and identify any gaps. Subsequently in 2022, we hosted three follow-up visits to UMB's office to discuss the findings from the field visits. Throughout the pilot study, we helped UMB to present their Action Plan Progress and address their recruitment gaps. We also shared our *No Recruitment Fee* policy, adopted since 2017, and our *Code of Conduct on Ethical Recruitment and Responsible Employment* with UMB. We will follow up with another visit to UMB in January 2023.

We verified the actions taken by UMB to address any gaps during a third visit to their headquarters on 19 October 2022.



## Greening The Lion City

Coffee capsules, old CDs, yoghurt caps and more have found a green home instead of being trashed into the bin. These recycled materials are being used for decorating a tree, thanks to our eco-minded South Beach colleagues in Singapore. It will be among 200 trees to light up across the Gardens in the Lion City to bring festive cheer from 7 pm to 12 midnight daily, between 4 December 2022 and 2 January 2023, during Singapore Botanic Gardens' *Trees of the World* 2022 festival.

A charity fund called *Give to the Gardens* programme will also be held to encourage the community to take a part in preserving Singapore's legacy as a lush and vibrant city in nature. After the light up, the specially chosen native trees will be planted around Singapore. Since a Tree Planting campaign was launched by the then Prime Minister Mr Lee Kuan Yew in 1963 to make Singapore a green city, Singaporeans have been celebrating and looking forward to this greening tradition every year.





## Green Days In Greener Offices

Imagine being in a park, the size of three Olympic-sized swimming pools, and surrounded by over 68,000 plants of 18 different species that are bursting with various colours, textures and forms. Besides this 120,000 square feet (sq. ft.) park, described as the largest urban sky park in Central Green in the Marina Bay district, employees at IOI Properties Group Berhad's (IOIPG) IOI Central Boulevard Towers in Singapore can look forward to various pleasant, healthy, and eco-friendly factors in greener offices.

This green concept to increase the well-being of employees is the vision of IOIPG, just as Executive Vice Chairman Mr Lee Yew Seng said: "Building a green, sustainable future is in the DNA of IOIPG, and we spare no effort to set new benchmarks in urban green buildings with the IOI Central Boulevard Towers."

The Grade A office development will comprise two office towers of 16 and 48 storeys atop a seven-storey podium with the sky park. There will be 1.26 million sq. ft. of office space and 30,000 sq. ft. of retail, and food and beverage once it is completed in the third quarter of 2023.



## Towards Net Zero Palm Oil



Is it a commitment or a mission for the palm oil industry to reach net zero? The United Nations define net zero as cutting greenhouse gas (GHG) emissions to as close as zero as possible, with any remaining emissions re-absorbed from the atmosphere, by oceans and forests for instance. Malaysia is committed to its target to become a carbon-neutral nation by 2050 and reduce GHG emissions across the economy by 45% but can the palm oil industry achieve these targets and how does the industry attain net-zero transition with all the challenges?



When grown sustainably, palm oil has a positive impact on the planet. Net zero is not an easy target, but it is possible. IOI Group targets to achieve net zero by 2040. Progressively, we are achieving it with our *Climate Change Action Initiative* and best practices in place. IOI Corporation Berhad Group Head of Sustainability Dr Surina Ismail affirmed our stand during a *Palm Oil Industry to Reach Net Zero – A Commitment or a Mission?* presentation at the Roundtable on Sustainable Palm Oil's annual *Roundtable Conference on Sustainable Palm Oil 2022* from 28 November to 1 December at Shangri-La Hotel in Kuala Lumpur.

## Making Progress In Sustainability

Everyone is up to date and on the same page on our sustainability issues especially regarding IOI Group's *Climate Change Action Initiative*, *Climate Strategy* as well as related sustainability initiatives and targets after our bi-annual Group Sustainability Steering Committee meeting at IOI headquarters. Chaired by Group Managing Director & Chief Executive Dato' Lee Yew Chor, the meeting was attended by Independent Non-Executive Director Dr Nesadurai Kalanithi, Plantation Director Mr NB Sudhakaran, Group Head of Sustainability Dr Surina Ismail, Heads of Departments, the Sustainability Team and key employees. Check out the latest sustainability initiatives and targets at: [https://www.ioigroup.com/Content/SIS\\_sustainability](https://www.ioigroup.com/Content/SIS_sustainability).



## A Lesson With Nature



When the headmasters and school teachers from various schools in the Sandakan region participated in the 25<sup>th</sup> *Environmental Education Race*, they were exposed to nature, the environment and so much more, beyond text books and the confines of a classroom. After all, the objective of the race is to enhance their knowledge and experience on the environment through indoor and outdoor activities, participant-centred learning and challenging environment-related assignments.

As the sole plantation company of the race since 2017, our IOI Sandakan Region was once again selected as one of the partners and co-organisers of the annual environmental education programme, together with the Rainforest Discovery Centre Sepilok under the Sabah Forestry Department. Luangmanis Estate, Terusan Baru Estate and Ladang Sabah Palm Oil Mill were selected as the pit stops.

From 3 to 5 October 2022, the participants got down to the plantation estates to learn hands-on what it takes to be a planter and a harvester. It was an enriching environmental experience, not to mention exciting and at times, adrenaline pumping, as they learnt about our best management practices, tried our mechanisation equipment (such as the battery barrow, motorised crawler, battery cutter and mechanical fertiliser spreader), and examined our Community Learning Centres' innovative *Mengkudu Coffee* and *Kelor Tea* products.



## A Future For Orangutans

There are three species of *orangutan*, namely the *Bornean*, the *Sumatran*, and a new species, the *Tapanuli*. All three *orangutan* species are critically endangered and decreasing in numbers. Regardless of their species, *orangutans* are not aggressive and do not attack people. Yet many people are threatened by their existence, but in fact, *orangutans* feel threatened by the actions of humans.

Visitors from all walks of life learnt the truth when our Sustainability Palm Oil Department from IOI Plantation Services Sdn Bhd (Sandakan Region) dispelled the many myths about *orangutans* in an exhibition booth during the *Sepilok Orangutan Caring Week 2022* at the Sepilok Orangutan Rehabilitation Centre in Sandakan, Sabah.

As the sole plantation company invited by Sabah Wildlife Department, we shared our sustainability journey and programmes to conserve the environment on 8 December 2022 alongside non-governmental organisations such as HUTAN-Kinabatangan Orangutan Conservation Programme and Seratu Atai, Borneo Sunbear Conservation Centre, Wildlife Rescue Unit and Rainforest Discovery Centre.



## Towards A Circular & Integrated Pathway

As General Manager of IOI Edible Oils Sdn Bhd (IOIEO), Mr Shyam Lakshmanan's tasks are endless. But when it comes to educating our young generation on the benefits of palm oil and the values of sustainability, Mr Shyam makes our time for undergraduates who aspire to be chemical engineers.

A Fellow of IChemE, and a Chartered Engineer as well as a Chartered Scientist, Mr Shyam participated in the *National Chemical Engineering Symposium (NACES) 2022*, and this time, he focused on the importance of greenhouse gas emissions, in line with NACES' theme on the three pillars of sustainability, *Elucidating Salient Sustainable Pillars in Technological Advancement*.

Did you know that we are using palm oil by-products like palm kernel shells as alternative energy source to power up our biomass boiler and production facilities at IOIEO? Many students are unaware of the green process at work in IOIEO so Mr Shyam used the platform to enlighten the students. The annual symposium is organised by IChemE's Palm Oil Processing Special Interest Group and Malaysian Palm Oil Council on 22 November 2022.



Mr Shyam Lakshmanan

# Together We Cheer

As we work harder to create a more inclusive society, Putrajaya Marriott Hotel, Le Méridien Putrajaya, Palm Garden Hotel and Four Points by Sheraton Puchong came together for the first time, aligned in the goal to celebrate the *International Day of People with Disability* on 3 December 2022. This year, the theme is: "Transformative solutions for inclusive development: the role of innovation in fuelling an accessible and equitable world."



It was a great occasion to reach out and celebrate with the underprivileged so we hosted a fundraising event on 18 December 2022 at the Symphony Walk East Court Entrance, IOI City Mall. Together with local non-governmental organisation, Gabungan Anak-Anak Palsi Serebrum (GAPS), and Daehan Rehabilitation Hospital Putrajaya, we dedicated the special day to children with cerebral palsy.

We carried out multiple barrier-free activities including *Zumba* and *Kids Zumba* workouts, clown performance for the children, and a lucky draw giveaway. Our official mascot, 'Owen the Traveler' joined the children throughout the activities. The event wrapped with a scrumptious luncheon, where parents and their children unwind and relaxed at Latest Recipe, Le Méridien Putrajaya.

We even held a month-long fund raiser in December 2022 by selling t-shirts themed *Together We Cheer*, and placed a donation box at all hotel receptions in support of GAPS. Each donation goes to supporting children who are unable to go to school as well as those who require all-round care.



## Celebrating Children

"There's nothing more satisfying than seeing a happy and smiling child."



It's not easy but we can make the most tasty and yummy sandwich.

Together with the Sabah Council of Social Services, Sabah Public Service Department, The United Nations Children's Fund (UNICEF), and Sabah Forestry Department, in particular RDC, we had a blast on a sunny Saturday morning as we promoted a sense of togetherness and improved the children's welfare in line with the event, themed *Health & Wellbeing for Every Child*.

State Minister of Community Development & People's Wellbeing Yang Berhormat Datuk Flovia Ng said: "Children are the pulse connecting the prosperity of nations and country in future. They shall be loved, protected, respected with every right and given the equal opportunity in order to achieve a holistic development in a conducive environment. Similarly with UNICEF, it is a hope that every child will have every right and they will grow to their utmost potential."



Some free plants for our HUMANA children to practise earthly love.

## Training Youths To Be Leaders

Have our children spent too much time in front of a screen, whether it is to seek remote learning or entertainment? It is important to prepare them to re-enter a society they may not be comfortable with, which is why Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) organised a 3D/2N leadership youth camp from 13 to 15 December 2022 at the Forest Lodge, Radiant Retreat Site A, Bentong, Pahang, where 30 of our IOI Group's employees' children, aged between 13 and 17, learnt about communication, confidence, being independent and leadership competency, and more.



Kudos to the best group for demonstrating the best understanding and application of our IOI core values and the pillars of sustainability.

After two immersive days of fun, challenging and learning activities, Yayasan TSLSC Executive Director Datin Joanne Wong and IOI Corporation Berhad Group Head of Sustainability Dr Surina Ismail attended Day 3 as panel judges to evaluate what our youngsters have learnt about the 7Rs (Rethink, Repurpose, Reduce, Reuse, Recycle, Repair, Recover), and the three pillars of sustainability (People, Planet and Prosperity). Our future leaders left for home at 1.30 pm with IOI core values (*Integrity, Commitment, Team Spirit, Cost Efficiency, Innovation, and Excellence in Execution*) instilled in them.

## Every Drop Saves!

One blood donation can save up to three lives.

Sadly, blood type B is running low as only about one in every 11 people has this blood type. Not only that, blood type O is also in critical shortage. So, the National Blood Centre (NBC) in Johor put out a call to the public to step forward for a blood donation on 11 November 2022.

A total of 35 donors from Bandar IOI Segamat responded to the appeal at SJK (C) Jagoh, Segamat during a health campaign organised by IOI Properties Group Berhad (IOIPG) (Johor) in collaboration with Hospital Segamat and Oriental Melaka Straits Medical Centre. IOIPG Assistant General Manager (Segamat) Mr Yeo Kian Giem (left in pic) was present in full support and thanked Oriental Melaka Straits Medical Centre Specialist Dr Julian Tey Hock Chuan for his health talk on the common heart diseases. During the campaign, there were also free health checks on body composition analysis, blood sugar level test and cholesterol test.



In 2023, why don't you make it a point to keep track of your health condition and help save some lives because every drop counts.

## Hottotto With Santa

As Christmas was fast approaching, and while we all love beautiful decorations, tasty food and jolly music, the festive season is also a great time to help others and give something back. A team of five from IOI Mall Kulai set out for a visit to House of Renewal Charity Society in Johor Bahru on 21 December 2022, with bags of hope consisting of goods like rice, cooking oil, instant noodles, laundry detergent and other essential items, plus a surprise visit from Santa with his bags of tricks, gifts and laughter.





# Heeding The Plight For Help



The holiday season is a time of celebration and happiness. For many seniors, however, it can be difficult to stay positive and happy during this time. To help them combat the isolation and lack of activity that might occur during the holidays, Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) Executive Director Datin Joanne Wong visited Xiao Xin Serdang Old Folks Home (Xiao Xin Home), located in Serdang, Selangor, and together with her team of volunteers, they presented a fruit basket and cleaned both internal and external parts of the home.



This year, the team was joined by three Yayasan TSLSC scholars who helped to clear weeds and rubbish at the outer part of the home, while others swept the floor, cleaned the ceiling fans, and washed the toilets. Once the tasks were completed, Datin Joanne Wong spent quality time with the founder and caretaker, Mr Woon, to further understand the situation of each elderly. The elderly tucked into their KFC lunch boxes and shared their appreciation to the volunteers for their act of kindness. Xiao Xin Home, established in 2019, provides shelter to 14 elderly (11 males and three females) who are either suffering from serious illnesses or have difficult mobility issues. Before leaving, Datin Joanne Wong presented a cheque worth RM5,000 to support the residents.



# Zero Hunger For WORLD FOOD DAY

A combination of conflict, climate crisis and the ripple effects of Covid-19 have left the world losing progress in the fight for zero hunger. Coupled with the increasing cost of living, less fortunate families as well as people with disabilities and the elderly stand to lose the most. But that does not mean that all hope is lost. The Bunge Lodgers Crokkaan team still supports the United Nations' Sustainable Development Goal 2 to create a world free of hunger by 2030, and organised a *Zero Hunger Campaign* to distribute food packs worth RM100 to 155 households living at the apartments in Taman Cendana, Pasir Gudang on 15 October 2022.

Each food pack contains items from rice, sugar and

cooking oil to dry and canned food, and it was only made possible thanks to the kindness and generosity of our employees at the Pasir Gudang, Johor facility. The team took time to hit the road and presented each food pack to each family at their doorstep, and in return, each family had nothing but gratitude for such act of kindness as this has enabled them to gather their family members at the table for a wholesome meal.



# Shine Bright Like A Diamond

What is more precious than diamond? A smile on a child's face, of course! IOI City Mall (ICM) opened its doors to 11 children aged six to 12, and their three caretakers from Thangam Illam Welfare Society, a non-profit organisation set up to aid and support orphans and children from poor families. The children made their move from their home at Taman Pandan Indah, Ampang on 16 October 2022, and were greeted by ICM's Corporate Social Responsibility crew as they spent quality time with the children.



The children had an unforgettable experience during this year's Deepavali celebration – from their time at Dreamworld Playland, an indoor play centre where children can learn through play, exploration, seeing and thinking, to IOI City Farm, an edutainment exhibition space with an indoor living planet to yummylicious Jollibee lunch meals.



# Autism Awareness

Many autistic individuals have some difficulties with or delays in communication and speech because they suffer from autism spectrum disorder (ASD), an umbrella term used to identify a variety of neuro-development disorders that affects a person's ability to communicate, socialise, behave, and develop. Around 25% to 30% of children with ASD do not speak at all. Due to their differences from other people, they are often misunderstood.

To understand ASD better, IOI Acidchem Sdn Bhd's Community Service Committee (CSC) formed a team to visit the National Autistic Society of Malaysia (NASOM) in Butterworth, Penang on 9 December 2022. This trip was especially meaningful as it coincided with the celebration of World Children's Day that happens on 11 December annually.

During the visit at NASOM, which serves as a learning centre for children with ASD, the team had the chance to interact while witnessing first-hand how ASD children were taught skills to basic things while some learnt how to sew for a living. ASD often improves with age where symptoms may become less severe and disruptive, and many ASD individuals can become verbal with intervention and therapy.

The CSC team hopes to continue efforts in clearing up any confusion about ASD to create a more inclusive space for them into society.



# School's Out & The Holidays Are Here!

It was a day of endless fun and adventure at IOI City Mall (ICM) for 27 children from Charis Children Home (Charis) and Pertubuhan Anak Yatim Darul Aminan (PAYDA), who travelled all the way from Kuala Lumpur and Negeri Sembilan, respectively. The awesome Thursday on 1 December 2022 started with a tour at IOI City Farm, an edutainment exhibition space with an indoor living planet before ending with a succulent plant workshop. It was shortly followed by lunch at KyoChon, which energised them for an expo-race at District 21 before being ushered towards Taco Bell for tea. The fun continued with a magic show at East Court, New Wing for all the children, aged three to 17.

We had a successful collaboration with Yayasan Tan Sri Lee Shin Cheng (Yayasan TSLSC) and mall tenants, who were sponsors too. Yayasan TSLSC Executive Director Datin Joanne Wong presented a cheque worth RM5,000 and RM3,000 to Charis and PAYDA, respectively, while PAYDA received an additional two washing machines and two stand fans worth RM2,000. When it was time to say goodbye, all the happy faces left ICM with wonderful memories and a goodie bag in hand.



# Generous Giving Of Joy

The real joy from a simple act of giving and helping others need not be something expensive or elaborate to make a huge impact to people in need. With the cost of living affecting many underprivileged people who are stretched for resources, IOI Properties Group Berhad alongside other business units, including Bandar Puteri Puchong, Bandar Putra Klang, IOI Resort City and 16 Sierra, as well as IOI Offices and Four Points by Sheraton Puchong, visited Rumah Shalom in Puchong. Founded in 1997, the foster home provides shelter and education to underprivileged children who come from families with difficult backgrounds. We spread the Christmas cheer with bags of essential items such as electrical appliances, food items, and gifts, which will be useful for the children's everyday use.





# Taking Stock Of 2022,

*"I have not contributed an article in Berita IOI for a long time. So it was with a mixed feeling of guilt and excitement that I agreed to contribute an article for the last issue of Berita IOI in 2022."*

The year 2022 has been a momentous year for Malaysia and the palm oil industry. In April this year, Malaysia lifted almost all its Covid-19 lockdown measures, following two years of Covid-19 pandemic. In November, the country held its 15<sup>th</sup> General Election and welcomed a new federal government. For the palm oil industry, 2022 was an exceptional year when palm oil price hit record highs of more than RM6,000 a tonne during the first half of the year, partly due to the war in Ukraine.

## 1. Malaysia

The country's political stability and economic performance have been affected by the fragile BN-PN federal government and the frequent calls for an early General Election (GE) since the beginning of the year. The Ministry of Plantation Industries and Commodity (at times called the Ministry of Primary Industries) which is in charge of the palm oil industry had three Ministers from different political coalitions since 2018. Correspondingly, there were frequent leadership changes in the Ministry as well as its various government agencies, resulting in periods of unfamiliarity and uncertainties in the policies and programmes driving the industry.

With the completion of the GE on 19 November 2022, an unprecedented unity government has been formed. Although this is a new experiment for Malaysia, I am cautiously optimistic that with the people's strong desire for political stability and the Prime Minister's political acumen, the country will enjoy a period of relative political stability and able to refocus its energy on improving the economy and reducing the impact of high inflation.

## 2. The Industry

Although palm oil price rose to historical highs, production cost shot up as well, pretty much for the same reasons: Covid-19 and Ukraine war. Fortunately, the labour shortage situation in oil palm plantations is slowly being alleviated, diesel price has stabilised and fertiliser price has started to drop though still at very high levels.

Looking ahead at 2023, the demand for palm oil as food is expected to be stable but the demand for non-food usage may suffer due to the global economic slowdown. On the other side, supply of palm oil is likely to increase after overcoming the acute labour shortage situation in Malaysia and the unusual wet weather over the last two years, although the increase would be moderate due to the delayed fertiliser applications over the last two years.

The global palm oil industry will face more obstacles in the Western countries, with the European Union (EU) introducing restrictive regulations linking certain commodities with deforestation, and requiring companies selling goods to EU to prove their adherence to labour rights and standards.

# Welcoming 2023

## 3. The Company

IOI Corporation Berhad has a strong foundation built over the last 40 years by its enterprising founder and strong management team. Due to high palm oil price in 2022 and its prudent financial management, we achieved record core profit in FY2022 and has a low net debt level. We enjoy a good reputation among the banking and investor communities and has for some time been the second largest Malaysian plantation company in terms of market capitalisation.

The company launched a Five-Year Plan in 2020 and have made steady progress in achieving the plan.

- We have intensified our mechanisation initiative such that nearly 50% of our Malaysian plantations have implemented the mechanised mainline fruits evacuation system. By the middle of 2023, the percentage is expected to increase to about 65%. At the same time, we have deployed hundreds of mechanical tools and equipment in our harvesting and infield collection operations to reduce the reliance on manual labour. Our SAP platform together with the mobile crop monitoring system have enabled us to make great strides towards digitalisation and automation.
- Our first-of-its-kind palm wood processing plant in Segamat, Johor is progressing well and expected to roll out its first commercial production in June 2023. This business venture will showcase our innovative capability and form an important component of our green business portfolio.
- IOI Oleochemicals commissioned its new fatty acid plant in Penang and soap noodle plant in Johor during Q4 2022. This adds 15% to its total fatty acid plant capacity and increases the versatility of its soap noodle production capability.



*Our implementation of various estate mechanisation and digitalisation programmes have enabled us to minimise our dependence on manual labour.*

However, there are still challenges in our implementation of the Five-Year Plan.

- Despite a plan to increase our plantation oil yield, our oil yield in fact dropped during the last two years. The severe labour shortage together with the unusually heavy rainfall have contributed to this oil yield decline. In FY2023, we expect to increase our oil yield with the gradual relief of our workers shortage situation and as the weather turns more favourable.
- Save for palm wood and biogas power generation, we have not achieved much progress in our plan to develop value-added uses for our palm by-products and waste, in particular empty fruit bunch fibres and kernel cake. This is due to the limited availability of new technologies and the uncertainty associated with commercial upscaling from lab-scale R&D.



*The completion of our oleochemical plants in Penang and Johor are targeted to expand our manufacturing capacity and improve our cost efficiency.*

*"We should be steadfast in following our vision and mission, holding on to our core values."*



*Our 20-acre palm wood factory will reveal its Oncore brand of palm wood boards and panels once it is completed.*

## Going Forward

- We have to re-double our effort in increasing plantation oil yield to maintain our cost competitiveness. Over the last two years, our production cost base has increased significantly due to mechanisation, increased emphasis on workers' welfare as well as high fertiliser and diesel costs. As these higher costs are expected to stay while palm oil price will be volatile like the other commodities, our best strategy is to increase our oil yield per hectare of land so as to reduce our production cost per tonne of oil.
- Our capability in identifying and developing new business opportunities in palm by-products as well as related fields such as agri-tech and food-tech should be further enhanced. In the process, we should be prepared to adopt the startup mentality and take some risks in entering a new business venture.
- Much has been said about the importance of Environmental, Social and Governance (ESG) compliance and practices for business corporations today. We have embarked on our sustainability journey about 16 years ago, and put in place various policies, capabilities and resources to ensure we are at the forefront in practising sustainability. We believe that our business operations present many opportunities for us to expand our ESG credentials and develop "green" business ventures. The preservation of large conservation areas within our plantation holdings, utilisation of biomass, renewable fuel as well as renewable chemicals are areas which we can develop further to reduce greenhouse gas emissions and counter climate change.

## Towards 2023 And Beyond

With 40 years of success and track record behind us, I believe we will continue to do reasonably well due to our good assets, large financial resource and best practices honed over the years. However, to ensure the future looks even brighter for us, we should be steadfast in following our vision and mission, holding on to our core values, as well as striving as a cohesive Team IOI in pursuing innovation, sustainability and excellence.

*Message From*

**IOI CORPORATION BERHAD**  
**GROUP MANAGING DIRECTOR & CHIEF EXECUTIVE**

*Lee Yee Chor*  
**Dato' Lee Yee Chor**



Chief Executive Officer Dato' Voon Tin Yow exchanged his office wear for a sleek and dashing style, thanking Team IOI for their commitment, dedication, and perseverance.



A round of applause to our employees for their loyal and dedicated 10- and 20-year of long service to IOIPG.

Sing, dance and wow the crowds – our Team IOI is limitless in talents.



## GLITZ & GLAM — A NIGHT OF — High Fashion ANNUAL DINNER

About 1,500 IOI Properties Group Berhad (IOIPG) employees from the central and northern regions revelled in a night of glittering fun, donned in bling bling outfits, glitzy wear and sparkling style, at the IOIPG annual dinner themed *Glitz & Glam: A Night of High Fashion* on 16 December 2022 at the IOI Grand Exhibition & Convention Centre in IOI City Mall.

Our senior management sure beats up the runway with sizzling glamour.



Wow! Who can beat our glitzy and glamorous Best Dressed male and female winners?

Vroom, vroom, vroom, our Lucky Draw Grand Prize winner is driving his Modenas bike home tonight.



## The Final Gems Of Peaceful Greenery

Gems Residences sits and overlooks Malaysia's largest freshwater wetland, parks, and low-density bungalow land. IOI Properties Group Berhad recently launched the last two towers, namely Tower 7 and 8, which comprise various types of condominiums, with a built-up area ranging from 969 to 1,069 square feet (sq. ft.). Gems Residences is designed to provide proactive support of physical and mental wellness of its future residents, and incorporates a wellness ecosystem for senior citizens. Surrounded by the eight towers will be a 2,000 sq. ft., five-storey clubhouse. On the fifth floor, an environment deck is facilitating with two swimming pools, a tree house, a barbecue area, and a children's playground.

Head to <https://www.ioiproperties.com.my/GemsResidences/> or visit its showroom at IOI Galleria, IOI Resort City, Putrajaya.



# Work Hard But Play Hard Too



Our senior leaders work hard with dedication and commitment to their jobs. But who says they cannot have some fun too? After all, teams that play together, stay together. So, 30 IOI Group's senior leaders stepped away from the daily responsibilities to rejuvenate in a three-day retreat from 25 to 27 November 2022 at The Chateau Spa & Wellness Resort in Bukit Tinggi, Pahang.

What a time to refresh and relax as we destressed over yoga and sang our hearts out at karaoke. The calm environment, surrounded by nature, away from the hustle and bustle, was the perfect ingredient to rest and energise. TPC Leadership coaches Mr Deva Param and Mr Reinier Starink plus Guest Speaker Dato' Sri Idris Jala created an enjoyable learning environment to bond, and stimulate self-discovery, reflection and an awareness of our leadership journey.



What are the secrets to Transformational Leadership and the ways to obtain Big Fast Results?

No man is an island. We have to learn to manage the polarities.

“Transformation Leadership is about disappointing people at the rate they will permit you to.”

~ Harvard Professor  
Marty Linsky



## 101 Happy Moments with 15 December 2022 – 28 February 2023



Celebrate with IOI Properties Group Berhad (IOIPG) as we spread the joy and love of this festive season with fun-themed activities and delightful events across all our townships in the Klang Valley, Johor and Penang throughout these two months.



### Themed Decorations & Events

Come and have some fun together at our IOI Galleries as we transform all of them into different-themed galleries, from *Magical Wonderland* at IOI Resort City to *Rock n Roll* at 16 Sierra at Candyland at Bandar IOI Segamat Johor!



### 101 Wishes COME TRUE Gifting Activities

101 people will get their wishes come true. It's the time of appreciation as you share the joy of giving back and sending love. Think of someone you love or care, and drop off your gifting wish at the Wishing Postal Box at our IOI Galleria. We will select and grant 101 wishes!



### My IOI Moments Photo Contest

1, 2, Smile. Pose. Be fun and creative. Upload your best shot on social media with hashtags #IOIProperties and #101HappyMoments to win prizes.



### Mystery Gift for SPA Signings

Every purchaser who signs a Sales & Purchase Agreement with us will get a special mystery gift.



# IOIPG GOT TALENT

Who can deliver a killer presentation? Who has a knack for details? Who is a clutch problem-solver? Chances are, you have a good sense of your colleagues' on-the-job talents. But can you point out who can belt out Beyoncé like a Grammy winner? Or the one who can dance to any beats?

Many were treated to a night to remember as IOI Properties Group Berhad (IOIPG) held its first-ever *IOIPG Got Talent* event on 25 November 2022. Held at Le Méridien Putrajaya, the audience were wowed and blown away by various performances where talents across various segments of the group came together and put up 13 performances throughout the night.

Let us give a shout-out to all our talented winners.



## Love Oranges, Have Fun

Mandarin oranges symbolise abundance and prosperity, while the orange hue is synonymous with joy and good fortune. The fortune-filled vibes filled IOI Mall Xiamen at IOI Palm City in China for seven fun days during a *Love Oranges, Have Fun!* carnival as *i Little Orange* mascots hyped up the occasion while the mall was decorated with blossoms of prosperity to celebrate the first anniversary since it opened its doors on 28 October 2021.

Over 100 merchants offered attractive discounts and group purchases to shoppers, who thronged the mall that was transformed into an avenue of trendy sports, dance and music with catchy graffiti walls, paintings, decorations and live performances welcoming Qingdao West Coast New Area in Shandong Province, China as the metropolis of film, music, culture and travel. The carnival was a boost to the mall, and IOI Mall Xiamen looks forward to exploring innovative ideas to attract more people and increase the local economy.



## CLIMATE LEADERS Of Tomorrow

Research shows many leadership skills are learnt from experiences. Understanding key experiences that teach leadership is essential to the development of future leaders. University students from Malaysia, the Philippines, Indonesia, Thailand, Taiwan and the People's Republic of China participated virtually at the *International Youth Development Conference 2022*, which was co-organised by IOI Properties Group Berhad (IOIPG) and Universiti Tunku Abdul Rahman, in a collaboration with Guizhou Normal University on 26 November 2022.

IOIPG Assistant General Manager Mr Calvin Sew and Sustainability Manager Mr Kelvin Diong conducted their individual plenary sessions on our GBI-certified IOI City Mall and our youths as climate leaders, in line with the theme, *Youth and Climate Resilience*. It was a useful platform for youths to interact with them and academics, researchers, engineers, entrepreneurs, and others in attendance. Ultimately, we can help our youths play a more participative role towards a more sustainable future.



## Tee Off At 10

Touted to be Malaysia's first golf course to feature the 'Big Hole Golf' concept on every first Wednesday of each month, and also known as one of the most challenging courses, Palm Garden Golf Club hosted an Anniversary Cup 2022 on 10 November 2022 to commemorate the 10<sup>th</sup> anniversary. Over 100 golfers attended and teed off at the 18-hole golf course after lunch at the R5ve Café, and reconvened for a sumptuous buffet dinner at Eugenia Ballroom. The historical milestone ended with a cake-cutting ceremony. Thank you to our regular patrons and business partners such as Dunlop Srixon Sports Asia, MST Golf, Bermaz Motor Trading, Titoni, 100Plus and Carlsberg for celebrating with us and supporting the club's journey of development.



## IOI Buy With Tenant

Take over existing tenancy agreement and ownership of participating properties of IOI Properties Group Berhad.

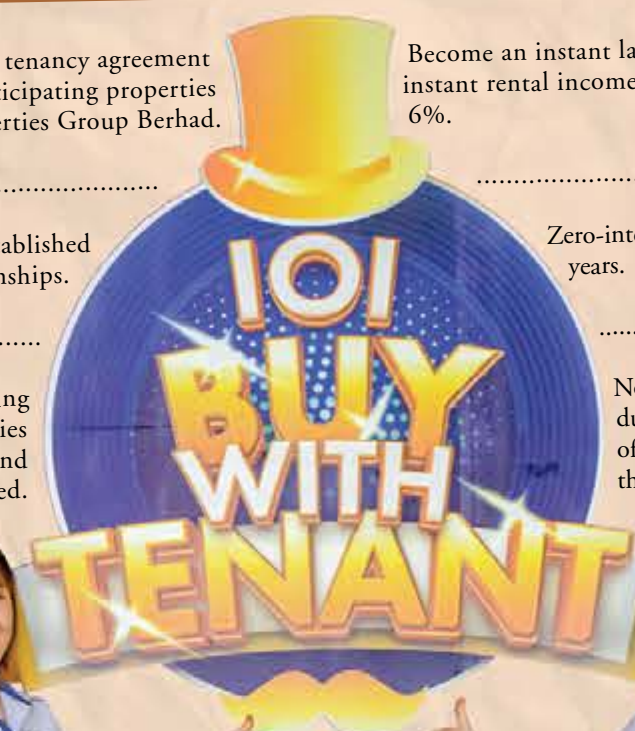
Become an instant landlord and enjoy instant rental income with a yield as high as 6%.

Great location in established and matured townships.

Zero-interest repayment for 10 years.

All participating commercial properties are completed and tenanted.

No need to pay stamp duty on Memorandum of Transfer, legal fees on the Sales & Purchase Agreement and loan agreement.



21 November 2022 to 15 January 2023

For more information, visit:  
[www.ioiproperties.com.my/buywithtenant](http://www.ioiproperties.com.my/buywithtenant).

## HalloFest For Growlo-ween

Boo hoo! Too cute to spook as pups? Or too creepy to fright? Paw parents and their pets celebrated a gourd-geous Happy Howl-oween thanks to our South Beach colleagues in Singapore who made it an impossible weekend to forget on 29 and 30 October 2022. Paw parents and their pooches dressed up in eerie-sistible costumes, ranging from creepy to cute. Lucky draws, dogs' fashion parade, Fun Cat Show by Singapore Meow Club and a chock-full of bazaar stalls perfect for hoomans and furry friends-alike made the event freakishly fun. Rounding up the liveliness within the district was the adoption drives where little pups and kitties hope to find their forever home in Singapore.



## Affordable Homes In Johor



10 November 2022 marked a special day for all Johoreans when Johor Menteri Besar (MB) Datuk Onn Hafiz Ghazi officiated two major events at IOI Galleria in Bandar Putra, Kulai – the Johor Housing Rejuvenation or the New Johor Housing Policy (NJHP), and the launch of 1,203 affordable homes.

Johoreans, especially those from the B40 and M40 groups, are looking forward to own homes under this Johor Affordable Homes (RMMJ) initiative by the state government. IOI Properties Group Berhad (IOIPG) is carrying out two projects under RMMJ in addition to a Johor Community Housing Type A project and a Johor Community Housing Type B project.

IOIPG Chief Executive Officer Dato' Voon Tin Yow, Chief Operating Officer Mr Lim Beng Yeang, Business Unit (BU) Head (Kulai) Mr Kelvin Tang, BU Head (Johor Bahru) Tuan Haji Nor Izuddin Md Kassim and BU Head (Segamat) Mr Yeo Kian Giem attended the launch, and congratulated 18 successful applicants who received the "Sijil Layak Memiliki Rumah Rumah Mampu Biaya Johor" from the MB himself.

Our IOIPG homes are affordably priced and constructed with good quality.



IOIPG is in full support of the state government's New Johor Housing Policy.

## IOIPG Virtual Townhall 2022

Communication is vital to business growth and success. What better way to unite IOI Properties Group Berhad (IOIPG) by keeping employees updated on the happenings in the company, and allowing the management to connect with employees than a townhall meeting which saw 1,700 employees in attendance?

Key achievements. Financial performance. Business focus and highlights. These were some of the topics that were covered during IOIPG's two-session *IOIPG Virtual Townhall 2022* on 4 November 2022. IOIPG Chief Executive Officer Dato' Voon Tin Yow chaired both sessions and had a deep and productive session alongside his senior management team with employees through an open platform of updates and Q&A session. Fundamentally, it was a good platform to keep our employees aligned with the company's goals and vision to be a *Trusted* brand.





# Thank You To Our Customers



It is that time of the year for all Marriott properties to thank their customers creatively. IOI Properties Group Berhad's cluster hotels (made up of Putrajaya Marriott Hotel, Le Méridien Putrajaya, Palm Garden Hotel and Four Points by Sheraton Puchong) engaged with loyal customers at the *Global Customer Appreciation Week 2022* which was hosted by Westin Kuala Lumpur at Sheraton Imperial Kuala Lumpur on 12 November 2022.

## Expertise And Passion For Esters

Nothing beats face-to-face communication which allows people to inquire personally about the uniqueness of a product and its characteristics. Since more than 45,000 visitors (as in the past) are expected to participate in CPhI Frankfurt, the biggest international pharma industry event covering the full pharma supply chain, IOI Oleo GmbH is more than eager and pleased to make every moment count.

The Covid-19 pandemic has shown us that a product portfolio as broad as ours, with a wide range of applications, needs a clear presentation. Furthermore, CPhI Frankfurt finally ended our two-year absence from trade fairs, so we not only revised our look, but also adapted our communication to present a new and unique exhibition booth that expresses our identity along with new brochures with clear information plus stand-by *Meet the Experts* colleagues from application technology, regulatory affairs, and research and development. Our online presence is also enhanced.

Not many people realise that the sustainability of our products and the entire company is part of our DNA. Did you know that 90% of the raw materials we use are of plant origin? Our new product, WITARIX® MCT powder AC8CN, which we presented at the trade fair, is not only sustainable but innovatively based on just two purely plant-based ingredients. Many people visited our booth and our team gave them an energy boost by making them a tasty drink mixed with our MCT powder.

All the hard work paid off and after three days of hustle and bustle from 1 to 3 November 2022, all we received was positive feedback and non-stop constructive discussions. Check out <https://cutt.ly/02mauqk> for more information.



## Nutritiously New

Which products and innovations caught the eyes of more than 21,000 attendees at the world's largest gathering of food and beverage ingredient buyers and suppliers? For the first time, IOI Oleo GmbH participated in the *Food Ingredients Europe (FiE) 2022* in Paris over a period of three days from 6 to 8 December 2022.

We presented our Nutrition and Basic Oleo Departments at our booth, and introduced our new WITARIX® MCT powder AC8CN, which represents the successful work of our Development Team. It certainly attracted an eyeful of attention! Our WITARIX® MCT powder AC8CN consists of just two components: acacia fibre and our well-known WITARIX® MCT C8 pure coconut, and is thus absolutely pure. This purity makes our MCT powder a perfect supplement for special applications, such as ketogenic diets or sports nutrition, and enriches diverse value-added foods.

After a successful FiE 2022, we are so looking forward to FiE 2023 in Frankfurt, Germany!



## Light Age Musical Carnival

Dreams do come true! IOI Properties Group Berhad (IOIPG) Chief Executive Officer Dato' Voon Tin Yow said: "This is the time when everyone looks forward to holidays and celebrations, making it the perfect time to share laughter and joy." We transformed our Johor's IOI Galleria in Bandar Putra, Kulai according to the *Light Age Music Carnival* theme, and celebrated the year-end festive season with snow, colourful lights, melodious music, and fun activities. The carnival started on 17 December 2022 and will run until 28 February 2023.

About 3,000 Kulai residents and visitors came to our carnival, including Yang Berhormat Teo Nie Ching. Amid the ongoing festive cheers and fun events, we took the opportunity to launch our new properties, namely *Mahkota 2* (two-storey shop offices), *Sonatia 2* (double-storey park homes) and *Arcela 3* (single-storey semi-detached homes), and hold a SPA signing ceremony for purchasers of our *Crystal 2* (single-storey terrace homes) and *Arcela* (single-storey semi-detached homes).

Log in to <https://cutt.ly/82c5c8w> and view the joyous carnival!



## SAFETY COMES FIRST at Syarimo

“IOI's core values are the key pillars that enable Labad Datu's Safety & Health team to successfully achieve our yearly occupational safety and health objectives.”

~ Ms Gurjit Kaur Sandhu  
Safety & Health Department  
(Labad Datu Region) Manager



Safety is a priority in the workplace but occupational accidents occur when the working environment is hazardous and the work culture does not take the safety of the employees seriously. That is why the Department of Occupational Safety & Health Department (DOSH) recorded about 21,534 occupational injuries throughout Malaysia in 2021. Armed with the responsibility to ensure the safety, health and welfare of people at work, DOSH, a department under the Ministry of Human Resources visited IOI Plantation Services Sdn Bhd Syarimo Group (Lahad Datu Region) on 10 November 2022.

We welcomed DOSH Sandakan Director Tuan Haji Zulkifli Yahya and his team to assess the trend analysis on accidents in the plantation sector and view our transparent action plan which covers appropriate preparations and necessary actions to reduce accidents. On the same day, we held an occupational safety and health exhibition for our employees to demonstrate our mechanisation and digitalisation works as well as the training activities on occupational safety and health. DOSH left feeling satisfied that our employees are in safe hands.



## SAFETY Is Our Gomali Mill Of Life

Handle chemicals safely. Overcome all hazards in confined spaces. Fight fire the right way. Donate blood to save lives. Be aware of all environmental risks. All these and more are our way of life at Gomali Mill because health and safety is our normal practice. Our recent Safety Campaign with various government bodies from 14 to 17 November 2022 refreshes and affirms our culture once more!





# Don't Say It Like That – Say This Instead



We all have that little voice in us that weighs in on everything we do or say. We hide it to feel safe of judgement, embarrassment, or fear, and prevent it from running loose, but unconsciously allow it to echo within ourselves. This can make us feel demoralised, belittled or even less capable because the negative and self-critical voice can be damaging.

Here are some typical phrases that usually dominate our thoughts or speech. Spot that little voice and quit these negative phrases from your daily vocabulary. Think more positively and feel more confident as you reframe your thoughts and change your attitude through these encouraging self-affirmations.

1

***"I have to do that."* → Say this instead → *"I get to do that."***

Swapping that one little word will change your attitude in a big way. It makes you look at something as an opportunity, rather than an obligation. Even if the task is unpleasant, it can teach you new lessons and open new doors.

2

***"I cannot do that."* → Say this instead → *"I can try to do that."***

Do not admit defeat before you begin! When you tell yourself that you can try, you are not only giving yourself a chance to accomplish something, you are also not setting up excessively high expectations, which makes it easier to succeed.

3

***"Why is this happening to me?"* → Say this instead → *"What am I learning from this?"***

When you ask yourself what you are learning, you turn something which is upsetting you into something that can lead you to better things. Note, you are not complaining but simply finding the good in what might be a difficult time.

4

***"I never should have."* → Say this instead → *"Because I did that, I now know [.....]."***

When you rephrase this thought, you begin to think about the good things that happened because you did something that you thought you should not have. Maybe you met someone you would not have met, or you discovered something wonderful about yourself.

5

***"I failed."* → Say this instead → *"This attempt did not work."***

Maybe something you tried to do did not turn out the way you expected. Perhaps you did not get that new client, or you did not get the promotion you wanted. But if you tell yourself that you failed, it is the end of the story – you are being unfair to yourself. Remember that there will be other opportunities.

6

***"This is too complicated."* → Say this instead → *"I do not understand this right now."***

When you face a new challenge and immediately tell yourself that you will never get around it, you are making it sound like it is an unchangeable fact. This means you are subtly telling yourself that you cannot change or grow, which is nonsense. We are all works in progress.

7

***"It is not fair."* → Say this instead → *"I can deal with it anyway!"***

Life can feel unfair sometimes, but that does not mean you have to keep repeating that negative mantra to yourself and feel beaten down. Face that perceived unfairness head on and look for solutions that will get you to where you want to be.

8

***"It is never going to change."* → Say this instead → *"I can change the way I approach this."***

By changing your passive thought to active approach, you put yourself in charge of the situation. You think it cannot be changed? Then change your approach and thoughts about it!

Social media can eat up time you could be spending focusing on your mental and physical health. Check your phone settings to see how many hours you spend on Instagram, TikTok or other social apps, and try to keep it under two and a half hours. Some phones can trigger a notification to let you know that you are close to your allotted limit for the day. Be present instead of scrolling through reels aimlessly.

Find an activity that you love to do, and make it your mental release rather than a means to drop the extra weight. You are more likely to stick with what you love because your mindset is in a positive place beforehand, and your endorphins will guide you throughout. This could be a hike with friends, a dance class or yoga.

Do not beat yourself up when you failed to attain your goal. We all struggle to do the things we know are good for us because we give into impulses for instant gratification. Start afresh again (and again and again). Break your goals into small steps. Be kind to yourself. Reward yourself for every small win. Pat yourself on the back. Treat yourself to your favourite dessert. Pamper yourself with a massage. Schedule a short vacation. The important thing is you are making 2023 a better year for you; physically and mentally.

FOMO (Fear Of Missing Out) is real and we are often stretched so thin amid work, commitments and our social lives that we do not prioritise doing things for ourselves or recharging when we need to. In 2023, make it your year of saying NO and not feeling bad about it. Be unapologetic when it comes to your needs, watch your mental and physical well-being skyrocket.







### Encouraging Healthier Diet

Milk is an excellent source of vitamins and minerals, including "nutrients of concern," yet widely under-consumed by many populations. In order to advocate for this good cause among all employees and their family members, IOI Oleochemical Industries Berhad's Community Service Committee opened a lifestyle booth on 12 October 2022 and successfully sold 55 cartons of milk including fresh milk, UHT milk and yoghurt, amounting to a total sale of RM2,500.

### Light It Up In Pink

All in for pink October! South Beach lit pink from 3 to 28 October 2022, showing support to the Breast Cancer Foundation, as part of a global effort to raise awareness on breast cancer.



### Dazzling Festival Of Lights



IOI City Mall, IOI Mall Puchong and IOI Mall Kulai welcomed Deepavali in November 2022 with awe-inspiring decorative peacocks, colourful flower garlands and kolams in vibrant colours surrounded by oil lamps.

### Amazing Walk



Walk the walk, and win a cash prize! This was what the Top 20 achievers of the *Amazing Walk* received, a competition based on daily step count, which ran from July to September 2022. As the host of the competition, IOI Oleochemical Industries Berhad invited its employees to enjoy various events such as a talk on sport injuries, demonstration on ergonomic-related injuries, a free bone densitometry, amongst others, during the award presentation ceremony, which was held on 10 November 2022.

Yayasan Tan Sri Lee Shin Cheng hopes to enhance the digital capacity of our IOI Group employees' children through a donation of 78 sets of refurbished computer. The dissemination of computers began on 3 December 2022 where 18 sets have been handed out while the remaining 60 sets are in its refurbishment phase before being distributed progressively.



### Digital Empowerment



### A Whimsical Christmas

Shoppers at IOI City Mall, IOI Mall Puchong and IOI Mall Kulai immersed in the world of pixie dusts while they were out gift-shopping, as each mall transformed into a fantastical kingdom of fairies, lined with beautiful Christmas trees and mystical forest mushrooms.



### Deepavali Get-Together

On behalf of Palm Garden Golf Club, General Manager Mr Terence Lee (far left) opened the doors to children of Rumah Shalom at Puchong for a Deepavali Open House at Eugenia Ballroom on 31 October 2022. Everyone sat down for delicious food and drinks, and later, the children sang a song and performed a dance, which added to the festive mood. Each child was then given a money packet before they left for their home.

A shout-out to IOI Properties Group Berhad's hardworking team that was involved in the successful opening of our IOI City Mall's Phase Two in August 2022!



Spread Joy and Love this

*Festive Seasons*

15  
Dec  
2022

28  
Feb  
2023



Themed  
Decorations  
& Events



My  
IOI Moments  
Photo Contest



101 Wishes  
COME TRUE  
Gifting Activities



Mystery  
Gift  
for SPA Signings