

NURTURING AND EMPOWERING COMMUNITIES

Being a good corporate citizen is fundamental to our values as a company. Being a responsible and engaged company brings mutual benefit to both our stakeholders and us. Our role extends beyond mere engagement to include caring and supporting those who live in the communities where we operate. Investing in our communities means one step towards leaving no one behind as set out in the SDGs.

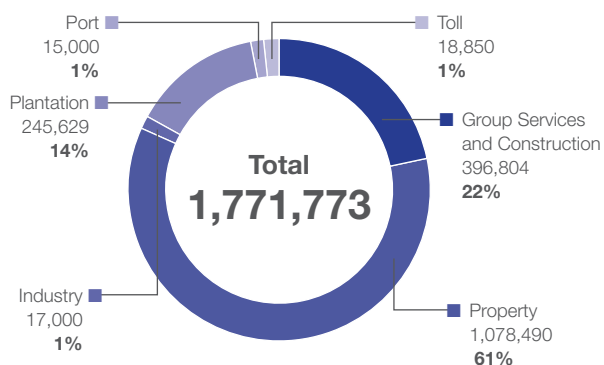
In the last financial year, we established the Group's Community Investment Policy. The policy stipulates our contribution focus in three areas – community development, sports and education. We aim to drive awareness and create greater alignment to the policy for increased value creation within the community and improved impact measurement.

The LBG Framework is the global standard for measuring, benchmarking and reporting on corporate community investment. The LBG Framework helps us understand how we are contributing to the community, if we are doing the right thing, doing them well, and achieving what we set out

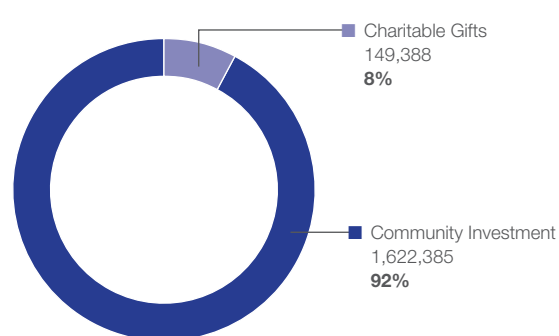
to do. Above all, the framework enabled us to focus on investing resources for the mutual benefit of the Company and community. In FY2019, IJM Group contributed RM1.8 million to the community, amounting to 0.3% of the Group's pre-tax profit.

92% of our giving was strategically motivated, where we consciously invested resources to bring about social and environmental change. The remaining 8% were one-off charitable donations. Our biggest contribution was towards supporting sports development, especially at the grassroots level.

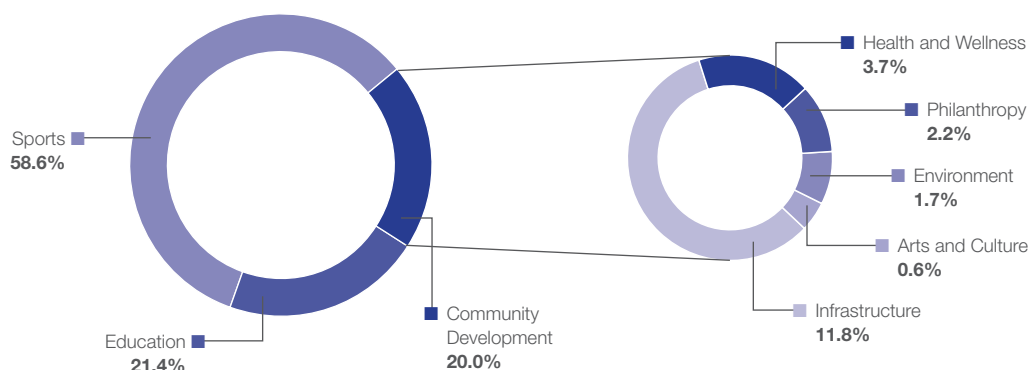
Expenditure by Division in FY2019 (RM)



Motive for Contribution in FY2019 (RM)



Supported Causes by Community Investment Pillars in FY2019





Donation to fire victims at Kampung Gas, Sandakan contributed by IJM employees during the 12th IJM Games



Toll Division contributed school supplies to employees' children via the *Back to School* programme

REDESIGNING THE EMPLOYEE VOLUNTEERISM EXPERIENCE

Community investment is a key component of a company's social responsibility effort affecting important stakeholder groups such as employees. The time, talent and know-how of our employees can be significant and impactful, and we encourage our employees to support local communities through volunteerism. In FY2019, IJM Group initiated a redesign of the Group's employee volunteerism experience. We encourage our employees to participate in programmes that strengthen the communities in which we operate.



Employees initiated an appreciation session for the neighbouring Fire and Rescue Department following a tragic national loss of fellow fire-fighters



Property Division contributed monetary aid and household items to single-parent families in Seremban under the *Deepavali Charity Cheer* programme



Industry Division attending to a special needs learning center near where we operate

NURTURING AND EMPOWERING COMMUNITIES

SUPPORTING COMMUNITY GROWTH AND WELLNESS

We invest in the construction and upgrade of infrastructure and buildings in local communities; as well as promote health awareness and environment conservation.

Bridging the infrastructure divide

We understand our position in supporting the development efforts of the country, in providing and maintaining basic infrastructure and creating high impact connections that are safe and convenient for public use. We keep in mind the sustainable development of communities and the areas they live in as we design, finance, build and operate roads and other infrastructures.

With a total investment of RM98 million, the Pantai Sentral Interchange was opened to the public on 13 December 2018. The interchange is an example of the cooperation between the government and property developers like ourselves in improving the connectivity, accessibility, liveability and commuting experience for residents, commuters and motorists alike. The 2.8km interchange directly links the township to the New Pantai Expressway, further enhancing connectivity to and from Pantai Sentral Park on top of existing connections to the township. To date, IJM Group has spent about RM225 million on interchanges and flyovers to improve connectivity for our township residents.



The Pantai Sentral Interchange was opened to the public on 13 December 2018

As a developer for the community, the Property Division supported the REHDA Youth in their community project to rebuild the Women's Aid Organisation's ("WAO") childcare centre, which was destroyed in a fire in 2016. The project garnered the collaborative strengths of the property industry whereby all sponsorships were via pro bono services and donation of building materials in kind. Utilising our expertise as a property developer, we were tasked to oversee the

reconstruction of the childcare centre. The new centre is the first Platinum-certified childcare centre in Malaysia by GreenRE, the leading Malaysian green real estate certification body. The green features reduce operating costs of the home due to the efficient use of electricity and water. The use of low volatile organic compound (VOC) paints and adhesives, green-certified timber and building materials ensure a healthy living environment for the children.



Rebuilding of WAO Child Refuge Centre

Affordable housing

We believe that every Malaysian has a right to a quality home and living environment. As a responsible developer, we want to do our part so that many Malaysians are able to realise their aspirations of owning a home. We support the Housing and Local Government Ministry's target to build 100,000 affordable homes by the end of 2019 by designating landbanks for this segment. Majority of these homes are located in prime locations and mixed development townships allowing all residents to enjoy the common connectivity, surroundings, recreational resources and conveniences. In line with the Government's move to provide budget housing, the Property Division has initiated projects where more than 2,000 affordable houses will be built around Klang Valley and Negeri Sembilan. In FY2019, 314 homes have been completed and more than 1,700 units are currently under construction.

Our Plantation Division continues to support their neighbouring community through road maintenance and repairs of places of worship, providing transportation and clean water to be used during droughts. We continue to support the Rurality project, a smallholder transformation project, which started in June 2015. We support farmers to develop their resilience by improving productivity and the livelihoods of smallholders supplying crops to the Desa Talisai Palm Oil Mill.

Home Rehabilitation Programme

Our Property Division continues to enhance the lives of the underprivileged through its signature Home Rehabilitation Programme. Under this programme in 2018, we adopted and gentrified a home in Kampung Baru Rahang, Seremban, giving the family a safe home and shelter as well as improving their quality of life. The home of a visually-impaired man was upgraded with all the essential repairs required for safe, sanitary and functional living. The home was freshly painted and repaired to protect the structure and surfaces as well as enhanced the aesthetic appearance of both the interior and exterior of the home.

Our Home Rehabilitation Programme has gained enormous support from our contracting partners and material suppliers, and serves as a key influence and initiative for engaging and inculcating a culture of corporate responsibility among our business associates.

This programme is undertaken in close collaboration with the State Social Welfare Department. In its eighth year, IJM Land's Home Rehabilitation Programme has restored and rehabilitated homes for underprivileged families across Malaysia, including Penang, Johor, Sabah and Negeri Sembilan.



Handing over the refurbished house to the owner



House condition before the Home Rehabilitation Programme



House condition after the Home Rehabilitation Programme



Plantation Division improving accessibility for their neighbouring community

Promoting health awareness and environmental conservation

Our community programmes include health awareness to maintain a healthy lifestyle. Our Divisions supported various sporting events campaigning for health awareness such as *Relay for Life 2018* by the National Cancer Society of Malaysia-Penang Branch; *Run & Ride for Sight 2019* by St Nicholas Home Penang where the sighted pilot guides and directs the blind on a tandem bicycle; *End Polio Charity Walk* by the Rotary Club of Sandakan North Borneo; and *HOPE Run 2018* by the Duchess of Kent Hospital promoting the *pain free hospital* concept. We also run health grassroots outreach programmes in schools in collaboration with the Sandakan Pink Ribbon since 2006.

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Reduce, reuse and recycle efforts at Bandar Rimbayu benefits both the township community and environment



Environmental awareness outreach programme at SK Ladang Sandakan, Sandakan



Property Division employees created 3D murals of Seberang Perai's landscape made from plastic bottle caps



Breast health awareness outreach programme at SMK Gum Gum in Sandakan, Sabah

We also promote environmental awareness in the local communities. Our green certified township, Bandar Rimbayu organised green activities to raise awareness among its residents as well as the community from the surrounding areas. We engaged with the residents and community, consisting mostly families with young children, to inculcate the practice and adoption of the 3Rs: Reduce, Reuse and Recycle through hands-on workshops and environmental exhibits, in collaboration with the Community Recycle for Charity. Recycling bins were also installed to help residents kick-start their green commitment.

In September 2018, the Property Division partnered with the Seberang Perai Municipal Council ("MPSP") on a tree planting project. The project saw 5,110 Golden Penda trees planted at various locations across three districts in

Seberang Perai, including four recreational parks and 38 schools. Projects like this also foster *gotong royong* (community spirit) among community members towards a cleaner and greener environment. This initiative was recognised in the Malaysia Book of Records.

In a separate event, the Property Division and 900 other volunteers from other organisations created 3D murals made from plastic bottle caps. This is in line with MPSP's 8R (Rethink, Refuse, Reduce, Reuse, Repair, Re-gift, Recover and Recycle) Smart Consumption Model introduced in January 2018. The four large 3D murals using 113,190 plastic bottle caps, featuring landscapes of Seberang Perai now decorates the walls of the MPSP building.

Our Plantation Division supports local environmental awareness events with local non-governmental organisations such as the Borneo Bird Festival in partnership with the Sandakan Borneo Bird Club Sabah and breast health awareness talks in partnership with the Sandakan Pink Ribbon.

NURTURING GENERATIONS RESPONSIBLE FOR THE FUTURE

Providing affordable and quality education

We recognise that education is the gateway that improves quality of life while opening up economic and social opportunities. In line with SDG 4, we provide equal access for women and men to affordable and quality educational opportunities and skills they need to participate in social and economic development. Through our scholarship and academic excellence awards, mentoring programme, industry exposure through site visits, university outreach initiatives as well as learning and development programmes, we believe the younger generation will be better equipped to face challenges.



IJM Scholarship Award Programme and Academic Excellence Award

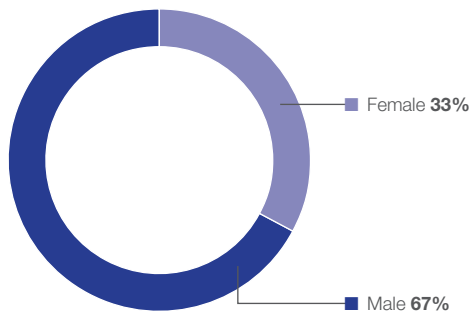
Launched in 1994, the IJM Scholarship Award Programme has benefitted more than 250 students and continues to develop tomorrow's best talents through structured career development programmes. In FY2019, we awarded

14 deserving scholars with scholarships totalling RM654,500 in various fields of studies including civil engineering, electrical engineering, mechanical engineering, quantity surveying, accountancy and finance.

Beyond financing, IJM scholars are paired with a mentor at IJM for guidance throughout the duration of the scholar's studies. This mentorship continues when they join IJM as full-time employees after graduation. Many IJM scholars have progressed in their careers holding positions such as project managers, quantity surveyors, accountants and senior engineers within the Group.

The IJM Academic Excellence Award gives recognition to the children of IJM employees who have done well academically. In FY2019, 52 students were rewarded for their achievements in their SPM, O-Level, IGCSE, STPM and A-Level examinations. We believe that building education capacity is a vital ingredient to help improve the quality of life for individuals in the local communities. In helping them to realise their academic aspirations, we provide opportunities for these young talents to reach their potential and pursue fulfilling careers.

Gender Breakdown of Scholars from 2009 to 2018



Mentorship session during the IJM Scholarship and Academic Excellence Award 2018



IJM Scholarship and Academic Excellence Award 2018

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Investing in a future-ready workforce

Inspire to Innovate

Following the success of the first all-encompassing and integrated engineering challenge in FY2018, we organised a second challenge with the theme *Inspire to Innovate*. The programme brings together students from ten public and private universities around Malaysia in the fields of civil engineering, architecture and quantity surveying.

Participants were challenged to showcase and pitch ideas for a future township. For the FY2019's challenge, one of IJM Land's flagship development, Seremban 2 township was chosen as the project site. Participants had to create a smart living community within the 2,300 acres of township.

The concept of smart living community incorporates the use of eco-friendly materials into the building design, using Internet of Things and connecting people and business communities. The challenge allows participants to gain real life experience of designing innovative masterplans, concepts, spaces and solutions that will impact the way people live, work and interact in the township.

Throughout the eight-month programme, various skills and technical workshops, and talks on soft skills and professional development, project management, BIM, digital transformation and sustainable development were delivered by a mix of IJM employees, consultants and partners. These efforts were put to play to help participants make connections and propose innovative integrated solutions, while approaching the challenge with a sense of practicality and commercial viability.

We believe that education with real and practical applicability will align an industry-ready talent pipeline with classroom learnings to what is needed in the workplace. We hope that these efforts will help narrow the current gaps in Malaysia's human capital.



Secondary school leadership camp



UPM Green Building Innovation Challenge



University students attending the training session at our property office in Seremban



Inspire to Innovate finale

Top 10 best employer brands in the category of real estate/property

We received the Graduate Choice Award (“GCA”) 2018, in recognition for demonstrating exceptional employer branding within universities across Malaysia, voted for by undergraduates. The GCA is acknowledged and recognised by the Ministry of Education Malaysia, Malaysia Digital Economy Corporation and the Career Development Centre Club Malaysia. IJM was also voted as Malaysia’s 100 most desired graduate employers in Malaysia for 2018 by local students and graduates in an annual national survey.



Supporting creative talents

We continue to support in its fifth year, the Asia Young Designer Award (“AYDA”) competition, themed *Forward: Challenging Design Boundaries*. The competition is supported by the Ministry of Education (MOE) and in partnership with Nippon Paint Malaysia, aimed at developing and nurturing young creative talents in architecture and interior design in Malaysia, strengthening the bond between the institution and the industry. The competition saw 1,262 design entries from 43 participating local design institutes in FY2019. Finalists of the competition visited IJM Land’s award-winning township – Bandar Rimbayu to gain insight on the roles of stakeholders, the people behind the development and the innovation and strategies incorporated when constructing the township. AYDA alumni and past winners have been known to have progressed in becoming reputable architects and interior designers in their field – from being attached to globally recognised architectural firms to taking on leadership roles in self-established firms.



Winners of the Asia Young Designer Award

CHAMPIONING SPORTS

IJM Group supports sports with the knowledge that it contributes to improved health and wellbeing, as well as influence engagement, culture and togetherness. In FY2019, our biggest contribution was made under our sports pillar with more than RM1 million spent on initiatives such as public running and cycling events as well as grassroots rugby, archery, volleyball and football development programmes.

As property developers and infrastructure owners, we are able to use our spaces for a good cause. We have been organising the IJM Land Half Marathon at our Seremban 2 township, an event that attracted more than 9,000 participants in FY2019 from across the country on leading healthy lifestyles. For the third year in a row, funds raised from the event were channelled towards two charities, namely the Pertubuhan Hospice Negeri Sembilan and Malaysia Lysosomal Diseases Association to support the organisations’ activities.



For the fourth time running, the Hollywood-themed Run With Me 2018 event at Bandar Rimbayu combined healthy lifestyle and fun



Main sponsors of the 2018 48th COBRA 10s rugby tournament

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IJM also sponsored and organised the IJM-Allianz Duo Highway Challenge in two of its highways – BESRAYA and NPE. The event connects customers, communities and employees through a shared passion for running. Cycling events such as the RHB Shimano Highway Ride 2018 at our LEKAS highway and Kuantan Port's *Fun Ride 2018* brings together passionate cyclists. These events are aimed at promoting healthy urban lifestyles at safe venues for sports enthusiasts.

At the grassroots level, the Property Division provides a football training ground at The Arc, Bandar Rimbayu. The iconic social hub provides 50 to 80 children from Destiny Football Development Centre a platform to master tactics, agility and characteristics and social elements of a much-loved national sport on a weekly basis. We also work together with at least one underprivileged home in the area to provide children living close by the opportunity to benefit from this inclusive programme.

Our Industry Division has been supporting students from Sekolah Kebangsaan Tok Muda in the area of non-mainstream sports since 2016. In FY2019, the Division contributed RM10,000 to the school for their Archery Development Programme. This contribution is used to fund archery equipment, facilities and coaching fees that will benefit close to 150 school children and teachers. Apart from archery, contributions have been made in previous years for their Softball Development programme that saw the school winning second place in the district level Klang Softball competition. We believe our contribution and support will create continuous interest towards non-mainstream sports and engagement with the students and the local community.



IJM Land Half Marathon 2018 encourages healthy living and fitness, and brings together communities in Seremban 2 and the surrounding vicinities



IJM Allianz Duo Highway Challenge – BESRAYA and NPE



Property Division provides training ground to young, aspiring footballers at The Arc, Bandar Rimbayu



Industry Division continues to support SK Tok Muda's sports programmes



Kuantan Port's Fun Ride 2018 breakwater experience