



TRAVERSE TOGETHER
| BRIDGING PURPOSE |

SUSTAINABILITY
REPORT

2024

ABOUT THIS REPORT

Iskandar Investment Berhad (IIB) is proud to present the 2024 edition of our Sustainability Report, covering the period from 1 January 2024 to 31 December 2024. Published annually, this report outlines our sustainability performance and progress.

As we continue to expand our business and strengthen our role as responsible land stewards, sustainability remains at the heart of our actions and intentions. In this edition of our report, we reflect on the progress we have made and address the areas where continuous improvement is still needed.

Rationale of This Report

This second edition of IIB’s Sustainability Report reflects our continued journey toward environmental, social and governance (ESG) excellence and responsible growth. We align our business with key global climate frameworks, particularly the Paris Agreement, which seeks to limit global warming to well below 2°C. IIB remains committed to being part of the collective action needed to meet these targets.

Building on our inaugural report, we highlight progress in climate action across energy efficiency, renewable energy, water, mobility, and green buildings. We also reaffirm our commitment to governance, transparency, and stakeholder engagement—advancing our vision for a sustainable and inclusive Iskandar Malaysia that contributes to both national and global climate goals.

Guidelines and Reporting Frameworks

The content of this report has been prepared with a strong focus on quality, aligned with global targets and national reporting standards as well as industry expectations.

1. UN Sustainable Development Goals (UN-SDGs)
2. Global Reporting Initiative (GRI) Standards
3. Bursa Sustainability Reporting Guide
4. Value Creation Model (VCM)

Feedback

For feedback or inquiries about our sustainability reporting, please reach out to us at esg@iskandarinvestment.com.

TABLE OF CONTENTS

ABOUT THIS REPORT	2
LEADERSHIP: DRIVING PURPOSEFUL TRANSITION	5
• The P/CEO's Statement	6
• Author's Insights	7
• The Task Force	8
DEFINING IIB: STRATEGIC OVERVIEW	9
• About IIB	10
• Our Location	11
• Our Vision & Core Values	12
• IIB Portfolio	13
• IIB Operations	14
• IIB Destinations	15
• The Journey: Key Milestones	16
• Sustainability Journey	17
• 2024 Highlights	18
• Value Creation Model (VCM)	20
• Awards & Recognitions	22
• Global Benchmarking ESG Performance	24
• In The Media	25
OVERARCHING SUSTAINABILITY PRINCIPLES	26
• ESG Framework	27
• Dynamic Approach to Materiality	28
• State, National & International Alignments	30
• Roadmap Towards Net Zero	31
PILLAR 1: LOW CARBON & CLIMATE RESILIENT OPERATIONS & CITIES	32
• IIB Net Zero Carbon Roadmap	34
• IIB Operations	37
• IIB Destinations	39
• Our Environmental Impact	41
• Understanding Our Water Consumption Footprint	43
• Pillar 1 Initiatives & Partners	44
PILLAR 2: BIODIVERSITY & ECOSYSTEM BALANCE	46
• IIB Operations	48
• IIB Destinations	50
• Setting Biodiversity Baseline	52
• Pillar 2 Initiatives & Partners	53

PILLAR 3: VALUE CHAIN & WORKFORCE REINVIGORATION	55
• IIB Operations	57
• IIB Destinations	58
• Empowering Our Employees	59
• Strengthening The Value Chain	63
• Ecosystem Building	64
• Medini as a National Test Bed for Smart, Sustainable, and Resilient Urban Living	66
• Pillar 3 Initiatives & Partners	67
PILLAR 4: RESILIENT, INCLUSIVE & SMART SOCIETY	71
• IIB Operations	73
• IIB Destinations	74
• Quality Education & Talent Development	75
• Community Engagements	76
• Youth Engagements	78
• Social Sustainability In Communities And Cities	79
• Sports, Culture & Recreation	80
• Pillar 4 Initiatives & Partners	81
PILLAR 5: ETHICAL, EQUITABLE, EFFECTIVE & SUSTAINABLE GOVERNANCE	85
• Driving Strong Governance	87
• Link to Net Zero 2050 Target	89
• Pillar 5 Assessment & Initiatives	90
APPENDIX	92
• GRI Content Index	93
• Abbreviations	95
THE PULLOUT HIGHLIGHTS : MEET THE PEOPLE	97
	- 111



ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB



LEADERSHIP

DRIVING PURPOSEFUL TRANSITION



THE P/CEO'S STATEMENT

DATO' IDZHAM MOHD HASHIM

PRESIDENT / CEO, IIB



At IIB, sustainability is not a separate initiative—it is central to how we operate, innovate, and grow. As we navigate an increasingly complex and interconnected world, we recognize that long-term value creation requires an unwavering commitment to environmental stewardship, social responsibility, and sound governance. This year, we have taken deliberate steps to integrate sustainability deeper into our strategy, operations, and culture—driven by the belief that industry players must be part of the solution to the global challenges we face.

Our transition to an inclusive, sustainable and significant metropolis is guided by clear frameworks, balance approaches, and tailored solutions including through Sustainable Development Goals.

We understand that progress requires more than just ambition—it demands action, partnership, and perseverance. That is why we continue to work with industry peers, governments, and NGOs to advance meaningful improvements and impactful initiatives.

”

Looking ahead, we remain focused on **TRAVERSING** this sustainability journey **TOGETHER** — **BRIDGING** innovation with responsibility, and **PURPOSE** with performance. We are confident that by embedding sustainability into holistic decision and by empowering our people to lead with integrity, we will continue to build cities and communities that are not only resilient, but one that actively contributes to a better future for all.

”

AUTHOR'S INSIGHTS

DIYANA MOHD AMIN

SENIOR VICE PRESIDENT (SVP),
SUSTAINABILITY & ESG, IIB



Last year, we began our sustainability reporting journey with curiosity, humility and determination - learning from global benchmarks, defining our ESG foundations, and setting the stage for transformational change. Today, we are proud to share how these aspirations are becoming actionable progress.

“

This second sustainability report captures the year of **IIB's Decarbonisation Roadmap establishment, bridging frameworks to focused implementations journey.** ”

”

We have advanced key initiatives in environmental performance, resource efficiency, urban resilience, and community partnerships. Our participation in public dialogues and cross-sector collaborations has also deepened, helping to position IIB as a credible and proactive voice in sustainable development.

Sustainability, as we believe, goes far beyond climate action. It is about building a regenerative metropolis where economic vibrancy, environmental stewardship, and social wellbeing coexist in harmony. It is about planetary health, balanced ecosystems, and the wellness of the society we serve.

As we move forward, we remain committed to amplifying IIB's positive impact, strengthening our governance practices, and aligning our ambitions with national and global sustainability targets. With sincerity and purpose, we will continue to transform vision into value — for our organisation, our city, and the generations to come.





Land & Township

Sustainability & ESG

Admin & ICT

People & Culture

Land & Township

Admin & ICT

Sustainability & ESG

Governance, Risk & Compliance

Procurement / Contract Administration

THE TASK FORCE

The IIB Sustainability Report Task Force is a cross-departmental team formed to coordinate and support the preparation of this report. The task force ensures that accurate and timely data is shared across departments, aligned with Sustainability & ESG reporting standards such as GRI.

We would like to express our sincere appreciation to all task force members - extendedly to the Head of each Department for their dedication, collaboration, and valuable contributions in making this report possible.



Ecosystem Building

Marketing Communications

Ecosystem Building

Procurement / Contract Administration

Integrated Facility Management

Sustainability & ESG

Integrated Facility Management

Corporate Strategy & Special Projects

People & Culture



ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB



DEFINING IIB

STRATEGIC OVERVIEW



ABOUT IIB



Iskandar Investment Berhad (IIB) is an investment holding company incorporated in November 2006 to catalyse the strategic development of Iskandar Malaysia. IIB focuses on Iskandar Puteri (previously known as Nusajaya) or Flagship Zone B.



With land bank totaling 6,680 acres in Medini, EduCity and Wawari of Iskandar Puteri, Johor, IIB will continue to develop high-impact projects in the tourism and leisure, creative, tech, education and wellness sectors to cultivate an attractive investment destination and a vibrant region.

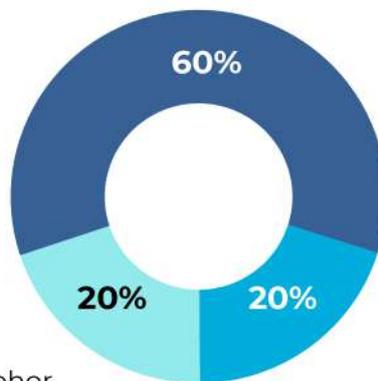


Khazanah Nasional Berhad (KNB), Employees Provident Fund (EPF) and Kumpulan Prasarana Rakyat Johor (KPRJ) are the shareholders of IIB.

OUR SHAREHOLDERS



Khazanah National Berhad (KNB) is the sovereign wealth fund of Malaysia, established to invest surplus revenues for the nation. It aims to deliver sustainable economic and societal values for Malaysia.

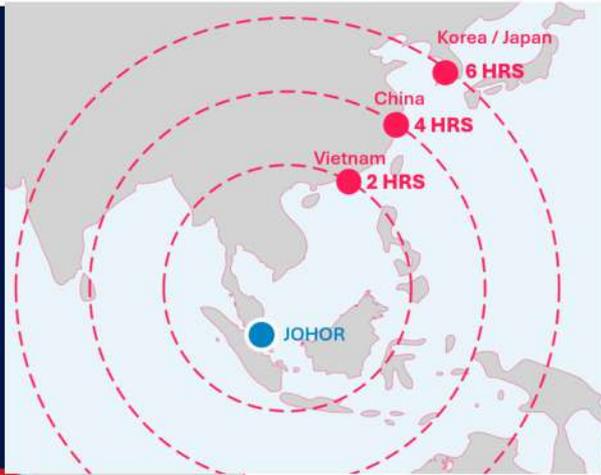


Kumpulan Prasarana Rakyat Johor Sdn Bhd (KPRJ) is an investment arm of the Johor State Government, focused on developing social and infrastructure projects. This includes projects in engineering, construction & property development.

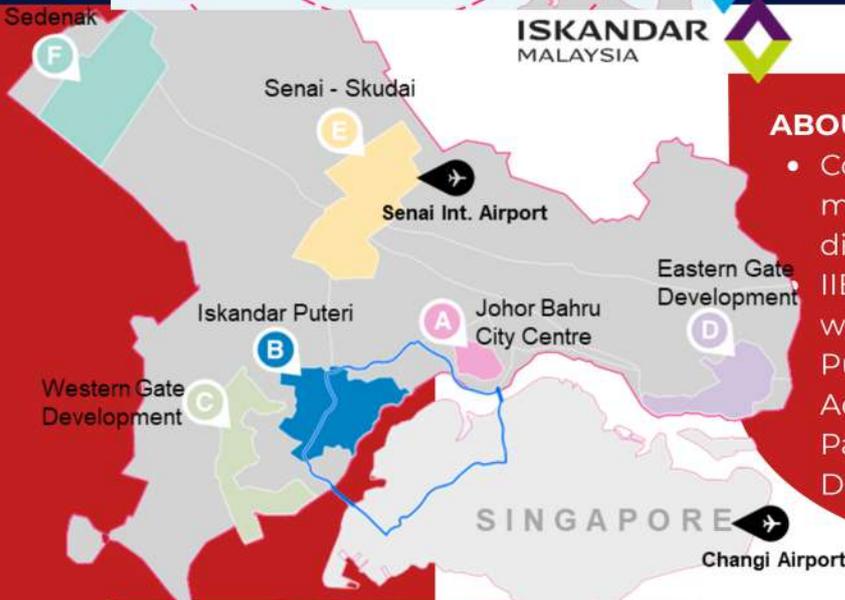


The Employees' Provident Fund (EPF), is a Malaysian government agency responsible for managing a compulsory savings plan and retirement planning for private sector workers and non-pensionable public sector employees.

OUR LOCATION



Johor is the southernmost state of Peninsular Malaysia, directly bordering Singapore to the south. Its area is about 28 times larger than Singapore or approximately 19,000 km². Strategically, Johor is within 2 to 6-hour flight radius to major regional capitals and ASEAN cities.



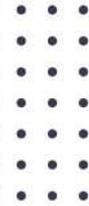
ABOUT ISKANDAR MALAYSIA (IM)

- Covering 547,800 acres – IM is a major economic zone in Johor, divided into 6 flagship zones. IIB and its land bank are located within the Flagship B: Iskandar Puteri focusing as Johor New State Administration Centre, University Park, Medical Hub, International Destination Resort & Logistics



ABOUT ISKANDAR PUTERI

- Spanning across 24,000 acres
- EduCity: 305 acres, Asia's First Multi-Campus Education City.
- Medini: 2,230 acres, consists of 6 thematic zones
- Wawari: 3,000 acres township, including a 800-acre mangrove reserve.





OUR VISION

Building
AN INCLUSIVE &
SUSTAINABLE
Metropolis
OF THE FUTURE

Iskandar Investment Berhad (IIB) is committed to "Building an Inclusive and Sustainable Metropolis of the Future". This vision guides all our efforts as we transform Iskandar Puteri into a vibrant and livable region. To achieve this ambitious goal, IIB has formulated a comprehensive long-term strategy roadmap designed to meet market demands and equip the company with future-driven strategic initiatives and goals.

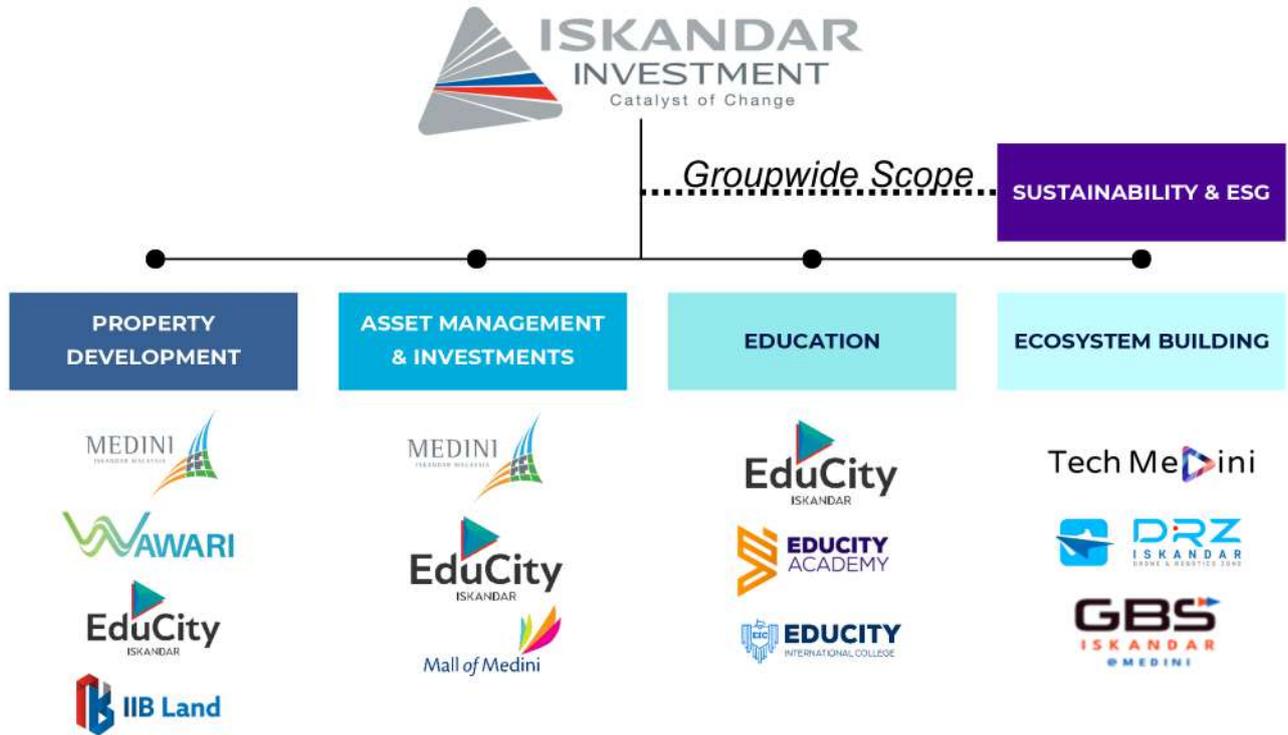
Our core strategy is built on three pillars: Populate – Attract – Reinvigorate. This approach aims to strengthen IIB's financial sustainability while ensuring sustained future growth. We strive to populate the region with high-impact projects, attract investments, and continually reinvigorate our offerings to maintain our position as a market leader.

OUR CORE VALUES



IIB PORTFOLIO

IIB's sustainability report covers all entities within our Groupwide Scope, as illustrated in the chart, encompassing Property Development, Asset Management & Investments, Education and Ecosystem Building.



Streamline 1

IIB CORPORATE OPERATIONS

- Governance & Leadership
- Risk Management
- and more...

Streamline 2

IIB DESTINATIONS DEVELOPMENT

- Environmental Performance
- Transportation
- and more..

IIB NET ZERO CARBON ROADMAP

IIB OPERATIONS

We integrate sustainability and low-carbon practices across our operations through responsible property development, asset management, education, and ecosystem building.

FOCUS AREA

As part of materialising IIB's vision for a sustainable and inclusive Iskandar Puteri, our property development approach goes beyond constructing spaces—we build thriving, future-ready communities. Each project integrates green features, climate resilience, and wellbeing from the outset, ensuring long-term value for residents, investors, and the environment.

IIB manages its assets and facilities with a focus on smart, energy-efficient infrastructure and green-certified buildings—advancing our Net Zero goals through predictive maintenance, innovative technology, and sustainable urban planning.

Beyond infrastructure and operations, education is central to building a resilient and future-ready metropolis. IIB spearheads EduCity—Asia's first multi-campus education hub—offering shared facilities and global academic collaborations to cultivate talent and strengthen the economic backbone of Iskandar Malaysia.

Ecosystem building is key to Medini's transformation into an innovation-driven city. IIB nurtures ecosystems like GBS Iskandar, DRZ Iskandar, and Blockchain Village @ Medini—integrating talent, infrastructure, and policy to attract investment and support emerging industries.



IIB DESTINATIONS

We embed sustainability and climate resilience into the master planning and development of our strategic destinations: Medini, EduCity, and Wawari.

CITY CONCEPT



A 2,230-acre smart and sustainable central business district in Iskandar Puteri. Medini Innopolis is IIB's flagship development, integrating business, innovation, and lifestyle with seamless connectivity to Singapore.



Asia's first multi-campus education city, EduCity spans 305 acres, offering world-class institutions, shared facilities, and a vibrant student ecosystem.



Wawari is the recent addition to IIB's destinations. A harmonious blend of modern comfort and natural beauty in a thoughtfully designed township.

THE JOURNEY | KEY MILESTONES |

2006-2010

- Iskandar Malaysia launched 
- Incorporation of South Johor Investment Corporation (now known as IIB)
- Signed agreement with Newcastle University Medicine Malaysia (NuMED), Marlborough College Malaysia, and Raffles American School
- Medini Masterplan finalised
- Establishment of joint-ventured companies with UEM Sunrise and Sunway Group



2013-2014

- Opening of Medini 6
- Opening of Iskandar Malaysia Studios, creating 36,000 jobs
- Official opening of EduCity Sports Complex & Student Village
- The first ISKARNIVAL held with 200,000 visitors over 2 days



2011-2012

- Opening of Mall of Medini
- 7 major road infrastructure projects under RMK-9 completed linking Johor Bahru (via Danga Bay) to Iskandar Puteri
- Official opening of EduCity with 9 education partners, totaling to RM2.3 billion investments
- Completion of the EduCity Sports Complex, offering a wide range of facilities for athletics, aquatics, and multi-sport events
- Launch of the EduCity student village, offering student-centric accommodation
- Opening of Legoland Malaysia Resort, welcoming around 1.5 million visitors annually



2015-2017

- 10th anniversary of Iskandar Malaysia
- Opening of University of Reading Malaysia
- Opening of Medini 7 with MSC Malaysia Status (now known as MD status)
- GBS Iskandar launched
- Coastal Highway Southern Link (CHSL) opened to public linking Medini to Tuas Checkpoint in 5 minutes

SUSTAINABILITY JOURNEY

E #ENVIRONMENT



2023

- Launch of Medini Net Zero Carbon CBD (NZCC) at #APCW2023
- COP28 Global outreach & Masdar City Visit



2024

- Completion of IIB Net Zero Carbon Emissions Roadmap
- Data Migration to Low Carbon Operating System (LCOS)
- GRESB Assessment
- Low Carbon City 2030 Challenge



2025

- Moving forward :
- Development of Policy & Guidelines (Phase 1)
 - Sustainability Centre
 - Facilities Enhancements
 - Roadmap in KPI

QUALITY EDUCATION

S #SOCIAL

INCLUSIVITY - PERSON WITH DISABILITY (PWD)

GENDER EQUALITY 50 : 50 SENIOR MANAGEMENT

PEOPLE-CENTRIC PLACEMAKING & FACILITIES

AFFORDABLE HOUSING

CLIMATE RISK ASSESSMENT

SUSTAINABLE POLICIES & GUIDELINES

G #GOVERNANCE

2024 SUSTAINABILITY HIGHLIGHTS

Jan



- IPAC at Edible Park and Common Ground Medini
- Townhall
- Mall of Medini relaunch, Sustainability feasibility study

Feb

- ESG Ambassador Discovery Visit 2024 - Singapore Day Trip

Mar



- KNB's #BerbudiBersamaCommunity Outreach
- Document Exchange Ceremony between IIB & Cenergi SEA
- Net Zero Emission Roadmap for IIB
- Visit to BlueShark 3S Centre
- Enhancing Kampung Sungai Melayu mangrove forest experiences in collaboration with several parties
- Medini Innopolis

Apr



- Meeting with MGTC to present Reimagining Medini Framework
- Earth Day E-waste sharing session by EARTH
- Kickoff National Sustainability Challenge 2024

May



- GRESB review
- Hi-tea Appreciation COP29
- Net Zero Emission Roadmap review
- Internal department GRI training
- Roundtable session with Securities Commission
- Meeting with Chief Minister of Johor on Environment
- NTW 2024 Announcement Video
- Johor Green Deal Policy Workshop
- MGTC Low Carbon Challenge Briefing
- Mini-Expedition: Enhancing Kampung Sungai Melayu Mangrove Forest Experiences
- The Launch of IIB's Sustainability and ESG Website page

Jun



- IIB World Environment Month 2024 (#IIBWEM24)
- Johor Youth Meetup by OMJ, IIB and JSC booths
- NTW collaboration with HRDC Johor
- The First Tabling of IIB's Sustainability Report 2023



Aug

- Berbudi Bersama X KNB

Sep



- Study Trip to Singapore for IIB Innovators
- Keretapi Sarong Johor 2024 x IRDA
- WWF Eco Champion Awards 2024

Oct



- PropertyGuru Asia Property Awards 2023 Gala Night
- Hasanah-Medini Impact Challenge 1.0 Finale

Nov



- IIB Roadmap Showcase
- Workplace Wellness Initiatives: Green Plants in the office

Dec



- PropertyGuru 19th Asia Property Awards Grand Final - *Best Township Masterplan Design: Medini Innopolis*
- IIB Sustainability & ESG Awards 2024

VALUE CREATION MODEL

One of the things we pledged to create this year is our Value Creation Model (VCM). As a developer of one the most important townships and business districts in the next coming decade, it is vital we outline how IIB transforms inputs into outputs that will deliver value to our stakeholders and society on a whole. This model is an essential part of our business plan in ensuring long-term sustainable growth.



CAPITAL & KEY RESOURCE INPUT

BUSINESS ACTIVITIES

VALUE CREATION

The Value Creation Model (VCM) at Iskandar Investment Berhad (IIB) serves as a comprehensive framework that illustrates how the organisation generates value for its stakeholders. It functions as a blueprint that demonstrates the transformation of resources (inputs) into products or services (outputs) that are valuable to customers. This approach ensures that IIB remains focused on delivering measurable and meaningful value while aligning with its sustainability goals.

SUSTAINABILITY REPORT



RECOGNITIONS

- PropertyGuru ASIA PROPERTY AWARDS MALAYSIA
 - Best Township Masterplan Design (Medini Innopolis)
 - Low Carbon Champion
 - Social Impact Champion



Financial

- Total cash: Grew by 8.01%
- Total assets: Declined by 0.86%
- Total borrowings: Grew by 8.81%
- Shareholder's fund: Declined by 4.18%

Destinations

- Townships:
 - Medini Innopolis,
 - Wawari
 - EduCity
- 10 buildings assets under management
- Diversified business sectors

Intellectual

- Sustainable building design
- Microsoft 365 AI-powered assistant
- Conducted a biodiversity assessment at Sungai Melayu
- Air quality monitoring system

Workforce Wellness

- Total employees: 142
- Total new hires: 40
- Average training hours per employee: 91.3 hours
- Work-related injuries: 0
- Learning and development programme in 2024 through a series of 6 interconnected training modules.

Social & Communities

- Engagement with key stakeholders
- Registered vendors: 95
- Practicing & conducting online tenders
- Community enrichment programmes
- Education perantship program

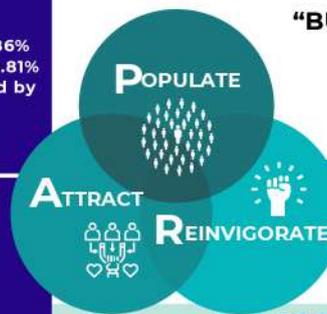
Operation Excellence

- Energy: 43,931 GJ
- Water: 265,598 m³
- RE generation: 908 MWh
- EduCity lake water for landscaping
- Rainwater harvesting systems
- Building Management System

VISION

"BUILDING AN INCLUSIVE AND SUSTAINABLE METROPOLIS OF THE FUTURE"

CORE STRATEGIES



ESG PILLARS



MATERIAL MATTERS

- Climate Change Vulnerability
- Greenhouse Gas Emission
- Sustainable Design, Use, and Practice (including circular economy)
- Biodiversity Protection & Nurturing
- Human and Labour Rights (including Health, Safety, & Security)
- Diversity, Equity & Inclusion
- Future-Ready Workforce
- Community Relations
- Stakeholder Engagement
- Innovation & Technology
- Corporate Governance
- Ethical Business Practices

IIB'S PROFIT UNITS :

PROJECT MANAGEMENT

ASSET MANAGEMENT

EDUCATION

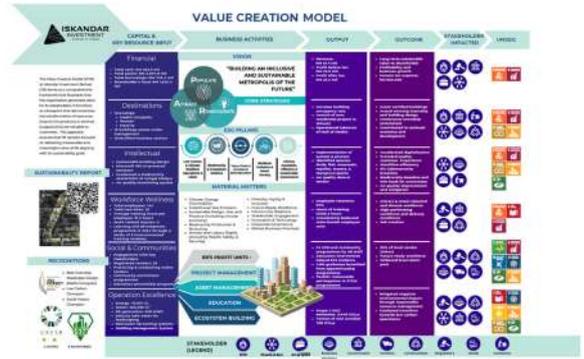
ECOSYSTEM BUILDING



STAKEHOLDER (LEGEND)



KEY VIEW :



MODEL

OUTPUT	OUTCOME	STAKEHOLDER IMPACTED	UNSDG
<ul style="list-style-type: none"> Revenue: Grew by 55.46% Profit before tax: Grew by 26.26% Profit after tax: Grew by 37.10% 	<ul style="list-style-type: none"> Long-term sustainable value to shareholder Profitability and business growth Income tax expense: Declined by 63.69% 		
<ul style="list-style-type: none"> Increase building occupancy rate Launch of new residential project in Wawari Operational takeover of Mall of Medini 	<ul style="list-style-type: none"> Green certified buildings Award winning township and building design Continuous township enrichment Contributed to national economy and development 		
<ul style="list-style-type: none"> Implementation of system & process Identified species: Birds, fish, mammals, reptiles, insects, & mangrove plants Air quality data in Medini 	<ul style="list-style-type: none"> Accelerated digitalisation Provided quality customer Experience Workflow efficiency 0% Cybersecurity breaches Biodiversity baseline and info bank for ecotourism Air quality improvement and mitigation 		
<ul style="list-style-type: none"> Employee retention: 97% Hours of training: 12966.5 hours Consistently balanced male-female employee ratio 	<ul style="list-style-type: none"> Attract & retain talented and diverse workforce High-performing workforce and delivery excellence Job creation 		
<ul style="list-style-type: none"> 24 CSR and community programmes by IIB staff. Education intervention helped 843 students 1,160 graduates benefited from apprenticeship programmes 70,000+ nationwide participation in STEM programmes 	<ul style="list-style-type: none"> 65% of local vendor (Johor) Future-ready workforce Widened local talent pool 		
<ul style="list-style-type: none"> Scope 2 GHG emissions: 9,445 tCO₂e Tonnes of CO₂ avoided: 708 tCO₂e 	<ul style="list-style-type: none"> Mitigated negative environmental impact through responsible resource management. Catalysed transition towards low carbon operations. 		



AWARDS & RECOGNITIONS



P/CEO Dato' Idzham Mohd Hashim received the **Forward Faster CEO Award 2024 for Mid-Tier Company** at the **UNGC Network Malaysia & Brunei Forward Faster Sustainability Awards 2024**. In addition, **IIB** was awarded the **Sustainability Awareness and Employee Engagement Recognition**.



IIB was among the top winners at the PropertyGuru Asia Awards Malaysia 2024, securing the Low Carbon Champion and Social Impact Champion awards in the ESG Developer category. Additionally, IIB demonstrated its design expertise by winning Best Township Masterplan Design for Medini Innopolis.



IIB's design excellence for Medini Innopolis was internationally recognised with the award for Best Mega Township Masterplan Design (Asia) at the PropertyGuru 19th Asia Property Awards 2024 Grand Final.



IIB secured three prestigious recognitions at the Low Carbon Cities 2030 Challenge, organised by government agency MGTC. IIB's Medini Net Zero Carbon Central Business District was recognised as a 5-Diamond Design. In addition, Menara IIB received a 5-Diamond Recognition, while the EduCity Complex 1 was honoured with a 2-Diamond Recognition.



IIB's Mall of Medini received the 5-Star Shopping Mall Award (Tropical) from the Hong Kong Professional Building Inspection Academy (BIA).

AWARDS & RECOGNITIONS



P/CEO Dato' Idzham Mohd Hashim was recognised as one of Asia's Most Admirable Young Leaders at the Asia Corporate Excellence & Sustainability (ACES) Awards 2024. Representing IIB at the ceremony in Bangkok, the Head of Corporate Strategy and Special Projects (CSSP) accepted the award on his behalf. The recognition highlights Dato' Idzham's leadership in driving sustainable urban development and positioning Medini as the region's first Net Zero Carbon Central Business District.

Building
AN INCLUSIVE &
SUSTAINABLE
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OF THE FUTURE



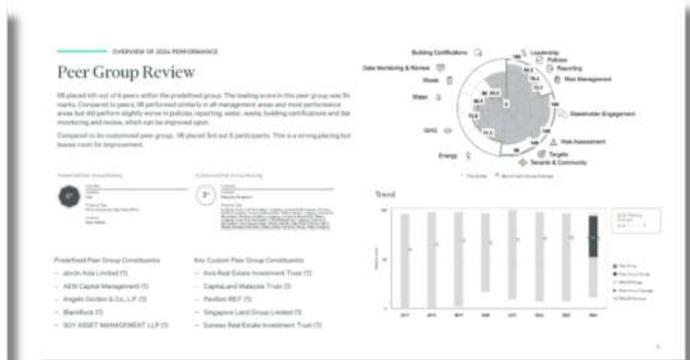
G R E S B
★ ★ 2024

GLOBAL BENCHMARKING | ESG PERFORMANCE

In 2024, IIB proudly participated in the Global Real Estate Sustainability Benchmark (GRESB) for the very first time—and achieved an impressive **2-Star rating** with a **score of 72**. This milestone reflects IIB’s deepening commitment to ESG performance, transparency, and international best practices.



GRESB is a globally recognized standard used by institutional investors to assess ESG performance in real assets. It provides a rigorous, data-driven evaluation of sustainability efforts across key areas such as management, policy, performance metrics, stakeholder engagement, and risk assessment.



Why This Matters

- **First-time submission:** IIB entered GRESB for the first time and outperformed expectations with a strong score.
- **Benchmarking with the best:** Our participation places us among a select group of Malaysian companies advancing global ESG standards.
- **Recognition of our ESG journey:** The result validates IIB’s efforts in embedding sustainability across our developments, operations, and governance.

IN THE MEDIA

Our sustainability efforts and strategic initiatives have gained strong media attention across print, digital, and broadcast platforms. From national newspapers to industry magazines and video news features, IIB's commitment to building a smart, inclusive, and sustainable future continues to resonate with diverse audiences.

These media features reflect our role as a forward-thinking city developer and our dedication to environmental stewardship, innovation, and community impact.

We are proud to share some of the highlights that showcase IIB's progress, partnerships, and purpose-driven initiatives.

IIB: Budget 2025 Focuses On Sustainable Development, Talent Growth, Strategic Investments
by Business Today Editorial | October 23, 2024

Medini Net Zero Carbon (NZC) receives 5 Diamond recognition
March 10, 2025

Iskandar Investment Bags 5-Diamond Recognition for Net Zero Carbon Central Business District
March 10, 2025

renewable energy exploration for Medini's net zero CBD
By Phya Deviati | Investprospect.com | 27 Mar 2024, 10:25 pm

DOCUMENT EXCHANGE CEREMONY
RENEWABLE ENERGY AGREEMENT (RMA) COLLABORATION AT MEDINI

From left: Iskandar Investment Bhd president and CEO Datuk Izham Mohd Hashim and Centerg SEA Bhd group CEO Hanih Azim Tajudin at the document exchange ceremony of their partnership on renewable energy explorative initiatives on March 27. (Photo by Iskandar Investment)

PROPERTY REPORT
Medini Innopolis, Johor, Malaysia

DNA Digital Economy powered by BlackBerry
Insights Personal Tech Sustainability Matters Property by proposal

Iskandar Investment Berhad launches Tech Medini to enhance the JS-SEZ digital economy
By Digital News Asia | July 23, 2024

- Aims to help businesses adopt innovations, drive sustainable growth
- Initiative aims to drive US\$1.9 billion in investment and create 65,000 jobs

Tech Medini, a fully built and ready-to-use initiative aligns with the JS-SEZ digital economy



ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB

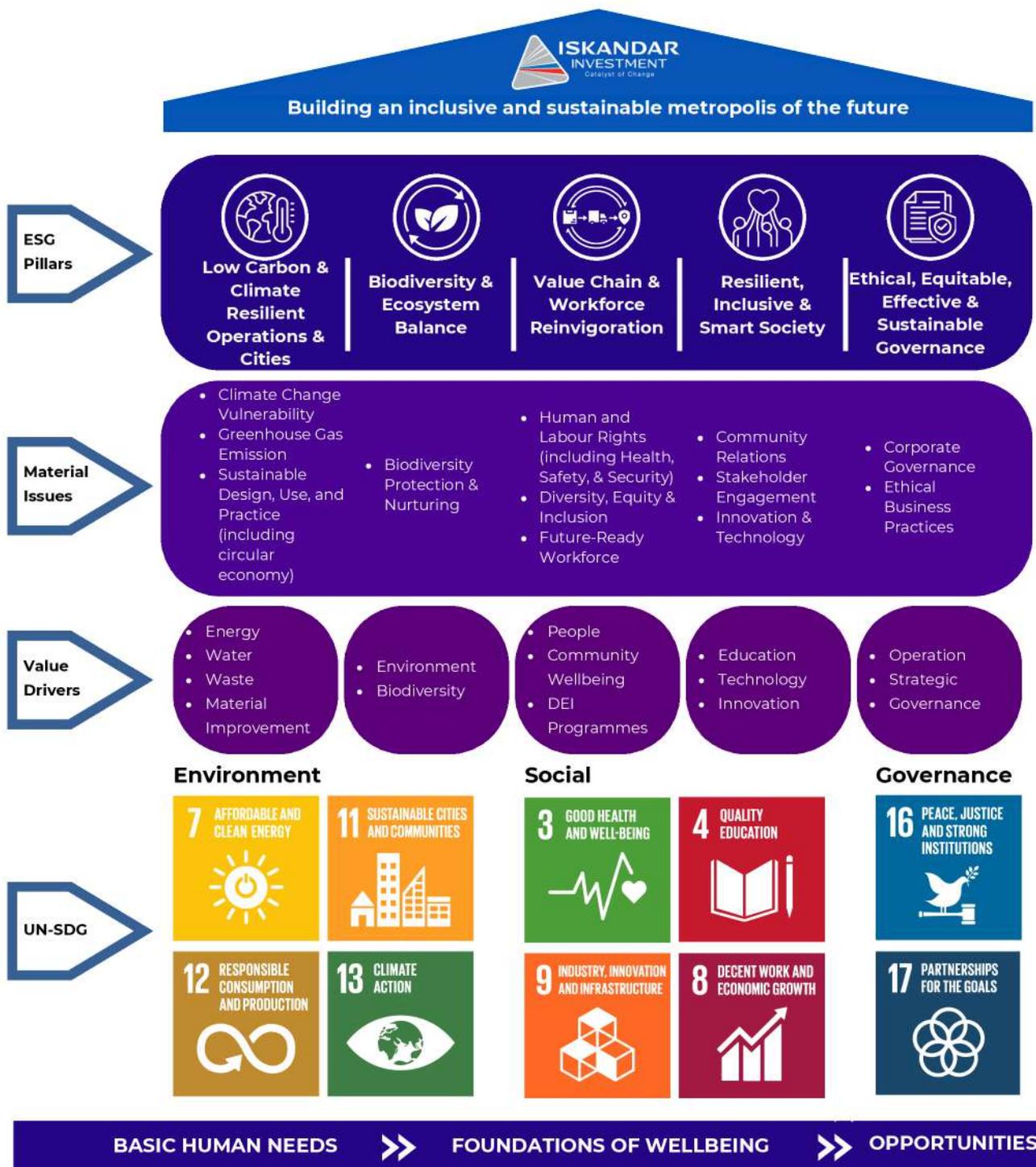


OVERARCHING SUSTAINABILITY PRINCIPLES



ESG FRAMEWORK

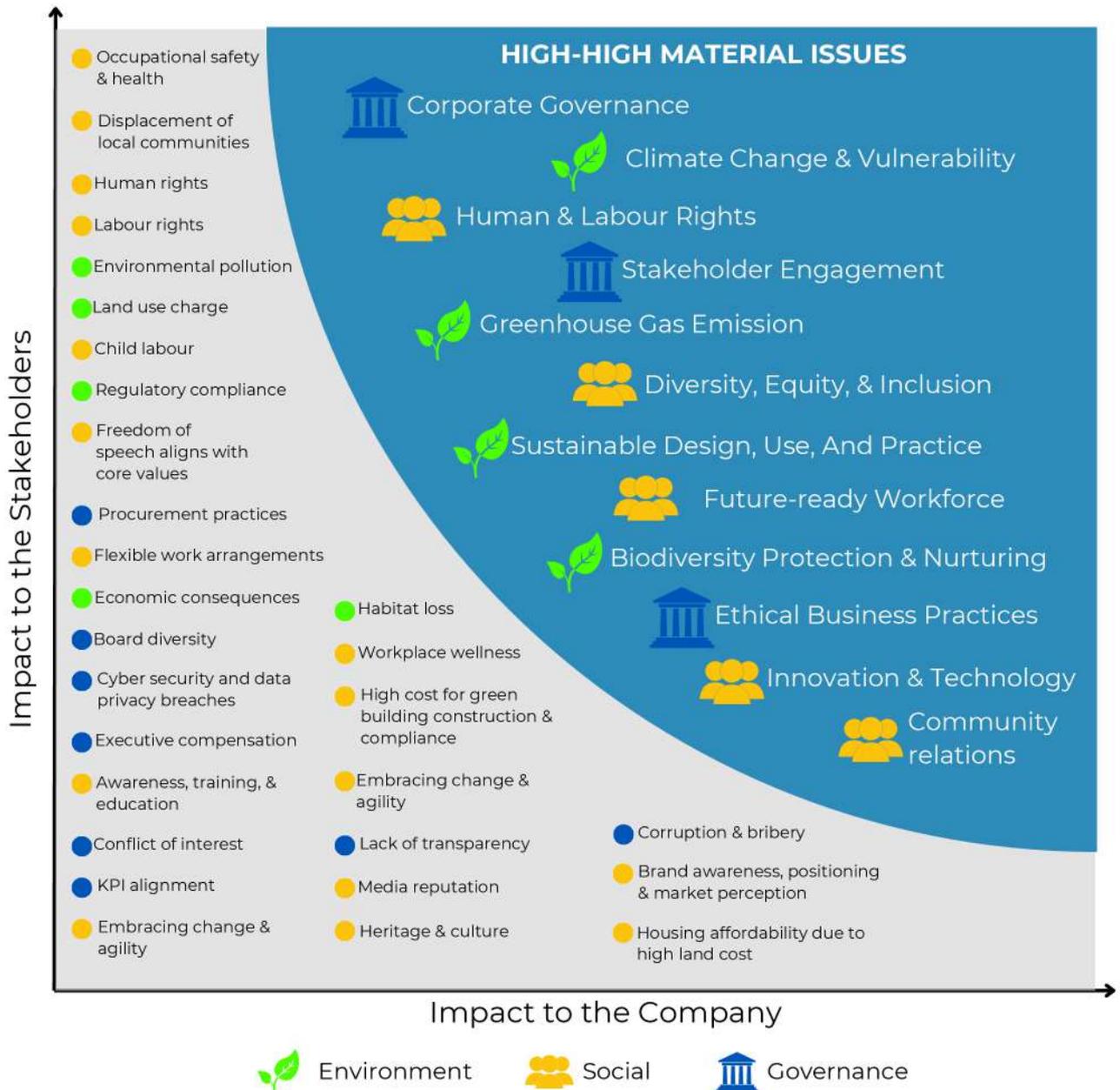
Guided by our five-pillar ESG framework, we have aligned our actions with global priorities and focused on 12 material issues. Through ongoing monitoring and management, we translated strategy into meaningful outcomes. This year's report outlines key milestones, lessons learned, and renewed commitments as we shift from intention to impactful implementation.



DYNAMIC APPROACH TO MATERIALITY

Following the groundwork established in our inaugural report, IIB continued our stakeholder engagement efforts in 2024 to validate and refine our material issues. This annual materiality review ensured our strategy remains aligned with stakeholder expectations and operational priorities. This materiality matrix reflects evolving trends, feedback, and business developments, reaffirming our focus on the most significant (“high-high”) issues. These top-priority areas continue to shape IIB’s ESG framework, guide strategic initiatives, and inform how we allocate resources. The matrix below illustrates the evolution of our priorities and the deepening of our sustainability commitments.

MATERIALITY MATRIX



At IIB, we prioritise the sustainability issues that matter most to our stakeholders and our long-term impact. This materiality assessment helps guide our ESG strategy, ensuring our actions are aligned with the expectations of shareholders, government bodies, employees, communities, and business partners. Each material issue is mapped to relevant GRI Standards disclosures and addressed under the corresponding pillar of our ESG Framework.

IIB Material Issues	Stakeholders Impacted	GRI Standards Disclosure	Addressed in This Report
Climate Change Vulnerability	Shareholders, Government, Communities, Regulators	GRI 302: Energy GRI 305: Emissions	Pillar 1 
Greenhouse Gas (GHG) Emission	Shareholders, Government, Communities, Regulators, Customers	GRI 305: Emissions	Pillar 1 
Sustainable Design, Use & Practice	Business Partners, Government, Shareholders, Customers	GRI 302: Energy GRI 303: Water and Effluents	Pillar 1 
Biodiversity Protection & Nurturing	Government, Communities, Regulators	GRI 304: Biodiversity	Pillar 2 
Human & Labour Rights (including Health, Safety & Security)	Employees, Vendors, Business Partners	GRI 202: Market Presence GRI 401: Employment GRI 403: Occupational Health and Safety GRI 406: Non-discrimination	Pillar 3 
Diversity, Equity & Inclusion (DEI)	Shareholders, Employees, Vendors	GRI 405: Diversity and Equal Opportunity	Pillar 3 
Future-ready Workforce	Employees, Government, Business Partners	GRI 404: Training and Education	Pillar 3 
Community Relations	Communities, Government, Media	GRI 413: Local Communities	Pillar 4 
Stakeholder Engagement	All Stakeholders	GRI 2-29: Stakeholder Engagement	Pillar 4 
Innovation & Technology	Shareholders, Business Partners, Employees, Customers, Communities	GRI 413: Local Communities	Pillar 4 
Corporate Governance	Board of Directors, Shareholders, Regulators, Employees	GRI 205: Anti-corruption GRI 415: Public Policy	Pillar 5 
Ethical Business Practices	Business Partners, Vendors, Employees, Regulators	GRI 205: Anti-corruption GRI 206: Anti-competitive Behavior GRI 411: Rights of Indigenous People GRI 418: Customer Privacy	Pillar 5 

STATE, NATIONAL & INTERNATIONAL ALIGNMENTS

National Energy Transition Roadmap (NETR)

Guides Malaysia's shift to a low-carbon economy by 2050. Influences IIB's renewable energy planning, energy efficiency, and Net Zero Carbon Emission Roadmap.

Low Carbon Cities Framework (LCCF)

Developed by KASA and MGTC to reduce urban carbon emissions. IIB uses LCCF to benchmark and guide city-wide carbon reduction across transport, energy, and waste.

Johor Green Deal (JGD)

State-level comprehensive policy framework to drive sustainable, low-carbon, and inclusive development in Johor.

BUILDING AN INCLUSIVE AND SUSTAINABLE METROPOLIS OF THE FUTURE

Johor-Singapore Special Economic Zone (JS-SEZ)

Focuses on economic integration with sustainability and innovation as core pillars. This supports IIB's cross-border partnerships, green jobs, and future-ready infrastructure.

United Nations Sustainable Development Goals (UN-SDGs)

IIB maps its initiatives to the 17 SDGs.

Green Building and Energy Standards

Affects building design, operations, reporting, recognitions and award submissions, promoting regional benchmarks for sustainability.

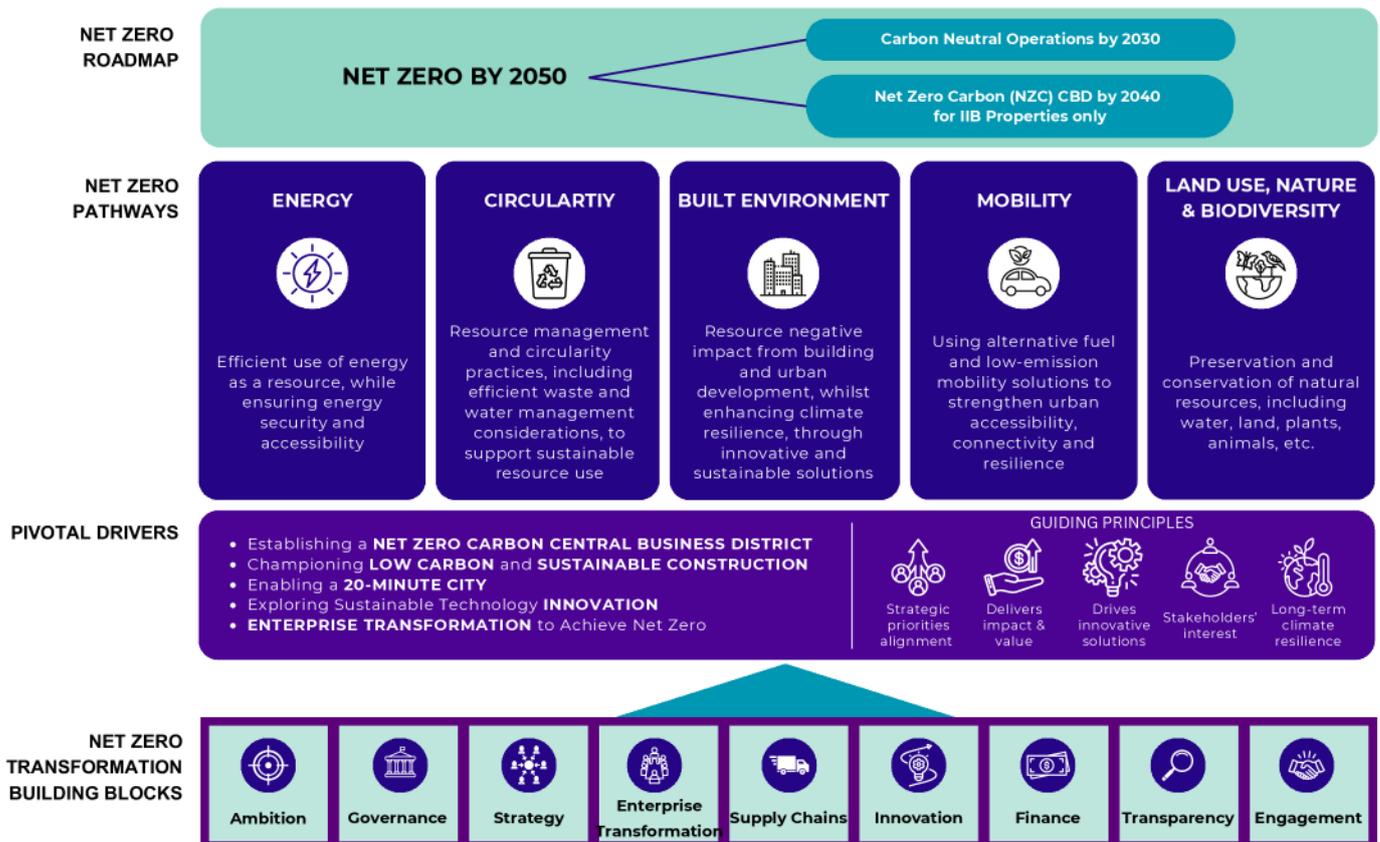
UN Global Compact (UNGC)

as a member in the UNGCMYB SDG, IIB aligns with its Ten Principles on human rights, labour, environment, and anti-corruption.



ROADMAP TOWARDS NET ZERO

IIB's Net Zero Carbon Roadmap sets out our targets to achieve Net Zero by 2050, Carbon Neutral Operations by 2030, and a Net Zero Carbon (NZC) Central Business District (CBD) by 2040 for IIB Properties. The strategy is built on five Decarbonisation Pathways: Energy, Circularity, Built Environment, Mobility, and Land Use, Nature & Biodiversity. These are driven by key actions such as developing the NZC CBD, promoting low-carbon construction, enabling a 20-minute city, applying technology and enterprise-wide transformation. Delivery is supported by key enablers including governance, strategy, enterprise transformation, supply chain readiness, innovation, financing, reporting, and stakeholder engagement. All working synergistically to guide our comprehensive journey towards a sustainable future.





ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB



PILLAR 1

LOW CARBON & CLIMATE RESILIENT OPERATIONS & CITIES



LOW CARBON & CLIMATE RESILIENT OPERATIONS & CITIES

IIB takes pride in developing a holistic ecosystem to support the creation of low-carbon cities. Our efforts focus on reducing GHG emissions through embodied and operational carbon policies, enhancing energy and resource efficiency, and promoting renewable energy, water and waste management, and green technologies. We have introduced climate-adaptive design guidelines, explored Nature-based Solutions (NbS) such as carbon credits and renewable energy certificates (RECs), and established key decarbonisation verticals—including energy, circularity, built environment, and mobility.

Material Issues:

- Climate Change Vulnerability
- Greenhouse Gas (GHG) Emission
- Sustainable Design, Use, and Practice (including circular economy)

Decarbonisation Pathways:

- Energy
- Circularity
- Built Environment
- Mobility

Value Creation:

By embedding carbon-conscious planning, NbS, and resource-efficient infrastructure into our developments, IIB creates long-term environmental, social, and economic value. These efforts reduce emissions, lower utility costs, and build climate resilience—benefiting communities, ecosystems, and future investors alike.



IIB NET ZERO CARBON ROADMAP

This Roadmap outlines a macro timeline, example of targets and milestones that span from our current operations all the way to 2050. Implementation scopes are based on 5 Net Zero Pathways:

- i. ENERGY, ii. CIRCULARITY, iii. BUILT ENVIRONMENT, iv. MOBILITY, v. LAND USE, NATURE & BIODIVERSITY

ACHIEVING 2030 TARGETS

Laying the foundation for Net Zero through clean energy, circularity, green buildings, e-mobility, and urban greening.

Implementation:

Energy

- Install rooftop solar for key assets
- Purchase RECs

Circularity

- Phase out single-use plastics
- Implement source separation and recycling programmes
- Reduce water consumption

Built Environment

- Adopt green building certifications

Mobility

- Electrify company-owned vehicle fleet

Land Use, Nature & Biodiversity

- Maintain tree coverage
- Plant trees across cities and destinations

ACCELERATING DECARBONISATION

Accelerating decarbonisation through expanded renewables, zero-waste systems, certified green buildings, low-carbon mobility, and thriving urban ecosystems.

Implementation:

Energy

- Expand renewable energy use across operations

Circularity

- Strengthen efforts to divert waste from landfills
- Implement rainwater harvesting in IIB-owned buildings
- Deploy wastewater recycling in IIB-owned buildings

Built Environment

- Certify all IIB-owned buildings
- Extend certification to existing buildings across destinations

Mobility

- Improve walkability, cycling networks, and household access to parks and public transport

Land Use, Nature & Biodiversity

- Expand urban greenery and increase native species planting

GETTING TO NET ZERO

Final push to net zero through more renewables, full recycling, green mobility, and climate-ready landscaping.

Implementation:

Energy

- Expand installed renewable energy capacity across destinations
- Increase the share of renewables in the overall energy mix

Circularity

- Maximise circularity efforts & innovative solutions across operations and destinations
- Scale up wastewater recycling systems
- Implement rainwater harvesting systems

Mobility

- Achieve seamless pedestrian and cycling connectivity throughout key areas

Land Use, Nature & Biodiversity

- Improve soil permeability through sustainable landscaping and green design

GHG EMISSIONS

Business as usual (BAU)

Net Zero Carbon Roadmap

2024

2030

2040

2050

Net Zero Carbon Roadmap
 Business-as-usual

Target:

- Carbon Neutral Operations by 2030
- By 2030, 46.2% reduction in operational emissions
- By 2030, 49% reduction in emissions across IIB's cities and destinations.

Target:

- Net Zero by 2050
- NZC CBD by 2050

Our Key Enablers

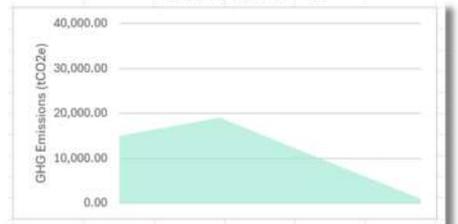
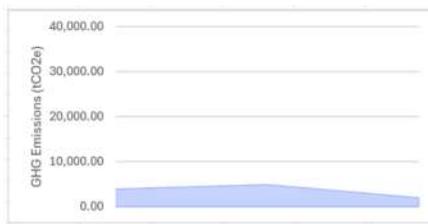
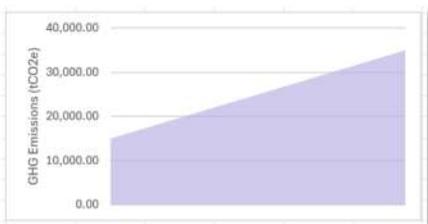
The successful implementation of our decarbonisation pathways relies on a strong foundation of key enablers that provide the necessary guidance, resources, and collaboration:

ENABLERS	DESCRIPTION
 GUIDELINES & POLICIES	Practical guidance and expectations on implementing Net Zero to internal and external stakeholders, enabling a consistent approach in integrating Net Zero considerations across relevant areas
 SUSTAINABLE FINANCE & GREEN INCENTIVES	Financing considerations that may impact the feasibility of operationalising IIB's Net Zero pathways
 CAPABILITY AND CAPACITY BUILDING	Raising awareness and enabling a qualified talent pool corresponding to current and future needs to support IIB's Net Zero ambition - this involves addressing knowledge and skills gaps
 DATA MANAGEMENT & COMMUNICATION	Data management system to collect, analyse and report data to enable transparency on IIB's Net Zero progress and impact, easing communication to various stakeholders
 STAKEHOLDER ENGAGEMENT	Collaboration with various stakeholders to advocate and advance IIB's Net Zero response, particularly across activities within cities and destinations that may have dependencies external stakeholders

To ensure our Net Zero ambition is robust and achievable, IIB has conducted a high-level scenario analysis, projecting potential GHG emission trajectories under different conditions. Our ultimate aim is to achieve NZC emissions by 2050, with significant milestones by 2030 and 2040.

High-Level Scenario Analysis

<div data-bbox="130 1489 531 1659" data-label="Text"> <p>Scenario 1: BUSINESS AS USUAL (BAU)</p> </div>	<div data-bbox="587 1489 1003 1659" data-label="Text"> <p>Scenario 2: NZC CBD BY 2040 FOR IIB PROPERTIES ONLY</p> </div>	<div data-bbox="1058 1489 1479 1659" data-label="Text"> <p>Scenario 3: NZC CBD BY 2050</p> </div>
<div data-bbox="130 1704 531 1816" data-label="Text"> <p>Assumes limited actions are taken to limit and reduce GHG emissions</p> </div>	<div data-bbox="587 1704 1003 1816" data-label="Text"> <p>Assumes plots owned by IIB only</p> </div>	<div data-bbox="1058 1704 1479 1870" data-label="Text"> <p>Assumes accelerated actions to reduce emissions by 2030 and offset or remove emissions</p> </div>

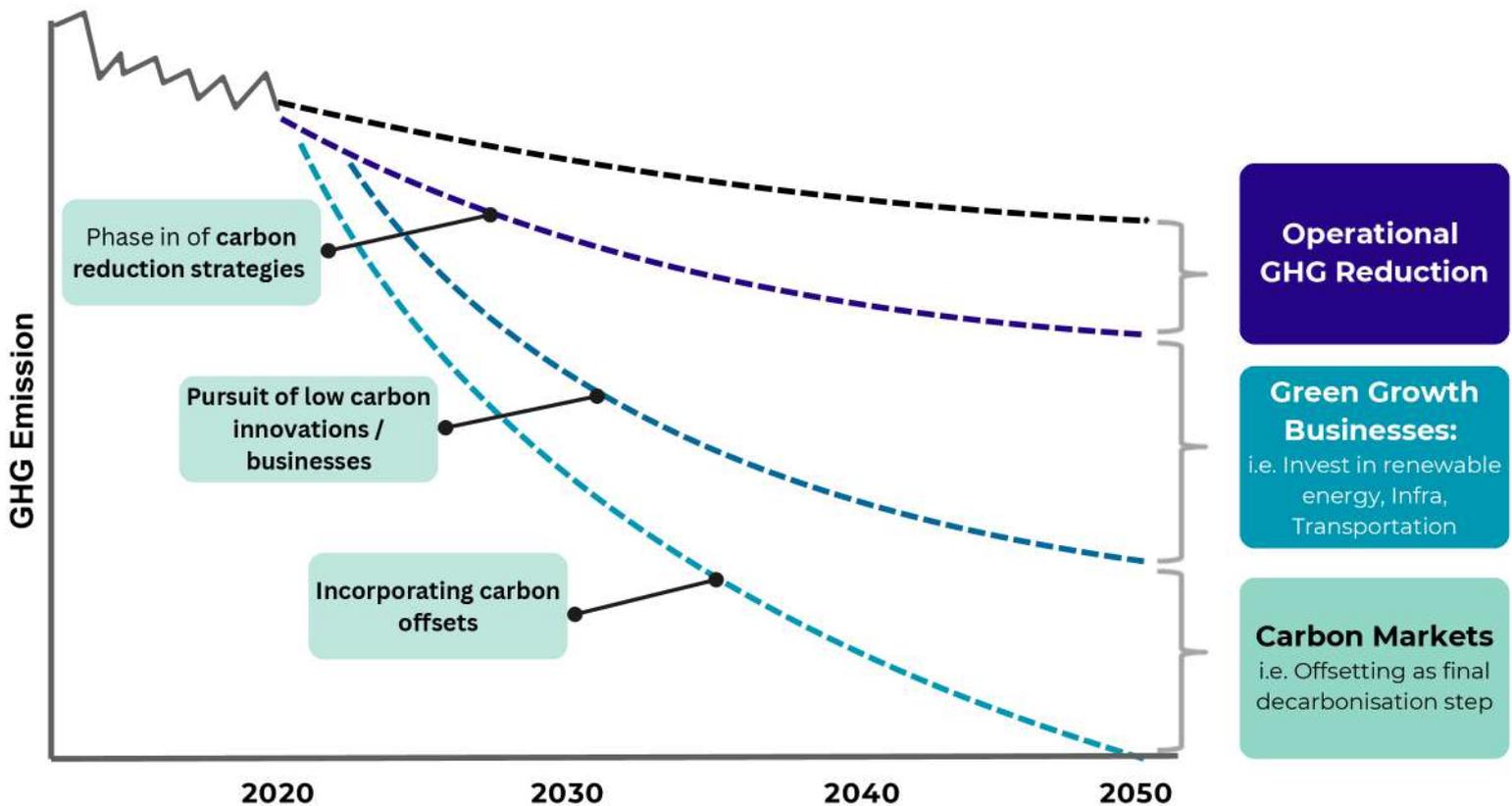


Deploying Decarbonisation Levers

Achieving our Net Zero goals requires deploying a range of strategic levers that collectively drive down GHG emissions. Our approach considers three primary elements:

ELEMENTS TO CONSIDER IN DEVELOPING NET ZERO PATHWAYS

A range of levers can be deployed:



By integrating these pathways, enablers, scenario analysis and strategic considerations, IIB is steadfast in its commitment to transforming Iskandar Puteri into a leading example of a low-carbon, climate-resilient, and sustainable innopolis for generations to come.

IIB OPERATIONS

We integrate sustainability and low-carbon practices across our operations through responsible property development, asset management, education, and ecosystem building.

FOCUS AREA



In developing new townships, IIB integrates environmental and ecosystem considerations from the earliest design stages. This proactive approach ensures our property developments align with low-carbon, sustainable principles across planning, construction, and long-term operations.



To ensure the longevity and efficiency of our assets, IIB continuously upgrades operations through retrofitting and sustainable enhancements—aligning with evolving standards and positioning our facilities as benchmarks for low-carbon development in Iskandar Puteri.



Beyond our facilities and assets, education is central to advancing IIB's low-carbon vision. Through EduCity's energy-efficient buildings, shared sustainable infrastructure, and climate-conscious academic programming, we embed low-carbon principles into daily life—nurturing future-ready mindsets and fostering a culture of environmental responsibility.



Bridging key zones within our innovation-driven city is essential to realising a low-carbon, climate-resilient future. By developing ecosystem hubs IIB attracts emerging industries that align with our sustainable goals—driving innovation while lowering environmental impact.



WHAT WE DO

HOW IT SUPPORTS LOW CARBON & CLIMATE RESILIENCE

Design and develop IIB's upcoming properties in Iskandar Puteri with a low-carbon city vision at the core, embedding sustainable masterplanning, green infrastructure, and climate-responsive design to enable long-term environmental and social value.

- Designing walkable, transit-oriented townships for low-carbon, connected living.
- Integrating mangroves and nature to enhance climate resilience and urban well-being.

Manage IIB's portfolio of assets with a sustainability-first approach, integrating smart building systems, energy-efficient technologies, and green certifications to drive operational decarbonisation and climate resilience.

- Scale up energy efficiency measures for IIB-owned buildings within Medini CBD.
- Increase use of solar photovoltaic (PV) systems across buildings within Medini CBD.
- Increase installed capacity of solar PV panels on IIB building rooftops.

Through EduCity, we curate an education ecosystem that supports low-carbon living and talent development, offering shared facilities and sustainable campus infrastructure that promote efficient resource use and climate-aware lifestyles.

- To organise participate in ESG Education related activities.
- Enhance EduCity premises with energy efficiency measures through solar PV panels and electric vehicle (EV) chargers.

Facilitate and enable innovation-driven ecosystems that embed sustainability into infrastructure, mobility, and services — including partnerships like Handal Indah for smart public transport — to promote low-carbon business operations.

- Reducing emissions of freight and logistics transportation within IIB's cities/destinations.
- Supporting emerging low carbon and climate resilient industries in Medini Innopolis

IIB DESTINATIONS

We embed sustainability and climate resilience into the master planning and development of our strategic destinations: Medini, EduCity, and Wawari.

CITY CONCEPT

Smart and Low-Carbon City

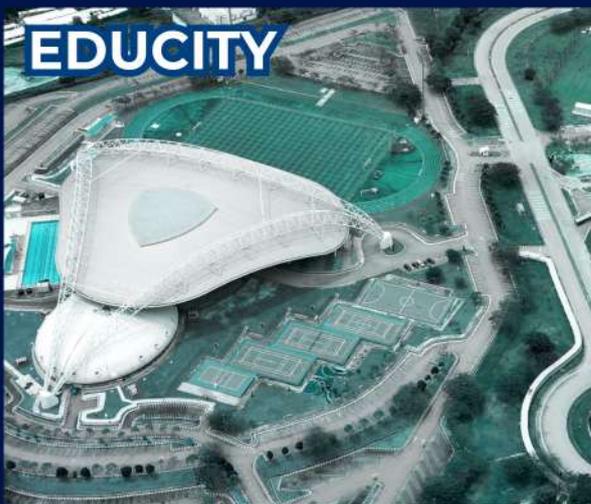
Anchored on the 15-minute city concept, it features six zones with green mobility, low-carbon infrastructure, and sustainable buildings. Initiatives like Mall of Medini's (MoM) urban greening, energy-efficient design, and Malaysia's largest EV bus hub support IIB's five decarbonisation pathways.

Green Learning City

ASEAN's first multi-campus education city with integrated education, lifestyle, and recreation for student well-being. A sustainable education hub designed for low emissions and high walkability, where academia and lifestyle coexist within a compact, climate-adaptive environment.

Nature-Inclusive Township

Wawari is a 3,000-acre climate-resilient township shaped by its natural setting—bordered by mangrove forests, rivers, and near an indigenous community. The township preserves over 800 acres of mangrove ecosystems. Its walkable, transit-oriented layout supports low-carbon living and integrates natural assets into the urban environment.





DEVELOPMENT COMPONENTS

AWARDS & RECOGNITIONS



- **ENTERPRISE MEDINI**
- **TECH MEDINI**
- **SUNWAY MEDINI**
- **ENCLAVE MEDINI**
- **NZC CBD**

- Best Township Masterplan Design for Medini Innopolis – PropertyGuru Asia Awards Malaysia 2024
- Best Mega Township Masterplan Design (Asia) – PropertyGuru 19th Asia Property Awards 2024 Grand Final
- 5-Diamond Design for Medini Net Zero Carbon CBD – LCC2030 Challenge (MGTC)
- 5-Diamond Recognition for Menara IIB – LCC2030 Challenge (MGTC)
- 5-Star Shopping Mall Award (Tropical) for Mall of Medini – BIA (HK)



- **4 INTERNATIONAL UNIVERSITIES**
- **2 LOCAL INSTITUTIONS**
- **3 INTERNATIONAL SCHOOLS**
- **1 TRAINING ACADEMY**
- **EDUCITY HUB**
- **EDUCITY SPORT COMPLEX**
- **EDUCITY VILLAGE**

- 2-Diamond Recognition for EduCity Complex 1 – LCC2030 Challenge (MGTC)



- **6 INTEGRATED PRECINCTS**
- **MANGROVE RESERVE**
- **RIVER CORRIDORS**

- Gold Award for Biodiversity Conservation – ESG Positive Impact Awards 2024 (The Star)

OUR ENVIRONMENTAL IMPACT

We have established 2022 as the baseline year for tracking our environmental performance. This section presents three years of data (2022–2024) on energy consumption, Scope 2 GHG emissions (compiled and computed in accordance with the GHG Protocol), and water usage. The summary below provides a snapshot of our progress in building low-carbon and climate-resilient operations since the baseline year.



Solar PV systems at EduCity Complex 1

Total Energy Consumption

43,931 GJ

Scope 2 GHG Emissions

9,445 tCO₂e

Total Water Consumption

265,598 m³

(according to current facilities only, subject to several elements in consideration)

Building Our Energy Efficiency Foundation

2024 marks our first year disclosing environmental performance data in our Sustainability Report, laying the groundwork for improved tracking and transparency in the years to come.

ENERGY CONSUMPTION PERFORMANCE

In 2024, IIB recorded a total electricity consumption of 12,203 MWh, equivalent to approximately 43,931 GJ.

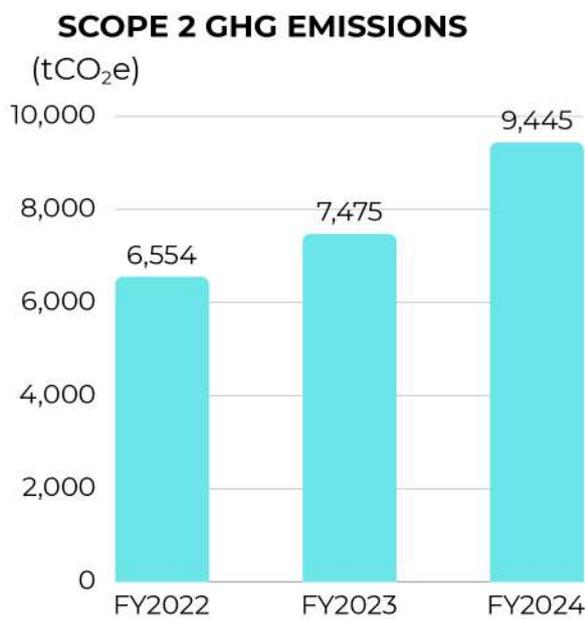
TOTAL ELECTRICITY CONSUMPTION

(MWh)



GHG EMISSIONS PERFORMANCE

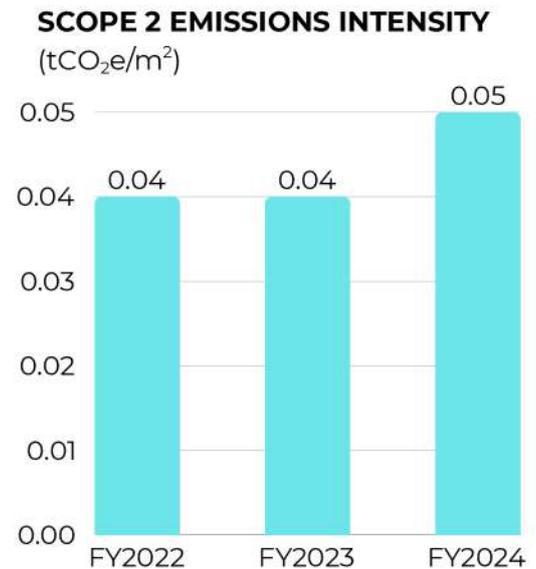
In these early stages of our environmental reporting, we are prioritising the disclosure of our Scope 2 GHG emissions. The total Scope 2 emissions recorded were 9,445 tCO₂e.



The 26.35% increase in Scope 2 GHG emissions in 2024 is mainly attributed to two key factors:

- 1.the inclusion of MoM under our operational control starting in 2024, and
- 2.a rise in occupancy across several of our key assets, which contributed to increased electricity consumption.

In 2024, our Scope 2 emissions intensity stood at 0.05 tCO₂e/m². This figure reflects the total Scope 2 GHG emissions generated relative to the combined floor area of our key assets.



EMISSIONS AVOIDED

In 2024, we commenced the utilisation of solar power from on-site solar PV systems at our Menara IIB and EduCity Complex 1 as part of our ongoing efforts to increase the proportion of clean energy in our overall energy consumption. During the year, we generated 908 MWh of solar energy, resulting in the avoidance of 703 tonnes of emissions.

The total carbon avoided from Solar PV systems installation at Menara IIB and EduCity Complex 1:

703 tCO₂e

IIB aims to continue reducing carbon emissions moving forward with initiatives, partnerships and projects according to 5 Decarbonization Pathways and Roadmap (Refer page 31, 34, 35, 36)

UNDERSTANDING OUR WATER CONSUMPTION FOOTPRINT

WATER CONSERVATION THROUGH RAINWATER HARVESTING

To reduce reliance on treated water, we have implemented rainwater harvesting systems at key assets like Menara IIB and EduCity Complex 1, where collected water is used for landscape irrigation. We also utilise EduCity Lake water for landscaping purposes.

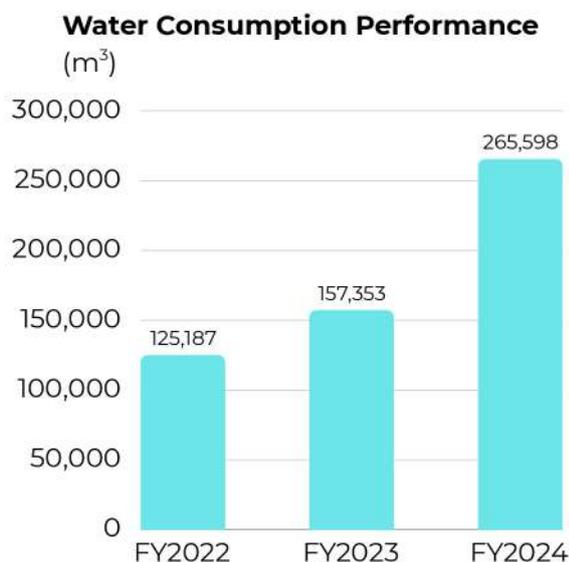


EduCity lake water

Additional water-saving measures include routine leak inspections, installation of dual flush toilets, and water-saving taps, all of which contribute to our water efficiency goals while supporting climate resilience and operational cost savings.

WATER CONSUMPTION PERFORMANCE (m³)

In 2024, our total water consumption was 265,598 m³. The 68.8% increase in 2024 compared to 2023 is largely attributed to the inclusion of MoM into our operational boundary and higher occupancy rates across other key assets.



MOVING FORWARD

We recognize the importance of managing and reducing our operational carbon footprint. We are taking steps to enhance energy efficiency across all sites. This includes exploring energy-saving initiatives, environment management system, and identifying opportunities for renewable energy adoption.

Moving forward, we are committed to closely monitoring our emissions intensity and setting realistic reduction targets that align with our broader sustainability goals. In parallel, we are also working to broaden our data collection efforts to cover Scope 1 and Scope 3 emissions, allowing for a more holistic understanding of our environmental impact.

(according to current facilities only, subject to several elements in consideration)

PILLAR 1 : INITIATIVES & PARTNERS

REDUCED RELIANCE ON FOSSIL FUEL

To reduce electricity consumption generated from non-renewable resources, we installed solar PV systems on the rooftops of the Educity Complex 1 and Menara IIB.

The total generation of our solar PV systems is:

908 MWh



LEVERAGING PASSIVE DESIGN

MoM uses natural daylight in common corridors to reduce reliance on artificial lighting. Energy-efficient LED lights are installed where needed, cutting consumption by up to 80%. Tenants are encouraged to use LEDs, lowering electricity use while enhancing the shopping experience.



SUSTAINABLE MOBILITY

IIB introduced the use of electric scooters for students at Educity Complex.



PILLAR 1 : INITIATIVES & PARTNERS

SOLAR POWERED EV CHARGING

A proof-of-concept using an off-grid solar PV system with battery storage to power EV chargers and a battery swapping station. Enables hybrid (on/off-grid) operation and provides insights for future scalable deployment.



MEDINI EV FORECOURT



IIB partnered with Handal Green Mobility Sdn Bhd to establish the Medini EV Forecourt – the largest EV charging hub in Malaysia. The hub significantly reducing public vehicle emissions from 64 million km/year to just over 2 million km/year.



LIGHT MOTION SENSORS

IIB has installed motion sensors in the toilets to reduce energy consumption. These sensors automatically turn lights on when someone enters and off when the area is unoccupied, ensuring lights are only used when needed and significantly cutting down on unnecessary energy use.



WASTE MANAGEMENT

IIB collaborates with Zaquin Resources (IoT smart bins), EARTH (e-waste recycling), KLEAN (AI-driven deposit return system), SUSTAINED (sustainability education & plastic upcycling), Kloth Cares (fabric recycling), and The Lost Food Project (food rescue) to drive circular economy and reduce environmental impact.





ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB



PILLAR 2

BIODIVERSITY & ECOSYSTEM BALANCE



BIODIVERSITY & ECOSYSTEM BALANCE

With over 2,000 acres under our stewardship and for the development of a NZC CBD within the upcoming JS-SEZ, IIB places strong emphasis on maintaining biodiversity and ecosystem balance alongside progress. We are committed to enhancing local ecosystems and species, adopting credible conservation methods, and conducting thorough environmental and risk assessments before new developments. Biodiversity considerations are embedded into our planning process, supported by awareness programs, smart solutions, and strategic partnerships. These initiatives are aligned with the UN-SDGs 2030, reflecting our long-term commitment to responsible, nature-conscious development.

Material Issues:

- Biodiversity Protection & Nurturing

Decarbonisation Pathways:

- Land Use, Nature and Biodiversity

Value Creation:

IIB creates long-term value by embedding biodiversity and ecosystem balance into development, ensuring nature-based progress that safeguards habitats, strengthens ecological resilience, and aligns with global sustainability goals.



IIB OPERATIONS

We integrate sustainability and low-carbon practices across our operations through responsible property development, asset management, education, and ecosystem building.

FOCUS AREA

PROPERTY DEVELOPMENT



IIB's property development integrates biodiversity and ecosystem considerations from the outset—preserving green spaces, adopting nature-based design, and ensuring developments enhance local ecological resilience.

ASSET MANAGEMENT



In maintaining and enhancing IIB's asset portfolio, we prioritise reducing environmental impact by improving ecological performance, integrating NbS, and supporting biodiversity within our managed environments.

EDUCATION



Across our education initiatives, we incorporate environmental stewardship by designing eco-conscious learning environments and encouraging biodiversity appreciation through everyday interactions. Our evolving programmes expose students to environmental and ecological studies, nurturing a generation committed to sustainable and nature-positive living.

ECOSYSTEM BUILDING



IIB's innovation ecosystems prioritise biodiversity-conscious planning and green infrastructure, enabling emerging industries to grow in harmony with local environments and ecological preservation goals.



WHAT WE DO

Design and develop IIB's properties with a low-carbon, nature-positive approach—integrating green infrastructure, biodiversity protection, and climate-responsive design for lasting environmental and social value.

Manage IIB's asset portfolio with a nature-conscious, sustainability-first approach—incorporating smart systems, energy efficiency, and green certifications while enhancing surrounding biodiversity and minimising ecological disruption.

We foster an education ecosystem that promotes biodiversity awareness and low-carbon living, with green infrastructure and nature-integrated spaces that encourage sustainable mindsets.

Facilitate innovation-driven ecosystems that integrate sustainability and environmental balance into infrastructure, mobility, and services—supporting nature-positive business operations and reducing ecological impact.

HOW IT SUPPORTS BIODIVERSITY AND THE ECOSYSTEM

- Design walkable, transit-oriented townships for low-carbon, connected living.
- Integrate mangroves and conduct Environmental Impact Assessments to ensure resilient, biodiversity-friendly development.
- Introduced indoor greenery to promote employee wellbeing and productivity.
- Enhanced air quality and biophilic design through office plant installations.
- Reflected ecosystem-conscious values in workplace environments.
- Support ESG-focused educational programmes that raise awareness of biodiversity and environmental stewardship.
- Reduce emissions from freight and logistics within IIB operations to minimise ecological disruption.
- Support the growth of low-carbon, climate-resilient industries in Medini InnoPolis that align with biodiversity preservation and sustainable land use.

IIB OPERATIONS

We embed sustainability and biodiversity into the master planning and development of our strategic destinations: Medini, EduCity, and Wawari.

CITY CONCEPT

Smart and Low-Carbon City

Anchored on the 15-minute city concept, Medini's six zones integrate green mobility, low-carbon infrastructure, and sustainable buildings. Urban greening efforts at MoM, alongside energy-efficient design and the EV bus hub, enhance ecological balance and promote nature-positive development in line with IIB's decarbonisation pathways.

Green Learning City

EduCity integrates education, lifestyle, and recreation to support student well-being. Designed for low emissions and walkability, it promotes a climate-adaptive, compact campus environment that respects surrounding ecosystems and encourages nature-conscious living.

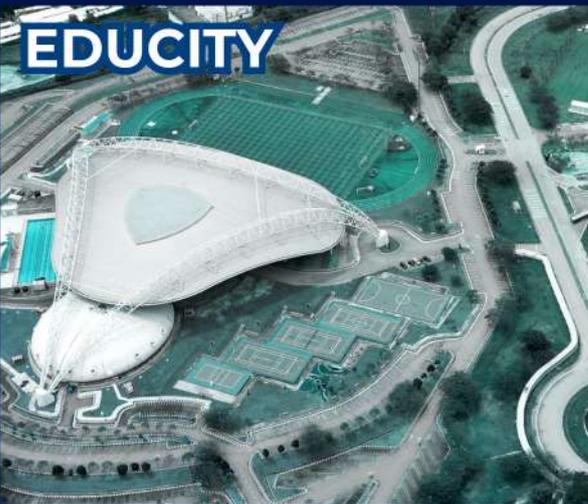
Nature-Inclusive Township

Wawari is a climate-resilient township shaped by its natural setting—bordered by mangrove forests, rivers, and indigenous communities. With over 800 acres of mangroves preserved, its walkable, transit-oriented design integrates biodiversity and natural assets into a low-carbon, inclusive urban ecosystem.

MEDINI INNOPOLIS



EDUCITY



WAWARI





DEVELOPMENT COMPONENTS

AWARDS & RECOGNITIONS



- **ENTERPRISE MEDINI**
- **TECH MEDINI**
- **SUNWAY MEDINI**
- **ENCLAVE MEDINI**
- **NZC CBD**

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- **EDUCITY SPORT COMPLEX**
- **EDUCITY VILLAGE**

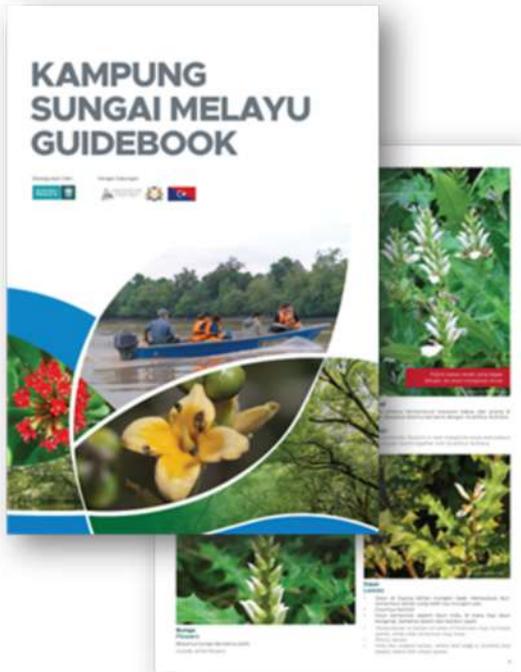
- 2-Diamond Recognition for EduCity Complex 1 – LCC2030 Challenge (MGTC)



- **6 INTEGRATED PRECINCTS**
- **MANGROVE RESERVE**
- **RIVER CORRIDORS**

- Gold Award for Biodiversity Conservation – ESG Positive Impact Awards 2024 (The Star)

SETTING BIODIVERSITY BASELINE



Taburan Vertebrata di Bakau Sg Melayu, Johor Bahru

No	Taxon	Family	Nama Inggeris	Nama Melayu	Nama Saintifik	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9	Point 10	Point 11	Point 12
1	Mamalia	Cercopithecidae	Long-tailed Macaque	Kera	<i>Macaca fascicularis</i>								X	X	X		
2	Mamalia	Cercopithecidae	Spectacled leaf Langur	Lotong Bercekek	<i>Trachypithecus obscurus</i>												X
3	Mamalia	Mustelidae	Smooth-coated otter	Memerang	<i>Lutrogale perspicillata</i>												X
4	Mamalia	Siverridae	Common palm civet	Musang pandan	<i>Paradoxurus musangus</i>					X							X
5	Aurfauna	Sturnidae	Asian glossy Starling	Burung Perling Kilat Asia	<i>Aplocheilichthys</i>							X	X				
6	Aurfauna	Ciconiidae	Lesser Adjutant	Burung Botak Kecil	<i>Leptoptilos javanicus</i>												X
7	Aurfauna	Alcedinidae	Collared Kingfisher	Burung Pekaka Bakau Biasa	<i>Todiramphus chloris</i>						X			X			X
8	Aurfauna	Coraciidae	Dollarbird	Burung Tiong Batu-Biasa	<i>Eurystomus orientalis</i>						X	X	X				
9	Aurfauna	Acciptridae	Brahminy kite	Helang Tembikur Merah	<i>Haliastur indus</i>		X	X			X	X	X	X	X	X	X
10	Aurfauna	Ardeidae	Black-crowned night heron	Pucung Kusuk Biasa	<i>Nycticorax nycticorax</i>									X	X		
11	Aurfauna	Ardeidae	Gray Heron	Pucung Serap Biasa	<i>Ardea cinerea</i>									X	X	X	X
12	Aurfauna	Columbidae	Spotted Dove	Tebukur	<i>Streptopelia chinensis</i>						X						
13	Aurfauna	Coridae	House-crane	Burung gagak rumah	<i>Corvus splendens</i>								X				
14	Reptilia	Pythonidae	Reticulated python	Ular Sawah Batik	<i>Melanocephalus reticulatus</i>	X											
15	Reptilia	Varanidae	Monitor lizard	Blawak	<i>Varanus salvator</i>		X										

Baseline Data Collection

- First comprehensive flora and fauna survey in Sungai Melayu.
- Created a scientific foundation for future environmental monitoring and land-use decisions.
- Supports sustainable development planning near sensitive ecosystems.

Biodiversity & Species Richness

- Published a local plant guidebook.
- Recorded diverse fauna, including birds, insects, and reptiles.
- Reinforced Sungai Melayu as a biodiversity hotspot within Iskandar Malaysia.

Safeguarding Development Boundaries

- Ecological data integrated into project planning for WAWARI Park Homes.
- Informed developers on no-go zones to protect community livelihoods and natural buffers.

PILLAR 2 : INITIATIVES & PARTNERS



ENVIRONMENTAL CONSERVATION, RESEARCH, AND ECOTOURISM ENHANCEMENT



Project Overview

In 2024, IIB funded a key environmental research initiative to study and enhance the Sungai Melayu Mangrove Forest ecosystem. With a dedicated budget of RM 36,700, the project focused on ecological baseline data collection, community-led conservation, and nature-based tourism development.



DR. A. ALDRIE AMIR
Mangrove Ecologist, Universiti Kebangsaan Malaysia



ASSOC. PROF. DR. ALISON KIM SHAN WEE
Environmental Scientist, University Nottingham Malaysia



ASSOC. PROF. DR. NG WEI LUN
Marine Biotechnologist, Xiamen University Malaysia



ASSOC. PROF. DR. AMY THEN YEE HUI
Fisheries Expert, Universiti Malaya

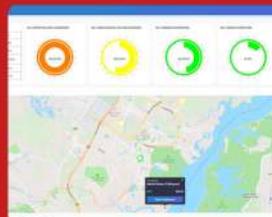
DR. SHAMSUL KHAMIS
PLANT BIOLOGIST,
Universiti Kebangsaan Malaysia

In collaboration with



URBAN AIR QUALITY MONITORING

IIB and BCN Smart Technologies Sdn Bhd launched Phase One with real-time air quality monitoring via Bettair and Airqoon sensors.



PILLAR 2 : INITIATIVES & PARTNERS

CHAMPIONING REGIONAL CARBON MARKET ECOSYSTEMS

IIB's Role in the Malaysia Carbon Market Association (MCMA) & ASEAN Common Carbon Framework (ACCF)

IIB plays a strategic national and regional role in shaping the future of carbon markets through its involvement in both the MCMA and the development of the ACCF.



EXPLORING NATURE-BASED SOLUTIONS (NBS)

A Carbon Project Feasibility Study to Unlock Biodiversity, Community & Climate Value

IIB is taking active steps to explore NbS as a core strategy for biodiversity preservation and carbon sequestration. This pilot initiative evaluates the potential of mangrove ecosystems in Medini and surrounding areas to generate long-term environmental, climate, and community benefits.

The project explores additionality in biodiversity—ensuring interventions go beyond business-as-usual conservation—to unlock potential for carbon credit generation, resilient ecosystems, and livelihood opportunities.





ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES



PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB



PILLAR 3

VALUE CHAIN & WORKFORCE REINVIGORATION



VALUE CHAIN AND WORKFORCE REINVIGORATION

Our People

As an entity with 142 employees, IIB places strong emphasis on nurturing the wellbeing of our workforce. We believe that a supportive and empowering work environment is essential for achieving our goals effectively and efficiently. Key initiatives include:

- Continuous learning and professional development programs
- Inclusive workplace culture and open communication
- Employee engagement and recognition efforts
- Wellness activities and access to mental health resources
- Flexible work policies that support work-life balance

Our Value Chain

Beyond our internal teams, IIB is committed to strengthening our broader value chain by:

- Partnering with responsible and ethical suppliers
- Embedding sustainability into procurement and operational practices
- Advocating fair labour practices across our supply network
- Promoting shared sustainability values with stakeholders
- Aligning supply chain practices with global standards and the UN-SDGs 2030

Material Issues:

- Human and Labour Rights (including Health, Safety, & Security)
- Diversity, Equity & Inclusion (DEI)
- Future-Ready Workforce

Value Creation:

By nurturing a resilient, skilled workforce and advancing responsible value chain practices, IIB creates long-term organisational strength and shared sustainability impact—empowering people and partners to thrive in a future-ready, inclusive economy.



IIB OPERATIONS

We integrate sustainability and low-carbon practices across our operations through responsible property development, asset management, education, and ecosystem building.

FOCUS AREA



In developing properties, IIB prioritises inclusive design, local talent engagement, and responsible sourcing—strengthening our supply chain while creating resilient, people-centric communities that reflect sustainability across every stage of development.



Through sustainable asset management, IIB supports local vendors, upskills maintenance teams, and ensures ethical procurement—strengthening our value chain while enhancing operational excellence and workforce resilience.



Through our education initiatives, IIB nurtures future-ready talent by equipping students with the skills, values, and exposure needed for a sustainable workforce—bridging academia with industry demands to strengthen regional human capital.



IIB strengthens value chain linkages and cultivates a future-ready workforce by fostering innovation ecosystems like Tech Medini, which now hosts 16 ecosystem partners and supports the growth of low-carbon, innovation-driven industries.

IIB DESTINATIONS

We embed sustainability and workforce reinvigoration into the master planning and development of our strategic destinations: Medini, EduCity, and Wawari.

CITY CONCEPT

Smart and Low-Carbon City

Medini Innopolis serves as a catalyst for value chain integration and workforce reinvigoration by attracting high-value industries, fostering cross-sector partnerships, and creating jobs in emerging sectors. Its strategic zoning and infrastructure support talent development, entrepreneurship, and inclusive economic growth aligned with future-ready industries.

Green Learning City

EduCity is designed to nurture future-ready talent within a sustainable, walkable environment. By integrating academic excellence with lifestyle and recreation, EduCity supports workforce reinvigoration through skills development, cross-sector collaboration, and an ecosystem that connects education to industry opportunities.

Nature-Inclusive Township

Wawari supports inclusive growth by integrating local communities, nature-based industries, and green infrastructure. Wawari fosters local economic opportunities, skills development, and workforce readiness through sustainable living and eco-conscious development.

MEDINI INNOPOLIS



EDUCITY



WAWARI



EMPOWERING OUR EMPLOYEES

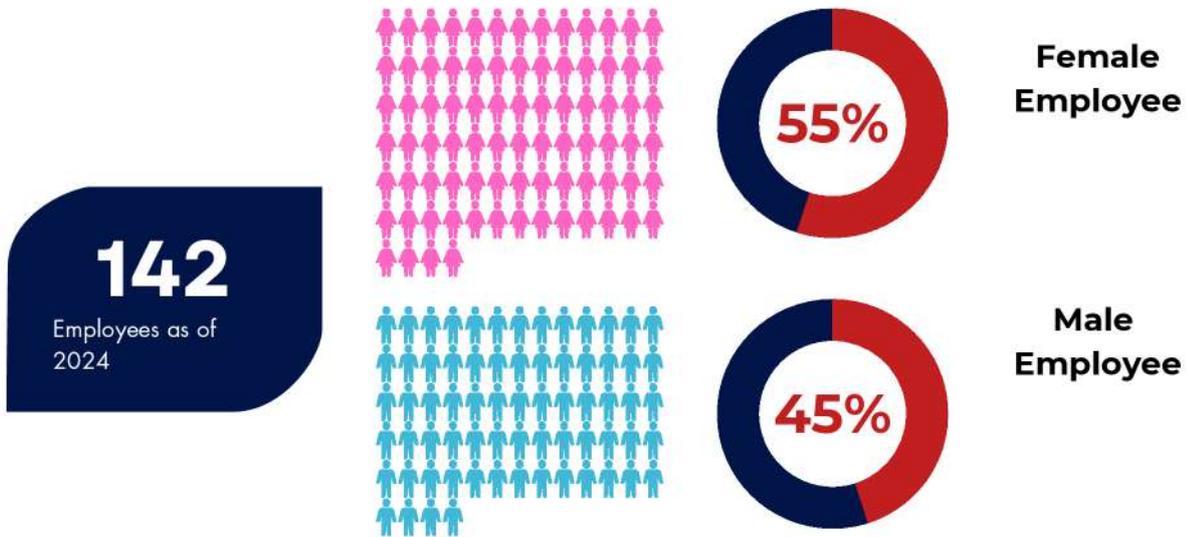
GRI 2-7, 202-1, 202-2, 204-1, 401-1, 401-2, 401-3, 403-9, 404-1, 405-1, 405-2, 406-1



At IIB, our people are our greatest asset. We believe in cultivating a workplace that not only prioritises diversity and equity but also invests in the long-term growth, health, and wellbeing of our people. Our commitment to empowering employees is deeply integrated into our organisational culture, reflected in policies, benefits, and talent development initiatives designed to help our people thrive.

Overview of the Workforce Diversity

As of 2024, IIB Group's total workforce stood at 142 employees, comprising staff from IIB and our subsidiaries.



Employee Age Diversity



Type of Employment



Local Hiring of Senior Management

As of 2024, 17% of IIB’s senior management are hired from the local community, defined as individuals originating from Johor. Senior management refers to Heads of Department (HODept) and Heads of Division (HODiv) as empowered under the Letter of Authority (LOA).

Employee Recruitment

In 2024, IIB recorded a hiring rate of 28.2%, with a total of 40 new employees onboarded during the year.



40

Total New Hires

28.2 %

New Hires Rate

Employee New Hires by Gender

● Male ● Female



Employee New Hires by Age Group

● < 30 years ● > 30 - 50 years ● > 50 years



45% of new hires were female, while 55% were male. The majority of new hires (50%) were aged between 31 and 50, followed by 47% under the age of 30. Those aged above 50 accounted for 3%.

Employee Turnover

Voluntary turnover stood at 26.1% (37 employees). While this figure is within regional benchmarks, we aim to reduce future turnover through enhanced employee value propositions, professional growth pathways, and flexible work initiatives aligned with our ESG strategy.



37

Total Turnover

26.1 %

Turnover Rate

Employee Turnover by Gender

● Male ● Female



Employee Turnover by Age Group

● < 30 years ● > 30 - 50 years ● > 50 years



Equitable Compensation

IIB's standard entry-level wage for both male and female employees is equitable & competitive to compare to the local minimum wage. We remain committed to fair compensation practices that ensure equal pay for equal work, regardless of gender.

IIB is committed towards a fair compensation scheme across all employee categories. The basic salary and remuneration of female employees are comparable to their male counterparts in similar roles and responsibilities.

Additional Benefits for Full-Time Staff

Full-time employees are entitled to a comprehensive benefits package that supports their well-being and long-term growth. This includes 22 days of annual leave, enhanced medical coverage for both outpatient and inpatient care, extended to spouses and children. The company also provides a mobile phone device reimbursement every three years and education financial assistance for employees' children, reinforcing our commitment to family support and digital readiness. These benefits are not extended to temporary or part-time employees, who are covered under statutory provisions.

Parental Leave

In 2024, no employees took parental leave. However, IIB provides parental leave entitlements in accordance with local labour laws and internal Human Capital Management (HCM) policies, ensuring the benefit is available when needed.

ISKANDAR INVESTMENT
Gleneagles Hospital

Mental Health Talk: Stress Management

"Mental health is not a destination, but a process. It's about how you drive, not where you're going."

23 August 2024 (Friday)
11:00 am - 12:00 pm
Atrium Level 18, Medini 9

Speaker
Ryaliratna Manjari
Psychologist
Gleneagles Medini

Promotion of Worker Health

In 2024, IIB held a Mental Health Talk: Stress Management to promote psychological wellbeing. Open to all employees and conducted during working hours, the session was actively promoted by the HCM Department.

Beyond health promotion, IIB provides access to non-occupational medical and healthcare services for all employees through a company-wide medical benefits scheme, covering both outpatient and inpatient treatment.

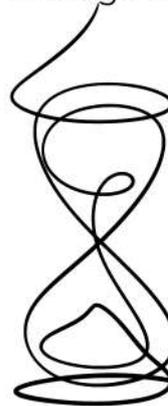
Work-Related Injuries

In 2024, there were no reported cases of work-related injuries among IIB employees. This reflects the effectiveness of our health and safety practices in maintaining a safe working environment.



Talent Development

In 2024, IIB employees completed an average of 91.3 training hours.



12,966.5

Total Training Hours

91.3

Average Training Hours Per Employee



Storytelling Workshop



Business Report Writing Skill Workshop

Zero Incidents of Discrimination

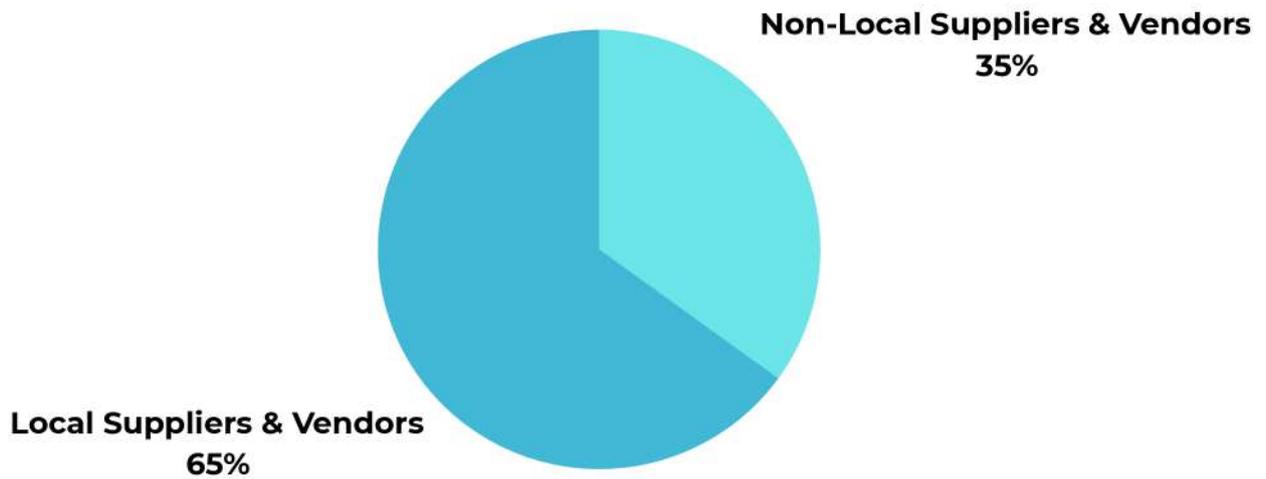
In 2024, IIB recorded no incidents of discrimination in the workplace. We are committed to maintaining a respectful, inclusive, and equitable environment for all employees.

GRI 204-1 **STRENGTHENING THE VALUE CHAIN**

In line with our commitment to support the local economy and promote regional development, IIB prioritises engagement with suppliers based in Johor, where our operations are primarily located. During the reporting period, 65% of our procurement spending was directed towards local suppliers, with the remaining 35% involving suppliers from other states.

This procurement strategy reflects our ongoing efforts to strengthen the local supply chain and contribute to Johor’s economic resilience.

PROPORTION OF SPENDING ON LOCAL SUPPLIERS & VENDORS



ECOSYSTEM BUILDING

TECH MEDINI: EMPOWERING INNOVATION AND SUSTAINABLE GROWTH IN SOUTHEAST ASIA

Tech Medini is a 160-acre cluster development hub bringing together tech and innovation companies in AI, robotics, cybersecurity, and other emerging technologies to advance research and development, and digitalisation. Aligned with IIB’s vision to develop Southeast Asia’s first NZC CBD, Tech Medini advocates sustainability and ESG principles, positioning Medini as a prime destination for strategic investments and high-skilled talent within the JS-SEZ.

Building on the success of flagship initiatives such as Global Business Services (GBS) Iskandar Medini, Drone and Robotics Zone (DRZ) Iskandar, and Blockchain Village Medini, Tech Medini serves as a vibrant ecosystem hub that drives technology commercialisation for startups and growth stage companies to scale in the region.



PARTNERSHIPS AND COLLABORATION

In collaboration with a diverse network of ecosystem partners, Tech Medini also offers a range of growth development programmes and facilitation in business support services via the Medini Nexus platform and Medini Soft Landing Programme.



MYStartup NXT Johor & MoU exchange with Cradle Fund



MTDC Road to Growth: Southern Region





GBS ISKANDAR @MEDINI

GBS ASIA SUMMIT



The Capital Market Financing Series by the Securities Commission



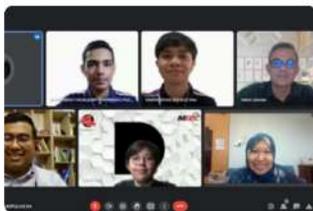
Education Institutions Deans & HOD Meeting



Drone Edu Challenge IR 4.0 (DEC4IR)



SGN - Reactor EntreCamp Malaysia



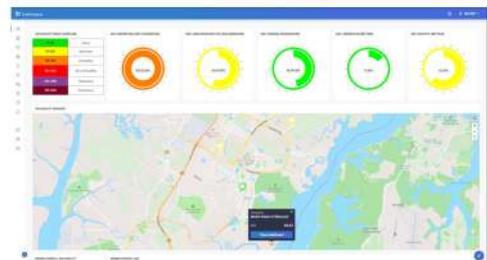
MEDINI AS A NATIONAL TEST BED FOR SMART, SUSTAINABLE, AND RESILIENT URBAN LIVING

In partnership with BCN Smart Technologies, IIB is proud to support the Medini Smart City Management Platform (MSCMP), a pilot initiative that advances Medini’s ambition to become Malaysia’s first NZC CBD.

Developed in collaboration with Mingothings International (MTi) and powered by the Things.io IoT platform, MSCMP is part of Malaysia Digital Economy Corporation’s (MDEC) Global Testbed Initiative (GTI), which brings together global tech innovators to test and scale smart city solutions in Malaysia.

Phase one of the project introduces real-time air quality monitoring through advanced sensors from Bettair and Airqoon. Future phases will incorporate AI-powered forecasting to strengthen urban resilience and environmental management.

This MSCMP project also reflects our commitment to the aligned ESG principles by enabling data-driven, scalable innovations that promote sustainability in Medini and beyond.



Air Quality Dashboard of Medini

TECH MEDINI ECOSYSTEM PARTNERS



PILLAR 3 : INITIATIVES & PARTNERS

G.R.I.P.S: CATALYSING COLLABORATIVE SUSTAINABILITY IN ISKANDAR PUTERI

The Growth: Roundtable of Iskandar Puteri's Sustainability (G.R.I.P.S) is a flagship initiative by IIB to unite sustainability leaders across government, industry, academia, and civil society. G.R.I.P.S 1.0 was launched in December 2023 in conjunction with the Majlis Bandaraya Iskandar Puteri (MBIP) GUCI Seminar, establishing a recurring platform to align local actions with national and global sustainability goals. It laid the foundation for cross-sector collaboration. G.R.I.P.S 2.0, held in June 2024, focused on "Accelerating Sustainable Finance" and was co-hosted with Maybank. The session spotlighted ESG integration, green financing, and institutional partnerships, contributing to IIB's World Environment Month (IIBWEM) 2024. Participants shared updates, discussed key issues, and formed working committees. Anchored on SDGs 8, 9, and 17, G.R.I.P.S continues to grow as a biannual platform, with future editions to coincide with major sustainability summits. It reflects IIB's commitment to nurturing strategic partnerships and embedding ESG into the regional development agenda.



PILLAR 3 : INITIATIVES & PARTNERS

IIB SUSTAINABILITY & ESG AWARD 2023

The IIB Sustainability & ESG Awards celebrate outstanding contributions to sustainability and ESG by internal teams, fostering a culture of innovation, responsibility, and awareness. As part of IIB's broader engagement strategy, the awards recognize impactful initiatives that align with ESG goals, encouraging continuous improvement and reinforcing the company's commitment to sustainable development.



COMPETENCY GROWTH THROUGH STRUCTURED LEARNING

In 2024, IIB's HCM Department introduced a company-wide training programme to enhance staff competencies and future-ready skills. All employees participated in six structured modules across the year, covering critical thinking, report writing, storytelling, business presentation, consultative negotiation, and growth mindset. Designed in a progressive sequence, the programme encouraged cross-level learning and collaboration, reinforcing a culture of continuous improvement and personal development.



PILLAR 3 : INITIATIVES & PARTNERS

CHAMPIONING E-WASTE CIRCULARITY THROUGH STRATEGIC COLLABORATION

Recognising the environmental impact of electronic waste, IIB signed a Collaborative Agreement (CA) with Electronic Recycling Through Heroes (ERTH), a social enterprise and current tenant at Menara IIB. ERTH champions a dual-impact model: promoting responsible e-waste recycling while creating gig economy jobs for local communities. IIB not only facilitates e-waste disposal internally but also plays a wider role by promoting ERTH's services to other tenants in the Medini CBD. Through awareness campaigns and shared platforms, IIB strengthens the circular economy ecosystem and reinforces its commitment to responsible consumption and production (UN SDG 12).



E-Waste Sharing Sesaion by Electronic Recycling Through Heroes (ERTH)

IIB ESG AMBASSADOR

The IIB ESG Ambassador initiative empowers staff across departments to champion sustainability and ESG practices within IIB. Acting as liaisons with the Sustainability & ESG team, Ambassadors help align departmental activities with ESG goals, propose actionable enhancements, and foster a culture of environmental and social responsibility. Through structured training, certifications, and active participation in innovation challenges, they contribute to key sustainability outcomes—including supporting the Net Zero Carbon Roadmap and enhancing ESG literacy. This initiative strengthens cross-functional collaboration and embeds ESG thinking into daily operations, making every department an active contributor to IIB's sustainability ambitions.



PILLAR 3 : INITIATIVES & PARTNERS

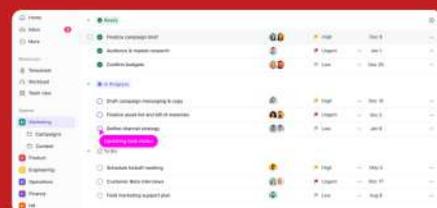
EMBRACING AI FOR SMARTER WORKFLOWS

In 2024, IIB, through its Admin & ICT Department, took a significant step forward by subscribing to Microsoft Copilot for Business. This AI-powered tool enhances productivity across departments by seamlessly integrating Microsoft 365 applications. With features such as automated task generation, intelligent summarisation, and data-driven insights, Copilot has helped IIB teams work smarter, not harder—reducing time spent on repetitive tasks and improving decision-making across operations.



ENHANCING PROJECT DELIVERY THROUGH DIGITAL TOOLS

To support cross-functional collaboration and drive project delivery, IIB adopted a cloud-based project management software. This move has streamlined communication, improved task tracking, and increased transparency across departments. By reducing dependency on fragmented tools and email chains, teams are now able to coordinate more effectively and maintain accountability throughout project lifecycles—supporting agile, results-oriented culture within the organisation.





PILLAR 4

**| RESILIENT,
INCLUSIVE &
SMART SOCIETY**



RESILIENT, INCLUSIVE AND SMART SOCIETY

Beyond our internal team, we continue to think beyond—towards society at large. IIB is committed to empowering communities and shaping an inclusive, resilient, and responsible society. We invest in human capital development, promote equity and diverse perspectives, and uphold cultural identity through purposeful preservation. Our approach includes engaging stakeholders to address social challenges, mitigate environmental impacts, and create meaningful change. Through awareness and advocacy programmes, innovative solutions, and strong partnerships, we foster a society that thrives together—aligned with the UN-SDGs 2030.

Material Issues:

- Community Relations
- Stakeholder Engagement
- Innovation & Technology

Value Creation:

We create long-term value by nurturing inclusive, empowered communities through human capital development, cultural preservation, and socially responsive solutions. By engaging stakeholders, advancing equity, and forging strong partnerships, IIB builds a resilient society aligned with global sustainability goals and local aspirations.



IIB OPERATIONS

We integrate sustainability and low-carbon practices across our operations through responsible property development, asset management, education, and ecosystem building.

FOCUS AREA



IIB creates inclusive spaces that serve society at large—integrating sustainability, accessibility, and cultural identity to uplift communities. We design with people in mind, ensuring our townships foster social equity, resilience, and long-term value for all.



Strategic asset management enhances community wellbeing by maintaining smart, accessible, and energy-efficient infrastructure. Our approach ensures long-term resilience and inclusivity by supporting safe, connected, and sustainable environments for people to live, work, and thrive.



Education is central to shaping a resilient, inclusive, and smart society. Through EduCity, IIB fosters equitable access to quality education, shared resources, and global partnerships—empowering future talent, encouraging lifelong learning, and supporting socio-economic mobility across communities.



Ecosystem building fosters a resilient, inclusive, and smart society by integrating talent, innovation, and infrastructure. IIB cultivates environments that empower communities, attract industries, and enable access to digital and economic opportunities.

IIB DESTINATIONS

We embed resilience and inclusivity into the master planning and development of our strategic destinations: Medini, EduCity, and Wawari.

CITY CONCEPT

Smart and Low-Carbon City

Medini Innopolis fosters a resilient and inclusive society by integrating smart urban planning with community well-being. Its strategic zoning supports equitable access to services, encourages diverse socioeconomic participation, and promotes innovation-driven industries that create inclusive job opportunities.

Green Learning City

EduCity is designed to nurture inclusive, future-ready communities. Its integrated academic, lifestyle, and recreational ecosystem empowers students through accessible, quality education, skills development, and real-world exposure—bridging education with industry to support a resilient and adaptive society.

Nature-Inclusive Township

Wawari promotes inclusive and sustainable living by integrating indigenous communities, nature-based livelihoods, and green infrastructure. It fosters community empowerment, local economic participation, and workforce readiness rooted in environmental stewardship and cultural respect.

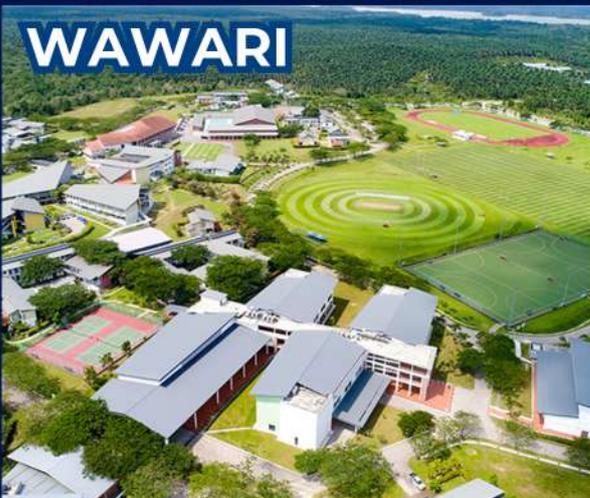
MEDINI INNOPOLIS



EDUCITY



WAWARI





QUALITY EDUCATION & TALENT DEVELOPMENTS



Through the EduCity Future Talent Project, we support education and employability across key groups via two core initiatives: EduCity Intervention Programme and EduCity Perantiship Programme.

EduCity Intervention Programme

This programme addresses education gaps at the primary and secondary levels:

- **Baca L.A.B. (Literasi Alaf Baharu):** Improves Bahasa Melayu literacy among B40 primary school students in Johor.
- **Xcell L.A.B.:** Supports Form 5 students in Mathematics and English, focusing on underperforming schools in Pontian.

EduCity Perantiship Programme

A nationwide skills development initiative that equips graduates with industry-relevant certifications to improve employability.

A summary highlighting the total number of beneficiaries across all programmes:

Baca L.A.B.

443 students



Xcell L.A.B.

400 students



EduCity Perantiship Programme

1160 apprentices



The education initiatives recorded measurable outcomes, with 83.7% of Baca L.A.B. students showing improvement in literacy. Xcell L.A.B. participants improved by 80% in Mathematics and 87% in English. The Perantiship Programme achieved an overall post-programme employment rate of 85.3%, including for Persons with Disabilities (PWDs).

COMMUNITY ENGAGEMENTS

During the reporting period, we conducted 24 community engagement programmes. These included donation drives, blood donation campaigns, tree planting, and youth-focused events, in collaboration with partners such as MBIP, KNB, Rumah Raudhatul Maryam, and the Shechinah Association.

We remain committed to nurturing resilient, inclusive, and thriving communities.



Social Welfare and Community Development

- KNB #BerbudiBersama Community Outreach @ KL
- Baju Raya Project
- Bubur Lambuk by MBIP
- Visit to Rumah Raudhatul Maryam
- Program Berbuka Puasa dan Majlis Penyampaian Sumbangan by MBIP
- Program Korban Perdana at Masjid Taman Bukit Indah
- Cerebral Palsy Johor Charity Sales & Fun Fair
- KNB #BerbudiBersama Community Outreach @ MoM
- Lantern Festival @ Marlborough College
- Sukan Aneka Keluarga Inklusif 1.0
- Charity Food Run organized by the Shechinah Association Johor Bahru



Environmental Sustainability

- Program Johor Bersih @ Sungai Skudai
- River Clean Up Programme at Kampung Sungai Melayu
- Mangrove Tree Planting Programme at Tanjung Piai



Health and Wellness

- Blood Donation by Medini x Common Ground
- Blood Donation @ Raffles Medini 7



Youth Empowerment and Education

- IIB Booth @ Johor Youth Meetup at Education Sport Complex



Employee Engagement and Volunteerism

- MBIP Fun Run
- IPG 2024 Volleyball Player & Supporter
- IPG 2024 Badminton - Player & Supporter
- IPG 2024 Dodgeball Player & Supporter
- IPG 2024 Esport Player and Supporter
- IPG 2024 Table Tennis Player & Supporter
- IPG 2024 Bowling Player, Supporter, Volunteer



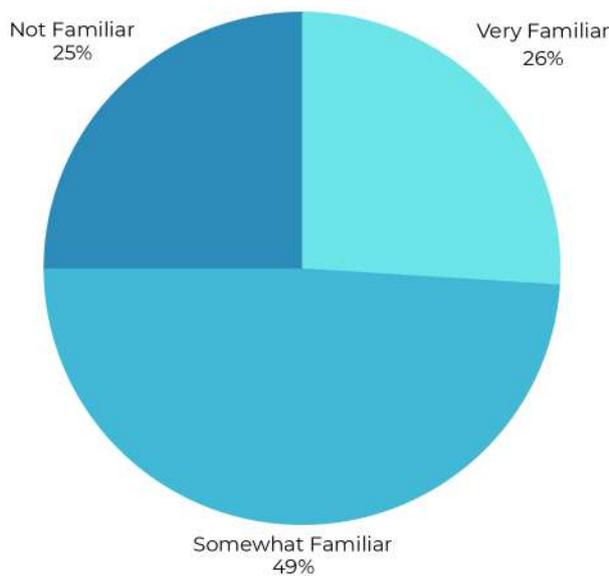
*Iskandar Partners Game (IPG) - an intercompany sports event within Iskandar Puteri.

YOUTH ENGAGEMENTS

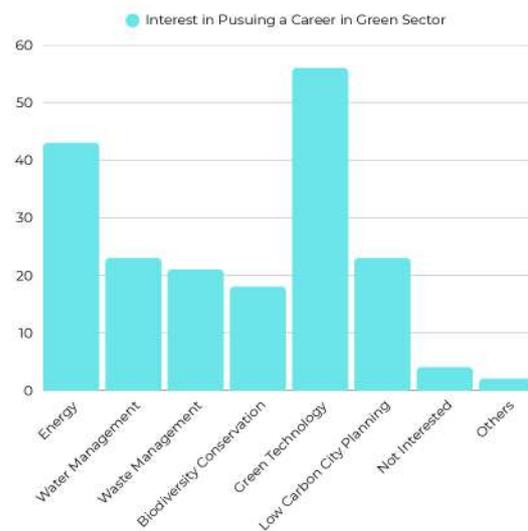
As part of the Johor Youth Meetup by Orang Muda Johor (OMJ) held on 9 June 2024 in EduCity, Medini, IIB in collaboration with the Johor Sustainability Centre (JSC), conducted a targeted survey (100 respondents) to assess youth awareness of the Johor Green Deal (JGD) and their interest in green jobs. This initiative supports IIB's wider commitment to environmental sustainability and youth empowerment.



Johor Youth Meetup by OMJ on 9th June 2024



Awareness of the JGD



Interest in pursuing a career in Green Sector

Survey Conclusion:

- While a majority are familiar with the JGD, many are unaware of its specific priority areas.
- There is a strong interest in green careers, particularly in technology and energy sectors, motivated primarily by the desire to contribute to the community and engage with innovation.
- However, barriers such as lack of awareness and limited job opportunities remain significant.
- On-the-job training emerged as the most preferred method for green upskilling, highlighting a preference for practical, hands-on learning experiences.

SOCIAL SUSTAINABILITY IN COMMUNITIES AND CITIES

As part of Keretapi Sarong 2024 X HAB HAB Hooray, held on 14 September 2024 at Persada Johor International Convention Centre, IIB conducted a community perception survey focused on social sustainability. With 52 respondents, the survey explored perspectives on cultural preservation, diversity, inclusion, and equitable access to community activities. The insights gathered support IIB’s mission to foster inclusive, socially sustainable townships in Iskandar Puteri by grounding future urban development in the lived experiences and aspirations of diverse local communities.



Theme	What the Community Said	What It Means for IIB
Cultural Preservation	Culture and heritage are seen as extremely important—especially traditions, historic buildings, and festivals.	Integrate cultural heritage into urban design to build identity, community pride, and promote tourism.
Diversity & Inclusion	A strong call for inclusive communities where everyone feels welcomed and represented.	Create public spaces and programmes that reflect diverse cultural backgrounds and encourage social harmony.
Community Engagement	Residents want to be involved in sustainability efforts, especially environmental and social causes.	Launch participatory programmes and events to empower residents in shaping and sustaining their neighbourhoods.
Cross-sector Collaboration	Collaboration between government, private sector, and Non-Governmental Organisations (NGO) is seen as key to success.	Facilitate partnerships to combine strengths, knowledge, and resources for impactful community-building projects.
Access to Culture	Equal access to cultural events and spaces is highly valued across all demographics.	Design inclusive venues and support community-driven festivals, workshops, and performances.
Suggestions for Improvement	More events, better communication, and increased community support were suggested.	Respond directly to feedback to ensure developments are responsive, inclusive, and socially enriching.

SPORTS, CULTURE & RECREATION

At IIB, we prioritise the well-being of our staff and foster a strong sense of community. The Sports, Cultural and Recreational Club (SCRC), led by employees, organises a variety of activities to promote health, team spirit, and work-life balance.

2024



Feb

- Friendly Match – Netball
- Badminton Friendly – IIB vs Pejabat EXCO Johor

Mar

- Tazkirah Ramadan – Ustaz Yosree

Apr

- Tazkirah Ramadan – Ustaz Khalid Ali

May

- Friendly Match – Netball
- Piala Presiden – Gempark Raya Food & House Deco Competition
- Piala Presiden – Table Tennis & Badminton
- Larian Kembara Perpaduan – Angsana
- Heritax Race – KOMTAR JBCC
- Iskandar Puteri Car Free Night

Jun

- Piala Presiden – Carrom & Congkak
- Iskandar Puteri Partners Game (IPPG) – Futsal & Netball
- SCRC Euro Fantasy League 2024
- IPPG 2024 – Volleyball
- Free Ticket for Any JDT Matches

Jul

- Piala Presiden – FIFA, Tekken & Darts
- Piala Presiden – Batu Seremban & Dam Haji
- IIB SCRC Durian Fest
- IPPG 2024 – Badminton
- IPPG 2024 – Dodgeball
- IPPG 2024 – Esports (FC24 & Mobile Legends)
- Free Ticket for Any JDT Matches

Aug

- IPPG 2024 – Table Tennis
- IPPG 2024 – Bowling
- Free Ticket for Any JDT Matches

Sep

- Malam Galau Johor Bahru – Stadium Larkin
- Piala Presiden – Volleyball
- Medini Half Marathon
- Free Tickets for Any JDT Matches

Oct

- Piala Presiden – Dodgeball
- Free Tickets for Any JDT Matches

Nov

- Piala Presiden – Netball
- Piala Presiden – Futsal
- Closing Ceremony – **IPPG 2024** @ Eco Botanic Clubhouse, GP
- Piala Presiden – Bowling
- JB Laugh Lounge
- Free Tickets for Any JDT Matches

Dec

- BMW Millennium Welt Johor Run
- Free Tickets for Any JDT Matches

PILLAR 4 : INITIATIVES & PARTNERS

NURTURING FUTURE SUSTAINABILITY LEADERS

In 2024, IIB partnered with Yayasan Axiata to co-host the YCDP National Sustainability Challenge, a flagship initiative under the Young CEO Development Programme (YCDP). IIB played a key role in expanding the programme to Johor, engaging youth and professionals from Iskandar Puteri to address region-specific sustainability challenges. Through mentorship, business case development, and leadership workshops, participants gained real-world exposure to ESG integration and strategic thinking. This collaboration supports the UN-SDGs and strengthens IIB’s commitment to youth empowerment, community development, and nurturing future leaders with a sustainability mindset.



DANA ILMU IIB

Through the “Dana Ilmu IIB untuk Orang Muda Johor” scholarship fund, a total of RM300,000 from Wakalah Zakat is allocated to support up to 40 B40 students in pursuing undergraduate studies—at Foundation, Diploma, or Bachelor’s levels—at institutions within EduCity.



BERBUDI BERSAMA

Berbudi Bersama is a nationwide community outreach program KNB, celebrating its 30-year journey. IIB co-hosted the Johor edition at MoM.



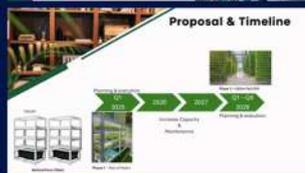
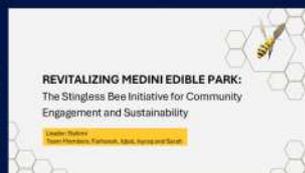
PILLAR 4 : INITIATIVES & PARTNERS

NURTURING INNOVATION THROUGH IIB INNOVATION CHALLENGE

The IIB Innovation Challenge 2024 (IIBIC24) is an internal programme designed to foster a culture of innovation, sustainability, and cross-functional collaboration within IIB. Employees were encouraged to identify operational gaps and propose ESG-aligned solutions, promoting creative problem-solving and teamwork. Participants engaged in a study visit to Singapore and attended a hands-on Design Thinking Workshop at EduCity Hub, enhancing their exposure to sustainability and innovation best practices. The challenge concluded with a final pitch session, where four teams presented refined solutions to a panel of judges—underscoring IIB’s dedication to empowering its workforce through experiential learning and purposeful innovation.



MOST PROPOSED IDEAS



PILLAR 4 : INITIATIVES & PARTNERS

HASANAH-MEDINI IMPACT CHALLENGE 1.0 (HMIC 1.0)

The Hasanah-Medini Impact Challenge 1.0 (HMIC 1.0) is a collaborative initiative between IIB and Yayasan Hasanah, launched under the Hasanah Social Enterprise Fund 2024. It aims to empower social enterprises in Malaysia by offering RM500,000 in grants to support impactful projects that address pressing social and environmental challenges.

IIB played a focal role in co-developing and co-hosting the initiative, aligning it with its broader sustainability agenda and the Medini Net Zero Carbon Emissions goal. The challenge was officially launched during the closing ceremony of IIBWEM 2024. IIB also oversaw the application and evaluation process, coordinated logistics for pitching sessions at EduCity Hub, and ensured alignment with ESG principles.

The initiative not only amplified IIB's commitment to community-led innovation but also positioned Medini as a hub for sustainable development. Through this partnership, IIB facilitated capacity-building, visibility, and funding access for social enterprises, reinforcing its role as a catalyst for inclusive growth and environmental stewardship in Johor and beyond.



28

Organisations

applied for the grant from social enterprises, cooperatives, SMEs, and NGOs.



PILLAR 4 : INITIATIVES & PARTNERS

EMPOWERING WOMEN THROUGH ETHICAL GIFTING

IIB supports inclusive economic growth by sourcing corporate gifts from JEIWA, an NGO uplifting women affected by violence, poverty, or disability. This partnership reinforces ethical procurement while enabling JEIWA's beneficiaries to earn income, gain skills, and rebuild confidence through handcrafted products and social enterprise opportunities.



IIB X WWF ECO CHAMPION AWARDS

The WWF Eco Champion Awards is a biennial initiative by WWF-Malaysia aimed at empowering youth aged 16–30 to lead environmental projects focused on climate change and biodiversity conservation. Participants submit proposals and ten winners receive RM5,000 seed grants to implement their ideas.



IIB actively supported the 2024 edition by sponsoring RM20,000, co-hosting the bootcamp at EduCity, and engaging students from local universities. IIB's involvement reinforced our ESG commitment and elevated our visibility in sustainability leadership. The collaboration also aligned with IIB's Net Zero Carbon roadmap and youth outreach goals.



ABOUT

LEADERSHIP

DEFINING
IIB

PRINCIPLES

PILLAR 1

PILLAR 2

PILLAR 3

PILLAR 4

PILLAR 5

INSIDE IIB



PILLAR 5

**ETHICAL, EQUITABLE,
EFFECTIVE &
SUSTAINABLE
GOVERNANCE**





PILLAR 5

PUSHING TOWARDS ETHICAL, EQUITABLE, EFFECTIVE & SUSTAINABLE GOVERNANCE

Grounded in our responsibility as a catalyst for sustainable development, IIB is dedicated to upholding strong governance principles that prioritise transparency, accountability, and ethical leadership. We strive to embed integrity into every level of our organisation—guided by clear structures, sound decision-making processes, and adherence to regulatory compliance and best practices. Our governance approach supports long-term value creation, strengthens risk management, and reinforces stakeholder confidence. By aligning our governance efforts with the UN-SDGs 2030, we ensure our strategies are both future-facing and socially responsible.

Material Issues:

- Corporate Governance
- Ethical Business Practices

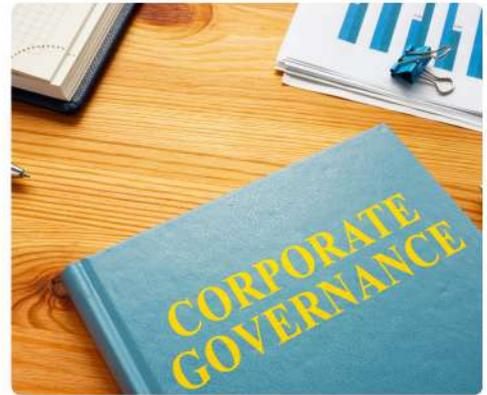
Value Creation:

IIB creates long-term value by championing ethical, transparent, and accountable governance across all operations. Through strong leadership, clear structures, and sound decision-making, we reinforce stakeholder trust, manage risk effectively, and ensure that sustainability is not only a goal—but a standard embedded into how we lead and operate.



DRIVING STRONG GOVERNANCE

At IIB, we prioritise transparency, ethics, and sound governance to drive our sustainable development goals. Our governance framework spans across financial, operational, business, and employee welfare systems, reinforcing how we operate and deliver results. This pillar reflects our commitment to responsible leadership, integrity, and long-term value creation.



GRI Governance Disclosures Table

GRI Standard & Disclosure	Description	IIB Practice / Response
GRI 2: General Disclosures 2021		
GRI 2-15	Conflicts of interest management	Annual Code of Conduct refresher & Disclosure of Interests
GRI 2-23	Policy commitments to responsible business conduct	IIB Code of Conduct, ABAC Policy
GRI 2-24	Embedding policy commitments	Dissemination of Code of Conduct, ABAC training
GRI 2-26	Mechanisms for seeking advice & raising concerns	Whistleblowing SOP, Grievance procedures, Code of Conduct
GRI 205: Anti-Corruption 2016		
GRI 205-1	Operations assessed for corruption risks	Corruption risk assessment conducted
GRI 205-2	Anti-corruption communication and training	<ul style="list-style-type: none"> • Anti-Bribery & Anti-Corruption Policy Awareness • Cybersecurity Awareness • Fraud Awareness • Newsletter • Scam Email Alert • LOA & SOP Briefing • Integrity Pledge & Conflict of Interest sessions • Corruption Risk Assessment
GRI 205-3	Confirmed corruption incidents	No reported incidents

GRI Governance Disclosures Table

GRI Standard & Disclosure	Description	IIB Practice / Response
GRI 206: Anti-competitive Behaviour 2016		
GRI 206-1	Legal actions for anti-competitive practices	No legal actions taken
GRI 411: Rights of Indigenous Peoples 2016		
GRI 411-1	Violations involving indigenous rights	No reported incidents
GRI 415: Public Policy 2016		
GRI 415-1	Political contributions	Not allowed under IIB Code of Conduct
GRI 415: Public Policy 2016		
GRI 418-1	Complaints on customer data privacy breaches	No reported incidents related to PDPA



CLIMATE RISK MANAGEMENT



2024 marked the hottest year on record since pre-industrial times. In response, IIB recognises the critical importance of integrating climate risk into our business and operational planning. This builds on earlier assessments by MBIP through the Iskandar Puteri Climate Action Plan (IPCAP) and the development of our own Climate Risk Register in 2023.



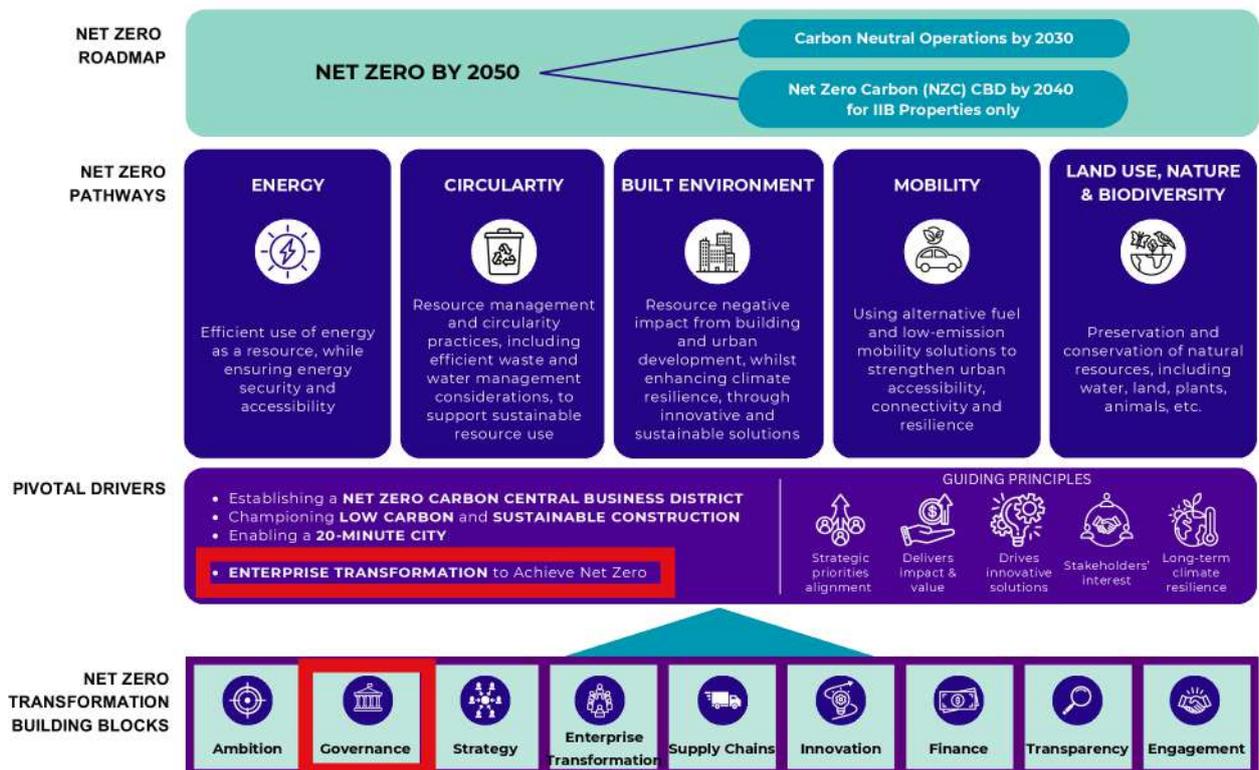
We have begun identifying both physical and transition risks that could impact IIB’s vision of building a sustainable metropolis—along with their potential financial implications. A key step in our mitigation efforts is the development of IIB’s Net Zero Carbon Roadmap.

Following the roadmap, we are also working toward evolving our Climate Risk Register into a comprehensive Climate Risk Framework to support long-term climate resilience across our operations.

LINK TO NET ZERO 2050 TARGET

Governance plays a pivotal role in IIB's enterprise transformation strategy to achieve our Net Zero 2050 ambitions.

As one of the foundational building blocks of the Net Zero Transformation, strong governance ensures accountability, transparency, and responsible action across all sustainability efforts.



Existing Governance Policies at IIB

1. Anti-Bribery and Anti-Corruption (ABAC) Policy
2. Business Continuity Management (BCM) Policy
3. Code of Conduct & Business Ethics Policy
4. Whistle Blowing Program and Policy
5. Risk Management Policy
6. Enterprise Risk Management (ERM) Framework
7. Dividend Policy
8. Investment Policy
9. Intercompany Loan Policy
10. Human Capital Management Policy
11. Document Management Policy
12. Information and Communication Technology Policy

Upcoming: Group Sustainability Policy (GSP)

To further institutionalise ESG governance, IIB is currently developing a GSP that will serve as an overarching governance framework for sustainability across the organisation and its subsidiaries. This policy will be followed by detailed ESG guidelines and implementation frameworks, reinforcing our long-term commitment to ethical, equitable, effective, and sustainable practices.

PILLAR 5 : ASSESSMENT & INITIATIVES

AWARENESS NEWSLETTER

The Government, Risk and Compliance (GRC) Department promoted integrity through internal newsletters. In 2024, a key campaign titled “Against Bribery & Corruption” was shared with all employees, reinforcing IIB’s zero-tolerance stance and reminding employees of their ethical responsibilities. These efforts support a strong culture of compliance and shared accountability across the organisation.



INTER-DEPARTMENTAL SOP ENHANCEMENTS

The GRC Department and the Procurement and Contract Administration (PCA) Department collaborated closely to enhance the standard operating procedures (SOPs) related to procurement and contract matters for IIB employees. This initiative included upgrades to the IIB procurement system, revisions to four existing SOPs, and the introduction of three new SOPs. These improvements aim to streamline internal processes, enhance clarity for employees, and strengthen overall governance practices.

PILLAR 5 : ASSESSMENT & INITIATIVES

IIB GOVERNANCE INITIATIVES AND CAPACITY BUILDING

Understanding governance, risk, and compliance is essential to IIB and our employees, as it ensures that everyone carry out their responsibilities with integrity and due diligence. In 2024, the GRC Department curated a diverse range of programs to support the capacity building of IIB employees and strengthen organisational resilience.



Fraud Awareness
Sharing Session



Cybersecurity Awareness
Sharing Session



ABAC Guidelines Briefing



Insurance Awareness Program



Business Continuity Plan



| APPENDIX



WITH REFERENCE TO
GRI - CONTENT INDEX

GRI Indicator	Content of Disclosure	Page Number
2-1	Organisational Details	10-11, 13
2-2	Entities included in the organisation's sustainability reporting	13
2-3	Reporting period, frequency and contact point	2
2-7	Employees	59
2-15	Conflicts of interest	87
2-23	Policy commitments	87
2-24	Embedding policy commitments	87
2-26	Mechanisms for seeking advice and raising concerns	87
3-2	List of material topics	28-29
3-3	Management of material topic	Throughout
Pillar 1: Low Carbon & Climate Resilient Operations & Cities		
302-1	Energy consumption within the organisation	41
303-5	Water consumption	43
305-2	Energy indirect (Scope 2) GHG emissions	42
305-4	GHG emissions intensity	42
Pillar 2: Biodiversity & Ecosystem Balance		
304-3	Habitats protected or restored	52
Pillar 3: Value Chain & Workforce Reinvigoration		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	61
202-2	Proportion of senior management hired from the local community	60
204-1	Proportion of spending on local suppliers	63
401-1	New employee hires and employee turnover	60
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	61
401-3	Parental Leave	61
403-9	Work-related injuries	62

WITH REFERENCE TO
GRI - CONTENT INDEX

GRI Indicator	Content of Disclosure	Page Number
404-1	Average hours of training per year per employee	62
405-1	Diversity of governance bodies and employees	59
405-2	Ratio of basic salary and remuneration of women to men	61
406-1	Incidents of discrimination and corrective actions taken	62
Pillar 4: Resilient, Inclusive & Smart Society		
413-1	Operations with local community engagement, impact assessments, and development programs	75-77
Pillar 5: Ethical, Equitable, Effective & Sustainable Governance		
205-1	Operations assessed for risks related to corruption	87
205-2	Communication and training about anti-corruption policies and procedures	87
205-3	Confirmed corruption incidents	87
206-1	Legal actions for anti-competitive practices	88
411-1	Violations involving indigenous rights	88
415-1	Political contributions	88
418-1	Complaints on customer data privacy breaches	88

ABBREVIATIONS

ABAC	Anti-Bribery and Anti-Corruption
ACCF	ASEAN Common Carbon Framework
ACES	Asia Corporate Excellence & Sustainability
APCW	Asia-Pacific Climate Week
ASEAN	Association of Southeast Asian Nations
BAU	Business As Usual
BCM	Business Continuity Management
BIA	Building Inspection Academy
CA	Collaborative Agreement
CBD	Central Business District
CHSL	Coastal Highway Southern Link
CSSP	Corporate Strategy and Special Projects
DEI	Diversity, Equity and Inclusion
EPF	Employee's Provident Fund
ERM	Enterprise Risk Management
ERTH	Electronic Recycling Through Heroes
ESG	Environmental, Social and Governance
EV	Electric Vehicles
GHG	Greenhouse Gas
GJ	Gigajoules
GRC	Governance, Risk and Compliance
GRESB	Global Real Estate Sustainability Benchmark

GRI	Global Reporting Initiative
GRIPS	The Growth: Roundtable of Iskandar Puteri's Sustainability
GSP	Group Sustainability Policy
GTI	Global Testbed Initiative
HCM	Human Capital Management
HMIC	Hasanah-Medini Impact Challenge
HODept	Head of Department
HODiv	Head of Division
HRDC	Human Resource Development Corporation
IIB	Iskandar Investment Berhad
IIBIC24	IIB Innovation Challenge 2024
IIBWEM	Iskandar Investment Berhad World Environment Month
IM	Iskandar Malaysia
IoT	Internet of Things
IPAC	Iskandar Puteri Agriculturalist Community
IPCAP	Iskandar Puteri Climate Action Plan
IPG	Iskandar Partners Game
IPPG	Iskandar Puteri Partners Game
IRDA	Iskandar Regional Development Authority
LOA	Limit of Authority
JDT	Johor Darul Ta'zim F.C.
JGD	Johor Green Deal

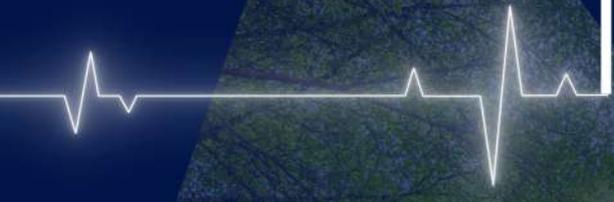
ABBREVIATIONS

JSC	Johor Sustainability Centre	NuMED	Newcastle Univeristy Medicine Malaysia
JS-SEZ	Johor-Singapore Special Economic Zone	NZC	Net Zero Carbon
KASA	Kementerian Alam Sekitar dan Air	OMJ	Orang Muda Johor
KNB	Khazanah Nasional Berhad	P/CEO	President / Chief Executive Officer
KPRJ	Kumpulan Prasarana Rakyat Johor Sdn Bhd	PCA	Procurement and Contract Administration
LCCF	Low Carbon Cities Framework	PDPA	Personal Data Protection Act 2010
LCOS	Low Carbon Operating System	PV	Photovoltaic
LED	Light-emitting diode	PWD(s)	People with Disabilities
MCMA	Malaysia Carbon Market Association	RECs	Renewable Energy Certificates
MDEC	Malaysia Digital Economy Corporation	SCRC	Sports, Cultural and Recreational Club
MGTC	Malaysian Green Technology and Climate Change Corporation	SDG	Sustainable Development Goals
MIMSB	Medini Iskandar Malaysia Sdn Bhd	SMEs	Small and Medium Enterprise
MoM	Mall of Medini	SOPs	Standard Operating Procedures
MoU	Memorandum of Understanding	UNGC	United Nations Global Compact
MSCMP	Medini Smart City Management Platform	UNGCM YB	United Nations Global Compact Network Malaysia & Brunei
Mti	Mingothings International	UN-SDGs	United Nations Sustainable Development Goals
MWh	Mega-Watt Hours	VCM	Value Creation Model
NbS	Nature-based Solutions	WWF	World Wide Fund for Nature
NETR	National Energy Transition Roadmap	YCDP	Young CEO Development Programme
NGO(s)	Non-Governmental Organisations		
NTW	National Training Week		



THE PULLOUT HIGHLIGHTS

2024 - EMBRACED TRANSITIONS
MEET THE PEOPLE



Bridging
PERSPECTIVES

Amplifying
IMPACTS



ASSET MANAGEMENT & INVESTMENT (AMI)

Department Statement



AMI manages the IIB's assets, covering leasing, tenancy, operations, and maintenance. Guided by IIB's net zero carbon CBD by 2050 vision, the team integrates sustainability through energy efficiency, smart building management, and green tenant engagement - creating long-term value while supporting Medini's growth into a sustainable, future-ready metropolis.

Key Milestones



2024

- Inauguration of the First Electric Cross-Border Bus Service
- Tech Medini Launch
- Promotional Events at Mall of Medini
- EV Charging Infrastructure at EduCity Hub
- Tenant Engagement Day was organized to introduce the new IIBPS Facilities Management services
- A series of building improvement initiatives were completed at Mall of Medini including upgrades systems and infrastructure, structural and safety works and facility enhancements.

Moving Forward

- Installation of the Smart Waste Bin System at Mall of Medini
- Installation of Rooftop Solar PV at selected IIB owned buildings
- EV installation at Menara IIB Parking
- Energy Audits & Benchmarking (Stage 1)

Staff Testimony

"We strive to create sustainable value through assets efficiency and operational excellence."

– Ir. Kuna Segeran Vrejanan



Key Achievements



Total area size of

~ 60,000 sqft

leased to new tenants



45 tenants

signed in 2024

INTEGRATED FACILITIES MANAGEMENT (IFM)

Department Statement



IFM delivers integrated facility management services for IIB-owned properties and beyond. Through a Strategic Service Delivery Model that blends project management, value engineering, and SDG elements, we provide client-specific, cost-efficient, and sustainable solutions in alignment with IIB’s vision and mission.

Key Milestones



2023

- IIB Board approved establishment of Iskandar Innovation Sdn Bhd as FM arm of IIB Group
- Company renamed to IIB Property Services Sdn Bhd.
- Strategic Facilities Management Service Delivery Model was introduced, integrating project management, value engineering, and SDG elements.



2024

- Implementation of Centralized Maintenance Management System (CMMS) with mobile application.
- Establishment of Customer Service Helpdesk function.
- Officially obtained ISO 41001:2018 Facility Management System (FMS) certification.



Moving Forward

- Installation of Rooftop Solar PV at selected IIB owned buildings
- Solar Energy Park
- Energy Audits & Benchmarking (Stage 1)
- Installation of the Smart Waste Bin System at Mall of Medini
- Fire Drills at selected facilities



Staff Testimony

At IFM, we’re not just maintaining buildings — we’re revolutionizing the way our clients experience their environments by creating smarter, more sustainable spaces that set new standards of excellence. " – Sarvin Raj M.S

ECOSYSTEM BUILDING (EB)

Department Statement



EB drives the Economic, Facilitation, and Social (EFS) clusters by connecting startups, corporates, investors, academia, and government to grow Medini’s ecosystem. We foster collaboration, provide resources, and create opportunities to build a vibrant community and position Medini as a hub for sustainable, future-ready industries.

Key Milestones



2023

- Co-organised innovation and entrepreneurship programmes with DHL, TFF, MTDC, Shell LiveWIRE, and Maxis e-Kelas.
- Partnered with Johor State Government, hosting YAB Menteri Besar for Tech and Innovation Dialogue.
- Strengthened talent and SME resilience through collaborations with TalentCorp, MDEC, and CyberSecurity Malaysia.



2024

- Launched GBS Iskandar @ Medini, Tech Medini, and co-hosted major industry summits with partners.
- Strengthened startup and SME ecosystems via collaborations with Cradle, MTDC, Securities Commission, and SGN.
- Advanced talent development through academia partnerships, MDEC engagement, and UTM’s Drone Edu Challenge reaching 70k students.



Moving Forward

- The launch of IIB Co-working space@Menara IIB
- The launch of Medini Soft-landing programme

Staff Testimony

"Ecosystem Building is about connecting the dots with the different stakeholder groups for mutual benefits in achieving sustainable growth"
- Mohamad Ferdiansyah Arifin



Key Achievements



Signed

10 Partners

under Tech Medini ecosystem



Engaged with

4,000

stakeholders across quadruple helix

CORPORATE STRATEGY & SPECIAL PROJECTS (CSSP)

Department Statement



The CSSP at IIB drives long-term growth by shaping strategic initiatives, forging partnerships, and delivering high-impact projects. We align business goals with market opportunities, optimize resources, and foster innovation to strengthen the company's position as a catalyst for sustainable economic development in Iskandar Malaysia.

Key Milestones



2024

- The BOD Retreat seeks Board approval on the REIT Assessment and STAR 2040, ensuring alignment with ESG principles.
- Built team cohesion through training and team-building, fostering continuous learning and collaboration.
- Advanced social responsibility goals through active participation in CSR initiatives supporting local communities.



Moving Forward

- Coordinated cross-functional teams to implement STAR2040 priorities for sustainable development in Medini.
- Enhanced communication and reporting for internal and external stakeholders.
- Fostered ESG best practices through cross-department collaboration.
- Monitored and evaluated business plan milestones to ensure timely ESG outcomes.
- Nikkei Forum Medini Johor 2025.



Staff Testimony

"Being part of the CSSP department allows me to contribute to meaningful projects, work closely with a dynamic team, and grow professionally while supporting Iskandar Malaysia's sustainable development."

- Neo Sau Mei



Key Achievements



Launched
STAR2040
to transform Medini into a sustainable global hub

LAND & TOWNSHIP

Department Statement



Land & Township is committed to executing the IIB's vision and creative direction for development projects, with a focus on transforming Medini into a thriving ecosystem centred around talent, intergenerational living, and innovation. Through strategic initiatives, we aim to cultivate a vibrant, inclusive, and sustainable community by embracing emerging trends and driving equitable socio-economic growth.

Key Milestones



2024

- 4 DRA signed with developers for Wawari Phase 1-3
- Quick Win Initiatives completed (Menara IIB staircase, ramp, Skydeck and renaming from Medini 9)
- Completion of IIB Experience Centre
- Completion of Plato Coffee
- PropertyGuru Best Township Masterplan Design & Mega Township Masterplan Design (ASIA)



Moving Forward

- Medini Enhancements 2025
- Wawari Master Infrastructure Completion
- IIB Office Expansion
- IIB MCM Office Expansion @ Mall of Medini
- IIB Wellness floor
- IIB Event space



Staff Testimony

"Working as an architect in the Land & Township Department has been both a challenging and rewarding journey. Being entrusted with managing the property aspects of the masterplan means shaping not just infrastructure, but the future of entire communities. Every decision we make — from land allocation to infrastructure planning — has a long-term impact, and that responsibility drives me to deliver with precision, integrity, and vision." - Puteri A.



EDUCATION

Department Statement



Education Department drives initiatives that enhance learning, skills development, and international collaboration. Through strategic programmes such as talent development, Edutourism, and industry-academia partnerships, we aim to position EduCity as a leading hub for education excellence, innovation, and global connectivity in Johor.

Key Milestones



2011 - 2016

- Newcastle University Medicine Malaysia, Netherlands Maritime Institute of Technology (City Campus), Kolej MDIS Malaysia (City Campus), Faculty of Cinematic Arts, Multimedia University, University of Reading



2020 - 2024

- Kolej MDIS Malaysia (EduCity Iskandar Campus), EduCity Academy, IDRISSI International School, EduCity International College, Link International College, EduCity International College



Moving Forward

- Grow student population through global partnerships and expanded residential facilities.
- Position EduCity as a self-sustaining hub for learning and lifestyle.
- Expand Edutourism with signature cultural, sports, and nature-based programmes.
- Accelerate youth talent development via industry partnerships and structured training.

Staff Testimony

"EduCity is more than just a campus — it's a community that connects people, knowledge, and opportunities across borders." – Aiza Azmi

"The seeds of knowledge grow into the forests of possibility" – Hazman Rizam



Key Achievements

Majestic Johor Tourism Awards 2023:



Best Edu-tourism Destination Award

for EduCity

BUSINESS DEVELOPMENT & INVESTOR RELATIONS (BDIR)

Department Statement



BDIR department spearheads strategic growth for IIB by building investor confidence, forging strong partnerships, and championing high-impact developments. We bridge global opportunities with local strengths, delivering sustainable, inclusive, and profitable ventures that elevate Medini and Iskandar Puteri as premier investment destinations.

Key Milestones



2024

- Inception of IIB BDIR Departments
- Assessment of Reimagine Medini Project and Establishment of BDIR Framework
- Monthly Reporting on Potential Investor Engagement and Lead Generations
- Familiarisation visit to IIB and Medini Land Banks for IIB Key Project PICs
- Main Trade Mission: South Korea

Moving Forward

- Medini Zone B Net Zero Carbon CBD Placemaking Initiatives
- IIB Main Trade Mission 2025: Tokyo & Osaka
- Upcoming Thematic Talk Quarterly Series

Key Achievements



Organised Trade Mission to **3 Countries** to attract collaboration leads

Lead IIB **IIB Thematic Talk Quarterly Series**, enhancing value creation for stakeholders

Staff Testimony

"Our mission is more than closing deals — it's about creating lasting partnerships that bring transformative change to Medini. Every investment we secure is a step towards building a vibrant, inclusive, and future-ready metropolis."

– Krishnamoorthy Kuppusamy



PEOPLE & CULTURE

Department Statement



The People & Culture Department supports IIB in building a capable, engaged, and high-performing workforce. We manage the full employee lifecycle—from talent acquisition and development to performance, engagement, and well-being. Our goal is to partner with leaders and employees to ensure our people have the right skills, support, and opportunities to drive IIB's objectives while fostering a positive, inclusive workplace culture.

Key Milestones



2023

- Strengthened engagement with townhalls, newsletters, praise board, and open dialogues fostering collaboration, communication, and cross-functional relationships.
- Promoted wellbeing and inclusivity through health screenings, CPR training, flexible hours, women's celebrations, and anti-harassment awareness.
- Invested in growth via CSR-linked KPIs, education assistance, leadership lunches, team transformation, and performance improvement training.



2024

- Enhanced employee growth with new PMS, training directory, competency framework, and Essential Skills Programme modules.
- Promoted wellbeing through financial literacy, mental health talks, and retirement planning awareness sessions.
- Strengthened culture via annual dinner and Teh Tarik sessions with P/CEO encouraging open dialogue.



Moving Forward

- Enhanced employee well-being through WFH Fridays, birthday leave, medical, vision, dental, and mental health benefits.
- Strengthened workforce skills and awareness via financial literacy, HR briefings, health talks, and Microsoft Excel trainings.
- Improved performance culture with scorecard alignment, HPC roadmap, and upgraded HRIS for mobile, cloud-based accessibility.



PROCUREMENT & CONTRACT ADMINISTRATION (PCA)

Department Statement



PCA serves as the central procurement function, driving and coordinating procurement and contract administration activities at IIB. PCA is also responsible for developing, implementing, and maintaining policies that govern effective, transparent, and compliant procurement and contract administration practices.

Key Milestones



- **2018**
 - Establishment of online procurement platform
- **2021**
 - 100% implementation of online procurement
- **2022**
 - Establishment of Online Vendor Registration (OVR) System - 100% of paperless vendor registration
- **2023**
 - Received IIB Sustainability & ESG Award 2023 – Exemplary Sustainable Department of the Year
- **2024**
 - Development and enhancement of seven SOPs to strengthen governance and operational efficiency
- **Moving Forward**
 - Implementation of e-Tender system.
 - Organised Procurement Clinic for internal stakeholders.
 - Enhanced Procurement Policy to integrate sustainability.
 - Improved PCA's SOP for better compliance, stronger controls, and efficiency.
 - Upgraded OVR to improve vendor management, compliance, engagement, and embed ESG principles.

Staff Testimony

“Together, we provide continuous support and work well as a team!”
- Baizura



Key Achievements



Received IIB Sustainability & ESG Award 2023 – Exemplary Sustainable Department of the Year



IIB Innovation Challenge 2024
• Innovator - Champion
• Ideator - Winners of the Top 10 Ideator Awards

CORPORATE SECRETARIAT

Department Statement



The Corporate Secretarial Department upholds the highest standards of corporate governance and statutory compliance, ensuring the organisation's operations remain legally sound and transparent. We provide strategic support to the Board and Management, facilitate effective decision-making, and safeguard the company's reputation through meticulous oversight of corporate administration and governance processes.

Key Milestones

- Since 2007**
 - Established corporate secretarial function in 2007; now manages governance for 34 Group companies.
 - Keeper of corporate memory, maintaining accurate records and governance continuity across leadership transitions.
 - Facilitated complex restructuring to optimise shareholding structures, improving efficiency and synergy across portfolios.
 - Administered directors' remuneration since 2007 with statutory compliance, transparency, and governance alignment.
 - Implemented compliance calendar for 34 entities, achieving 100% timely filings and eliminating risks.
 - Deployed Superior CoSec system, digitalising filings and records, boosting accuracy, efficiency, and turnaround speed.
 - Enhanced Board and Committee Charters to align governance roles with evolving corporate strategy.
- Moving Forward**
 - Conducted staff briefings on Board/Committee requirements, strengthening governance discipline and meeting efficiency.
 - Piloted digital tools for draft minutes, enabling faster circulation, approval, and improved accuracy.
 - Implemented user-friendly templates for Board papers, ensuring consistency, clarity, and reduced preparation time.
 - Introduced ESG Updates as a standing Board agenda, ensuring oversight and sustainability alignment.
 - Expanded digital distribution of meeting packs, reducing paper use and supporting environmental commitments.

Key Achievements



Organised board meetings with

100%

Compliance to statutory timelines



Achieved

0 penalties

for all Companies Act & regulatory filings

FINANCE

Department Statement



The Finance Department handles the essentials—operations, reporting, taxation, and treasury—keeping the numbers sharp and the cash flowing. Beyond the books, we ensure compliance with governance, turn data into actionable insights, and provide steady financial guidance that supports sound decision-making and long-term resilience.

Key Milestones



2020

- Medini Lease Scheme (MLS) Goods and Service Tax (GST) waiver by MOF

2022

- Final settlement with IRDA on RMK9

2023

- First recorded profit (green result) after 5 years of loss before tax – monitoring financial
- Achieved 90% reduction in tax penalty originally imposed following to the tax audit

2024

- Refinancing of loan – interest rate reduced from 5.9% to 4.72%
- Contribution on Zakat obligations have been duly fulfilled
- Implemented a new ERP system to enhance efficiency and integration across business functions, championed by En. Redzuan

Moving Forward

- Stamp duty waiver for Medini Lease Scheme Conversion
- “Finance Bertemu Pelanggan”— Strengthening Internal Collaboration

Staff Testimony

“If you can’t measure it, you can’t improve it.”



Key Achievements



Medini Lease Scheme (MLS) GST remission of

RM 68 million



Incorporation of incentives proposal for MOF’s

Johor SFZ
(Special Financial Zone)

MARKETING & COMMUNICATIONS

Department Statement



Marketing & Communications drives IIB's brand and stakeholder engagement through strategic messaging, digital marketing, media outreach, content creation, and event management — showcasing our developments, partnerships, and commitment to Medini and Iskandar Puteri.

Key Milestones



2024

- Launching Ceremony of Edu+
- MoU Exchange Ceremony between IIB and Nikkei Inc
- Launching Ceremony of IIB Experience Centre
- Launching Ceremony of Dana Ilmu Scholarship Programme
- Khazanah Berbudu Bersama Johor Chapter
- IIB Sponsorship Module to JDT F.C
- IIB Hari Raya Open House
- IIB Sustainable Future Initiative SFI 1.0



Moving Forward

- IIB Hari Raya Open House 2025
- Nikkei Forum Medini 2025
- Mediniverse 2025



Staff Testimony

“Every action we take today is a step towards a brighter tomorrow. At IIB, sustainability is our promise to create a Johor where progress, people, and the planet grow together in harmony.”
- A'zlan Abdul Kadir

Key Achievements

Total Media Coverage
RM17,700,000
in 2024

SUSTAINABILITY & ESG

Department Statement



At IIB, the Sustainability & ESG Department drives our commitment to creating long-term value through environmental stewardship, social responsibility, and good governance. We integrate sustainable practices into all aspects of our operations, ensuring our growth aligns with the needs of the planet and the communities we serve.

Key Milestones



2023

- Inception of Sustainability & ESG Department
- Establishment of IIB materiality matters
- ESG Framework - Received Board approval
- Launched the first IIB World Environment Month (#IIBWEM23)
- Launch of Medini Net Zero Carbon CBD (NZCC) at #APCW2023
- Presented NZCC at COP28, Dubai, UAE



2024

- Completion of IIB Net Zero Carbon Emissions Roadmap (Decarbonization)
- First GRESB assessment received 2 stars with the score of 72/100
- First publication of IIB Sustainability Report '23
- Establishment of IIB's Group Sustainability Policy (GSP) and Guidelines - Phase 1



Moving Forward

- Establishment of IIB Sustainability Centre
- Establishment of iWell Initiatives (Wellness)
- Implementation of Net Zero Carbon Roadmap including in IIB KPI
- Facilitate sustainability enhancements



Staff Testimony

“Working on sustainability at IIB reminds me that small steps today can create a lasting impact for tomorrow.”

- Nabeel



Key Achievements



Drove IIB to receive **11 awards** since inception



Facilitated ESG grant up to **RM 0.5 million**



thank you

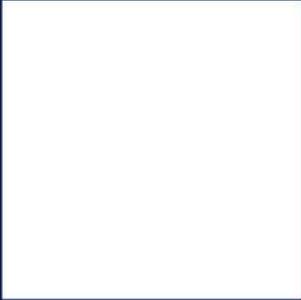
The strength of the team is each individual member.

The strength of each member is the team.





WEBSITE



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REPORT

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