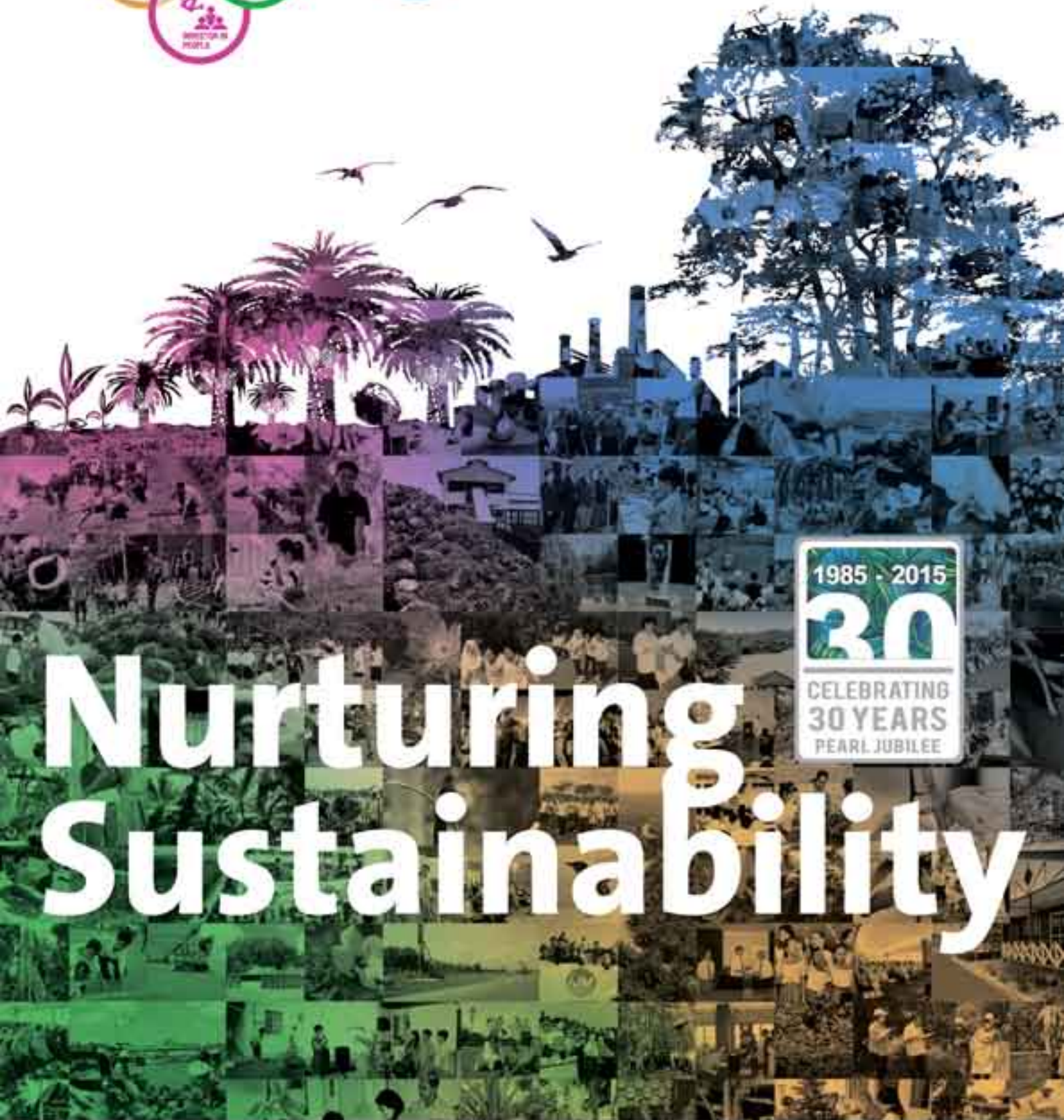




IJM PLANTATIONS BERHAD (133399-A)



Nurturing Sustainability

ANNUAL REPORT 2015

Vision

To be a leading regional plantation group

Mission

To uphold the highest standards of performance in our plantations and agri-businesses

Culture

We strive to:

- uphold the highest standards of professionalism and exemplary corporate governance to maximise the benefits for all stakeholders;
- respect the different cultures, gender, religion, human rights and dignity of our stakeholders;
- ensure the standard of our agricultural and milling practices is of quality that matches or exceeds others in the industry;
- create a conducive environment for team spirit among our employees to work towards a unified workforce; and
- be a responsible and respected corporate citizen with concerns for social, safety, health and environmental issues.



Contents

1	Vision, Mission and Culture Statement	56	Audit Committee Report
2	Location of Operations	60	Statement on Risk Management & Internal Control
3	Group Corporate Structure	64	Statement and Report on Corporate Responsibility and Sustainability
4	Group Organisation Chart	67	Statement and Report on Marketplace
5	Financial Highlights, Share & Warrant Performance	71	Statement and Report on Environment
6	5-Year Group Plantation Statistics	76	Statement and Report on Workplace
8	Board of Directors & Secretary	82	Statement and Report on Community
12	Senior Management	85	Financial Statements
14	Key Events	161	List of Properties
22	IJMP in The Headlines	162	Analysis of Shareholdings
23	Statement of Value Added & Distribution	167	Notice of Annual General Meeting
24	Chairman's Statement		Form of Proxy
32	CEO's Review of Operations		Corporate Information
42	Statement on Corporate Governance		