



# LINKAGES

The Quarterly Newsletter for the Carmelray Community

## Carmelray@35 Through the Crystal 35 Years of Vision and Growth



The Carmelray Group Christmas and 35th Anniversary Celebration at Rockwell South of Carmelray Events Hall

As 2025 draws to a close, we pause, not to look back alone, but to reflect. Like light passing through crystal, Carmelray's 35-year journey reveals clarity, depth, and quiet brilliance shaped by time. What began with faith, courage, and generosity has grown into a legacy of communities thoughtfully built, relationships carefully nurtured, and values faithfully upheld. Over the years, Carmelray has transformed landscapes into livelihood and living estates, challenges into opportunities, and vision into enduring reality.

This anniversary year reminded us that our strength lies not only in what we have built, but in *how* we have built, guided by integrity, sustained by stewardship, and inspired by people who believe in a shared purpose. Every project completed, every service delivered, and every life touched reflects a light passed on from one generation to the next.

As we welcome 2026, we do so with gratitude for the past and courage for what lies ahead. The road forward calls for innovation, resilience, and unity but more importantly, it calls us to remain true to the values that brought us here.

Through the crystal, the future is clear. And together, we move forward with hope. Thirty-five years of light. And the journey continues.

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## A Message from the Managing Director

Dear Carmelray,

We are pleased to welcome Streisand "Star" Tuason to the Carmelray Family. Star officially joined us on January 12, 2026, bringing with him extensive experience in the real estate industry, having worked with respected organizations such as Century Properties, Menarco, Eton Properties, SM, BGCEA, and APMC. His broad background and industry insight will bring fresh perspectives as we continue to diversify our businesses and plan for future expansion.

As our new Chief Operating Officer, Star will oversee both Carmelray Industrial Corporation (CIC) and the San Ramon projects, and will also serve on the Board of Carmelray 2, Inc. (C2I). We look forward to his valuable contributions as we strengthen our operational foundations and chart the company's next phase of growth.

Please join me in warmly welcoming Star to the Carmelray Family as we map out our next lap together.

Thank you.

Maria Rosario Yulo  
Managing Director  
The Carmelray Group

# In Conversation with Our New COO

## Moving Forward Together

As Carmelray continues to build on its legacy while preparing for the road ahead, we welcome a new chapter in our leadership journey. In this feature, we sit down with our incoming Chief Operating Officer, Streisand C. Tuason to learn more about what inspires him, how he envisions Carmelray's future, and the values he hopes to uphold as he joins the Carmelray Family.



From left: Ana de Lara, Dennis Nolasco, Chito Zaldarriaga, MD Maria Rosario Yulo, Star Tuason, Betsy Gangan, and Juls Baricaua. Not in picture, Ramon Z. Yulo.

# In Conversation with Our New COO

## Looking Ahead with Purpose

### What drew you to Carmelray, and what excites you most about joining the organization at this stage of its journey?

What drew me to Carmelray is the group's reputation as a pioneer that has remained consistently relevant. After three decades in the real estate industry, I recognize that Carmelray doesn't just build industrial parks; it builds ecosystems that drive national progress.

What excites me most about joining at this specific juncture is the convergence of expansion and innovation. We are at a point where the organization is ready to scale its operational efficiencies and integrate more sustainable, tech-driven solutions. Leading the operations of a group with such a solid foundation while we pivot toward the future of integrated developments is a challenge I am looking forward to.

### Carmelray has a strong legacy built over the years. How do you see this heritage guiding the company as it continues to grow and innovate?

For me, Carmelray's heritage is not just a history of what we've built; it is a blueprint for how we grow. Our legacy acts as a 'North Star' - providing the values that keep us grounded while we navigate the complexities of modern industrial, residential and commercial development.

I see this heritage guiding our growth and innovation in three specific ways:

#### Integrity as the Foundation for Partnerships.

Carmelray was founded on the 'Value of Integrity'. In an era of rapid technological shifts and global volatility, trust is the most valuable currency. Our heritage of honoring commitments ensures that as we innovate - whether through new technology or sustainable infrastructure - our locators and partners know that our progress will never come at the expense of our principles.



#### Stewardship as the Driver for Sustainability.

The transition from agricultural roots to industrial excellence was born out of a sense of stewardship for the land. Heritage tells us we are caretakers of the community; innovation gives us the solar power, water recycling systems, and eco-friendly waste management to fulfill that responsibility. We aren't just adopting ESG (Environmental, Social, and Governance) standards because they are a trend - we are adopting them because they are an extension of our decades-long commitment to the environment and the country.

#### A 'People-First' Legacy Fueling Modern

**Ecosystems.** Carmelray has always focused on building 'thriving estates' that support thousands of families. As we grow, this heritage ensures our innovations remain human-centric. Whether we are developing premium residential communities like Rockwell South at Carmelray or integrating AI into our projects, the end goal remains the same: enhancing the quality of life for the people who live and work within our ecosystems.

#### The "Carmelray Charm" is often described as our culture of care, commitment and community. How do you plan to help sustain this future as we move forward?

**The 'Carmelray Charm'** - that unique blend of care, commitment, and community - is our greatest competitive advantage. In many organizations, culture is something discussed in HR meetings; at Carmelray, we walk the talk. It is woven into the very fabric of our estates.

# In Conversation with Our New COO

## The Road Ahead for Carmelray

As I take on the role of COO, my plan to sustain and strengthen this culture is centered on three pillars:

**Leading with Operational Care.** In a real estate development context, 'Care' is manifested through the quality and reliability of our services. To sustain this, I plan to ensure that our operational standards are met so that our locators and residents feel supported at every touchpoint. We will work on using technology and data not to replace the human touch, but to free up our people to focus more on relationship-building and empathy. When our systems work seamlessly, it proves our care for the user experience.

### Commitment through Consistency

'Commitment' is about keeping the promise of the Carmelray brand every single day. I intend to sustain this by fostering a culture of accountability and empowerment. As we grow, I want every member of our operations team to feel a deep sense of ownership. By providing the team with the right tools, training, and clear career paths, we ensure that their commitment to the company translates into a commitment to our stakeholders.

**Community-Centric Growth** We don't just manage buildings; we manage ecosystems. To sustain the 'Community' aspect of the Charm, I plan to keep our ears to the ground. As we innovate and expand, we will maintain an 'Open-Door' operational philosophy —listening to the needs of our industrial locators, our residents, tenants and our local host communities. That's why my first order of the day was to conduct a survey. We will ensure that as Carmelray grows, the communities surrounding us grow with us, maintaining the harmony that has defined this group for decades.

In summary, I don't see my role as changing the culture, but as building the 'operational engine' that allows that culture to flourish at scale. The 'Carmelray Charm' will remain our heartbeat, even as we modernize our body.

**As you begin your role as COO, what key operational priorities will you be focusing on in the months ahead?**

For my first few months, I'll be studying the engine of the company, what's driving it and what are ways to bring it to the next level. I'll focus on the growth of the company including new offerings and maximizing current opportunities. It's exciting but at the same time, there's a lot of work to do.

**As we enter a new chapter together, what message would you like to share with the Carmelray Family?**

After being in the industry for quite some time, I have learned that the most successful organizations are those that balance a clear vision for the future with a deep respect for their past. This is exactly what drew me to Carmelray.

As I step into this role, my focus is clear:

**Stewardship:** To protect and grow the "Carmelray Charm" that defines our culture.

**Innovation:** To integrate tech-driven, sustainable solutions that future-proof our operations.

**Partnership:** To ensure our locators, residents, and stakeholders continue to experience world-class reliability.

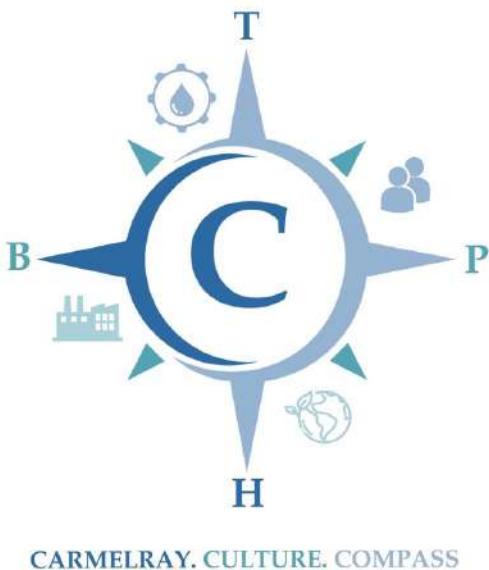
I look forward to working with the talented team at Carmelray to build on this incredible 35-year legacy and lead our operations into a new era of growth and excellence.

To the Yulo Family, my new colleagues and partners, thank you for the warm welcome.

Let's get to work!

# The Carmelray Compass

## Guiding the Carmelray Brand



The **Carmelray Compass** embodies the Carmelray brand, providing clear direction as the organization moves forward. Aligned with Carmelray's strategic priorities, it reflects the balance between progress, values, and long-term purpose.

Each direction represents a core pillar of the brand. **North: Technology** signals innovation and future readiness. **South: Heritage** honors the legacy and values that shaped Carmelray. **East: People** reflects the heart of the organization, its employees and communities. **West: Business Commitment** underscores dedication to excellence, growth, and sustainability.

At the center of the Compass is Carmelray's culture, known as the **Carmelray Charm**. Rooted in trust, kindness, and shared purpose, it creates a strong sense of belonging and explains why people stay and grow with the organization.

More than a framework, the Carmelray Compass is a living expression of the brand, ensuring that innovation is grounded in heritage, growth is driven by people, and the future is built on enduring values.

## The 3 C's of Carmelray

At Carmelray, excellence is not defined only by what we build, but by **how we work and how we treat one another**. This is the heart of the Carmelray Way: living with **Charm, Competence, and Character** in everything we do.

**Charm** is the grace we bring to our daily interactions. It shows in our courtesy, professionalism, and the pride we take in how we present ourselves. Through small but meaningful gestures such as warm greetings, respectful communication, and polished presence, we create an environment where people feel valued and welcome.

**Competence** is our commitment to excellence in action. It is reflected in the quality of our work, the clarity of our communication, and our dedication to continuous improvement. By being reliable, skilled, and proactive, we earn trust and uphold the high standards that define Carmelray.

**Character** is our moral compass. It guides us to act with integrity, accountability, and respect even when no one is watching. Through honesty, teamwork, and responsibility, we protect the legacy entrusted to us and strengthen the community we belong to.

Together, these three Cs shape who we are as a company and as individuals. Living the Carmelray Way means working with charm, delivering with competence, and leading with character—every day, in every role.



# A Living the Carmelray Brand

## Bringing the 3Cs to Life Across our Offices

In line with our commitment to *Living the Carmelray Brand*, a series of sessions on **Charm, Competence, and Character** were conducted across our different office locations. These conversations went beyond training, they are opportunities for teams to reflect on how the 3 Cs are practiced in daily work and how they keep the Carmelray culture alive wherever we operate.



Through open dialogue and shared experiences, employees discuss what it truly means to do things the Carmelray Way, showing courtesy and professionalism in how we carry ourselves, delivering excellence through skill and reliability, and upholding integrity in every decision we make. Each session reinforces that while our offices may be in different locations, our values remain one and the same.



By bringing these discussions closer to our people, we strengthen a shared understanding of the Carmelray brand and ensure that its spirit is consistently lived, not just spoken. In doing so, we continue to preserve the culture that has defined Carmelray through the years, rooted in respect, excellence, and character.

As we move into 2026, we will continue to nurture the Carmelray Way by focusing on Charm, Competence, and Character— bringing these values to life through sessions that strengthen our culture and keep our team spirit thriving.

# 2025 Highlights

## JANUARY



**Carmelray Security Force Branding Exercise**  
Reinforcing a distinct Carmelray identity—grounded in excellence, professionalism, and customer-focused service.



### Courtesy Meet and Greet

Carmelray Management meets with the newly installed Calamba Chief of Police, **Col. Sobrepesa**, fostering partnership and collaboration for community safety.



### Learning Visit to FPIP, Batangas -

The Carmelray team visited First Philippine Industrial Park to learn best practices and gain valuable insights.

## FEBRUARY



### C2I Meeting | Park 2 Collaboration

The Officers of Carmelray met with Willie Ong of Centereach Resources Inc., to align on collaboration and future improvement initiatives for Park.



### Blessing of the Dualtech Excellence Center

**Canlubang-** Marking a meaningful milestone in education and skills development with the blessing of the Dualtech Excellence Center in Canlubang.



**Strengthening Security Partnerships-** EMG Heads of Park 1 and Park 2 met with the Chief of Police and POSO to strengthen coordination with government agencies in support of our security and safety needs. 7

## MARCH



**Carmelray CSR | Giving the Gift of Life**- Another meaningful CSR initiative as the CIP 1 team joined a blood donation drive in support of the Red Cross in sharing hope and saving lives.



**Blessing of Jiemei Technology | Park 2**- Welcoming Jiemei Technology, our newest locator in Park 2, a semiconductor manufacturer from Shenzhen as they officially open their first facility in the Philippines, marking a new chapter of growth and partnership.



### Launch of BYN Factory | The Junction

Carmelray marked the launch of BYN Factory, a new lifestyle center at The Junction, with a blessing held on March 21 alongside San Ramon representatives, Carmelray management, and new tenants. Most shops are set to open in the coming month. Cheers to The Junction team for bringing this exciting destination to life.

## MARCH



**Celebrating World Water Day 2025 | Bayanihan in Action:** CENRO Calamba and PG-ENRO Laguna led a river clean-up and Bokashi mud ball activity at San Cristobal River, joined by 16 Carmelray Industrial Park 1 companies. United by bayanihan, volunteers worked hand in hand to restore the river one act at a time, for a cleaner, healthier future.



**Blessing of the Solar-Powered Sewage Treatment Plant | Park 2** Carmelray marked the blessing of the new solar-powered Sewage Treatment Plant in Park 2, an important step in advancing sustainability and enhancing park operations. Congratulations to the entire Park 2 team for delivering this impactful green project.



**Annual General Meeting | The Mills Country Club** - The Mills Country Club held its Annual General Meeting, joined by partners from Sta. Lucia Realty, including Excy Robles and Irene Robles. Chaired by Gen. Edgar Aglipay, the meeting marked another successful milestone. Congratulations to Chiqui Martin and the Mills team for a well-run AGM.

## APRIL



**Blessing and Turnover of the Carmelray Park 1 Fire Station**

Carmelray marked the blessing and official turnover of the Park 1 Fire Station to the Bureau of Fire Protection—strengthening rapid fire response and protection for our locators, stakeholders, and neighboring communities in Nuvali, Canlubang, and Calamba, Laguna.



### Carmelray@35 Crystal Sportsfest | The Mills

The Carmelray Crystal Sportsfest brought our 35th year celebration to life at The Mills—an energizing day of sports, fun, and camaraderie that strengthened teamwork and unity as one Carmelray community.



## MAY



### Courtesy Visit | City of Calamba

Carmelray was honored to welcome Mayor Ross Rizal of Calamba for a courtesy visit. We appreciate the opportunity to engage in dialogue and look forward to continued collaboration in support of the community's growth and well-being.



### Courtesy Visit | Laguna Leadership

Carmelray was honored to welcome Sol Aragones to the Carmelray Park 1 office in Canlubang. We appreciate her advocacy for accessible healthcare, and we look forward to continued engagement on initiatives that benefit the province of Laguna.

### Strengthening Fire Safety Partnership

We appreciate the visit of BFP Chief Alma and the gesture of appreciation for the Carmelray Fire Station. Working together, we continue to strengthen safety and preparedness for the Carmelray community.



### Carmelray Fiesta Run 2025 | Park 1

Carmelray hosted Fiesta Run 2025 in Park 1, bringing together 496 runners with the support of 17 locator-sponsors. More than a fitness event, it championed sustainability and community spirit. Our special thanks to Amaita Roxas, the Utilities Team, EMG Team, and CSG Team of Park 1 for making it a fun and successful run.



## Groundbreaking of Rockwell South at Carmelray Cluster 6

Carmelray marked the groundbreaking of Rockwell South at Cluster 6 last May, an exciting new development we look forward to welcoming in Canlubang.



## BIR CREATE MORE Roadshow at CIP 1

Held on May 7, 2025, Carmelray Industrial Corporation, in partnership with the BIR, hosted the CREATE MORE Roadshow for CIP-1 locators, an informative session on the CREATE MORE Law (RA 12066) and its incentives, highlighted by insights from BIR RDO 056 Calamba.



## HR & General Affairs Leaders Unite at CIP 1

Held on April 24, 2025, the first Carmelray HR General Affairs Meeting brought together estate locators at CIP 1, launching the Carmelray HR Admin Organization (CHAO) and opening a new chapter of collaboration, knowledge-sharing, and shared growth.



## Educational Visit | DHVSU Mechanical

**Engineering Students.** On April 24, 2025, 4th Year Mechanical Engineering students from Don Honorio Ventura State University (DHVSU) visited Carmelray Industrial Park 1 for an industry learning session, gaining insights into wastewater treatment processes, mechanical systems, and sustainable operations powered by green energy.



## Welcome to the Carmelray Community

We are pleased to welcome Abba's Orchard Montessori School to Carmelray, marked by the signing of the MOA last Friday. Congratulations to The Junction team on this meaningful partnership.



**Emergency Preparedness Exercise | Innovation Drive** On May 28, 2025, Bell Electronics, Sanritsu Great International, and Sercomm Phils. Inc. conducted their third clustered fire and emergency drill along Innovation Drive, with support from the CIP 1 Emergency Response Team and guidance from the BFP, strengthening safety, coordination, and preparedness across Carmelray Industrial Park 1.

## JUNE



**Leadership Development | Franklin Covey Training** Our management team participated in a Franklin Covey training, gaining valuable insights and tools to become more effective, focused, and impactful leaders.



**Carmelray Group Team Building | Tagaytay** The Carmelray Group came together for a team-building activity in Tagaytay—strengthening bonds, fostering camaraderie, and reinforcing the belief that together, we can achieve more.



**Advancing Sustainability | Park 1 Utilities** Congratulations to the Park 1 Utilities Team on the blessing of the solar panels at the sewage facility and the new aerator blower and key improvements that enhance energy efficiency and sustainability. We commend the Park 1 Utilities Team for driving these impactful initiatives.



## CIP 1 PCO General Assembly

Held on June 18 at The Mills Country Club, the CIP 1 PCO General Assembly brought together Pollution Control Officers and representatives from 35 locators for updates on environmental regulations, compliance, and sustainability initiatives, with insights from EMB CALABARZON-DENR and the CIP 1 team.



**Strengthening Workplace Safety | DOLE Orientation at CIP 1** On June 24, 2025, Carmelray Industrial Park 1, in partnership with DOLE, conducted an orientation for locators on D.O. No. 252 and the revised IRR of RA 11058—reinforcing a shared commitment to proactive compliance, stronger OSH programs, and safer workplaces across the estate.



**Philippine Arbor Day 2025 | Growing a Greener Future**- On June 25, 2025, Carmelray Industrial Park 1 joined the City Government of Calamba and CENRO in a tree-growing activity at Barangay Puting Lupa, with the participation of CIP 1 locators planting trees in support of reforestation, climate resilience, and sustainable communities.

## JULY



**Supporting Our Locators | NYK TDG Graduation** The Carmelray Management Team attended the NYK TDG graduation, showing continued support for our institutional locator and their commitment to skills development and excellence.



**Celebrating a Milestone | Denso Philippines@30** The Carmelray Management Team joined the celebration of Denso Philippines' 30th anniversary, congratulating our Park 1 locator on this remarkable milestone and wishing continued success in the years ahead.



**ECOP 50th Anniversary Celebration**- Carmelray proudly joined the ECOP 50th Anniversary, represented alongside the Laguna Chamber of Commerce. Congratulations to NCE46 Chair Mario Mamon on this milestone celebration.

## AUGUST



### Learning Visit | Rockwell Projects

The Carmelray team visited Rockwell developments in Bacolod and Cebu, warmly hosted by the Rockwell team. The visit fostered valuable learning and strengthened collaboration with our partners.



Blood Donors Recognition 2025 | CIP | Community Honored- Carmelray Industrial Park | was recognized with the Ruby Award by the Philippine Red Cross - Laguna Chapter on July 25, 2025, for promoting voluntary blood donation—an achievement shared with our dedicated CIP | locators whose generosity continues to save lives.



**Launch of Comet EV Shuttles | Sustainable Mobility** Carmelray marked the signing, blessing, and launch of its Comet EV shuttles with partner GET Philippines, joined by executive officers from both organizations—an important step forward in advancing sustainable transport within the park.



**2 Years of CIP | Security Meetings with Locators-** Held on August 13, 2025, the 24th CIP | Security Meeting marked two years of collaboration with locators, strengthening partnerships, sharing insights, and reinforcing a safer, more secure Carmelray Industrial Park |.

## SEPTEMBER



### Blessing of The Planters Cuisine at The Mills

The renovated Planters Cuisine Restaurant at The Mills was blessed today—celebrating a fresh new look and dining experience with the Mills team.



### Cascading the 3 Cs of Carmelray

Training has begun to cascade the 3 Cs: Charm, Competence, and Character, reinforcing Carmelray culture and ensuring its values are understood and carried forward by the next generation.



### Tax Incentives in Focus | CREATE MORE Briefing at CIP 1-

On September 3, 2025, Carmelray Industrial Park 1, in partnership with SGV & Co., hosted a tax briefing for locators on the CREATE MORE Act (RA 12066), providing updates on incentives, compliance, and strategies to support informed business growth.



### Family Welfare Program Orientation | CIP 1-

On August 27, 2025, DOLE, in partnership with Carmelray Industrial Park 1, conducted a Family Welfare Program (FWP) orientation for locators—highlighting a holistic approach to employee well-being that supports healthier workplaces, stronger engagement, and sustained productivity.

## OCTOBER



### Benchmarking Visit | Lima Estate, Batangas

The Carmelray team visited Lima Estate in Malvar, Batangas and was warmly hosted by Aboitiz Land. The visit provided a valuable exchange of best practices as both estates pursue sustainable development—strengthening our commitment to continuous improvement through benchmarking.



**Always Ready | CIP 1 Fire & Emergency Response** Carmelray's Fire Station in Park 1 stands ready as all 25 CSF and ERT members completed Fire Brigade Proficiency Retraining, conducted by the Bureau of Fire Protection – Calamba strengthening life-saving skills and emergency preparedness across the estate.



**26th Monthly Security Meeting | Strengthening Safety Together** - Held on October 8, 2025, the 26th CIP 1 Security Meeting featured an insightful session on Event Security Management and a special presentation on rehabilitative justice, reaffirming our shared commitment to community and national security.

## ANNOUNCEMENT ON CARMELRAY TRANSPORT LOOP

We are pleased to announce that beginning **Monday, 06 October 2025**, the Carmelray Transport Loop will now start its route at Carmel Mall Terminal from 5:00AM to 8:30AM and 4:00PM to 8:00PM for a transport fare of P30. The same convenience of air-conditioned, WiFi-ready COMET buses can be experienced with reliability of trips every 30 minutes.



Affordable • Sustainable • Convenient

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SCAN TO DOWNLOAD

For only P30.00 per ride from Carmel Mall  
CASH or via the App

CARMELRAY INDUSTRIAL PARK | ESTATEMANAGEMENT@CARMELRAY.COM | WWW.CARMELRAY.COM | (045) 549-3077

**CARMELRAY TRANSPORT LOOP**

**Departure Schedule**  
on weekdays!

Time of Departure at CARMEL MALL TERMINAL	ROUTE
5:00 am	Regular Route
5:30 am	Regular Route
6:00 am	Regular Route
6:30 am	Regular Route
7:00 am	Regular Route
7:30 am	Regular Route
8:00 am	Regular Route
8:30 am	Regular Route
<b>PM SCHEDULE OF DEPARTURE</b>	
4:00 pm	Regular Route
4:30 pm	Regular Route
5:00 pm	Regular Route
5:30 pm	Regular Route
6:00 pm	Regular Route
6:30 pm	Regular Route
7:00 pm	Regular Route
7:30 pm	Regular Route
8:00 pm	Regular Route

**CASH or via the App**

**P30.00**

Carmel Mall to Carmelray & Vice Versa

Starting October 06

REGULAR ROUTE

1 Carmel Mall  
2 Unity Gate  
3 Denso Philippines  
4 Integrity Enterprise  
5 Admin Center  
6 Dualtech  
7 Main Gate Inspection Area  
8 Manila Cordage  
9 Progress Distinction  
10 Suzuki  
11 The Junction  
12 San Sebastian College  
13 The Mills and MorningFields  
14 Edward Keller  
15 Jollibee  
16 Fujifilm  
17 Tawiran  
18 Unity Gate  
19 Carmel Mall

COUNTER CLOCKWISE

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**Environmental Stewardship | Lakeshore Clean-Up** On September 19, 2025, Carmelray Industrial Corporation and CIP 1 locators joined CENRO Calamba's Lakeshore and Tributaries Clean-Up at the NIA Canal in celebration of International Coastal Clean-Up—working together to protect our waterways and environment.



**Carmelray Community in Action | Caring for Our Environment** On October 24, 2025, Carmelray and CIP 1 locators joined PG-ENRO Laguna in a Bokashi balls throwing and tree-growing activity restoring waterways and strengthening reforestation efforts within the Carmelray estate.

## NOVEMBER



**Celebrating 25 Years | NYK-FIL Maritime E-Training Inc.** NYK-FIL Maritime E-Training Inc. marked its 25th anniversary together with its partners, including representatives from CIP 1—celebrating years of collaboration, excellence, and shared growth.

## DECEMBER



### 8th CIP1 Security Meeting with Locators

The 28th CIP1 Security Meeting was held last December 10, 2025, at the Excellence Center Canlubang Building of Dualtech Training Center Foundation, Inc. The meeting focused on equipping our Locators with timely and practical security insights to further strengthen safety within and around Carmelray Industrial Park 1.

## DECEMBER



**Q4 2025 Facilities Meeting | CIP 1 Locators**  
 Held on December 9, 2025, the Q4 Facilities Meeting brought together CIP 1 locators for updates on power efficiency and fire safety compliance—strengthening collaboration toward a safer, more reliable, and resilient industrial community.



**Blessing of the Carmelray Matangtubig Water Treatment Facility** - On December 4, Carmelray marked a key milestone with the blessing of the Matangtubig Water Treatment Facility, boosting water supply capacity and strengthening water security for our growing community, while upholding national water quality standards and advancing our commitment to sustainable, responsible resource management..

**Productivity Hub**  
 at Carmelray Business Center

**Meeting Room For Rent**  
 Well furnished, clean, and spacious

Features:

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- Digital Screen
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- WiFi Ready
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### Completion and Blessing

The Productivity Hub at Carmelray Business Center offers a well-furnished, clean, and spacious meeting room ideal for corporate meetings, trainings, and collaborative sessions. Designed for comfort and efficiency, it features air-conditioning, Wi-Fi connectivity, a digital screen, sound system with microphones, in-house restrooms, and seating for 40 to 60 participants. Now available at an introductory rate of ₱5,000 for 4 hours (VAT exclusive).

For inquiries and reservations, contact Mr. Ervin Ramilo at (049) 549-3077 or eoramilo@carmelray.com.

## DECEMBER

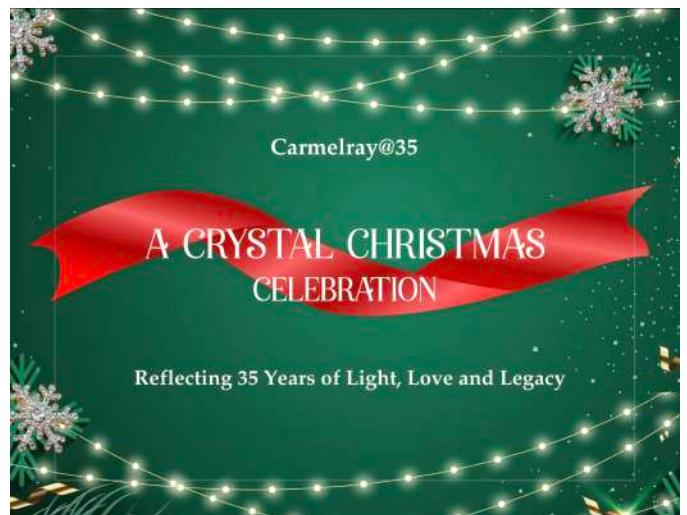
### Christmas 2025



**Christmas Gift-Giving | Sharing the Season of Giving** Carmelray held its annual Christmas gift-giving for the community, distributing food packs to 150 families in GK Village and to the old-timers of Carmel Housing and RC Compound, sharing blessings and spreading joy this holiday season.

### A Crystal Christmas and 35th Anniversary Celebration at Rockwell South of Carmelray

December 15, 2025



## DECEMBER

**Carmelray @35: A Crystal Christmas** is a meaningful celebration that brings together two milestones—35 years of building communities and the warmth of the Christmas season. Guided by the symbol of crystal, the event reflects clarity of vision, resilience through time, and the brilliance of Carmelray's legacy. It is a gathering of gratitude and joy, honoring the past, celebrating the present, and welcoming a future that continues to shine.



**Warmth. Gratitude.  
Togetherness.**



## Reflection of Light Awardees



25 Years and Beyond



Our Handsome Hosts



Hall of Fame



2025 Service Awards



Ramon A. Yulo Excellence Awardees



Christmas Committee

# 2025 Ramon A. Yulo Award of Excellence

## Guided by Vision, Grounded by Purpose

**Dennis G. Nolasco** has shown exceptional leadership in guiding the Carmelray Industrial Park 2 team with clarity, unity, and purpose. Through his vision to relaunch the park with a renewed image and identity, he strengthened its visibility and relevance among locators and customers, positioning it for sustained growth.

By championing new revenue opportunities alongside sustainability initiatives that delivered meaningful cost savings, Dennis successfully balanced innovation with operational discipline. His ability to mobilize his team, turn ideas into impactful results, and build positive momentum reflects a high level of dedication and managerial excellence—making him a truly deserving recipient of this year's **Ramon A. Yulo Award of Excellence**.



**Rose Essler** stepped into her role as CFO for Park 2 with decisive leadership and a clear vision for modernization. She built a strong finance and accounting team, digitalized key processes, and introduced innovations such as QR-based systems that significantly improved efficiency and accuracy.

Through close coordination between Finance and Operations, Rose ensured that decisions were guided by careful analysis and sound judgment, strengthening Park 2's profitability and optimizing investment returns. Her commitment to continuous improvement, paired with her quiet diligence and dependable work ethic, has made a lasting impact—making her a truly deserving recipient of this year's **Ramon A. Yulo Award of Excellence**.

**Erick Kabigting** has consistently demonstrated professionalism, discipline, and resilience, strengthening the Estate's critical systems and operational reliability. His leadership ensured full RA 11285 compliance for C2I and CIPA II, reinforced by his Certified Energy Manager and ASEAN Certified Energy Manager credentials, which elevated the Estate's technical credibility.

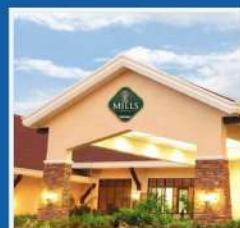
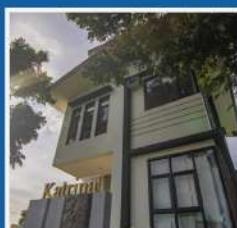
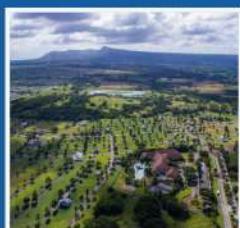
He secured key regulatory milestones, including the Certificate of Public Convenience for C2I's water operations, the dismissal of the LLDA Notice of Violation, and full BFP compliance for the Clubhouse. Advancing Carmelray's sustainability agenda, Erick also enabled net metering for CIPA II's solar projects and led feasibility studies for future renewable energy initiatives.



Under the leadership of **Ramil Bascon, Rose Santiago, and Charise Reblando**, Carmelray's CSG team implemented operational innovations that improved efficiency, strengthened financial discipline, and delivered significant cost savings. Optimizing BIR invoicing compliance and resizing forms generated ₱1.7 million in savings, while streamlined invoicing and POS rollout delivered an additional ₱473,000.

Further initiatives including earlier water meter cut-offs and the AP Voucher System in QuickBooks enabled faster collections, more accurate payables, reduced accruals, and eliminated nearly 700 printed checks. These efforts highlight the team's strong leadership, innovation, and commitment to operational excellence.

# The CARMELRAY Group



## THE VALUE OF INTEGRITY



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## CARMELRAY INDUSTRIAL CORPORATION

Transforming Communities. Building for the Future