

REINVENTING EXCELLENCE

Revisited and Refined Carmelray Core Values

In an ever-evolving business environment, revisiting and refining company core values is an essential exercise for organizations striving to thrive and excel. By adapting to new realities, engaging employees, nurturing a positive culture, and meeting stakeholder expectations, the Carmelray Management Team explored the significance of re-evaluating the existing 9 core values, emphasizing the positive impact it can have on corporate culture, employee engagement, and overall business success.

Maintaining the same core values, a new 5+4 framework was established to highlight the priority values: **Excellence, Integrity, Respect, Innovation, Community & Country**.



The other 4 core values, Customer Centric, Accountability, Teamwork and People Development becomes corollary or by-product of embracing the 5 central priority values.

This intentional effort to revisit and refine core values ensures that the Carmelray group’s identity remains authentic, relevant, and poised to meet the challenges of the future.



Carmelray Industrial Park 1 Town Hall Meeting held in June to discuss the 5+4 Framework Core Values led by Juls Baricaua supported by the Carmelray Management team Ma. Rosario Yulo -Ng, Ver Lorenzo, Chito Zaldarriaga, Ramon Yulo and Brian Yulo Ng with the CIP1 EMG, Admin, Utilities and Technical teams.

THE JOY OF A FUN RUN TO SAVE OUR ENVIRONMENT

The 2023 “Save the Drop” fun run was an exhilarating experience that brought together Carmelray and Locator employees, friends and family, all united by a common goal for the benefit of the Cauang Cauang creek rehabilitation program. It was a chance to embrace a healthy and active lifestyle while also supporting a worthy cause of helping the nearby San Ramon Elementary School. As early as 4:30 in the morning, the organizers were preparing for the

day’s exciting feat. Zumba instructors kicked off warm up exercises to prep the 3KM and 5KM runners. After the run, drinks and snacks were available for the participants as they enjoyed the camaraderie of fellow runners. Special thanks to our sponsors and for the donations that capped the event with special awards and raffle prizes. It was a great experience to be part of a vibrant community dedicated to making a difference through the joy of running.



Thank You to our Sponsors

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- The Junction at Carmelray
- La Kusina



A STELLAR ADDITION TO OUR LEADERSHIP TEAM



Julius Divina Baricaua

Meet Julius Divina Baricaua, Vice President for Operations of Carmelray Industrial Park 1.

“I am eager to begin my Carmelray journey, working together with colleagues to navigate the upcoming challenges and opportunities. I am deeply motivated by a desire for efficiency, excellence, and ongoing improvement. By embracing change, supporting our talented individuals, and engaging stakeholders, I have faith in my ability to lead transformative initiatives that will propel our organization forward. With a dedicated team, I am committed to optimizing productivity, achieving operational excellence, and delivering sustainable value to all stakeholders.”

EXCELLENCE

The Driving Force Behind Our Core Values

Achieving excellence at work is a continuous journey of growth, commitment, and relentless pursuit of improvement. It begins with setting high standards for oneself and embracing a mindset of continuous learning and development. Excellence is cultivated by demonstrating a strong work ethic, attention to detail, and a passion for delivering exceptional results. It involves seeking feedback, being open to constructive criticism, and proactively seeking opportunities to enhance skills and knowledge.

With perseverance, dedication, and a focus on continuous improvement, individuals can unlock their full potential and make a lasting impact in their professional endeavors.

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UPHOLDING INTEGRITY

The Cornerstone of a Successful Workplace

VMV sessions were held last May in all Carmelray Office locations to discuss 3 core values: Integrity, Respect, and Accountability- these are essential principles in the workplace that contribute to a positive and productive work culture. When individuals embody these values, organizations thrive, employee satisfaction increases, and

success becomes a shared endeavor. By prioritizing integrity, respect, and accountability, Carmelray can build a strong foundation for long-term growth and establish themselves as beacons of ethical excellence in today's business landscape.



CIP1 EMG & Security: Headed by Juls Baricaua and Ver Lorenzo, with Mac Dimayuga, Jake Jesena, Rikael Lituania, Jonathan Punongbayan, Benigno Tabalbag, Cedric Poral, Lex Barit, Ervin Ramilo, Andre Apilado and Jeane Camacho.



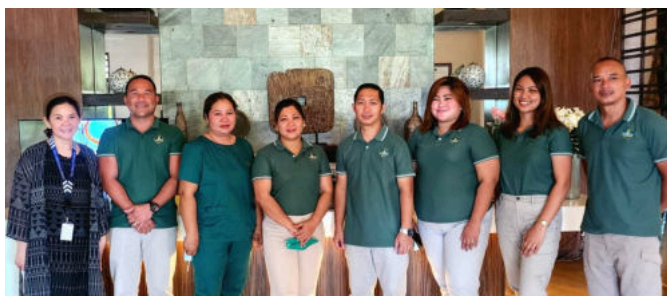
C2I Team: Headed by Peddy Palomar and Rickie Sarque with Kath Prepose, Cess Olegario, PM Quierez, Kim Terrones, Wilson Caquimbal, Manny Ferrer, Lilian del Castillo, Jeffrey Paulan, Christian dela Cruz, Grace Gamboa, Kim Jumetilco, Cha Reblando, Wella Eusebio, Lea Villanueva, Erick Kabigting, Alfred Silva, RJ Adino



Makati Head Office: Headed by Maria Rosario Yulo-Ng, Betsy Gangan, Anna Dela Cruz, Aida Aguilar, Mila Reyes, Grace Cervania, Grace Ramos, Liza, Medel Gutierrez, Leo Estabillo.



CIP1 Utilities: Headed by Dio Matibag with Mike Reyes, Dionyl Babasa, Luis Oberio, Amaita Roxas, Juls Baricaua, Allan Purificacion, Edwin Alacid, Edgar Meram, Richmond delos Reyes, Jaxon Ricafrente, Joel Temprosa, Alvin Mendoza, Richard Garin, Francis Cariaga



The Mills Team: Headed by Chiqui Martin with Roderick Maqueda, Lea Patalinhug, Arvin de Leon, Rizza Camille Reyes, Epifany Casanova, Eliseo Alcasid



CEI Team: Jaymar Jaudian, Joemar Jaudian, Jeffrey Baltazar, Nene Dulay, Agnes Linga, Gina Temprosa, Luisa, Jeff, Nicole, Rj Lansangan, JM Masculino, Janica Marasigan

CARMELRAY EVENTS

SERCOMM Philippines Grand Opening



Congratulations to Sercomm Philippines, an affiliate of Sercomm Corporation, with the grand opening of its new and advanced factory center, located in Carmelray Industrial Park 1 in Calamba, Philippines. Department of Trade and Industry (DTI) and Philippine Economic Zone Authority (PEZA) government officials and academic leaders were on hand for Factory Phase I opening ceremony.

We sealed a partnership with Prime Infrastructure’s Solar Tanauan Corporation to bring solar power to Carmelray Industrial Park 2 in Calamba, Laguna. The Right of Way agreement would allow the transmission of solar power to the Meralco substation in park 2 to support renewable energy. Solar Tanauan will supply up to 140 megawatts of clean and renewable energy from its solar power plants under construction in Batangas and Cavite. It has a 50MW, 20-year power supply agreement with Meralco, and will supply the rest of its output to the grid, all while providing sustainable and socially relevant developmental programs to the community.

CIP2 ROW with Solar Tanauan



Photo above, seated from left: Engr. Juancho Babol, Project Manager, Solar Tanauan; Janssen dela Cruz, Market Sector Lead for Power, Prime Infra; Carmelray’s Ms. Charrie Yulo-Ng and Bobby Castillo, Standing: Jovy Mendiola, Land and Permits Manager, Prime Metro Power; Jamaica Gambol, HR & Admin Manager, Prime Metro Power; Atty. Oscar Paras, Jr., Head of Government Relations, Prime Infra; Daniel Blanco, Chief Projects Officer for Solar and Wind, Prime Infra; Brian Yulo Ng, Ramon Yulo; Vince Dizon, Chief Regulatory Officer, Prime Infra; Rickie Sarque; Gloidan Papas, Community Affairs Manager, Prime Metro Power; Peddy Palomar Carmelray 2 Estate Director.

St. Joseph Parish Church Groundbreaking



The formal groundbreaking ceremony of St. Joseph Parish Church in Canlubang was held recently attended by the Ramon A. Yulo Family and parishioners.

Located behind Carmel Mall by the transport center, the construction has begun and is scheduled to be completed by 2025-2026.

CARMELRAY NEWS

Asian Transmission Receives KAPATID Award



Asian Transmission Corporation (ATC) was recently awarded the Kapatiran sa Industriya (KAPATID) Award by the Employers Confederation of the Philippines (ECOP) for Business Resiliency and Continuity during the 44th National Conference of Employers last June 28, 2023 at the Manila Hotel. The highly coveted award is one of four categories for which thirty-nine (39) companies applied for the Awards. It is in recognition of ATC’s exemplary ability to anticipate and adapt to a disruptive and ever-changing business environment; adept and agile at leveraging health, technological, geopolitical, and economic development to transform challenges into opportunities to ensure business and employment sustainability characterized by harmonious relationship between management and employees resulting in labor and enterprise productivity.

Carmelray San Sebastián Scholar Graduates

Carmelray celebrates the graduation of one of its scholars of the Ramon A. Yulo Scholarship Program in partnership with San Sebastian College – Recoletos, Canlubang held last June 30, 2023 at the SSC-R Activity Center.

Michaela Frias graduated with the degree of Bachelor of Science in Accountancy. Congratulations to all the new Graduates!

Photo shows Michaela with her parents.



Sustainability Report: The Mills Country Vegetable Garden



Creating a sustainable vegetable garden at The Mills Country Club is a powerful step towards environmental stewardship. By embracing eco-friendly gardening techniques and promoting self-sufficiency, they contribute to a healthier planet while reaping the numerous benefits of homegrown, nutrient-rich produce. Various vegetables such as string beans, eggplant, patchay, sili and sigarilyas are being served to the Members who dine at Planters Restaurant.

NOODLE NATION OPENS AT THE JUNCTION!



Craving a noodle adventure? Look no further! Noodle Nation has arrived at The Junction, and it's time to unleash your culinary creativity. Choose your broth from Satay to Laksa, from premium street balls to a variety of noodles. Visit their vibrant kiosk at The Patio, Tuesday to Sunday, 10:00 am to 7:00 pm. and let your noodle dreams come true!

A MAGICAL ENCANTO NIGHT.

A night of pure magic unfolded at The Junction as the screens lit up with the enchanting tale of Disney's Encanto.

This unforgettable night of storytelling brought families together and created cherished memories. Disney's Encanto left an indelible mark on the hearts of all who experienced its wonder, reminding us that sometimes, all it takes is a little magic to make the world a brighter place.



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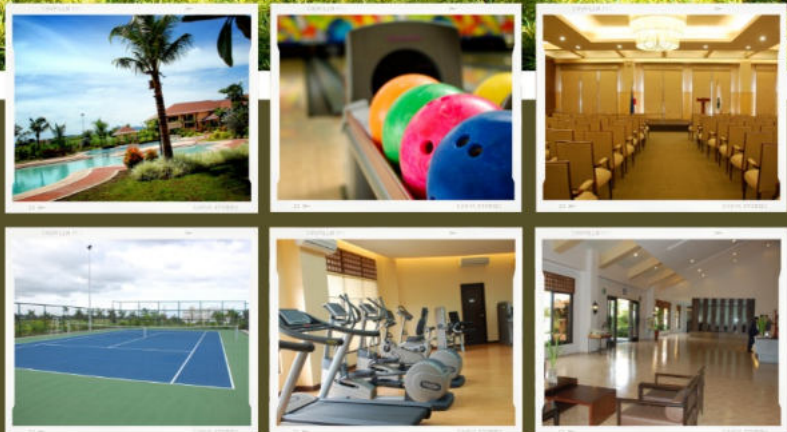




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