



HEMARAJ

Newsletter

The World Class Developer
in Thailand

www.hemaraj.com

Hemaraj's SME Factories For Rent and Sale in Rayong, Chonburi, Saraburi a Flexible Option for Entrepreneurs

Offering manufactures with a quick entry at lower initial cost, Hemaraj's SME Factories sized from 750 square meters to 7,500 square meters provides various preferences to a range of requirements for entrepreneurs. Flexibility on investment and financing as well as a growth path to larger buildings or to developed land also the manufacturers' top-notch option as their business expands.

To date Hemaraj has built over 80 SMEs Factories comprising more than 150,000 square meters, which are available in General Industrial Zone and Free Zone/Export Processing Zone. All factories have been outlined to allow for the best capacity of the premise. As a result, the buildings have a clear span with no column in the middle. The thoughtful design also includes factory office leveled at mezzanine floor overlooking the whole operations area. Ventilation system is well designed for work at best comfort with bird's screen installed at louver and ventilator on top. In addition, all factories are equipped with safety features such as smoke detectors, fire alarm system and emergency lights. The load capacity of the factory floor is 3.5 tons per square meter.



There are 2 groups of factories to suit different needs: "Detached" (1,781 to 7,500 square meters.) offers large building area and compound while "Attached" (732 to 1,582 square meters.) features a number of smaller factories in one connected building.



Detached factories are carefully designed and built from top to underneath with high quality materials. The towering rolling shutter door for trucker with metal sheet louver allows the safety and easy access for containers. With a Plus Engineering Structure, "Detached" in large models are designed to allow future expansion to either sideways or back-way without key structural change. Consequently, the expansion can be done while manufacturing process remains uninterrupted.

Attached factories are a roll of factories sharing the wall to the next-door neighbors with an array of 18-48 m. in width and 30-34 m. in length. Each unit has individual soaring high truck entrance with rolling shutter door. The office is located on the mezzanine floor allowing one to monitor the production activities from the top.

H-Construction Management and Engineering, a Hemaraj company, can also manage the utility and fit-out requirements for customers further.

The SME Factories for Rent and Sale are available in Eastern Seaboard Industrial Estate (Rayong), Hemaraj Chonburi Industrial Estate and S I L Industrial Land (Saraburi). SME Factories at Hemaraj Eastern Seaboard Industrial Estate and Rayong Industrial Land will be available upon customer's request.

- Quick entry at lower initial cost
- Flexibility on investment
- Option for expandable building
- Growth path to larger factory/land

Goldensea Sankin Buys Land in Hemaraj's Eastern Seaboard Industrial Estate (Rayong)



In the picture: Mr. Ding Hong Guang (4th from left), Chairman, Goldensea Sankin (Thailand) Co., Ltd., receives the land purchase contract from Mr. David Nardone (3rd from right), President & CEO, Hemaraj Land And Development Plc. while Mr. Vivat Jiratikamsakul (2nd from right), Executive Vice President, Hemaraj Land And Development Plc. and others look on.

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World Class Development by Hemaraj



- Hemaraj Chonburi Industrial Estate
- Hemaraj Eastern Industrial Estate (Map Ta Phut)
- Eastern Seaboard Industrial Estate (Rayong)
- Hemaraj Eastern Seaboard Industrial Estate
- S I L Industrial Land (Saraburi)
- Rayong Industrial Land
- The Park Chidlom, high-end residential condominium

CEO Talk

At Hemaraj Land And Development, we try our best to serve our customers. Though recognized as industrial land developer, our products are much more. These include SME Factories, facilities management, waste management and energy. There are also value added services and activities such as commercial plaza, training program, support to HR activities and social contribution programs.

SME Factories for Rent and Sale

SME Factories for Rent and Sale is a product that gains popularity among entrepreneurs because it provides a lot of flexibility in project finance, risk management and speed to enter the market. Our SME Factories are outstanding in many ways. They are located in the heart of successful industrial estates / industrial clusters of excellent locations in Rayong, Chonburi and coming soon in Saraburi. Both Duty Free Zone and General Industrial Zone are available. Our well-equipped factories are very flexible for production line design with clear span, well ventilated and many with extendable structures for future expansion. Fitting out and additional construction services are offered by our subsidiary.

Facility Management, Waste Management and Energy

In order to ensure that our customers remain care free with their core business, through Elyo-H Facilities Management, we provide services that cover all utility maintenance for factories ranging from air compressor maintenance, machine maintenance to ownership of utilities. As environmental issues are a subject of importance, Waste Management Siam operates at our Hemaraj Chonburi Industrial Estate to provide non-hazardous waste management with the environmental friendly land fill technology. In terms of energy, in Hemaraj Chonburi Industrial Estate, Glow IPP (developed by Hemaraj and Tractebel) operates a 713 MW power plant fortifying the nearby grid, in which Hemaraj has a small remaining stake. Hemaraj has entered a 50:50 joint-venture with Glow Energy (Suez Group) under the name Glow Hemaraj Energy to bid electricity generation projects with EGAT in the near future.

Other Value-Added Services

On the soft side, Hemaraj provides a number of value-added services. At Eastern Seaboard Industrial Estate (Rayong), there are 2 ESIE Plazas to serve our customers with banks, restaurants, clinic, service shops and temporary offices. Cooperating with Ministry of Labour's Skill Development Department, a range of training programs are organized for Hemaraj's customers to elevate skills and knowledge of their workforce. The training is arranged on site at subsidized prices for convenience and good value for customers. Hemaraj also supports ESIE HR Club and S I L HR Club so these can be forums of information exchange and updates among members. As for recruitment we are in contact with Labour Recruitment Department in Rayong and Chonburi to enhance our customers' participation in job fairs.

Community Relations

Last but not least, Hemaraj nurtures relationship with communities around us through different activities. The most recent one is mobile medical unit to the village. In mid May, together with our donating customers and local authorities, we will once again visit over 30 schools and 7,500 pupils in Rayong and Chonburi in the Annual School Contribution Program.

David Nardone

President & CEO

Hemaraj Land And Development Plc .

from THE COVER

Goldensea Sankin Buys Land (from p.1)

Goldensea Sankin (Thailand) Co., Ltd. recently signed a contract with Hemaraj Land And Development Plc to purchase 12 rai of land in the Eastern Seaboard Industrial Estate. The manufacturing facility will produce high quality air filters for use in electronics, air-conditioning and automobile industries.

Goldensea Sankin belongs to Goldensea Group of Mainland China. Filters produced by Goldensea Sankin are characterized by several functions such as antibacterial, mildew proof, deodorant, anti-ultraviolet, anti-inflammatory, antistatic, etc.

The company, which has a registered capital of Baht 40 million, will manufacture air-conditioning filter nets, air purifier filters, vacuum cleaner filters, ventilation fan filters, automobile air conditioning filters, etc. The production capacity of the plant is 500,000 units per month. Its products are exported to Japan, Korea, Malaysia, Hong Kong, Taiwan, UK, Israel, Italy, USA and other countries. LG, Panasonic, Daikin, Fujitsu, Toshiba, Samsung and Mitsubishi are some of its main customers.

Value Added Services from Hemaraj

Hemaraj's subsidiaries and its global partners are ready to provide value added services to customers in many aspects to from start-up to operation periods. Our wide range of services includes building construction, utilities, facilities management, waste management and piping distribution.



H-Construction Management And Engineering, a design management service company of Hemaraj designs its industrial estates and SME factories as well as providing project and construction management.



Elyo-H Facilities Management is a Hemaraj joint venture with Suez Energy and Teo Hong Silom providing utility and facility management services to numerous industrial customers including refineries and auto plants. Elyo invests in and operates under long-term agreements small utility plants such as compressed air or steam generation.



Waste Management Siam operates the Eastern Seaboard Environmental Complex (ESBEC) at the Hemaraj Chonburi Industrial Estate on a lease from Hemaraj. The ESBEC is the first licensed, ISO 9001 and ISO 14001-certified, non-hazardous waste disposal landfill site in Thailand providing comprehensive waste management services to industrial, commercial, and municipal customers



Eastern Pipeline Services, a fully owned subsidiary provides piping distribution for chemicals, steam and industrial gas for heavy industrial users.

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New BOI Incentives to Dramatically Boost Thailand's Competitiveness and Drive Thailand to Become Electronics Hub of Southeast Asia

Bangkok – Thailand's Deputy Prime Minister and Minister of Commerce Dr. Somkid Jatusripitak announced after chairing the BOI Board meeting on December 8, 2005 that the BOI has approved ground-breaking new incentives that will dramatically boost the competitiveness of companies investing in Thailand's electrical and electronics industries. The passage of this new level of incentives is expected to accelerate Thailand's dominance in the electrical and electronics industry and solidify it as the electronics hub of Southeast Asia.

The BOI has also expanded zone-based fiscal incentives for Zone 1 and 2 (Bangkok and surrounding provinces) for all electrical and electronics projects. For example, projects in Bangkok located outside industrial estates were previously ineligible for corporate income tax exemptions. Under new incentives, they will be eligible for 5-year exemptions. (See Table 1) With these dynamic new incentives, Thailand is securing its long-term attractiveness as a growing and rapidly diversifying electronics hub.

Table 1: Corporate income tax exemptions for all electrical and electronics projects

# of years		Zone 1		Zone 2		Zone 3	
		Outside IE	Inside IE	Outside IE	Inside IE	Outside IE	Inside IE
Privileges	Electrical & Electronics	-	3	3	7	8	8
	HDD and Parts	4	4	6	6	8	8
	ICs	4	4	6	7	8	8
	New Privileges	5	5	6	7	8	8

IE = Industrial Estate

Note: Priority activities, such as production of wafers and solar cells, maintain higher 8-year corporate income tax exemptions regardless of project location.

Source : www.boi.go.th

At the center of the new incentives, electrical and electronics companies designated as long-term investors will be able to receive premium incentives, conferring significant tax advantages. Long-term investors will be able to continually combine earlier investments into follow-on investments, automatically extending corporate income tax exemption periods for operations begun in earlier phases. As a result, companies are encouraged to make re-investments and develop their Thailand operations and local supply chains to increasingly advanced levels.

To be designated a long-term investment project, investments must total at least 15 billion baht. Details on usage of raw materials and components must be included, and all component projects in the plan must lie within the electrical and electronics industry's supply chain.

To encourage sustainability, long-term investment projects are required to make minimum investments in at least one of three 'Skills, Technology and Innovation' areas, namely 1) R&D or design, 2) advanced technology training for employees, or 3) support for educational or research institutions. Projects are expected to directly benefit by building innovation capacity in their enterprises and by filling out their local supply chains, which also indirectly develops the nation's overall competitiveness.

With the aim to help companies remain globally competitive, the BOI has also granted duty exemptions for all electrical and electronics projects – not just those designated as long-term projects – permitting duty-free imports of upgraded or replacement machinery for the life of project operations. As long as they maintain BOI promotion status, projects can import machinery duty free on an on-going basis.

to manufacturers who import raw materials and sell the output in Thailand. If the finished product meets the appropriate rules of origin criteria, then the duty rate on the imported raw materials can be reduced to the preferential rate applicable to the finished product, based on the output value minus local raw material. The new Suvarnabhumi airport will be made a free zone, which will attract many investors.

FTAs, as well as other schemes to reduce tariffs, will further lower revenue collection and put more pressure on the Customs Department. Therefore, an increase in audit and investigation activity is likely. All importers should be aware of this. Being under-prepared for an audit can significantly increase the compliance burden and reduce the chances of a favourable outcome.

It is expected that Thai Customs will also continue to improve its outreach programme to address some of the concerns raised by importers and exporters over the past year. These include the timeliness of the appeals process, the management and finalisation of audits, the availability of written rulings, and the promotion of information (e.g. rulings, published guidance) that give transparency and certainty to the valuation and classification process. One area is the "transparency and unity" programme, on which several hundred companies have signed the initiative, many through national Chambers of Commerce.

Consolidation of trading arrangements with Asian countries. Thailand has implemented three FTAs in 2005: China (under Asean-China FTA), Australia and New Zealand. With the implementation apparatus fully in place, these FTAs will be in full steam in 2006.

In 2006, the FTA with India, Japan and possibly the USA will be concluded. Together with the Asean-Korea FTA, Thailand will have completed the trading arrangement with major Asian trading partners. The FTA negotiation under Bimstec, which links South Asian countries, will continue at a slow pace. But as the intra-regional trade is small, its impact will be limited.

The memorandum of understanding on the early-harvest package with Peru last year will eliminate the duty on over 50% of tariff lines imported from Thailand. This is just a start that will give Thailand a foothold into South America.

Current negotiations with EFTA, grouping Iceland, Norway, Switzerland and Liechtenstein, are expected to conclude in 2006. This will also give Thailand an anchor to Europe.

Once the dust has settled, and implementation sets in, the rules of origin will be at the centre of the implementation issue. The complexity of rules for each product will be compounded by the fact that products exported to different trading partners will be subject to different rules. A challenge for the exporter is to properly track the origin of its raw materials. Prudent risk management and planning should be the 2006 agenda.

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Customs and Trade Outlook for 2006

BY PRICE WATERHOUSE COOPERS

Customs and trade issues are not entirely predictable, but a reasonable assessment of some of the issues can be made. For the coming twelve months, the Thai Customs Department will continue its modernisation process and, at the same time, increase its efficiency to accommodate a 20% increase in its revenue target.

There will be an increase in free trade agreements (FTAs) to compensate for the sluggish World Trade Organisation (WTO) process exhibited in the ministerial meetings last month in Hong Kong. Thailand will consolidate the trade arrangements it has with its Asian partners and intensify the effort with countries from North and South America, as well as Europe.

Continued modernisation of Thai Customs. Thai Customs will continue to implement programmes towards achieving a world-class standard, while at the same time, try to reach its 120-billion-baht revenue target.

In order to ensure the efficiency of compliance monitoring and improve clearing time, the Customs Department will be deploying modern equipment, such as X-ray machines, while improving management efficiency through restructuring, the use of an information technology system and by strengthening its human resources.

As the implementation rules and procedures of the Free Zone become clearer, it is expected that more companies will apply for Free Zone status which offers significant tariff benefits

From down under, ANCA Expands CNC Machine Tool Manufacture to ESIE's SME factory.

Established in Melbourne, Australia, ANCA is a world leader in CNC grinding machine technology. Mr. Mark Patman, General Manager of ANCA Manufacturing (Thailand) Ltd. tells us about the company background. Established in 1974, ANCA specialized in designing high technology Computer Numerical Controls (CNCs) for machine tool and metal-based industries. In the early 1990s, ANCA shifted its focus to producing the complete machine tool. Over the decades, ANCA has developed competencies in all areas of grinding machine tool technology and today controls the complete process from mechanical, electrical assembly through to electronics assembly and software development.

ANCA's customers are in the automotive, aerospace, woodwork, medical, military and electronics industries. Customers are located globally including North & South America, Europe, Japan, China and South East Asia. When mentioning the strong point of ANCA, Mr. Patman describes, ANCA controls the whole process of machine design and production including electrical work, mechanical, electronics and software. This gives ANCA the flexibility to meet the individual customer needs in a range of market segments.



ANCA Pty., Ltd. conducted an extensive study to establish a new overseas manufacturing facility. The study reviewed several countries in Asia with Thailand coming first in the final analysis. The advantages of stability, communication infrastructure, Thai work ethics and BOI privileges all helped put Thailand in front.

ANCA Manufacturing (Thailand) Ltd. currently produces sub-assemblies for ANCA's range of machine tools. All parts are exported to the mother plant in Australia.

After a careful comparison among several locations north and east of Bangkok, ANCA decided on SME factory at Eastern Seaboard Industrial Estates (Rayong). The main reason was ESIE having ready built factories at short notice, along with the infrastructure required to set up a new manufacturing site.

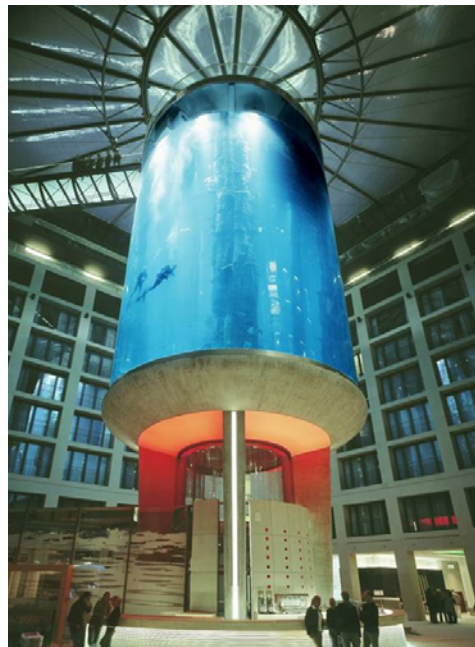
"ESIE has been the right decision because we have all the facilities and infrastructure required to quickly set up a division of an international organization. The Hemaraj team has also helped us to get into production quickly with great assistance and extra effort when required."

ANCA currently boasts a solid range of CNC machines - TX7+, RX7, GX7, TapX, WGX and SBG. All these machines are complemented by ANCA's leading edge software and meet specific production requirements. ANCA sells its machine tool range via Sahamit Machinery Plc., with a range of products suited to the Thai Automotive, Electronics and Cutting Tool markets.

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Reynolds Polymer Technology Inc., the World's Most Advanced Acrylic Technologies



As a niche plastic manufacturing and engineering company, Reynolds Polymer Technology designs and produces high performance acrylic technology for the channel sheet plastic market, major aquarium and architectural sectors as well as some niche markets and military applications. The company has a mission based on the three core basic principles; safety, quality and productivity. It was first established in USA in the late 80's as an acrylic projects company.

In 2001, Reynolds Polymer Technology expanded to Thailand as RPT Asia Ltd in order to provide itself with a manufacturing arm to support the booming projects fabrication plant in Grand Junction, Colorado. The company was attracted to Thailand due to the very good ports and good manufacturing environment within an attractive BOI scheme. RPT Asia has the capacity and expertise to produce acrylic in three shapes namely rod, tube and sheet with the thickest depth in Asia. Initially product was made primary for the USA market. Mr. Tony Emmett, the Regional Managing Director, tells us about the prospective market for high performance acrylic projects throughout Thailand and Asia.

Through world-leading technologies, RPT Asia has the ability to design, bond, thermally form and install acrylic to meet specific architectural designs. All raw materials, the main one being MMA (Methyl Meth Acrylate), are locally sourced, 95% of which are from the Map Ta Phut district. The proximity to Laem Chabang Deep Sea Port also encouraged RPT Asia to choose its production base in the Eastern Seaboard Industrial Estate in Rayong. After several successful years of manufacturing in Thailand, RPT Asia moved from purely manufacturing commercial sheet to project related work throughout Thailand and Asia. Expertise, knowledge and technical skills are developed in Thailand with high levels of cooperation and skills transfer from the US sister company. Examples of projects from RPT in Thailand include the extensive aquarium in the Lord Jim Seafood restaurant at the Oriental Hotel in Bangkok, the Bueng Chawag Aquarium in Supanburi province, signage at Siam Paragon, the Fisheries Ministry's Research Aquarium at Cape Panwa in Phuket and some other aquarium projects in North-East of Thailand such as Nakhon Phanom and Roi Et. Recently RPT Asia transferred its R & D program to Thailand from the USA.

Besides aquarium and interior designs, the growing market for acrylic is the cutting edge swimming pool for luxurious hotels and serviced apartments and Centre Point serviced apartments on Thonglor and the Tub Kak Resort in Krabi are 2 recent examples. Half of RPT's customers are from Thailand such as the Department of Fisheries, hoteliers and aquariums. The rest are international market including USA, Australia, Philippines, Korea, Dubai and others.

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Double Growth Foreseen in 2006 for Hemaraj

Hemaraj Land And Development Plc., Thailand's leading developer of industrial estates, has recorded a 20% increase in Operating Profit, outperforming industry averages in many key areas and providing a solid base for double growth in 2006.

David Nardone, President and CEO of Hemaraj announced net income of Baht 583.7 million from operating business in 2005, an increase of 20% from 2004 and total net income of Baht 637 million. Operating revenue increased by 21% to 2,930.4 million baht with total revenues



at 3,009.0 million baht. The Gross Profit margin of the year was at 41% while the EBITDA Margin was 29%, both levels exceeding industry margins.

"We are benefiting from the growth in automobile and petrochemical industries. Broadening the property development strategy at Hemaraj has enabled us to increase revenue predictability, profitability, and maintain ongoing strength in the balance sheet. The bottom line contributions from The Park Chidlom are improving the profitability and leverage of Hemaraj. Our broadened revenue growth strategy continues to be on target, with revenue for 2006 doubling over Baht 6,000 million is on track", said David.

In 2005, Industrial Land Sales were 716 rai with 51 contracts, being 23 new customers as well as 28 projects expansion from existing customers bringing total industrial customers to 312 with 103 automotive customers. SME Factory for Rent and Sale area increased by 22%, or 24,000 sq.m. In 2005, a total of 20 SME Factory contracts were signed: 13 rented and 7 sold. Industrial estate utilities consumption quantities increased modestly. Year-end sales of The Park Chidlom were 158 units or 72% sold with total contract value more than Baht 4 billion.

Business expansion activities in 2005 include the joint venture in S I L Industrial Land (Saraburi) with The Siam Cement Group, and the joint venture in "Glow Hemaraj Energy" with "Glow Energy (Suez)" to develop and enter the next round of IPP bidding.

For the year 2006, Hemaraj is developing 1,700 rai at Hemaraj Eastern Seaboard Industrial Estate Phase 1, expanding Hemaraj Eastern Industrial Estate further, opening a Free Zone in S I L Industrial Land (Saraburi) for electronics and others, transferring The Park Chidlom. We also plan to pursue Utility and Power opportunities.

He also stresses that revenue growth will be from all Hemaraj business lines. Industrial land sales for 2006 is targeted at 1,000 rai, or a 40% increase from 2005 as indicated by the continual flow

of Foreign Direct Investment to Thailand, especially in automotive, petrochemical and electronics industries. SME Factories rental and sold area are projected to grow 30% year on year basis. Industrial estates utilities projected to grow 25% as many chemical customers start their operation this year.

The year 2006 will see the completion and transfer (on schedule) of The Park Chidlom. As of February 2006, 78% of total units were sold and the cumulative contract value reached over Baht 4.35 billion.

"The Park Chidlom" Bangkok Luxury Condominium Pre-Completion Sales Over Baht 4,350 million and 170 Units Sold



The Park Chidlom, an exclusive Bangkok luxury high-rise condominium residence developed by Hemaraj Land And Development Plc. reported accelerating customer acceptance to date. Pre-completion Sales, which began in February 2004 while the show unit opened from November of 2004, have reached over Baht 4,350 million with 170 units or 78% of the total units sold and over 40,000 square meters under contract from both discerning Thai and foreign buyers from Bangkok and international markets. The luxury Bangkok condominium residences to be completed and transferred on schedule within the fourth quarter of 2006, emphasize the lifestyle concept of "A Symphony in Living" with the highest international standards of exclusivity, luxury, privacy, and harmony with nature, yet in the most convenient Bangkok city location.

Mr. David Nardone, President and CEO of Hemaraj Land And Development Plc announced that The Park Chidlom sales of Baht 4,350 million in value to date have meant that most if not all of the units will be sold prior to completion and residence transfers later in 2006. "The Park Chidlom is the company's exclusive luxury Bangkok residential condominium, developed from Hemaraj's expertise in property development. The Park Chidlom uses unique design concepts from major international markets to create luxury exclusivity and privacy for our customers. At the same time, we have offered luxury fittings, facilities, and specifications not found in the Bangkok condominium market. The development is themed 'A Symphony in Living' and provides the benchmark in Bangkok for luxury residential living", said Mr. Nardone.

The Park Chidlom, set on five and one half rai including two rai of landscape pool and recreation area has two residential towers: the 35-storey Somkid Tower and the 28-storey Chidlom Tower, with a total of 219 units comprising 87,000 gross square meters and 53,000 net square meters with a project value over Baht 5,850 million. Various unit types including 2-bedroom units of 140 to 148 square meters and 3 plus 1 bedroom units of 257 to 310 square meters as well as duplex penthouse units of 646 square meters.

The Park Chidlom with the Art Deco crowns of the two towers – is reminiscent of the luxury residences of New York and other international global markets. The buildings with the combination of luxury, privacy and harmony with nature feature lighting and designs that will provide an enduring landmark on the Bangkok skyline. Architectural and engineering standards, including the structural, security and environmental considerations, are based on the standards used in some of the world's best residences.

Ms. Jinnapat Tongviseskul, Director of Residential Customer Development, said "The Park Chidlom provides unparalleled privacy and exclusivity with a private entrance lobby from your lift and no common walls for any 3-bedroom units. Your solitude and living in harmony with nature is enhanced with many features including our selection of the window glass specification using "insulated large double glass panels and thermally improved window frames to provide the ultimate heat and noise protection. With two rai of landscape water features and a 90-meter swimming pool, you will forget you are in the heart of Bangkok yet enjoy all of its benefits."

Mr. Nardone added further that, "The Park Chidlom provides Thais and foreigners alike the luxury and privacy for their downtown residences found previously

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only in international markets. The prices in Bangkok, compared to our customer residences in New York, Paris, Hong Kong, Tokyo, London, Singapore, Zurich, and Sydney, are often one third to one tenth the international levels thus amazing discerning buyers of the relative values and luxurious designs and furnishings of The Park Chidlom residences at the top of the Bangkok condominium market. The luxury residential condominium market in Bangkok represents continued opportunities for ideally located well-designed and managed international standard luxury projects."

The 'Show Unit' type E of 257 square meters and Sales Office is located at Chidlom Road behind McDonald's being nearly adjacent to the site. Interested buyers are invited to call 662-719-9555 for an appointment. Visits can be arranged from Monday to Saturday between 10.00 a.m. and 6-00 p.m.

For more information about The Park Chidlom, please contact
Hemaraj Land And Development at (662) 719 9555,
email to sale@theparkresidence.co.th
or register at our website:
www.theparkresidence.co.th and
www.hemaraj.com.

Hemaraj Executives Extend New Year Greetings to BOI Secretary General



Mr. Thongchai Srisomburananonta (left), Advisor of the Board of Director of Hemaraj Land And Development Plc. and Mr. Vivat Jiratikarnsakul (right), Hemaraj's Executive Vice President, recently called on the Board of Investment's Secretary General Mr. Satit Sirirangkamanont to extend greetings for the New Year 2006 and discussed public-private cooperation for industrial estates. Among Hemaraj's 4 industrial estates and 2 industrial zones, its flagship land is Eastern Seaboard Industrial Estate or the "Detroit of the East".

Hemaraj Congratulates 33rd Anniversary of IEAT



Mr. Vivat Jiratikarnsakul (left), Executive Vice President of Hemaraj Land And Development Plc. congratulated to the Industrial Estate Authority of Thailand (IEAT) at the event of its 33rd Anniversary. He was welcomed by Mr. Uthai Juntima (right), Governor of IEAT.

Hemaraj's Heroes Rushes to Put out Intense Fire



Hemaraj's Firemen were the first team arrived at the scene at 2 o'clock to put out the fire in the neay by Siam Eastern Industrial Park recently. From time to time Hemaraj's Firemen team hurries out to help the nearby communities to put out the fire after receiving a call asking for help by local authorities. This is one of willingful obligations Hemaraj shares with the local comprising of the ones in Pluak Daeng District, Thasith Sub-District and others in the neighborhood.

S I L Industrial Land (Saraburi) Awarded ISO 14001 in Recognition of its Environmental Management Practices



Mrs. Chutaporn Lampasara, Deputy Permanent Secretary, Ministry of Industry handovers the ISO 14001 : 2004 Certificate in recognition of its environmental management practices to Mr. Narongsak Chatchaval, S I L Industrial Land Manager. The certification was awarded after a re-assessment of the company's environmental management practices by the Management System Certification Institute (Thailand) or MASCI.

S I L Jogging Track Opening Ceremony



Dodge out to the open air and stretch your legs at S I L newly open jogging track and the recreation park right in front of the new Siam Commercial Bank, S I L 2nd Road. The length of one round of the track equals to 500 meters. Apart from the track, ones can work out at the exercising bars and petanque track. Parking is available in front of S I L Office.

SCB Opens New Branch at S I L Industrial Land (Saraburi)

Siam Commercial Bank held a grand opening ceremony for its new branch at S I L Industrial Land (Saraburi), a sought after industrial site for electronics and logistics. S I L Industrial Land (Saraburi) is a joint venture of Cementhai Property (2001) Plc., a subsidiary of The Siam Cement Plc. and Hemaraj Land And Development Plc.

SCB opened the new branch at S I L Industrial Land (Saraburi) in an effort to facilitate financial transactions for customers. The opening represents SCB's 628th branch in Thailand and is representative of SCB's plan to open an additional 120 new branches within 2005.



In the picture : Joining the official grand opening are (2nd from right) SCB's Executive Vice President, Sales and Service, Mr. Na Bhengbhasang Krishnamra ; and (2nd from left), Khun Chantana Hinkaew, Hemaraj's Director of Corporate Marketing.

Chinese Delegation Visits Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

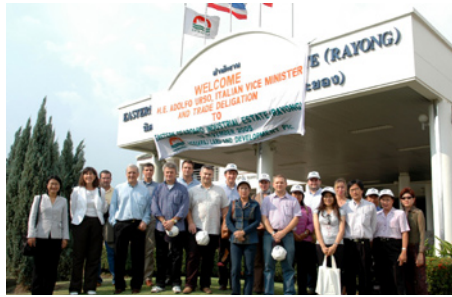
A business delegation from China led by People's Government of Zhuji City (Zhejiang province) Deputy Mayor Mr. Shou Bing Yao recently visited Hemaraj Land And Development Plc's Eastern Seaboard Industrial Estate (Rayong) as part of their maiden trip to explore Asian markets.

Zhuji City is the 27th largest industrial city in China serving as a production hub for garments, pharmaceuticals, automotive parts and accessories. The delegation observed industrial estate operations at the Eastern Seaboard Industrial Estate (Rayong). Hemaraj's Executive Vice President Mr. Vivat Jiratikarnsakul welcomed the visitors. The delegates also visited Goldensea Sankin (Thailand) Co., Ltd. at ESIE where they were briefed about manufacturing operations by the company's Chairman, Mr. Ding Hong Guang. Goldensea Sankin is the leading company in China and the first Chinese company to set up its production base at Hemaraj's Eastern Seaboard Industrial Estate. It is also the first to invite the delegation from China.



In the picture: Zhuji City Deputy Mayor Mr. Shou Bing Yao (front row 4th from left) and other members of the Chinese delegation with Goldensea Sankin's Chairman Mr. Ding Hong Guang (front row 3rd from right) and Hemaraj's Executive Vice President Mr. Vivat Jiratikarnsakul (front row 4th from right).

Italian Trade Commission to Eastern Seaboard Industrial Estate (Rayong)



Prominent Italian Trade Commissioner and businessmen visited Eastern Seaboard Industrial Estate (Rayong) lately. The delegates were welcomed by Mr. David Nardone, CEO and President of Eastern Seaboard Industrial Estate. After a brief presentation on the Detroit of the East, the group had an opportunity to visit Tyrolit Thai Diamond Co., Ltd.

The Senate Standing Committee Visits Hemaraj's Eastern Seaboard Industrial Estate (Rayong)



The Senate Standing Committee on Economy, Commerce and Industry led by Mr. Ros Malipon (3rd left), Fourth chairman of the Committee on Economics, Commerce and Industry visited and learned more about operations of "Detroit of The East" at Eastern Seaboard Industrial Estate (Rayong) developed by Hemaraj Land And Development Plc. Ms. Chantana Hinkaew (1st from left), Corporate Marketing Director and Mr. Sunya Baopoonthong (2nd from left), Site Superintendent of Hemaraj Land And Development welcomed the group.

Committee on Agriculture and Co-operatives Visits Hemaraj's Industrial Estate



Mr. Niwat Pontchua (7th from left), Chairman of Committee on Agriculture and Co-operatives had led the group of Committee on Agriculture and Co-Operatives to visit infrastructure and waste water management of Hemaraj's Eastern Seaboard Industrial Estate (Rayong). The group has also visited and learned more about water situation in Chonburi and Rayong. Ms. Chantana Hinkaew (4th from left) Hemaraj's Corporate Marketing Director welcomed the group.

JBIC: Cambodian Group Visit ESIE



15 high-ranking businessmen from Cambodia visited Eastern Seaboard Industrial Estate recently. The trip was organized by Japan Bank For International Cooperation (JBIC). Welcoming address was made by Mr. Porntep Puripatana, Director of Eastern Seaboard Industrial Estate Office and Mr. Khamhoung Ratsamany, Director of Industrial Estate Operations. The focus point was on how a one stop service at IEAT office was established and conducted then following with a plant visit to Toyota Boshoku Filtration System (THAILAND) CO., LTD.

Aor Bor Tor Kampangpeth Visited ESIE



Requested through Aor Bor To Pluak Daeng, Aor Bor Tor and the team of 120 members from Khanuvoralakburi District, Kampangpeth province visited Eastern Seaboard Industrial Estate to observe the management of the industrial estate in November. The half-day visit included Hemaraj's presentation, a tour around industrial estate as well as luncheon.

Hemaraj & Samitivej Sriracha Hospital in Mobile Medical Unit Trip

Hemaraj Land And Development Plc. together with Samitivej Sriracha Hospital, recently organized a mobile medical unit trip to local communities surrounding Hemaraj's Industrial Estates in Rayong. The mobile medical unit trip is one of Hemaraj's Corporate Social Responsibility (CSR) programs in Thailand.



In the picture: Mr. Seksan Karnvisit (4th from left), President of Ta Sith Rayong Sub-District Administration Organization (Aor Bor Tor), Mr. Tanin Subboonrueng (4th from right), Development Director of Hemaraj Land And Development Plc. and Dr. Nipaporn Kusalsai (Center), Samitivej Sriracha Hospital.

Hemaraj Holds Avian Flu and Food Safety Seminar Underlining the Regional Situation



With the intention of building the consciousness of the Avian Flu situation, Hemaraj Land And Development Plc. organized a seminar on Bird Flu and Food Safety recently at Eastern Seaboard Industrial Estate (Rayong). Knowledgeable speakers including Dr. Prasong Fukcharoenphol from the Office of Disease Prevention and Control 3 Chonburi, Ministry of Public Health, gave constructive seminar how to prevent and control the ailment. A lot of participants from companies in Eastern Seaboard Industrial Estate (Rayong) and nearby communities joined the seminar.

ESIE Plaza II Updates



ESIE Plaza II, the new centre for convenience is now open with 3 banks, Bangkok Bank, Bank of Ayudhya and Siam Commercial Bank, with more retails coming up. Located at the end of Hemaraj Avenue (next to Maxxis) in Eastern Seaboard Industrial Estate (Rayong), ESIE Plaza II is the second plaza constructed with the total rental area of 3,104 sq.m to serve the expanding needs of retail shops and office spaces. As for Ikkyu-Tei, the top rank Japanese Restaurant has opened end of April 2006, also the 24 hours convenience, 7-Eleven. From end of May a pharmacy with a full time pharmacist will be open as well. On the upper level, office spaces ranging from 48-144 sq.m. are available for rent to new land customers and interested companies. The parking space is ample, with capacity to accommodate up to 200 cars.

Ikkyu-Tei, Japanese Cuisine



Recently opened at ESIE Plaza II, Eastern Seaboard Industrial Estate (Rayong), Ikkyu-Tei is managed run at professional hands, Mr. Dennis W. Maddox. With ESIE as the 5th branch, this restaurant chain is available in Bangkok, Chonburi and Rayong. There are over 300 delicious menus of set meals or a la carte to select from for eat in and delivery. The most popular lunch dishes are Ikkyu-Tei Bento Set, Shokado Bento Set, Sushi Tempura Set, Salmon Steak Set. For dinner, Yakiniiku and Kaki Furai Zen.

SCB Opens New Branch at Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Mr. Sunya Baopoonthong (3rd from left), Site Superintendent of Hemaraj Land And Development Plc. congratulates Mr. Surapong Chongsoontronkul (2nd from right), ITSC Manager, ITSC



Rayong of Siam Commercial Bank on the grand opening ceremony of new SCB branch at ESIE Plaza II, Eastern Seaboard Industrial Estate (Rayong).

SCB opens a new branch at Eastern Seaboard Industrial Estate (Rayong) in an effort to facilitate financial transactions of the industrial estate customers. The opening represents SCB's 650th branch in Thailand.

Bank of Ayudhya Opens New Branch at Hemaraj's Eastern Seaboard Industrial Estate (Rayong)



Bank of Ayudhya Public Company Limited (BAY) held a grand opening ceremony for its new branch at ESIE Plaza II, Hemaraj's Eastern Seaboard Industrial Estate (Rayong), the 'Detroit of the East'.

BAY opened the new branch at Hemaraj's Eastern Seaboard Industrial Estate (Rayong) in an effort to facilitate financial transactions for customers. The opening represents BAY's 477 branches in Thailand. BAY has the fifth largest branch network among domestic commercial banks.

In the picture: Joining the official grand opening are Mr. David Nardone (3rd from left), Hemaraj's President & CEO, Mr. Chet Raktakanishtha (4th from right), BAY's First Executive Vice President.

WHAT'S NEW with our customers

Siam Malaya Glass Organizes First Column Installation Ceremony at S I L Industrial Land (Saraburi)

Siam Malaya Glass (Thailand) Co., Ltd (or "SMGT"), a producer of glass bottles organized the first column installation ceremony for its manufacturing plant at S I L Industrial Land (Saraburi), managed and developed by Hemaraj Land And Development Plc.

SMGT will supply the bottles to various leading beer and supplementary drink brands. The company chose S I L Industrial Land (Saraburi) to set up its manufacturing facility in view of its proximity to its customer base and the high quality infrastructure.



In the picture: Yam Tengku Syarif Bendahara Perlis Syed Badarudin Jamalullail (4th front from right), Chairman of Fraser & Neave Holdings Bhd, is congratulated by Mr. Narongsak Chatchaval (3rd front from left), Manager of S I L Industrial Land (Saraburi), while Mr. Vanich Chaiyawan (4th front from left) Vice Chairman of Thai Asia Pacific Brewery Co., Ltd. Mr. Thanai Chaiprasit (2nd front from left) Chairman of Siam Glass Industry Co., Ltd, Mr. Apisak Kamwan, (2nd front from right) Senior Manager Customer Development of Hemaraj Land And Development Plc and others look on.

Tokai Yogyo to Set Up New Factory at S I L Industrial Land (Saraburi)

Tokai Yogyo (Thailand) Co., Ltd, the Thailand arm of Tokai Yogyo Co., Ltd. - a leading manufacturer of welding components in Japan, recently laid foundation for its new factory at S I L Industrial Land (Saraburi), which is managed by Hemaraj Land And Development Plc. Tokai Yogyo Thailand will produce welding wire and flux-covered welding electrodes at the

manufacturing facility being set up on 10 rai of land. The production capacity of the facility is 1,800 tons per annum about 30% of which are meant for export. Automobile manufacturer and its parts fabricator are the main customers of the company.



In the picture: Mr. Kozo Yasui (Center), President of Tokai Yogyo (Thailand) Co., Ltd., Mr. Mikuni Watabe (left), Advisor of Tokai Yogyo (Thailand) Co., Ltd., Mr. Masaharu Tokura (2nd left), President of Tokura Construction Co., Ltd., Mr. Koji Nakaya (2nd right), Manager Director of Tokai Yogyo (Thailand) Co., Ltd. and Mr. David Nardone (right), President & CEO of Hemaraj Land And Development Plc. at the foundation stone laying ceremony.

Precision Valve Signs Land Purchase Contract with Hemaraj

Precision Valve (Thailand) Ltd., the world's leading manufactures of aerosol valves, dispensing systems and plastic packaging product recently signed an agreement to purchase land to establish its new factory on 12.7 rai at Eastern Seaboard Industrial Estate (Rayong). The production capacity of the plant is 200 million units per year, 70% of which are for export. Currently, Precision Valve is the market leader with presence in over 20 countries.



In the picture: Mr. David Nardone (4th right), President & CEO of Hemaraj presents the land purchase contract to Mr. Ho Shao Hui (4th left), Director of Precision Valve (Thailand) Ltd. Mr. Barry Connell, (3rd from left) Regional Manager Asia Pacific of Precision Valve (Thailand) Ltd. and Mr. Vivat Jiratikarnsakul, (2nd from right) Hemaraj's Executive Vice President also witness the signing ceremony.

ELYO-H FM Continues the Service at BMW



BMW Manufacturing (Thailand) decided to extend the contract to ELYO-H FM on the Total Facilities Management at BMW Plant. ELYO-H FM has served this plant since 2002, the service covers Preventive Maintenance and Management of OEM, sub-contractors for all facilities of the Plant, which include, Electrical System, Chilled Water System, Fire Fighting and Fire Protection System, Compressed Air System, General Maintenance, and so on.

This contract extension also include Technical and Technical cleaning into the scope of responsibility. This is another value customer who trust ELYO-HFM to be their partner for facilities management

ELYO-H Facilities Management Ltd. :
Tel (038) 656 026 - 8,
marketing@elyo-hfm.com

Chilled Water Supply at LITE ON Electronics (Thailand)

ELYO-H FM secured another project for a 8-year supply of Chilled Water including Preventive Maintenance of Air Conditioning at LITE ON Electronics, Phatumthanee. After the inspection of the chilled water plant system, ELYO-H FM proposed the modern modification, which will upgrade the system in order to match their current requirement.

With the new contract to ELYO-H FM, Lite On is guaranteed of the energy consumed of the system as well as the temperature within the production area.

Prior to this Chilled Water project, ELYO-H FM have been supplying compressed air, both normal compressed air and clean dry air to LITE ON since 2003. The proven benefit leads the client to grant another utility system to be under ELYO-HFM responsibility.

ELYO-H Facilities Management Ltd.: Tel (038) 656 026 - 8, marketing@elyo-hfm.com

WHAT'S NEW with our customer

Cataler's Ground Breaking and Stone Laying Ceremony at Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Cataler (Thailand) Co., Ltd., a Japanese Automotive & Motorcycle Catalyst manufacturer recently held the ground breaking ceremony and foundation stone laying ceremony for its extension of manufacturing plant being built on 9 rai in Hemaraj's Eastern Seaboard Industrial Estate (Rayong). After the new plant's completion in May 2006, the company will manufacture Automotive and Motorcycle Catalyst with the capacity of 4 million pieces of automotive catalysts and 2 million pieces of motorcycle catalysts.



In the picture: Ms. Ladda Rojanavilavudh (2nd from left), Customer Development Director of Hemaraj presents a floral basket to Mr. Katsuro Mochitomi, President of Cataler (Thailand) Co., Ltd., during the ground breaking and foundation stone laying ceremony at Hemaraj's Eastern Seaboard Industrial Estate (Rayong).

Eastern Hobas Pipes Expands in Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Eastern Hobas Pipes Expands in Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Eastern Hobas Pipes Co., Ltd., the main manufacturer and supplier of CC-GRP Pipe Systems to many of Thailand's major construction projects, signed an agreement to purchase additional 12.6 Rai of land in Hemaraj's Eastern Seaboard Industrial Estate (Rayong) to expand the investment for polyester pipe (CC-GRP Pipe) manufacturing.

In 2002, Eastern Hobas Pipes Co., Ltd. was established to manufacture Centrifugally Cast-Glassfiber Reinforced Polyester Pipes (CC-GRP). The company

is a joint venture between Eastern Water Resources Development & Management Pcl. (East Water), Thailand's leading water management and distribution business, and HOBAS Engineering GmbH, Austria, the worldwide manufacturer and distributor of CC-GRP Pipe Systems.



In the picture, Mr. David Nardone, (right) President & CEO of Hemaraj Land And Development Plc. hands a contract of land purchase in Eastern Seaboard Industrial Estate (Rayong) to Mr. Kasidis Sarasalin, (left) General Manager of Eastern Hobas Pipes Co., Ltd.

Off Road Accessories Signs Contract to Buy Land and Building at Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Off Road Accessories Ltd., manufacturer of four-wheel drive accessories, recently signed a contract to purchase 10 rai of land with a building at the Eastern Seaboard Industrial Estate (Rayong) developed by Hemaraj Land And Development Plc. The company will set up a 100% EoU (export oriented unit) at the facility to manufacture four-wheel drive accessories such as roof rack, protection bar and window assembly for export to USA and Australia.

Off Road Accessories is a wholly-owned subsidiary of ARB Corporation of Australia. The company's registered capital is Bt 80 million.



In the picture: Mr. David Nardone (3rd from left), President and Chief Executive Officer of Hemaraj Land And Development Plc, presents the land and building purchase contract to Mr. John Van Den Eynden (3rd from right), Director of Off Road Accessories Ltd.

Logistics Services Provider Katoen Natie Expands at Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Logistics services provider Katoen Natie (Thailand) Ltd., recently purchased 10.64 rai of land in addition to the existing 27.6 rai at Hemaraj Land And Development Plc's Eastern Seaboard Industrial Estate (Rayong) with a view to expanding its services. The company provides various logistics services including, Warehousing, Inventory Management through professional Warehouse Management system, Packaging and Labeling, Pre and Sub-Assembly, Supply in Line Sequence (SILS), Supply Chain Management and On-site Logistics.



In the picture: Mr. Alain Deurwaerder (right), Managing Director of Katoen Natie (Thailand) Ltd., receives the additional land purchase contract from Ms. Rungruethai Kittipinyochai, Senior Manager - Customer Development of Hemaraj Land And Development Plc.

Taiwanese Company to Set up Pipes Factory at Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Taiwan-based Kwong lee Steel Co., Ltd. recently signed a contract with Hemaraj Land And Development Plc to purchase 16.16 rai of land at Eastern Seaboard Industrial Estate (Rayong). The company will set up a manufacturing facility to produce cold draw steel pipes mainly for export to Asian region.

Kwong lee Steel's new facility, being set up at a cost of Baht 480 million, is the first of its kind in Thailand. The production capacity of the plant is 1,500 tons per year. The company selected Eastern Seaboard Industrial Estate (Rayong), ESIE, to avail of the BOI Zone 3 benefits and ESIE's proximity to Laem Chabang Deep Seaport.

Cold draw steel pipes manufactured at the facility will be supplied to electronic and automotive companies in Thailand and other regional markets.



In the picture: Mr. Hsien-Ta Tseng (3rd from left), Chairman of Kwong lee Steel Co., Ltd. and Guang May Tube (Guangzhou) Corporation receives the land purchase contract from Mr. David Nardone (3rd from right), President & CEO of Hemaraj Land And Development Plc, while Mr. Sammy Lee (2nd from left), President of King Mau Co., Ltd. and Mr. Vivat Jiratikarnsakul (2nd from right) Hemaraj's Executive Vice President look on.

Kiriu Thailand Organizes Safety Ceremony at Its New Factory in Hemaraj's Eastern Seaboard Industrial Estate (Rayong)

Japan-based Kiriu (Thailand) Co., Ltd. recently organized safety ceremony at its new factory set up on 33 Rai of land in the Eastern Seaboard Industrial Estate (Rayong) developed by Hemaraj Land And Development Plc.

Kiriu Thailand, which has a registered capital of Baht 125 million, plans to manufacture brake rotors, drums and other automotive components. The production capacity of the new plant is 2,500 tons per month of castings and 250,000 units per month of machined brake rotors, drums, etc. The castings are supplied mainly to Siam Nissan in its first stage, and in future, the company also intends to supply for other auto manufacturers in Thailand.

Kiriu Thailand's parent company, Kiriu Corporation, has its headquarters in Ashikaga-Shi, Japan. The new factory in Thailand is Kiriu's sixth overseas production facility after Indonesia, USA, China and Korea, and Mexico.



In the picture Mr. Masanori Imasaki (4th from left), General Manager, Kiriu Corporation, is congratulated by Mr. Sunya Baopoonthong (3rd from right), Site Superintendent of Hemaraj Land And Development Plc, while Hemaraj's Customer Development Director Ms. Anchalee Prasertchand (right) and others executives of Kiriu Thailand look on.

Leading Refrigerator Component Producer SMAT Expands at Hemaraj's Eastern Seaboard Industrial Estate

SMAT (Thailand) Co., Ltd, a major supplier of refrigerator components to Samsung, recently signed a contract to rent a SME factory building at Eastern Seaboard Industrial Estate (Rayong) developed by Hemaraj Land And Development Plc. In addition to its existing production capacity, the company will assemble 4,500 sets each per month of suction pipe, condenser pipe and hot gas. The new assembling plant will be operational by June 2006.

SMAT is a joint venture company between Korea and Japan with a registered capital of Baht 15 million. Currently, the company supplies refrigerator components mainly to Samsung and Fujitsu. At the new building, the company will assemble additional parts for supplying to its prospective customers such as Hitachi, Toshiba and Sanyo.



In the picture: Mr. Keiji Takahashi (4th from right), Managing Director of SMAT (Thailand) Co., Ltd, receives the SME factory building lease contract from Mr. Vivat Jiratikarnsakul, Executive Vice President of Hemaraj Land And Development Plc. Also seen in the picture are SMAT's Deputy Manager Director Mr. Kim Dug Jun (3rd from right) and Assistant Production Manager Mr. Wichai Jitmongkolsuk (2nd from left).

World's Leading Sweetener Factory Invests at Hemaraj's Eastern Industrial Estate

MC-TOWA International Sweeteners Co., Ltd, a world's leading manufacturer of sweeteners for food and candies, held a grand opening of its new plant set up on 50 rai of land at Eastern Industrial Estate (Map Ta Phut) developed by Hemaraj Land And Development Plc.

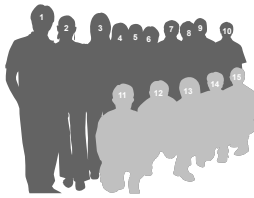
MC-Towa International Sweeteners Co., Ltd, which is a joint venture between Mitsubishi Corporation, Towa Chemical Industry Co., Ltd. and Mitsubishi Company (Thailand) Ltd, is the largest sweetener manufacturer in the ASEAN region with total asset Baht 2.2 billion.

The new plant is ideal according to Thai government's criteria of desirable investments. MC-Towa not only passes on technology in food chemicals to Thailand but also buys up to 32,000 tons of tapioca per year from Thai farmers. The company produces 10,000 metric tons of crystalline maltitol and 24,000 metric tons of maltitol syrup per year. The products are exported to Japan, USA, Europe and China from Map Ta Phut deep-sea port in proximity to Hemaraj's Eastern Industrial Estate. Thanks to its outstanding features, the sweetener with low calories and non-tooth decaying substance is widely used by world's leading candy and gum brands.



In the picture: From left, Mr. Saner Chantra (left), Governor of Rayong preside over the ceremony along with Mr. Kazuhiro Soma (2nd from left), President of MC-Towa International Sweeteners Co., Ltd., Mr. Takeru Ishibashi (3rd from Left), Senior Executive Vice President of Mitsubishi Corporation of Japan, Mr. Yasuo Nakahara (4th from left), President of Kanro Co., Ltd., Mr. Yoshihiro Ohtsuka (5th from left), General Manager of Lotte Co., Ltd. and Mr. Yoshiharu Ishii (right), President of Towa Chemical Industry Co., Ltd.

New and Young at Heart ESIE HR Team, Ready to Prove Their Manpower



Starting the New Year with new but familiar faces of ESIE HR Club committees. The team is led by Mr. Yuthasilp

Siripittrakool from Emerson (no.7). In the picture, Mr. Watayoot Thongprom (no.1) from Mitsui Hygiene acts as Committee Secretary, Ms. Waraporn Klinkhajon (no 2.) from TANAKA AI acts as Registry Assistant, Ms. Nuttawan Sua-in (no. 3) from MTAT acts as Treasurer, Ms. Pitsamai Gasanuka (no. 4) from BBS acts as Vice President (Activities), Ms. Kwandao Sirirak (no. 5) from Samitivej acts as Committee, Ms. Chutima Sithivangkul (no. 6) from Phayathai Sriracha as Committee, Mr. Yuthasilp Siripittrakool (no. 7) from Emerson acts as Chairman, Mr. Preecha Tungkanakorn (no. 8) acts as Advisor, Mr. Tisana Samrej (no. 9) from TBFST acts as Committee (Academic), Mr. Thiti Suksawat (no. 10) from Dana Spicer acts as Committee (Activities), Mr. Sumet Boonwong (no. 11) from CKM acts as Committee, Mr. Boonchai Winijrawangkarn (no. 12) from GM acts as Committee (Academic), Ms. Wannasiri Khomkhum (no. 13) from UOB Bank acts as Treasurer Assistant, Mr. Nattermping Wayusuwanwit (no. 14) , Ph. D. from HITACHI acts as Advisor and Mr. Cholayuth Yomdoy from Kellogg acts as Committee (Academic). Contact information: ESIE HR Club, Yuthasilp S., Chairman Tel. 09-8011443 or e-mail address: ysiipit@copeland-corp.com.

Hemaraj's 8th Anti-Drug Football Cup



The match was held at the end of last year at Hemaraj's football field with a Superstar Team and more than 20 teams from companies in all Hemaraj's Industrial Estates joined. The winner is General Motor follows by the First Runner Up: Auto Alliance Thailand. The Second Runner Up is Toyoda Machine Works and the Third Runner Up is Thai Asakawa.

ESIE HR CLUB

Club organises monthly meeting on every third Thursday. Discussions and information on human resources are exchanged and updated. If you are interested to join the club, please contact Mr. Yuthasilp Siripittrakool, Chairman, 09 801 1143, or e-mail : ysiipit@copeland-corp.com

2005 ESIE HR Club Rally



The rally of 66 cars/vans routed from ESIE Plaza I through ESIE and headed to Nakhornayok province with challenging RCs along the way.

Good to Know on Labour Issue

Industrial development and increasing demand of Labour, lead to more active role of unions. End of each year we hear about movements and protests on wages and compensations. Though very few cases take place in Eastern Seaboard, provision of some Labour tips from ESIE HR Club could be useful to employers.

All the Basics

1. Make sure your factory's wage and compensation packages meet the standard required by law, social security is an obligation not an option
2. From day one, prepare clear company's rules and regulations and announce them to all employees for a mutual understanding.
3. All overtime, leaves and fringe benefits shall conduct and pay following the agreed rules. Do not take advantage of depriving your employees of little money by twisting or avoiding some rules.
4. When employee crosses agreed lines, a proper documented warning shall be issued to that employee.
5. Make sure HR people are aware of the ever-changing regulations. Send them to seminars and make sure they have a relationship with the local labor office.
6. In case there is labor union in your factory, do not despise this but keep it within your eye-scope and give its members some support for on-going activities such as provision of meeting room, boards, fax, etc. This is to ensure negotiation is not the only occasion you talk to them. Top of every tip, employer shall avoid speaking unconstructively or against the fact that an employee is a member of labor union.
7. **In case protests arise, please inform Hemaraj at the very beginning. It is our role to ensure that central areas and roads shared by all companies remain safe and not obstructed. Necessary human resources, authorities and equipment will be arranged to help deal with the situation outside the factory fence. However, we cannot be involved with what's going on between factory's employers and its employees.**

In Q1, The American Chamber of Commerce in Thailand organized a seminar on labour issue. Some excerpts are taken to share with Hemaraj customers as below:

6 Ways of Keeping You Out of Trouble

From Amcham's Human Resources, Tax & Legal, Security/OSAC and Manufacturing Committees' Annual Update on Labor Environment.

1. **Offer Letter**
 - Make sure that the offer letter states a commencement date of employment, start salary, position title & level, probationary period, working overtime, working shift and any special entitlement and condition

Flow Chart of Demand Negotiation : Sample

- I) In writing
- II) At least 15% of Employees related to such demand and names and signature of employees should be submitted with petition
- III) Identity no more than 7 representatives

- I) Demand Receiver shall declare its representatives
- II) In writing

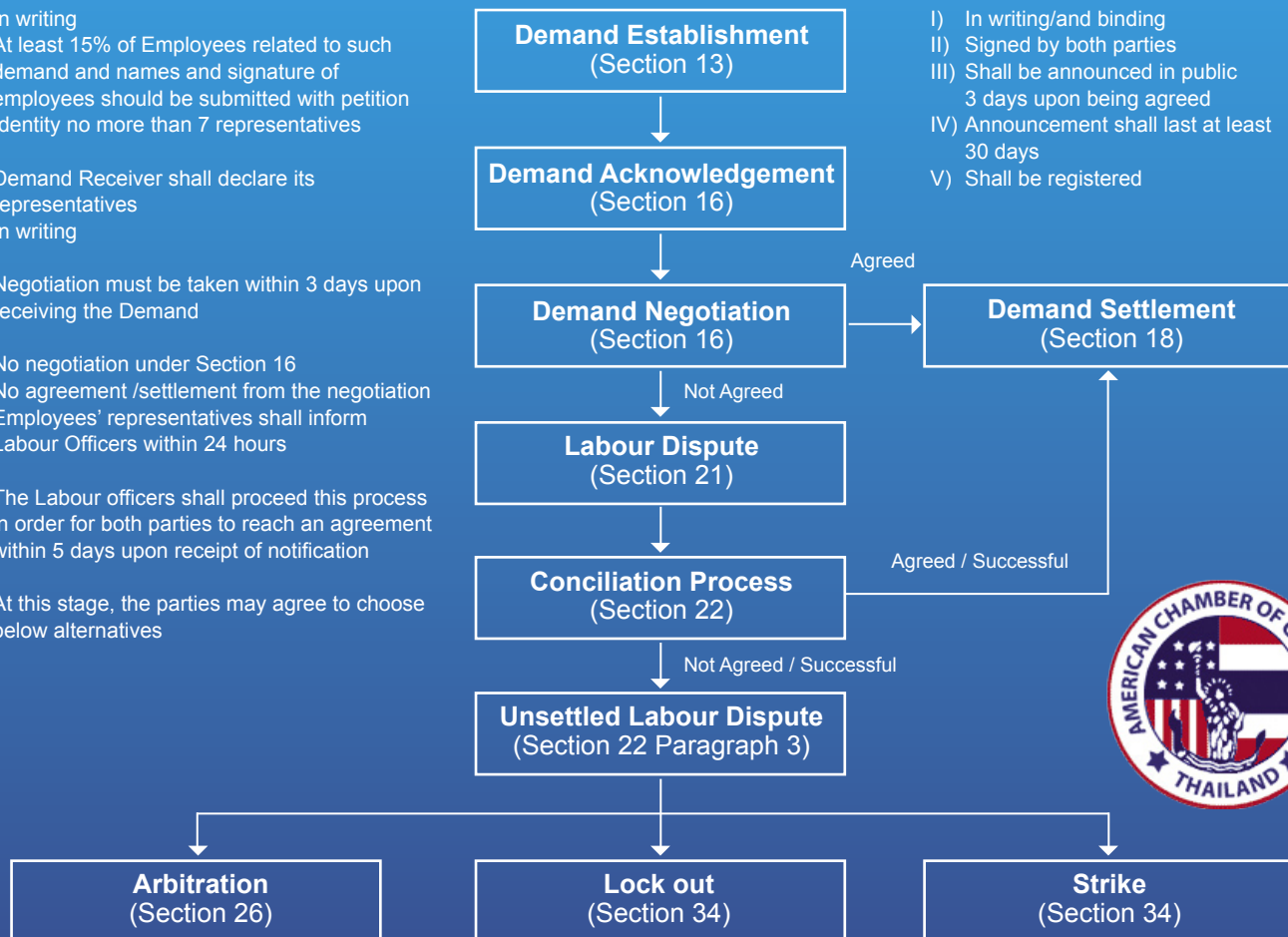
- I) Negotiation must be taken within 3 days upon receiving the Demand

- I) No negotiation under Section 16
- II) No agreement /settlement from the negotiation
- III) Employees' representatives shall inform Labour Officers within 24 hours

- I) The Labour officers shall proceed this process in order for both parties to reach an agreement within 5 days upon receipt of notification

- I) At this stage, the parties may agree to choose below alternatives

- I) In writing/and binding
- II) Signed by both parties
- III) Shall be announced in public 3 days upon being agreed
- IV) Announcement shall last at least 30 days
- V) Shall be registered



2. Performance Review

- Make sure that there is a performance appraisal form reviewed each year that has a performance rating, manager comments, and employee's acknowledgement

3. Employment Record

- Salary Review
- Promotional Increase
- Transference
- Rehiring

4. Disciplinary Records

- Verbal Warning
- Written Warning
- Employee's Acknowledgement

5. Warning Letter

- When was the warning letter issued? (Date-Month-Year)
- What has the employee done wrong?
- When did it happen ? (Date & Time)
- Which company's policy has been violated?
- What kind of damage to the company or a result of such violation?
- What will happen if the same type of violation repeats?
- Acknowledgement from the employee

6. Employee Refuses To Sign a Warning Letter

- Have a witness
- Read it to the employee with the presence of witness
- Have the witness signed to acknowledge that the employee has been informed but refused to sign, or

- Post the warning letter to the company announcement board, or
- Send a registered mail to the employee's address
- File a copy in the employee's personal file and have an original copy kept separately

For Ministry of Labour Hotline, please call 1506

This toll-free hotline service operates seven days a week and 24 hours a day for workforce related information including query regarding health care benefits, social security coverage, job openings and placement, immigrant workers and work permits, skills development training, and grievances or complaints about problems at workplaces.



SOCIAL contribution

Back to School: Annual Contribution Kicks Off in May

It's the time of the year, first weeks of school's new semester, the Annual Contribution Program by Hemaraj Land and Develop Plc starts presenting school supplies and dental hygiene contribution to 34 schools addressing the needs of over 7,500 students in Chonburi and Rayong provinces. These sponsorships are also contributed by factories in Hemaraj Chonburi Industrial Estate, Hemaraj Eastern Industrial Estate and Eastern Seaboard Industrial Estate (Rayong) and Hemaraj's suppliers. The Annual Contribution Program has been continued over the past 9 years to strengthen the bonds between the local and entrepreneurs. This year we are planning to start the hand-to-hand in mid May 2006.



Training Program at Hemaraj Eastern Seaboard Training Center, Eastern Seaboard Industrial Estate (Rayong) April 2006 - June 2006

No.	Course	Institute	Day	Time	No. of Participan	Course/pers on (Baht)	May'06	June'06	Remark
1.	การขับรถ Forklift อย่างปลอดภัย Operation Technique of Forklift Truck	Siam Inspection	1	09.00-16.30	20	1,700	Mon, 29		Discount 10% for Hemaraj's Customer Prices include hand out, coffee break and lunch. Please submit your registration 2 weeks before course starts. Training date and time is subject to change, please call to confirm.
2.	เจ้าหน้าที่ความปลอดภัยในการทำงาน ระดับหัวหน้างาน Safety Office at the level of Foreman	NPC	2	09.00-17.00	30	2,500		Thu-Fri 8-9	
3.	การปฐมพยาบาลเบื้องต้น First Aid Course	Phayathai/Samitivej Hospital	1	09.00-17.00	30	1,500		Mon, 26	
4.	การสื่อสารและการประสานงาน ในการทำงานที่ชัดเจน	Kaiser Training	1	09.00-17.00	20	1,900	Mon, 8		
5.	การพัฒนาบุคลิกภาพสำหรับคนทำงาน	Kaiser Training	1	09.00-17.00	20	1,900	Fri, 19		
6.	มนุษย์สัมพันธ์และการทำงาน เป็นทีมที่ดีในองค์กร	Kaiser Training	1	09.00-17.00	20	1,900		Mon, 12	
7.	การขายและการปิดการขายอย่างมืออาชีพ	Kaiser Training	1	09.00-17.00	20	1,900	Mon, 22		
8.	Microsoft PowrPoint 2000 : Advance	ACC	1	08.30-16.30	10	1,700	Mon, 15		
9.	Microsoft Access 2000 : Advance	ACC	1	08.30-16.30	10	1,700		Mon, 5	
10.	Photoshop	ACC	2	08.30-16.30	10	3,000		Mon, 19 Fri, 23	

For more information, please call Khun Wanna at 0 3895 5263, 0 3895 5282-3 Fax 0 3895 5281 E-mail : wannaw@hemaraj.com



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