



ROYAL GROUP  
PHNOM PENH SEZ

WELCOME TO  
ROYAL GROUP PHNOM PENH SEZ!

June 2023

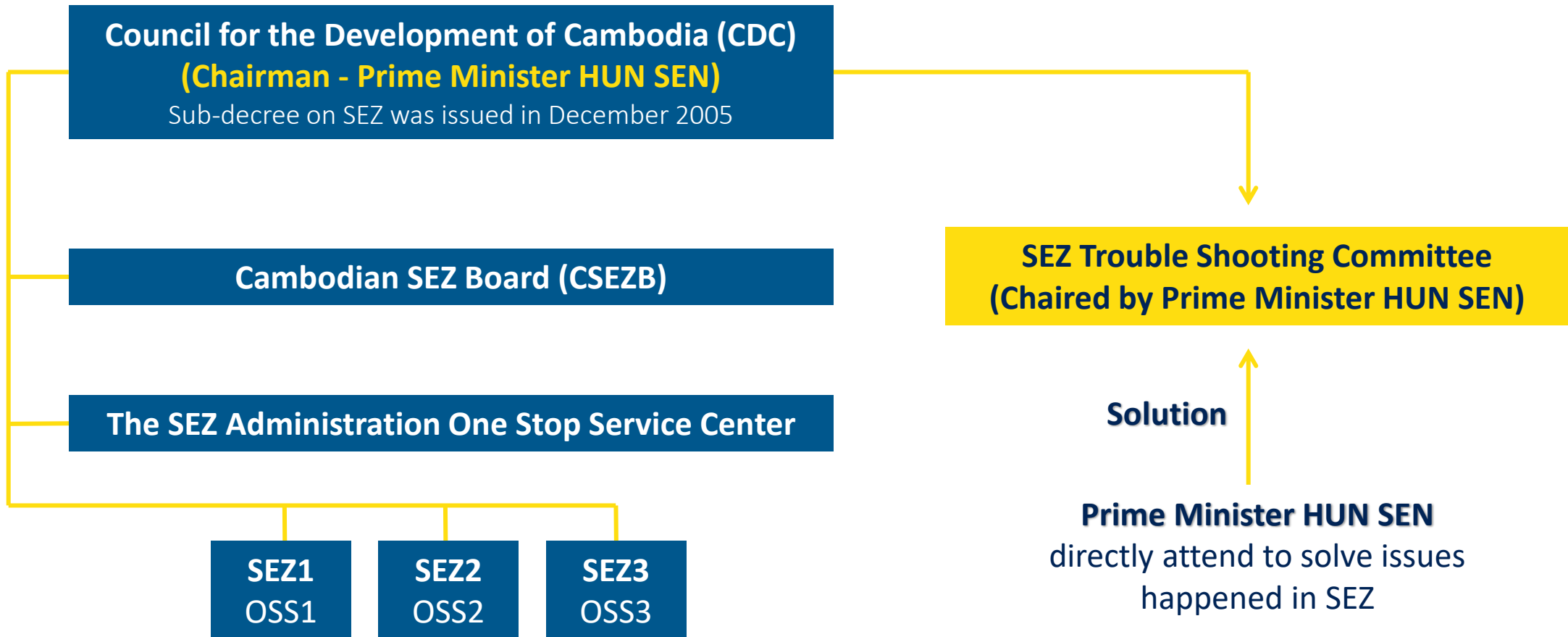


**RGC**

**ROYAL GROUP  
PHNOM PENH SEZ**

# **COMMITMENT FROM THE GOVERNMENT AND INCENTIVES**

# COMMITMENT OF CAMBODIAN GOVERNMENT TO SEZ (1)



# COMMITMENT OF CAMBODIAN GOVERNMENT TO SEZ (2)

**Royal Group Phnom Penh SEZ Administration Office (One-Stop Service Center) has started operation since 01 September 2008**

**H. E. Chea Vuthy**, the Deputy Secretary General of CDC, is the Chairman of RGPPSEZ Administration Office



## Government Authorities

- Council for the Development of Cambodia
- Customs & Excise Department
- Ministry of Commerce
- Ministry of Labor & Vocational Training
- Phnom Penh Municipality

## Services

- Investment Application
- Import / Export permit
- Custom Clearance
- Issuance of Certificate of Origin
- Work Permit
- Support for Labor Issues

# INCENTIVES FOR INVESTORS (1)

## Tax Incentives for Qualified Investment Project (QIP)

### Basic Incentives:

1. **Income Tax Exemption:**



2. **Export Tax Exemption**

3. **Tax Exemption at importation:**

Customs Duty, Special Tax, and Valued-Added Tax (VAT) are exempted for the importing of **Construction Materials, Construction Equipment, Production Equipment, and Production Inputs.**

Note: For Domestic QIP, the incentive for Production Inputs shall be determined in the Law on Financial Management or the Sub-Decree.

# INCENTIVES FOR INVESTORS (2)

## Tax Incentives for Qualified Investment Project (QIP)

### Additional Incentives:

4. Valued-Added Tax (VAT) Exemption for the purchase of locally made production inputs
5. Deduction of 150% from the tax base for activities related to research, human resource development, constructions of facilities for comfort of workers or employees, provision of welfare for workers or employees, and machinery upgrade etc.
6. Income Tax Exemption for the Expansion of QIP

### Other Non-Tax benefits

- Equal market access for foreign investors
- 50-year lease of land available to foreign investors(transferable)
- Unrestricted currency exchange and fund transfer

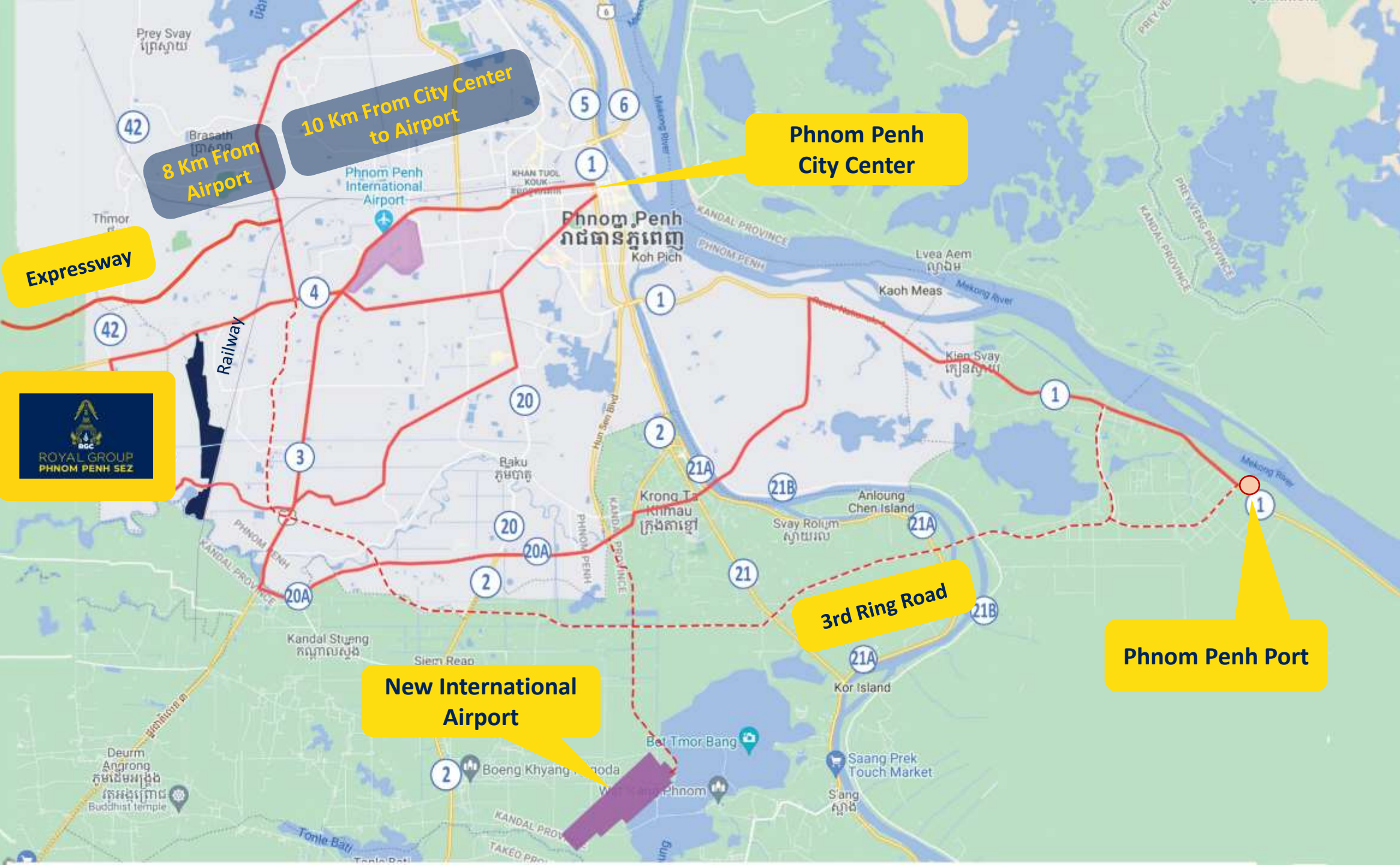


RGC

ROYAL GROUP  
PHNOM PENH SEZ

# LOCATION OF ROYAL GROUP PHNOM PENH SEZ





10 Km From City Center to Airport

8 Km From Airport

Phnom Penh City Center

Expressway



Railway

3rd Ring Road

Phnom Penh Port

New International Airport









**ROYAL GROUP  
PHNOM PENH SEZ**

# **INTRODUCTION TO ROYAL GROUP PHNOM PENH SEZ**

# COMPANY PROFILE



## INCORPORATION

19 April 2006

## LISTING IN STOCK MARKET

30 May 2016

## CAPITAL

59 million US dollars

## MAIN SHAREHOLDERS

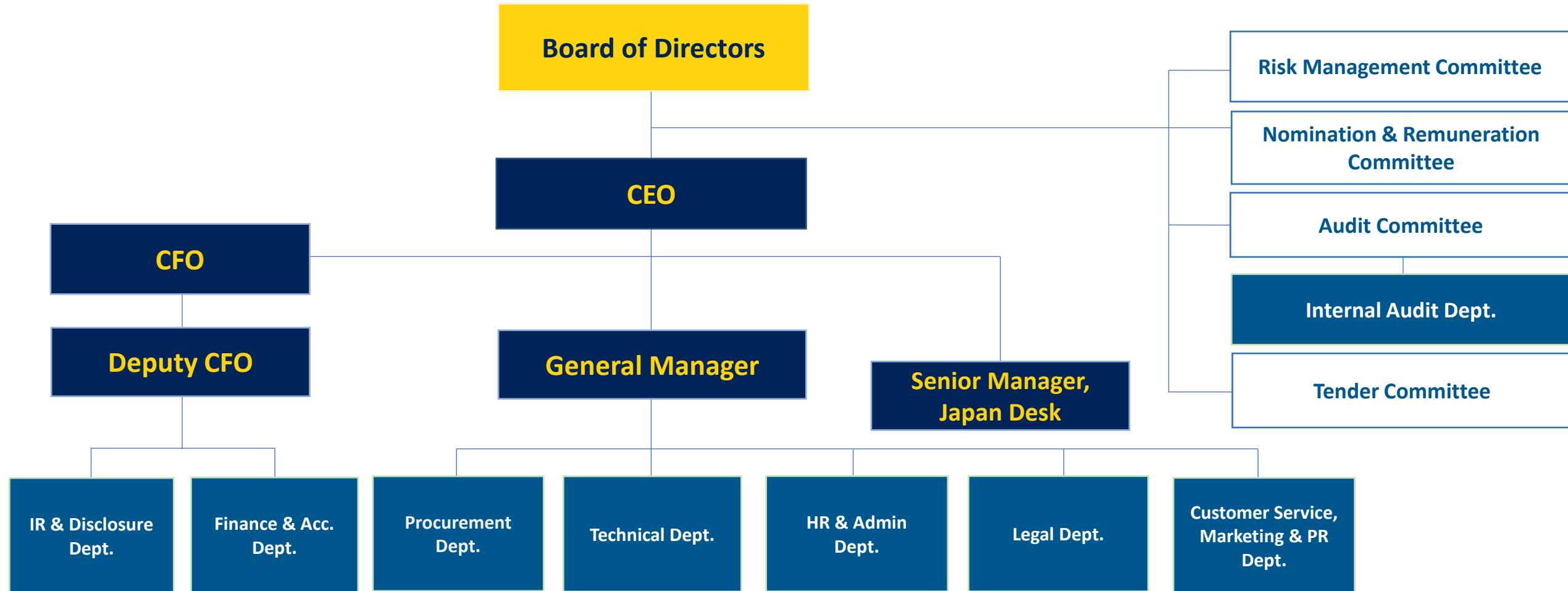
Inter Logistics (Cambodia) Co., Ltd.	45.09%
SCGJWD Logistics Public Company Limited (Thailand)	14.61%
Zephyr Co., Ltd. (Japan)	14.17%
Henry NG (Singapore)	9.04%

## BOARD OF DIRECTORS

Neak Oknha KITH Meng (Mr.)  
as Chairman of the Board  
UEMATSU Hiroshi (Mr.)  
Mark HANNA (Mr.)  
OTSUBO Hiroshi (Mr.)  
Eakapong TUNGSRISANGUAN (Mr.)  
HEP Seka (Ms.)  
KANG Weigeih (Mr.)

(Effective on 10 August 2022)

# ORGANIZATION CHART



## MANAGEMENT TEAM

UEMATSU Hiroshi (Mr.), Chief Executive Officer

FONG Nee Wai (Mr.), Chief Finance Officer

STAFF NUMBER

128

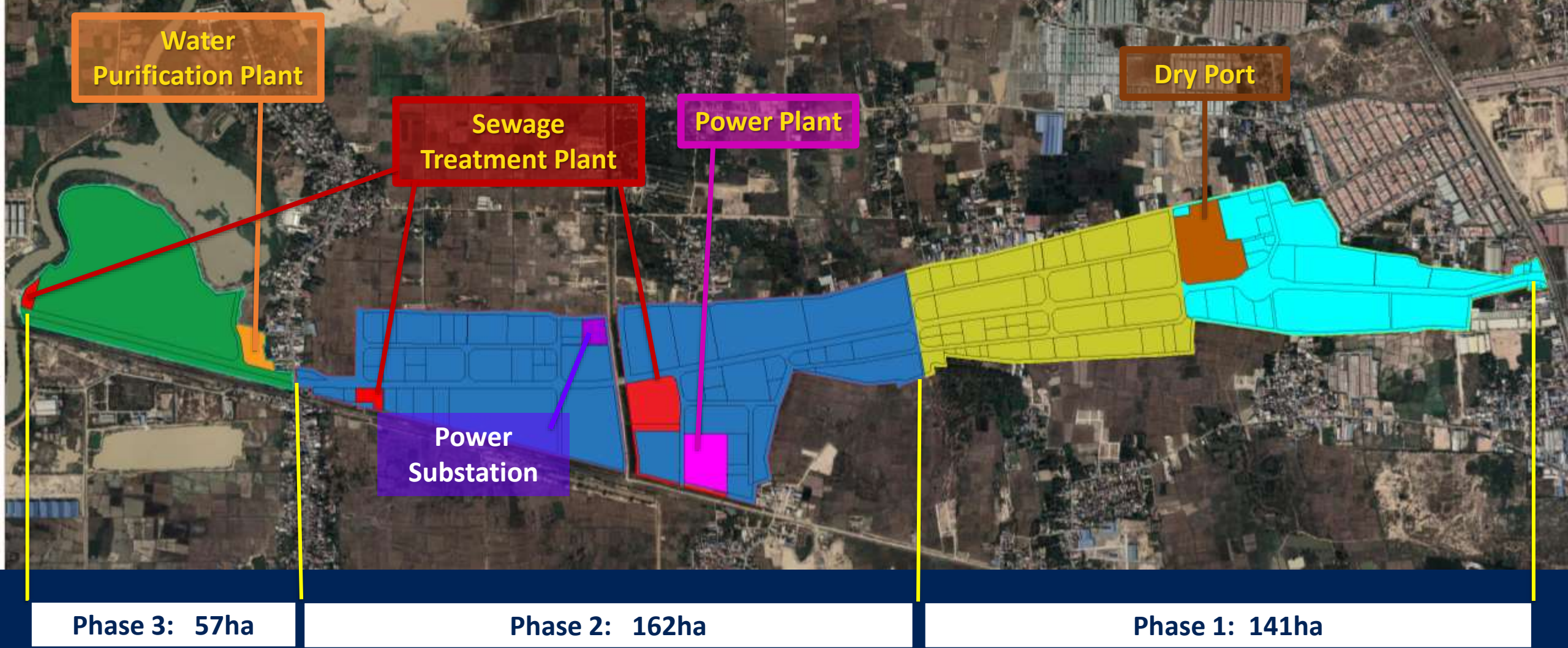


ROYAL GROUP  
PHNOM PENH SEZ

**Our vision** is to become an outstanding SEZ by developing sustainable community by creating opportunities and by improving the quality of life.

**Our mission** is to contribute to the industrialization of the country in environment-friendly way with innovative technology.





Expansion of another 100 ha in progress





## **INDEPENDENT POWER PLANT** (Backup power)

Royal Group Phnom Penh SEZ runs independent power plant by establishing **Colben Energy (Cambodia) PPSEZ Ltd.** with a Singaporean company. (<http://www.colbenenergy.com>)

National Grid Capacity: **20 MW/h**

Power Plant Capacity: **11MW/h**

Fuel: **Heavy Oil**





## Water Purification

1. Adjoining River
2. Raw Water Reservoir
3. Chemical Treatment
4. Filtering
5. Water Towers

**CAPACITY: 14,900m<sup>3</sup>/day (Expandable)**

## Sewage Treatment Plant

1. Waste Water (Primary Treatment by Factories)
2. Primary Pond
3. Lagoon
4. Settling Pond
5. Final Pond
6. Discharge to Public River

**CAPACITY: 4,500m<sup>3</sup>/day (Expandable)**





## DRY PORT

Royal Group Phnom Penh SEZ establishes **Bok Seng PPSEZ Dry Port Ltd.** with a Thai company for Logistics Center in order to facilitate import / export transactions of our customers.

<http://www.jwd-group.com>



## 11 COMPANIES PROVIDING INTERNET SERVICE



A member of Royal Group



## 5 COMPANIES PROVIDING FIXED TELEPHONE AND FACSIMILE SERVICES



A member of Royal Group

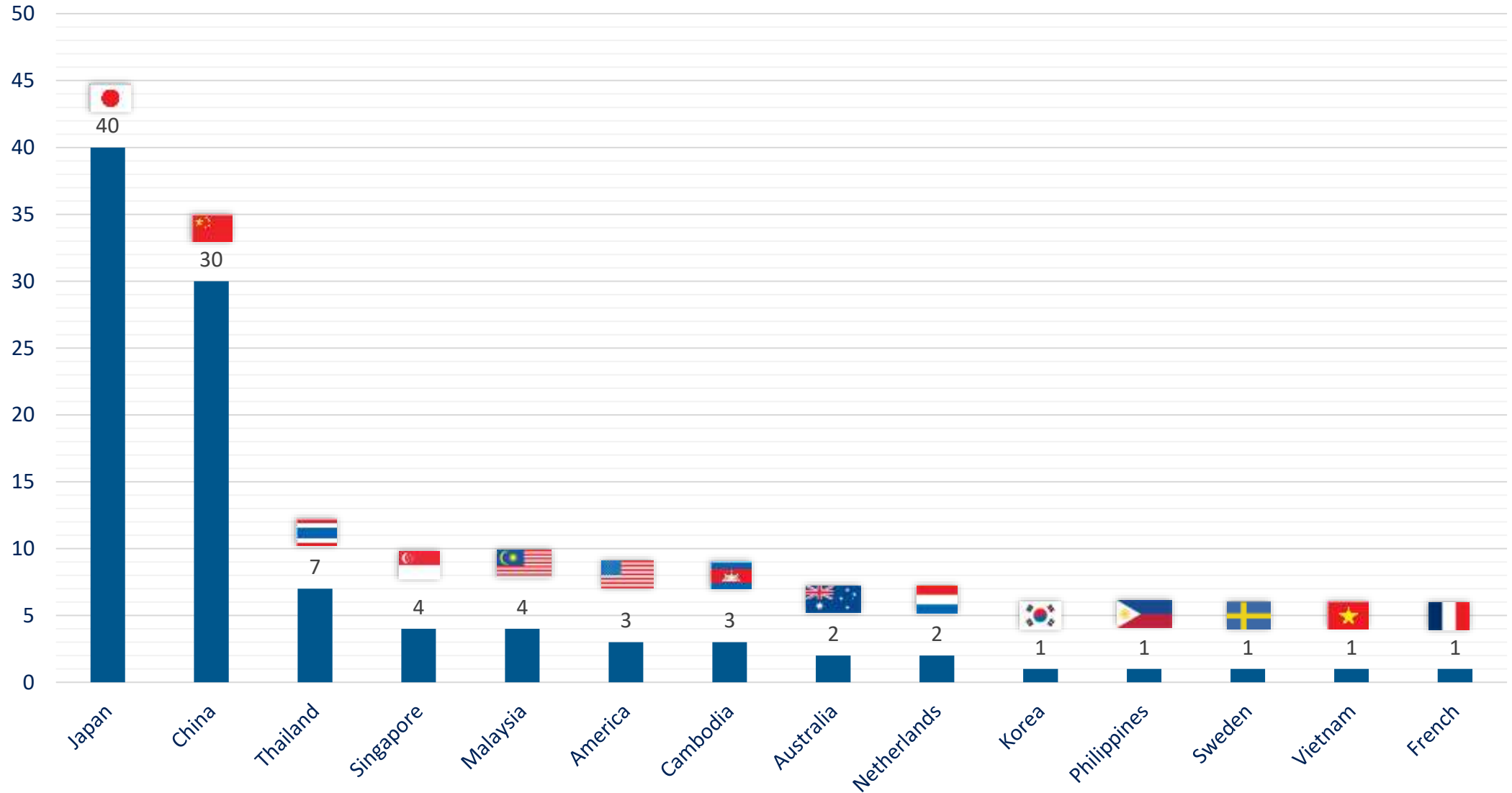




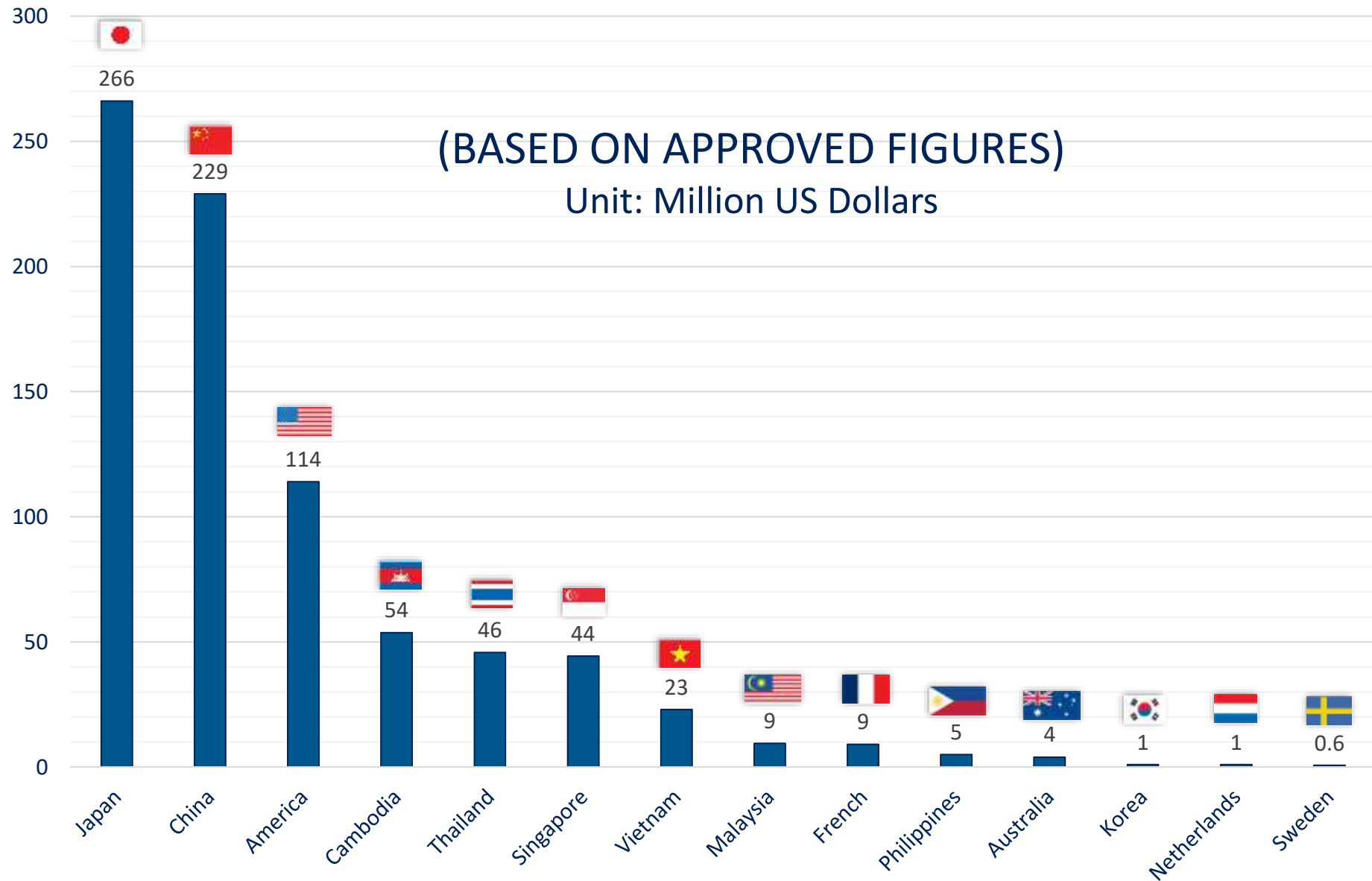
**ROYAL GROUP  
PHNOM PENH SEZ**

# **INVESTORS IN ROYAL GROUP PHNOM PENH SEZ**

# NUMBER OF INVESTORS BY COUNTRIES

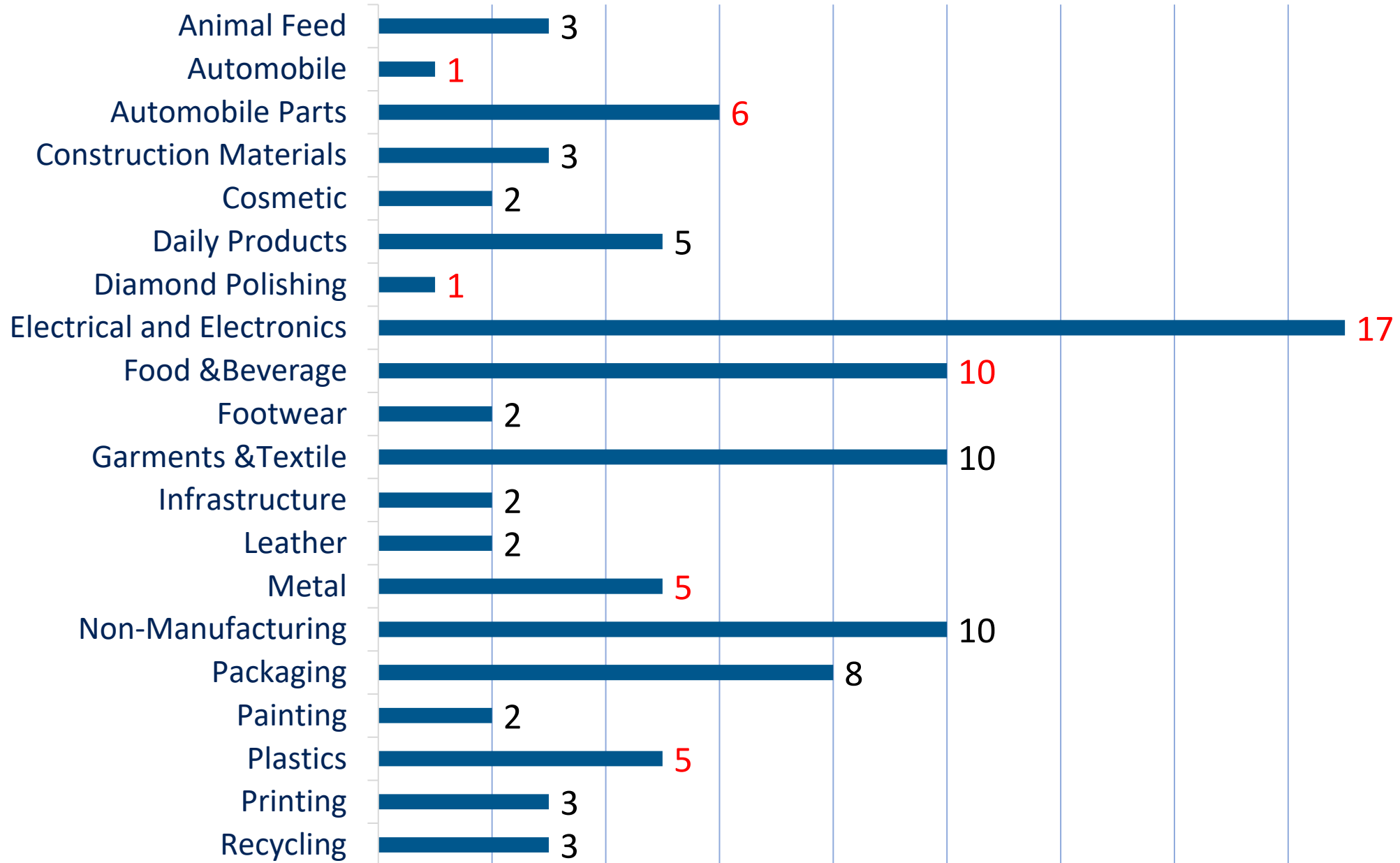


# AMOUNT OF CURRENT INVESTMENT BY COUNTRIES



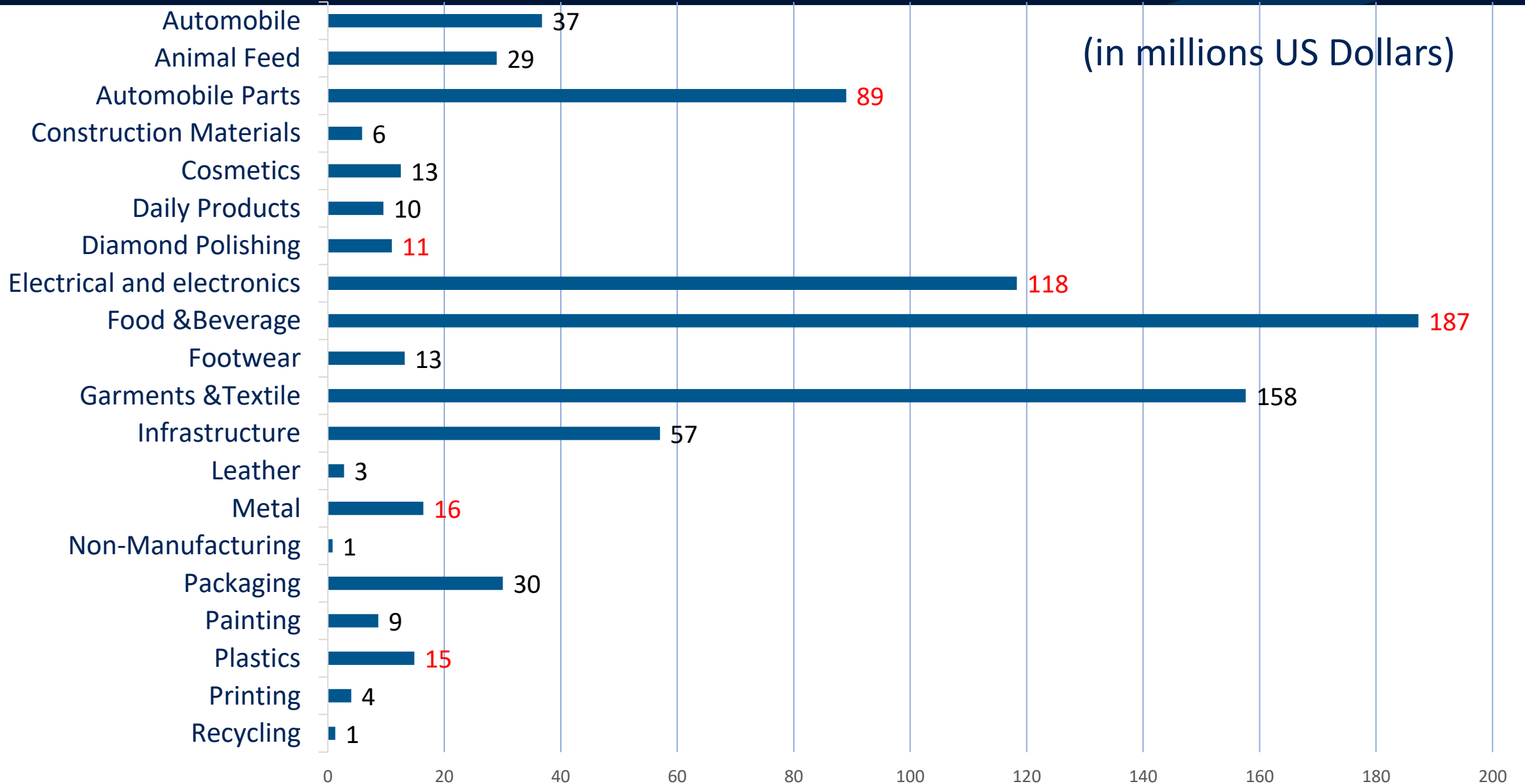


# NUMBER OF INVESTORS BY INDUSTRIES



# INVESTMENT AMOUNT BY INDUSTRIES

(in millions US Dollars)



# INTERNATIONAL CORPORATIONS (MANUFACTURERS)



**AJINOMOTO.**

MSG manufacturer from Japan



Dairy Products manufacturer from Vietnam



ASIA NUTRITION TECHNOLOGIES

Animal Feed manufacturer from Taiwan



Candy manufacturer from USA



**BETAGRO**  
LET'S MAKE LIFE BETTER

Animal Feed manufacturer from Thailand



Beverages manufacturer from USA



**Crafting the Core**

Car Components manufacturer from Japan



**LAURELTON DIAMONDS**

Subsidiary company of Tiffany & Co.



**Minebea Mitsumi**  
Passion to Create Value through Difference

Electronics manufacturer from Japan



Cosmeceuticals manufacturer from Japan



Wire Harness manufacturer from Japan



Electronics manufacturer from Thailand



Paint manufacturer from Thailand



**TOYOTA**



Diapers manufacturer from Taiwan



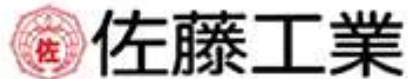
Beverages manufacturer from Singapore



**MARVEL**

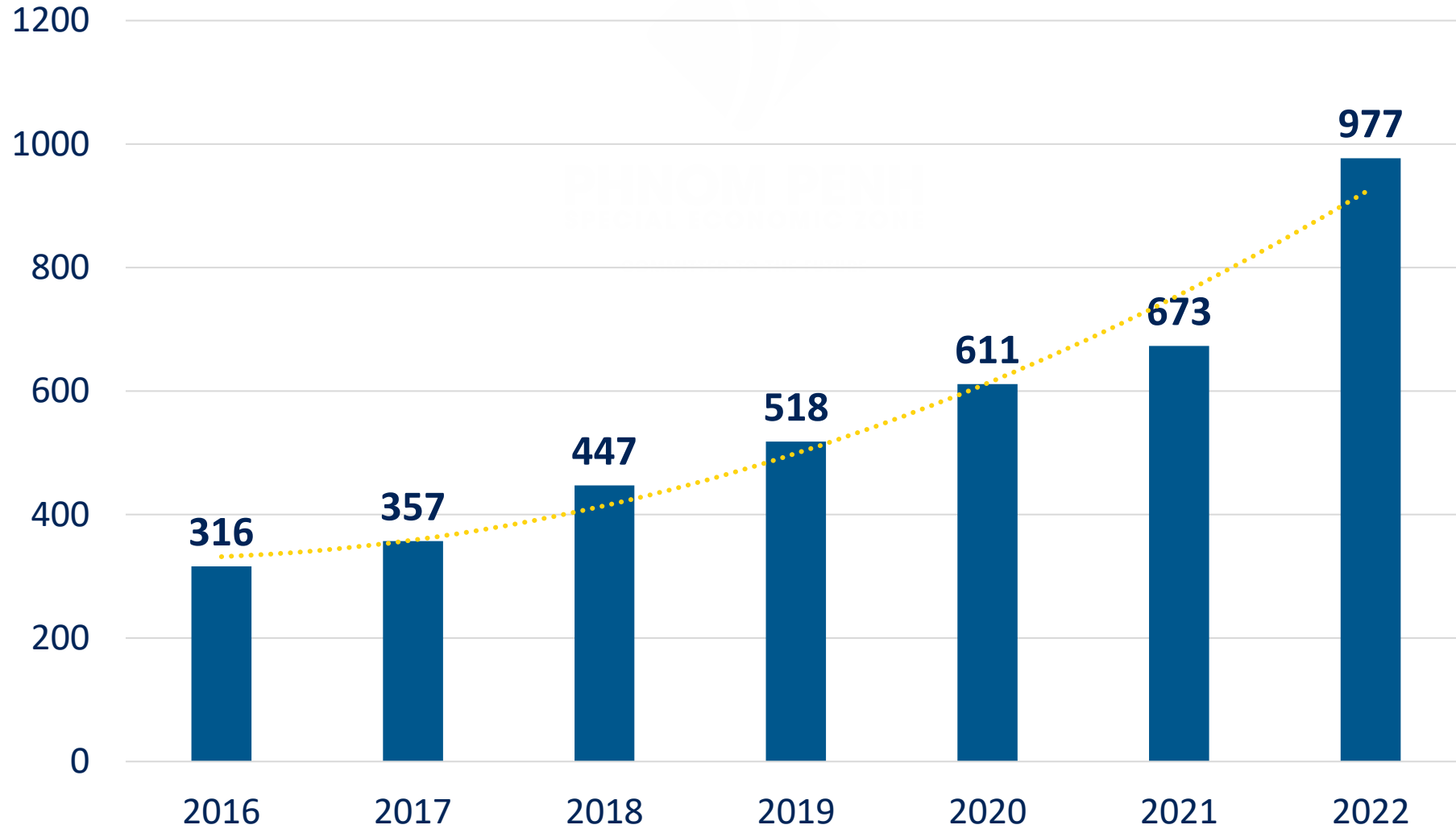
Garment manufacturer from China

# INTERNATIONAL CORPORATIONS (NON-MANUFACTURERS)

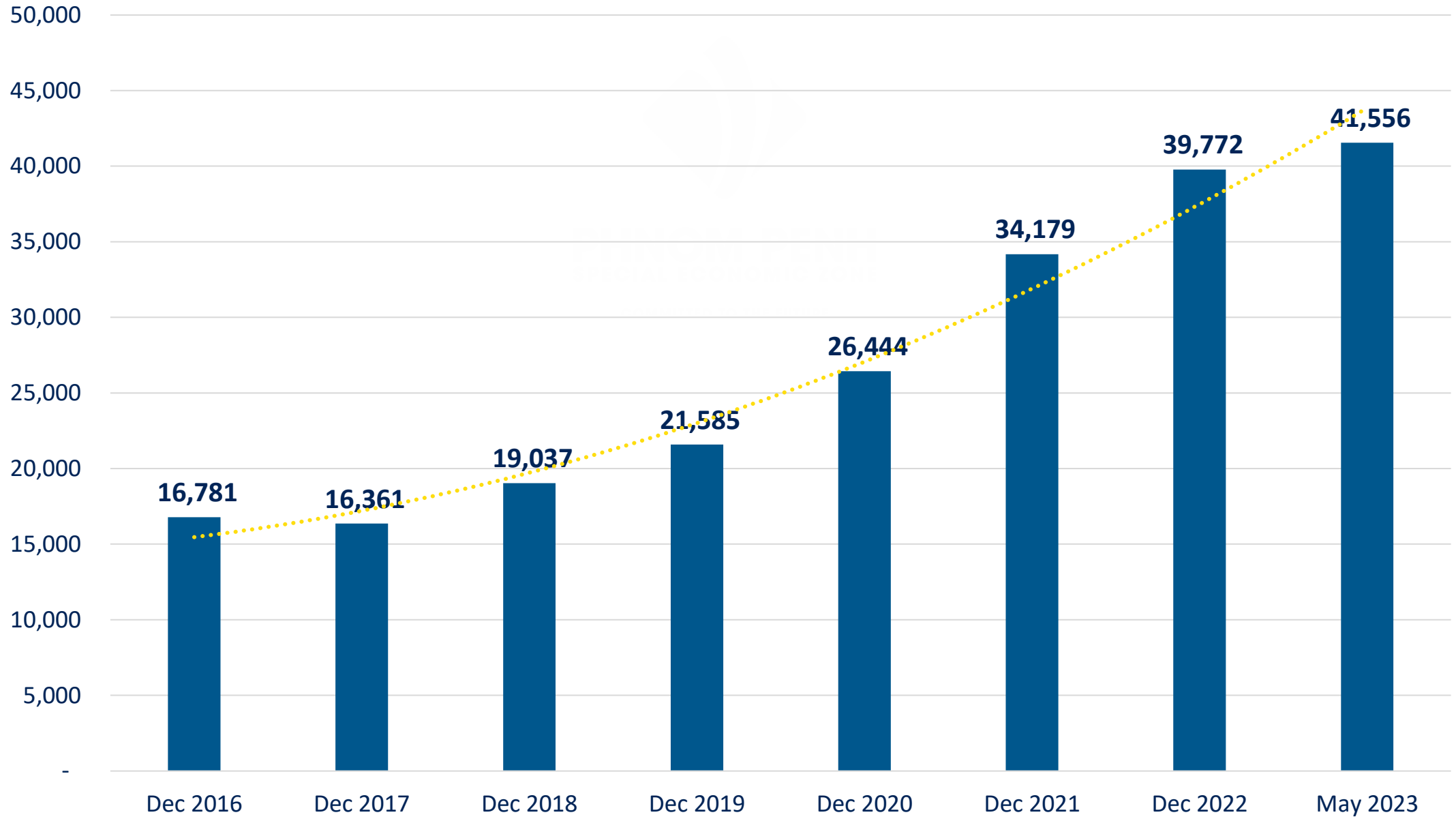


# EXPORT VALUE

USD Million



# NUMBER OF EMPLOYEES



# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (1)

*[As of June 2023 in progress order]*

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
1	Cambodian Success Industry	Malaysia	Wire Mesh	Domestic	Started operation in November 2008
2	Ji-Xiang	Taiwan	Carton Boxes	Supporting	Started operation in April 2009
3	Sin Chn Hong Plastics Industry	Taiwan	Shoe Soles	Supporting	Started operation in April 2010
4	Ajinomoto Cambodia	Japan	Food Processing	Domestic	Started operation in October 2010
5	Haru Phnom Penh Comic Center	Japan	Comic Reuse, E-comic	Export	Started operation in November 2010
6	Atlas Ice	Malaysia	Ice	Domestic	Started operation in January 2011
7	Minebea Cambodia	Japan	Miniature Motors and Electronic Parts	Export	Started operation in April 2011
8	Sichuan New Hope Agribusiness Cambodia	China	Animal Feed	Domestic	Started operation in July 2011
9	O & M Cambodia	Japan	Leather Products	Export	Started operation in January 2012
10	Marunix Cambodia	Japan	Wire Harness	Export	Started operation in February 2012



# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (2)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
11	Kyowaseikan Cambodia	Japan	Boxes and Packaging	Export	Started operation in February 2012
12	Sumi Cambodia Wiring Systems	Japan	Wire Harness for Automobiles	Export	Started operation in April 2012
13	Ring Electronics Cambodia	Japan/Korea	Electronic Parts	Export	Started operation in April 2012
14	Japan Rocks S.E.A Phnom Penh	Japan	Lady Wear	Export	Started operation in July 2012
15	Liwayway Cambodia Food Industry	Philippines	Snack Food	Domestic	Started operation in November 2012
16	Footmark Cambodia	Japan	Garment	Export	Started operation in February 2013
17	G.S.ELECTECH (CAMBODIA)	Japan	Wire Harness	Export	Started operation in July 2013
18	DENSO Cambodia	Japan (Singapore)	Automobile Parts	Export	Started operation in July 2013
19	Lecien Cambodia	Japan	Lady Underwear	Export	Started operation in October 2013
20	Marusan Phnom Penh Plastic	Japan	Automobile Parts	Export	Started operation in October 2013

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (3)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
21	Tanaka Foresight Cambodia	Japan	Optical Parts for Eyeglasses	Export	Started operation in November 2013
22	Taica Cambodia	Japan	Shock Absorber for Shoes	Export	Started operation in November 2013
23	Maru-T Otsuka Phnom Penh	Japan	Painting Tools	Export	Started operation in November 2013
24	Phnom Penh Combi	Japan	Baby Goods and Toys	Export	Started operation in January 2014
25	Taiyo Kogyo	Japan	Flexible Container Bags	Export	Started operation in February 2014
26	Stratco Cambodia	Australia	Metal Building Materials	Export	Started operation in February 2014
27	CH Steel Wire Industries Cambodia	Malaysia	Wire Mesh	Domestic	Started operation in April 2014
28	Laurelton Diamond	USA	Diamond Polish	Export	Started operation in May 2014
29	Take Off Cambodia	Japan	Stuffed Animals	Export	Started operation in November 2014
30	Rohto-Mentholatum	Japan	Eye Drop	Domestic	Started operation in December 2014

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (4)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
31	Heiko Cambodia	Japan	Packaging Products	Export/Domestic	Started operation in December 2014
32	Midori Technopark Cambodia	Japan	Automobile Interior Trim	Export	Started operation in February 2015
33	Kaneju Cambodia	Japan	Garment	Export	Started operation in May 2015
34	AOI Footwear	Japan	Shoes	Export	Started operation in June 2015
35	Betagro Cambodia	Thailand	Animal Feed	Domestic	Started operation in August 2015
36	Okato Cambodia	Japan	Household Products	Export	Started operation in September 2015
37	Angkor Dairy Products	Vietnam/ Cambodia	Dairy Products	Domestic	Started operation in October 2015
38	Cambodia Beverage Company	USA	Beverages	Domestic	Started operation in December 2016
39	Aprati Foods Cambodia	USA	Candy	Domestic	Started operation in December 2016
40	YHS (Cambodia) Food & Beverage	Singapore	Beverages	Export/Domestic	Started operation in August 2017

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (5)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
41	Bao Di Paper	China	Packaging Materials	Supporting	Started operation in September 2017
42	Hyundai Packaging	Korea	Packaging Materials	Supporting	Started operation in October 2017
43	Walita Toys	China	Toys	Export	Started operation in January 2018
44	Winsun Cambodia	Taiwan/Vietnam	Sanitary Products	Domestic	Started operation in April 2018
45	Yamato Printing	Japan	Printing Processing Stationary	Export	Started operation in July 2018
46	Avery Dennison RBIS	Netherland	Apparel and Footwear Labels	Supporting	Started operation in September 2018
47	Sankyo Radiator	Japan	Automobile Parts	Export	Started operation in December 2018
48	SVI Public Company	Thailand	Electrical and Electronic Parts	Export	Started operation in December 2018
49	Shinohara	Japan	Cosmetic Products	Export	Started operation in January 2019
50	P P S E C	China	Garment Accessories	Supporting	Started operation in June 2019

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (6)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
51	ANT Feed	Taiwan	Animal Feed	Domestic	Started operation in June 2019
52	Enalex Energy	China	Solar Handicrafts	Export	Started operation in June 2019
53	Comalex Energy	China	Solar Photovoltaic Cells	Export	Started operation in June 2019
54	Edge Polymar D&A	Hong Kong	Chemicals for Leather Products	Export	Started operation in July 2019
55	Solid Technology	China	Packaging Materials	Supporting	Started operation in July 2019
56	Ha Shen	China	Packaging Materials	Supporting	Started operation in September 2019
57	Cable Associated	Taiwan	Wiring and Wiring Devices	Export	Started operation in November 2019
58	Chingfor Precision Parts	China	Metal Parts and Metal Molds	Export	Started operation in November 2019
59	Full Wealth Garment	Taiwan	Garment	Export	Started operation in March 2020
60	TOA Coating	Thailand	Painting Products	Domestic	Started operation in March 2020

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (7)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
61	Oji Packaging	Japan	Carton Boxes	Domestic	Started operation in March 2020
62	VIITION (CAMBODIA) INDUSTRY	China	Domestic Appliances	Export	Started operation in June 2020
63	Marvel Garment	China	Garment	Export	Started operation in September 2020
64	TED International	Hong Kong	Electronic Products	Export	Started operation in November 2020
65	WCFO (CAMBODIA)	Hong Kong	Fiber Optic Wire	Export	Started operation in November 2020
66	Shenglong PV Tech	China	Solar Photovoltaic Cells	Export	Started operation in December 2020
67	Venus Energy	China	Solar Photovoltaic Cells	Export	Started operation in December 2020
68	Seikawa International	Hong Kong	Container and Packaging	Export	Started operation in December 2020
69	Herba Cambodia	Thailand	Rice Mill	Export	Started operation in March 2021
70	BILBORTEX (CAMBODIA)	China	Lighting Products	Export	Started operation in June 2021

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (8)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
71	Gomi Recycle	Japan	Recycle Construction Materials	Domestic	Started operation in November 2021
72	IKEE Bitumen Chemical	Japan	Construction Materials	Domestic	Started operation in September 2021
73	LUUS KH	Australia	Commercial Catering	Export	Started operation in November 2021
74	SOLAR LONG PV-TECH	China	Solar Photovoltaic Cells and Accessories	Export	Started operation in September 2022
75	VP Printing and Packaging	Singapore/China	Apparel Labels	Supporting	Started operation in January 2023
76	THIRTY THREE APPARELS	Malaysia	Garment	Export	Started operation in January 2023
77	Hestra (Cambodia)	Sweden	Leader and Fabric of sporting goods	Export	Started operation in February 2023
78	QRP Industry	Singapore	Construction Materials	Export	Preparing factory operation
79	WCFO ASAMA	Hong Kong	Plastic parts for data Communication accessories	Export	Preparing factory operation
80	Histar International	China	Stationary	Export	Factory construction ongoing



# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (9)

	COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS
81	TOYOTA TSUSHO MANUFACTURING	Japan	Automotive	Domestic	Factory construction ongoing
82	Solteam Cambodia	Taiwan	Electrical and Electronic Devices	Export	Factory construction ongoing
83	New Wide Apparel	Taiwan	Garment and Textile	Export	Investment application in process
84	Sankei Engineering	Japan	Precision Parts	Export	Investment application in process
85	Thai President Food	Thailand	Instant Noodle	Domestic	Investment application in process
86	METAL JEWELRY(CAMBODIA) CO., LTD.	French	Metal	Export	Investment application in process
87	J's Factory	Japan	Food Processing	Export	Operation pending

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (10)

COMPANY	NATIONALITY	INDUSTRY	TYPE	STATUS	
<b>NON-MANUFACTURING TENANT LIST</b>					
88	Colben Energy (Cambodia) PPSEZ Ltd.	Cambodia	INDEPENDENT POWER PLANT	Local	Started operation in Jan 2008
89	Bok Seng PPSEZ Dry Port Ltd	Cambodia-Thai	Dryport	Export	Started operation in July 2009
90	NeocomISP Limited	Cambodia	Internet Services	Domestic	Started operation in May 2017
91	Avery Dennison RBIS Trading	Netherland	Warehouse	Export	Started operation in May 2017
92	TAFTAC (Textile, Apparel, Footwear & Travel Goods Association in Cambodia)	Cambodia	Training Center	Domestic	Started operation in June 2017
93	Toyota Cambodia	Japan	Bonded Warehouse	Domestic	Started operation in August 2017
94	Khmer Innovative Service	Japan	Hotel	Domestic	Started operation in May 2018
95	Sato Shoji	Japan	Warehouse	Domestic	Started operation in August 2018
96	Global Environmental Protection	Thailand	Recycle plant	Domestic	Started operation in June 2019
97	C.D Washing	China	Laundry Services	Domestic	Started operation in June 2019
98	Nippon Express	Japan	Logistic Warehouse	Domestic	Started operation in January 2020

# ROYAL GROUP PHNOM PENH SEZ TENANTS LIST (11)

<b>COMPANY</b>						<b>NATIONALITY</b>	<b>INDUSTRY</b>	<b>TYPE</b>	<b>STATUS</b>
<b>NON-MANUFACTURING TENANT LIST</b>									
<b>99</b>	<b>SAKATA INX Cambodia</b>	Japan	Trading	Domestic	Started operation in August 2022				
<b>100</b>	<b>O&amp;G Architects</b>	Singapore	Business Complex	Domestic	Construction on going				

# MINEBEA CAMBODIA

PRODUCT: Miniature Motors and Electronic Parts  
EMPLOYEES: 7,110









# SUMI WIRING SYSTEMS

PRODUCT: Wiring harness for automobile  
EMPLOYEES: 5,280







住友電線  
Sumi (Cambodia) Wiring Systems

Sumi (Cambodia) Wiring Systems Co., Ltd.



# LAURELTON DIAMOND

PRODUCT: Diamond Polishing

EMPLOYEE: 3,200









# DENSO

PRODUCT: Automobile Parts

EMPLOYEE: 560









# MARVEL GARMENT

PRODUCT: Sports & Casual wear

EMPLOYEE: 14,200





# SVI PUBLIC COMPANY

PRODUCT: Electrical and Electronic Parts

EMPLOYEE: 650





# CAMBODIA BEVERAGE

PRODUCT: Beverages

EMPLOYEE: 280





# BETAGRO CAMBODIA

PRODUCT: Animal Feed

EMPLOYEE: 110





# TOYOTA TSUSHO MANUFACTURING

Product: Car Assembly  
(Construction Ongoing)



2023-06-19 13:14



# TOKYO HOTEL APARTMENTS & SPA





# JOINT CLINIC FACILITY



# FACTS AND FIGURES

**\$36M**

MARKET CAP

**357Ha + 100Ha**

TOTAL SITE AREA

**128**

STAFF

**100**

TENANT

**\$806M**

FDI INVESTMENT

**40%**

JAPANESE COMPANY

**41,553**

WORKERS PER DAY

**77%**

FEMALE WORKER

**14**

INVESTOR NATIONS

# INTERNATIONAL STANDARD OF MANAGEMENT

Royal Group Phnom Penh SEZ got ISO 9001:2015 (Quality Management System) and 14001:2015 (Environmental Management System) recognition from Guardian Independent Certification Ltd, United Kingdom on 25 April, 2023

## CERTIFICATE OF REGISTRATION



Certificate No. 662736

The Quality Management Systems of

### Royal Group Phnom Penh Special Economic Zone

National Road 4, Sangkat Kantouk, Khan Kamboj, Phnom Penh, Kingdom of Cambodia.

has been audited and found to conform to

**ISO 9001:2015**

for the following activities

### Management of Special Economic Zone

Date of Issue: 24 April 2023	Date of Expiry: 22 April 2026	Initial Certification: 02 February 2010
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Guardian Independent Certification Ltd  
Registered in England  
114 St Mark's Lane Covent Garden London CW1-4SE  
Accredited by Member of the IAF/MLA



## CERTIFICATE OF REGISTRATION



Certificate No. 662740

The Environmental Management Systems of

### Royal Group Phnom Penh Special Economic Zone

National Road 4, Sangkat Kantouk, Khan Kamboj, Phnom Penh, Kingdom of Cambodia.

has been audited and found to conform to

**ISO 14001:2015**

for the following activities

### Management of Special Economic Zone

Date of Issue: 25 April 2023	Date of Expiry: 23 May 2026	Initial Certification: 02 February 2010
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Guardian Independent Certification Ltd  
Registered in England  
114 St Mark's Lane Covent Garden London CW1-4SE  
Accredited by Member of the IAF/MLA





# LAND PRICE & UTILITY COST

- Industrial land sale / 50 years lease standard price: **US\$ 80 - 90/m<sup>2</sup>**
- Commercial land lease standard price: **US\$ 150/m<sup>2</sup>**
- Water: **US\$0.30/m<sup>3</sup>**
- Sewage Treatment: **up to US\$0.26/m<sup>3</sup>**  
(based on 80% of purchase water volume)
- Electricity: Option1 (without backup) **US\$0.1370/kwh**  
Option2 (with backup) **US\$0.1565/kwh**
- Infrastructure maintenance: **US\$ 0.06/m<sup>2</sup>/month (+10% VAT)**

*Please be noted that the above prices may be changed.  
Please confirm with us for updated information.*







**ROYAL GROUP  
PHNOM PENH SEZ**

# **OUR CHALLENGES**

## ***WHAT TO DO FROM NOW***

# REDUCE COST AND IMPROVE QUALITY OF SERVICES ETC.

## **REDUCE COST AND IMPROVE CONVENIENCE OF LOGISTICS**

Cambodia should reduce cost and improve convenience of logistics.

## **REDUCE ELECTRICITY TARIFF, SUPPLY QUALITY POWER, TRANSFORM TO RENEWABLE ENERGY**

Cambodia should further reduce tariff, supply quality power with no power cut and voltage fluctuation, and follow the global trend by encouraging industry sector to opt for more renewable energy to achieve carbon neutral.

## **SUPPLY CHAIN SHIFT**

Cambodia should maximize the benefit of '+1' move from China and Thailand.

## **DIVERSIFICATION**

Cambodia should diversify industries from supply chain shift.

Cambodia seems to be suitable for the production of electrical & electronic parts and automobile.

## **INDUSTRIAL CLUSTER**

Cambodia should create industrial cluster of electrical & electronic parts and automobile parts.

# TRANSPARENCY OF PROCESS

In February 2015, **Royal Group Phnom Penh SEZ** and its tenants have signed an MoU with Cambodia's Anti- Corruption Unit to re-enforce transparency of business processes with a zero tolerance policy.



- **Aparati Foods**
- **Cambodia Beverage Company**
- **Denso**
- **GS Electech**
- **Laurelton Diamonds**
- **Maru-T Otsuka**
- **Ring Electronics**
- **Sumi Wiring Systems**
- **Taica**
- **Midori Techno Park (Aug 2017)**
- **Okato (Aug 2017)**
- **Rokko Phoenix (Aug 2017)**

# DISASTER PREVENTION SUPPORT

With the cooperation from local military force etc., we are making sure to take speedy actions in case of emergency such as fire accidents or injuries.





# LABOR MANAGEMENT SUPPORT (1)

## COOPERATION IN LABOR MANAGEMENT, AND RECRUITMENT OF WORKERS AND FACTORY STAFFS

We provide support to investors to effectively mobilize labor forces.

We build close relationship with local authorities to establish employment promotion network and attract labor forces from remote areas.

We also provide qualified Pre-Job Training with the cooperation from Technology Promotion Association (Thailand – Japan) (TPA), to help workers adapt to production activities smoothly.



# LABOR MANAGEMENT SUPPORT (2)

## ROYAL GROUP PHNOM PENH SEZ DORMITORIES AND CANTEEN

We build canteen and dormitories to recruit workers more easily.



# IMPROVE MANAGEMENT STANDARD

## AFTER IPO

We have been listed on **Cambodia Stock Exchange Market** since **30 May 2016**.

We are developing a new SEZ in PoiPet city.

## TO DEVELOP THE SENSE OF CSR (CORPORATE SOCIAL RESPONSIBILITY)

We do Social Contribution Activities for neighboring communities.



Donation of kindergarten school and equipment to neighboring villages, 2021, 2022



Repairing roads for surrounding communities, 2012 – 2014, 2018 – 2019



Planting mulberry trees to support silk production research, 2019 – 2020





**ROYAL GROUP  
PHNOM PENH SEZ**

**THANK YOU VERY MUCH!**

**ROYAL GROUP PHNOM PENH  
SPECIAL ECONOMIC ZONE**

**National Road 4, Khan Kambol,  
Phnom Penh, Cambodia**

**sales@ppsez.com**

**www.ppsez.com**