

## GAMING AND ENTERTAINMENT EXPERTISE

Galaxy Casino, S.A. ("Galaxy") has actively recruited a highly skilled and qualified team of gaming and casino executives whom have extensive Asian specific gaming expertise and experience. Many of these executives have spent their entire careers within Asian casinos.

Galaxy is committed to recruiting and retaining the very best management and staff and will continue to strengthen our gaming executive team as we move forward and continue to build Galaxy into one of the world's leading gaming companies.

The profile of our most senior gaming executives is detailed below:

**David Craig Philip Banks**, aged 55, Group Chief Operating Officer. He was the former Chief Executive Officer of Casinos for Tabcorp Ltd in Australia responsible for Star City Casino in Sydney, Jupiters Casino in Gold Coast Queensland, Treasury Casino Brisbane, and Townsville Casino in Queensland. As the former Chief Operating Officer & Chief Executive Officer of Star City Ltd., former President and Director of The Australian Casino Association, David has 10 years senior executive experience in the casino industry.

**Nigel Barclay Morrison**, aged 48, Group Chief Financial Officer. He was the former Chief Financial Officer and Chief Operating Officer of Crown Limited in Melbourne Australia, and Chief Executive of The Federal Group, the largest private casinos and gaming company in Australia. He is a former partner of the Corporate Finance division of Ernst & Young, specializing in the gaming industry. With a Bachelor Degree of Commerce from Melbourne University, he is a Chartered Accountant and a member of the Securities Institute in Australia with 20 years experience in the gaming industry.

**Ciaran Pearse Carruthers**, aged 38, Chief Operating Officer, StarWorld Hotel & Casino. He has 19 years experience in the gaming and resort industry in various countries including, the UK, the US Commonwealth of the Northern Marianas Islands, the Philippines and Singapore. He has specialised in the Asia Pacific gaming industry for the past 15 years, consulting to various Casino Groups such as: Crown, Tabcorp and Pagcor and he has been with Galaxy since late 2002 and was previously Senior Vice President – City Clubs.

**Albert Emile Davia**, aged 46, Vice President of City Clubs. He has 22 years experience in the gaming and resort industry in various countries including, Singapore, Australia, Malaysia and Macau. He has specialized in the VIP gaming industry for the past 16 years, dealing with VIP players from the Asian region, the Casinos in which he has run VIP operations include: Sky City, Adelaide and Crown Casino, Melbourne.

**Kwa Yew Seng**, aged 55, Chief Financial Officer of Galaxy Casino, S.A. He holds a Master of Business Administration Degree and a Bachelor Degree in Economics. Mr. Kwa is also a member of the Institute of Chartered Accountants in Australia and a Fellow of the Australian Institute of Company Directors. He has over 30 years experience in the field of Finance and Accounting, 20 of which were in the casino industry, in particular at Burswood Casino, Western Australia.

**Bernard Francis Millman**, aged 53, Financial Controller (Casino). Bernard holds a Bachelor Business (Hospitality Management) Degree from Royal Melbourne Institute of Technology. He has had 29 years experience in financial management and has held various senior management positions, including general manager and financial controller, in international hotels and casinos in Australia and the Asia Pacific region. Casinos in which he worked have included: Alice Springs, Jupiters and Darwin all located in Australia and Christmas Island Casino on Christmas Island. He has represented the hotel and gaming industry in Australia in a review of tax legislation.

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**Gary Woollard**, aged 52, Casino General Manager of the Grand Waldo Casino. Gary has 22 years' experience in the gaming industry in Australia and Europe prior to joining Galaxy. He has held positions at the following Casinos: Adelaide Casino, Star City Sydney, Korona Casino Moscow and both Waldo Casino and Grand Waldo Macau.

Working alongside our experienced expatriate management team are the highly experienced and qualified local staff. The fusion of international management experience and in-depth knowledge of local culture positions Galaxy to stay ahead of our competitors.

All of this experience and the continued development of our management competence results in highly efficient and effective casino operations. Our international standard casinos are positioned to provide an outstanding customer service in a safe, secure and hospitable environment for our guests. Combined with a detailed knowledge of the preferences of the local market, we believe we have built management teams that will drive the growth of Galaxy for many years to come.

Galaxy understands that our people are our greatest asset. We ensure that our human resource practices are continually benchmarked against those of our competitors together with our remuneration packages to ensure we maintain our competitiveness in a fast moving marketplace.

We are committed to the practice of career path development for our management and staff and continually provide training in new skills and competences so that our dealers and other staff of today have the opportunity to be our managers of tomorrow. Refresher courses are also held on a regular basis to ensure that the high standards we set for ourselves are achieved by all of our staff.

Our rapid expansion has and will continue to provide many different opportunities for growth within Galaxy. Since inception, Galaxy has adopted a position of rewarding dedication and ability with promotion. This policy of internal promotion, together with the many opportunities available as a result of our phenomenal expansion and growth, is both an effective staff and management recruitment and retention tool.