



Media Statement

After Typhoon Hato hit Macau, GEG has moved to improve relevant benefits and arrangements for its employees. The following measures have been adopted:

- Regarding Typhoon Hato, GEG will distribute MOP1,200 (including MOP1,000 special typhoon allowance and the current typhoon and transportation allowance of MOP100 each) to employees. Meanwhile, GEG will extend compassionate leave for employees who need it and maintain the original salary arrangements for those who cannot report for duty on time.
- GEG has adopted a new typhoon policy effective August 27, 2017. When a typhoon signal is hoisted, GEG will implement a policy of flexibility on employees reporting for duty. For example, operational employees (non-office employees) who report for their shift when the typhoon signal no. 8 is hoisted will receive an inclusive typhoon allowance increased to MOP500 each (replacing the current typhoon allowance of MOP100 and transportation allowance of MOP100). In this respect, flexibility will be given to any team member who is late due to the disruptions caused by the typhoon. Team members who cannot report to work due to emergencies caused by typhoon no. 8 or above will be granted compassionate paid leave of absence on a case-by-case basis. All employees who work over-time will be paid at 1.5 times of their normal pay.
- GEG has established a typhoon financial assistance foundation for employees whose home contents and cars are damaged:

“GET BACK ON YOUR FEET ESSENTIALS” ASSISTANCE:

Some needs for financial assistance are likely to be for expenses used to replace essential items damaged in the apartments like home contents and car damage are examples. Where possible, please provide receipts if the expense has already been incurred.

“SUBSTANTIAL LOSS ESSENTIALS” ASSISTANCE:

In some cases people have had more substantial losses. Please do the best to describe the items, quotations, expenses in the application and GEG will assess assistance that can be provided.

“Special Reward Program” in August 2014 consisting of the “Special Bonus Award” equivalent to one month of salary in July 2015 and July 2016 respectively and



the “Special Share Award” equivalent to three times of monthly salary. The Special Share Award will be fully vested on December 31, 2017.

- GEG introduced the Special Reward Program in August 2014, which consists of the Special Bonus Award equivalent to one month’s salary in July 2015 and July 2016 respectively, and the Special Share Award, which is equivalent to three months’ salary. The Special Share Award will be fully vested on December 31, 2017. According to the terms of the Special Share Award, eligible team members will be provided with the two options of either keeping or selling all awarded company shares after vesting. In consideration of the extreme situation caused by Typhoon Hato, management has decided to offer the additional option of bringing forward the vesting and selling of 1/3 of the Special Share Award. The aim is to provide financial flexibility for team members. GEG will pay the sale proceed into employees’ payroll accounts as soon as practicable, likely in late October. The vesting of the remaining balance of the Special Share Award will remain unchanged on December 31, 2017.
- In view of GEG’s encouraging business results in the 1st half of 2017, management has decided to split the current Annual Discretionary Bonus for 2017 into two payments. GEG will bring forward the 1st part of the bonus in the September 2017 payroll to recognize the contributions of team members. The 2nd part will be paid as normal in February 2018 (before Chinese New Year). All eligible team members who joined GEG on or before 30 June 2017 (except for those who are in a separation notice period or leave employment on or before the bonus payment date) will receive the Discretionary Bonus - 1st Payment equivalent to 0.75 month of basic salary and guaranteed tips, if any. Eligible team members who joined GEG on or after 2 January 2017 will be paid on a pro-rata basis. The 2nd bonus payment forming part of the Annual Discretionary Bonus will be determined based on the company performance and individual performance for the 2nd half of 2017.

GEG hopes to assist all its employees in this difficult time and has improved relevant arrangements for all employees. After Typhoon Hato, both GEG and its employees have learnt a valuable lesson. The purpose of GEG’s response is to let the employees know that we value their opinions and seek to promptly improve their safety and benefits. Meanwhile, GEG pledges to strengthen its commitment to being a responsible corporate citizen and listening to the reasonable opinions and appeals of its employees. GEG also hopes to join hands with all employees to create a better future together.

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