



GEG Hosts IR Talent Empowerment Showcase and Signs MOU with UTM to Launch the “IRISE Program”

May 11, 2026 – Galaxy Entertainment Group (“GEG”) has long been committed to supporting the Macau SAR Government’s policy of “Building Macau with Talent Training” and continues to advance local talent cultivation through a wide range of initiatives. Today, GEG hosted the “IR Talent Empowerment Showcase and MOU Signing Ceremony”, during which GEG and the Macao University of Tourism (“UTM”) signed a Memorandum of Understanding (“MOU”) on talent development. The partnership includes the launch of the new “Integrated Resort Innovative Service Experts Program” (“IRISE Program”), and the continuation of the “Experience Macau with GEG” program, first introduced in 2024. Through strengthened industry-academia collaboration, these initiatives aim to cultivate more integrated resort professionals with international perspectives and strong expertise, while aligning with the diverse operational needs of the industry and supporting Macau’s moderate economic diversification and long-term growth. The showcase also featured a certificate presentation for team members who completed the “IR Youth Development Program” co-organized with the Labour Affairs Bureau (“DSAL”) of the Macau SAR Government, as well as various management training programs offered by GEG.

The showcase was held at The Ritz-Carlton, Macau at Galaxy Macau. Distinguished guests in attendance included Ms. Chan Tze Wai, Deputy Director of DSAL; Ms. Cheung Wai, Head of the Vocational Training Department of DSAL; Ms. Fanny Vong, Rector of UTM; Ms. Cindia Lam, Dean of the Institute of Executive and Professional Development of UTM; Mr. Philip Cheng, Director of GEG; Ms. Eileen Lui, Group Director of Human Resources and Administration of GEG and other executives. Ms. Fanny Vong and Ms. Eileen Lui signed the MOU on behalf of UTM and GEG respectively. Ms. Fanny Vong said in her remarks, “UTM and GEG have long been deeply rooted in Macau, consistently providing professional support for the sustainable development of the culture and tourism industries. The signing of this MOU marks a significant milestone for both parties. The collaboration on two major training programs embodies our shared vision of ‘leveraging complementary strengths, integrating resources, and promoting collective growth.’ By aligning the university’s academic excellence with the industry’s evolving talent needs, we aim to nurture professionals with strong technical skills, a deep sense of local identity, and an international perspective, thereby driving sustained momentum into the continued prosperity of the sector.”

In his remarks, Mr. Philip Cheng said, “Over the years, GEG has actively collaborated with DSAL on training programs and worked closely with UTM to drive talent initiatives. We are deeply grateful for their continued support and guidance. By strengthening our collaboration with UTM, we firmly believe that synergizing their academic excellence in professional education with GEG’s extensive experience in integrated resort



operations will enable us to better align with the practical needs of the industry. This partnership will further enhance local talent cultivation, deepen and broaden industry-academia collaboration, and support Macau's long-term goals of moderate economic diversification and industrial upgrading.”

The event also recognized multiple achievements under GEG's talent cultivation framework, commending team members who successfully completed various training programs. Among these, the “IR Youth Development Program” co-organized with DSAL provides Macau residents aspiring to join the integrated tourism and leisure industry with comprehensive training and career development opportunities. In addition, various GEG's flagship internal training programs, including the “Managers to Leaders Program”, “Senior Manager Program”, and “GEG Elite Trainer Program”, equip team members with structured management training and leadership development. To date, these programs have provided training and career development opportunities to more than 500 local talents.

In addition, under the award-winning “Experience Macao with GEG” program, GEG and UTM recently co-hosted a seminar on Macau's Intangible Cultural Heritage. Led by UTM lecturers, the seminar attracted over 100 frontline team members. The “Experience Macao with GEG” program includes “Immersive Study Program” and a series of thematic seminars highlighting Macau's unique East-meets-West cultural integration. It aims to deepen team members' insights into Macau's vibrant cultural heritage, enabling them to engage with visitors in a more engaging and authentic way.

Over the years, GEG has actively fostered a culture of lifelong learning and established clear career development pathways for its team members. In 2025 alone, GEG delivered more than 1.4 million hours of professional training, underscoring its long-term commitment to talent development. GEG's efforts have also received wide industry recognition. Earlier, GEG's Human Resources Training and Development Team was named “Team of the Year – Hospitality & Leisure” at the Hong Kong Business Management Excellence Awards 2026. GEG has also received two accolades at the 5th National Human Resources Innovation Competition, including the “Best Innovative HR Practice – Leading Brand”. Moving forward, GEG will continue to align with the Macau SAR Government's talent development strategy, deepen its diversified talent initiatives, and further support the advancement of Macau's positioning as a “World Center of Tourism and Leisure”.

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Photo Captions



P001: GEG held IR Talent Empowerment Showcase and MOU Signing Ceremony with UTM to launch the “IRISE Program”. The event was graced by Ms. Chan Tze Wai, Deputy Director of DSAL (second row; center); Ms. Cheung Wai, Head of the Vocational Training Department of DSAL (second row; second from left); Ms. Fanny Vong, Rector of UTM (front row; left); Ms. Cindia Lam, Dean of the Institute of Executive and Professional Development of UTM (second row; first from right); Mr. Philip Cheng, Director of GEG (second row; second from right); Ms. Eileen Lui, Group Director of Human Resources and Administration of GEG (front row; right) and Mr. Norman Chan, Executive Vice President of Human Resources and Administration of GEG (second row; first from left).



P002: Ms. Fanny Vong, Rector of UTM (left), and Ms. Eileen Lui, Group Director of Human Resources and Administration of GEG (right), signed the MOU on behalf of UTM and GEG respectively.



P003: Ms. Fanny Vong, Rector of UTM, delivered her remarks.



P004: Mr. Philip Cheng, Director of GEG, delivered his remarks.



P005: GEG held the IR Talent Empowerment Showcase and MOU Signing Ceremony, celebrating the achievements of its diverse talent development programs.



P006: Ms. Chan Tze Wai, Deputy Director of DSAL (front row; sixth from left), and Ms. Eileen Lui, Group Director of Human Resources and Administration of GEG (front row; sixth from right), presented certificates to team members who completed the IR Youth Development Program co-organized by GEG and DSAL.



P007: Mr. Bill Lu, Senior Vice President of Human Resources and Administration – Centre of Excellence of GEG (front row; sixth from right), presented certificates to team members who completed the “Managers to Leaders Program”.



P008: Mr. Bill Lu, Senior Vice President of Human Resources and Administration – Centre of Excellence of GEG (front row; sixth from right) presented certificates to team members who completed the “Senior Manager Program”.



P009: Mr. Keith Koh, Vice President of Training and Development of GEG (front row; eighth from right), presented certificates to team members who completed the “GEG Elite Trainer Program”.