

11 June 2019

Paul Arbuckle Appointed as Donaco CEO

Donaco International Limited (“Donaco” or “the Company”) is pleased to announce that Paul Arbuckle has been appointed as Chief Executive Officer of the Company.

Paul Arbuckle has more than 30 years’ experience in casino and gaming businesses in Australia and Asia. His most recent role was Chief Operating Officer at Star Gold Coast, owned by The Star Entertainment Group Limited (ASX:SGR). In this role, Paul was responsible for all operating divisions, including Gaming, Food and Beverage, Hotel Operations, Entertainment and V.I.P. services, Government Relations & Compliance. He managed the financial performance of the Star Gold Coast, including full profit and loss, revenue, cost and EBITDA responsibility across all divisions. Paul also provided leadership to around 2600 employees.

Prior to joining Star Gold Coast, Paul spent five years at Resorts World Sentosa in Singapore, which is owned by Genting Singapore Limited, a public company listed on the Singapore Stock Exchange (SGX:G13). Beginning as Vice President Table Games, Paul was promoted to the role of Senior Vice President Casino Marketing and Gaming Operations. This was an executive leadership position embracing 570 table games, 2500 slot machines (including 690 electronic table games), and a culturally diverse workforce of 3,800 staff.

Paul’s other experience in the gaming industry includes leadership roles at Tabcorp, Burswood, Showboat Australia and Zagame Corporation. He has completed executive leadership courses at the University of Nevada and Mt Eliza Business School at Monash University, and is a Graduate of the Australian Institute of Company Directors.

Chairman of Donaco, Stuart McGregor, said “The Board of Donaco is very pleased that Paul Arbuckle has agreed to join us as our Chief Executive Officer. Paul’s experience and expertise in gaming operations is critical to improving the performance of our casino operations in Cambodia and Vietnam. While these businesses continue to be profitable, the Board has considered for some time that they are not reaching their full potential. Accordingly, Paul’s appointment is a crucial step in the Board’s plan to provide a fresh start, revitalise our businesses, and restore value for shareholders.”

Paul Arbuckle said “I am keen to roll up my sleeves and embrace the challenge at Donaco. The Company has two very valuable and profitable casino assets, and I am confident that my experience in gaming operations will be beneficial to these businesses. With my substantial experience in Asia, I can see the potential for these businesses in serving customer demand from Thailand, China and beyond. I look forward to working with the Board to implement its plan for a fresh start for the Company.”

In his role as CEO, Mr Arbuckle will be based primarily at the DNA Star Vegas casino hotel in Poipet, Cambodia, and will also regularly work from the Aristo International Hotel in Lao Cai, Vietnam. A summary of the key terms and conditions of Mr Arbuckle’s appointment is below.



As part of the leadership transition, Mr Benjamin Lim's role as Interim CEO and Managing Director has now concluded. The former Chief Operating Officer, Mr Gerald Tan, has also left the business.

For further information:

Ben Reichel
Executive Director
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Key Terms of CEO Contract

1. Commencement Date: 12 June 2019.
2. Term: No fixed term. Continues until terminated by either party on six months' notice.
3. Fixed remuneration: AUD400,000 per annum.
4. Short term incentive: AUD200,000 per annum in cash, subject to meeting KPIs.
5. Long term incentive: AUD200,000 per annum in equity incentives, subject to meeting KPIs. The Company's current long term incentive scheme involves the purchase of shares on market by an employee share trust, which vest over a period of three years.
6. Other: The agreement also includes terms covering restraints, confidentiality, intellectual property, and moral rights.

ABOUT DONACO INTERNATIONAL LIMITED (ASX: DNA)

Donaco International Limited operates leisure and entertainment businesses across the Asia Pacific region.

Our major business is the Star Vegas Resort and Club, a successful casino and hotel complex in Poipet, Cambodia, on the border with Thailand. Star Vegas was established in 1999, and is the largest and highest quality of the Poipet casino hotels. The property has more than 100 gaming tables, more than 1400 slot machines, and 385 hotel rooms.

Our flagship business is the Aristo International Hotel, a successful boutique casino in northern Vietnam, located on the border with Yunnan Province, China. Established in 2002, the property has recently been expanded to a brand new five star resort complex with 400 hotel rooms. Donaco is a pioneer casino operator in Vietnam, and owns a 95% interest in the business, in a joint venture with the Government of Vietnam.

To learn more about Donaco visit www.donacointernational.com
