Tax Guide
Purchased Shares and Matching Rights

NEW ZEALAND

OVERVIEW

This guide has been prepared to provide you with a summary of the tax consequences and certain other issues associated with the grant of Purchased Shares and Matching Rights by **Aristocrat Leisure Limited** (the "Company") under the **Aristocrat Leisure Limited SuperShare Plan** (the "Plan").

This summary is based on the tax laws in effect in your country as of **August 2021.**

Tax laws often are complex and can change frequently. As a result, you should consult with your personal tax advisor for current information and further guidance regarding your personal tax liabilities and responsibilities associated with your enrollment in the Plan, the purchase of Purchased Shares, the grant and vesting of your Matching Rights, the issuance of Company shares, the payment of any dividends on such shares, and the sale of Company shares acquired under the Plan.

Please note that this summary is general in nature and does not discuss all of the various laws, rules and regulations that may apply. It may not apply to your particular tax or financial situation, and the Company is not in a position to assure you of any particular tax result. If any dividends are paid on shares, it is assumed that the dividends will be paid into an offshore brokerage account (*i.e.,* they will not be paid by a bank in your country or into an account in your country). **You should consult with an appropriate professional advisor as to how the tax or other laws in your country apply to your specific situation.**

If you are a citizen or resident of another country or transfer employment and/or residency after you enroll in the Plan and/or the Matching Rights are granted to you or if you are no longer actively employed at the time of the taxable event, the information contained in this supplement may not be applicable to you.

TAXATION OF PURCHASED SHARES AND MATCHING RIGHTS	
Enrollment	No taxation.
Purchase of Purchased Shares	No taxation, assuming there is no difference between the fair market value of the shares when you purchase them and the purchase price.
Grant of Matching Rights	No taxation.
Vesting of Matching Rights	You will be subject to taxation on the date the Matching Rights vest and you acquire shares.
Taxable Amount	The fair market value of the shares on the date of vesting. For listed shares, fair market value means, for New Zealand tax purposes, the traded price for the shares on the relevant date.
Nature of Taxable Amount	Employment-related income.
Is Income Tax Payable?	Yes.
Are Employee Social Insurance Contributions Payable?	No.
Other Taxes	No

COMPANY/EMPLOYER TAX WITHHOLDING AND REPORTING	
Withholding	
Is Income Tax Withheld?	No.[14]
Are Employee Social Insurance Contributions Withheld?	Not applicable.
Are Other Taxes Withheld?	Not applicable.
Reporting	
Does the Taxable Amount Need to be Reported?	Your employer will report the taxable amount as income to you to the Inland Revenue as part of its employment income information reporting obligations.

[14] Your employer and you may choose (but are not required) to subject the taxable amount to PAYE withholding.

DIVIDENDS	
Taxation in Your Country	If you acquire shares and a dividend is subsequently declared on the Company's shares, any dividends paid with respect to the shares will be subject to tax in your country.
Taxation in Australia	You should not be subject to tax in Australia to the extent any dividend is franked (i.e., paid out of profits that have been subject to Australian tax). If a dividend is partly franked or unfranked, the company may be required to withhold Pay-As-You-Go ("PAYG") withholdings from the dividend payment. If you reside in a country with which Australia has a tax treaty, the tax treaty will set the rate of PAYG withholdings required. If there is no tax treaty, the rate will be 30%. You may be entitled to a tax credit in your country for any PAYG withheld at source. *You should consult with your personal tax advisor regarding the availability of such a credit.*

SALE OF SHARES	
Taxation in Your Country	As the Company is listed on the ASX, the shares will not be subject to the Foreign Investment Fund ("FIF") rules for New Zealand tax purposes. You may, however, be subject to tax when you sell Company shares acquired under the Plan Rules to the extent that the sale proceeds exceed your cost basis in the Company shares (which will be the fair market value of the shares on the date of acquisition) if certain revenue account property rules apply. Under the revenue account property rules, you may be subject to tax on the gain on the disposal of the Company shares if you are considered to be a habitual trader in securities, or the Company shares are acquired for the purpose of selling or otherwise disposing of them. If you sell your Company shares immediately or shortly after acquisition, the tax authorities are more likely to interpret that the Company shares were acquired for the purpose of sale and, therefore, any gain you realize may be subject to tax. If, on the other hand, you hold the shares for one (1) year or more, you should be able to successfully assert that you had an investment motive in acquiring the Company shares and any gain you realize will likely not be subject to tax; however, the New Zealand Income Tax Act does not specify how long Company shares must be held before sale to avoid taxation. *Due to the complexity regarding the tax treatment of any gain realized upon the sale or other disposition of the Company shares, you should consult with your personal tax advisor prior to sale.*
Taxation in Australia	Assuming you are not an Australian tax resident, you should not be subject to tax in Australia on any gain you realize when shares acquired under the Plan are sold.

YOUR TAX REPORTING AND PAYMENT OBLIGATIONS	
Purchase of Purchased Shares	None.
Vesting of Matching Rights	You personally will be responsible for paying any tax due directly to the local tax authorities. Because your employer will report the taxable amount to Inland Revenue, you should not have any reporting or return filing obligation. In April or May following the end of the relevant tax year, you should receive your income tax assessment (through MyIR) detailing the tax due on the Matching Rights (and any other further tax due).
Dividends	You will be required to report any pre-tax dividend amount over NZD 200. This can be done by notifying Inland Revenue of the income through the income tax assessment process in MyIR, or filing an IR3 individual tax return form (through MyIR or on paper). You must file your IR3 form by July 7 following the relevant March 31 tax year end unless you have a tax agent or receiving a filing extension. If you have previously filed an IR3 form, Inland Revenue will contact you in relation to completing the return for the relevant tax year. *You should consult with your personal tax advisor to determine if you need to file an IR3 form.*
Sale of Shares	If the revenue account property rules apply and your gain on the sale of shares exceeds NZD 200, you will be required to notify Inland Revenue of the gain through the income tax assessment process in MyIR or file an IR3 form (as described above). *You should consult with your personal tax advisor to determine if you need to file an IR3 form.*
General	Unless you have a tax agent or receive a filing extension, and subject to any provisional tax obligations, you will be required to pay any tax due by February 7 of the following year.

OTHER INFORMATION	
Foreign Asset/Account Reporting	None.
Exchange Control	None.