Tax Guide
Purchased Shares and Matching Rights
SPAIN

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 issued to you at vesting.[21]
Nature of Taxable Amount	Employment compensation.
Is Income Tax Payable?	Yes.
Are Employee Social Insurance Contributions Payable?	Yes (to the extent the applicable contribution ceiling has not been exceeded).
Other Taxes	Wealth Tax. All assets (including shares acquired under the Plan) held at the end of each taxable year are considered for purposes of calculating whether wealth tax is due. However, there are general exempt amounts and thresholds for filing a wealth tax return which may apply, depending on the net value of your assets and rights. In addition, in certain regions (e.g., Madrid), the wealth tax does not apply. *You should consult with your personal tax advisor for further information regarding the applicability of the wealth tax to you.*

COMPANY/EMPLOYER TAX WITHHOLDING AND REPORTING	
Withholding	
Is Income Tax Withheld?	Yes.[22]
Are Employee Social Insurance Contributions Withheld?	Yes (to the extent the applicable contribution ceiling has not been exceeded).

[21] The first EUR 12,000 of aggregate equity award income recognized during the calendar year will not be subject to income tax, provided that, among other requirements, the shares acquired are held for more than three (3) years. If you sell your shares prior to the expiration of the three (3) year holding period, the taxable amount that previously was exempt from income tax will become taxable and you will need to file a supplemental tax return for the tax year in which the equity income was recognized (e.g., the year in which the Company shares were acquired). You should consult with your personal tax advisor to determine whether this exemption is available to you.

[22] Your employer will charge the payment on account to you and will withhold this amount from you. You will be entitled to deduct the payment on account and obtain a tax credit against your income tax obligation.

COMPANY/EMPLOYER TAX WITHHOLDING AND REPORTING	
Are Other Taxes Withheld?	No.
Reporting	
Does the Taxable Amount Need to be Reported?	Yes. Your employer will report the taxable amount as income and taxes withheld at the time of the taxable event to the tax authorities. Your employer also will submit an "annual summary" (Form 190) that includes the taxable amount and taxes withheld by January 31 of the year following the year in which the taxable event occurs.

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 characterized as "savings income" and subject to savings income flat tax rates in your country, depending on the amount of savings income realized during the relevant tax year. Note that "savings income" includes any income derived not only from dividends but also from interest and capital gains (from the sale of shares or any other assets).
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	When you subsequently sell shares acquired under the Plan, you will be subject to tax to the extent that the sale proceeds exceed your cost basis in the shares (*i.e.*, the fair market value of the shares on the date of acquisition). The flat tax rate applicable to the gain at sale will depend upon the amount of savings income you realized during the tax year, regardless of how long you hold the shares. Note that "savings income" includes any income derived not only from capital gains but also from dividends, interest and capital gains from the sale of other shares or any other assets. If the sale proceeds are lower than your cost basis in the shares sold, you will realize a capital loss. Capital losses may be used to offset any capital gains within the same category that you have realized in the same tax year, within

SALE OF SHARES	
	certain limits with other savings income realized in the same tax year, and the excess may be carried forward in the subsequent four (4) years.
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 must declare any taxable compensation income by including the content of the annual withholding certificate provided by your employer (which reflects your yearly compensation in cash and in kind and any withholdings made) in your Personal Income Tax return (Form D-100 for ordinary tax residents and Form 151 for residents under Beckham Law). You must also pay any wealth tax due directly to the tax authorities.
Dividends	You are solely responsible for reporting the dividend amount received and paying any local country tax due on the dividends when filing your Personal Income Tax return for the year following the year in which the dividend was paid (Form D-100 for ordinary tax residents and Form 151 for residents under Beckham Law).
Sale of Shares	You are solely responsible for declaring any capital gains (losses) you realize upon the sale of shares and paying applicable taxes due on such gains when filing your Personal Income Tax return for the year following the year of sale (Form D-100 for ordinary tax residents and Form 151 for residents under Beckham Law). *The calculation of capital gains (losses) at the time of sale is complex and you should consult with your personal tax advisor.*
General	You generally must file your Personal Income Tax return by June 30 of the year following the year of the taxable event.

OTHER INFORMATION	
Foreign Asset/Account Reporting	To the extent you hold shares or have bank accounts outside of Spain with a value in excess of EUR 50,000 (for each type of asset category) as of December 31, you will be required to report information on such assets on your tax return Form 720 for such year. After such shares or accounts are initially reported, the reporting obligation will apply for subsequent years only if the value of any previously reported shares or accounts increases by more than EUR 20,000 (for each type of asset category) as of each

OTHER INFORMATION	
	subsequent December 31, or if you sell shares or cancel bank accounts that were previously reported. *You should consult with your personal tax advisor for further information regarding your foreign asset reporting obligations.*
Exchange Control	You are required to electronically declare to the Bank of Spain any security accounts (including brokerage accounts held abroad), as well as the securities (including shares acquired under the Plan) held in such accounts if the value of the transactions for all such accounts during the prior year or the balances of such accounts as of December 31 of the prior year exceeds EUR 1 million. Different thresholds and deadlines to file this declaration apply. However, if neither such transactions during the immediately preceding year nor the balances / positions as of December 31 exceed EUR 1 million, no such declaration must be filed unless expressly required by the Bank of Spain. If any of such thresholds were exceeded during the current year, you may be required to file the relevant declaration corresponding to the prior year, however, a summarized form of declaration may be available. *You should consult your personal tax or legal advisor for further information regarding your exchange control reporting obligations.* Additionally, the acquisition of shares under Plan must be declared for statistical purposes to the *Direccion General de Comercio e Inversiones* (the "DGCI"), the Bureau for Commerce and Investments, which is a department of the Ministry of Industry, Trade and Tourism. Generally, the declaration must be filed in January for shares (and any other securities) owned as of December 31 of each year; however, if the value of the shares acquired or the amount of the sale proceeds you realize from the sale of shares exceeds a certain threshold, the declaration must be filed within one month of the acquisition or sale, as applicable.