

U.S. PAID PARENTAL LEAVE POLICY – CHILDBIRTH RECOVERY AND BONDING

REFERENCE

HR-USA-022

EFFECTIVE DATE

September 2026

OWNER

People & Culture

1. PURPOSE

This U.S. Paid Parental Leave Policy - Childbirth and Bonding ("Policy") provides Eligible Employees options for limited and conditional paid leave (including limited salary replacement) during authorized time taken off for: (1) recuperation from childbirth (Childbirth Recovery Leave); and (2) bonding time with a newborn or placement of a child for adoption or foster care (Bonding Leave).

2. APPLICABILITY

The employees eligible for the benefits provided by this Policy must meet all of the following criteria ("Eligible Employees"):

- (1) be actively employed by Aristocrat¹ in the United States, normally work in the United States, and paid in the United States (inclusive of Puerto Rico);
- (2) be a full-time employee (normally scheduled to work at least 30 hours per week);
- (3) have worked for Aristocrat or one of its affiliated business entities for at least 12 months (employees are eligible on the first day following the expiration of their first 12 months of employment).

Without limitation, the following are not eligible to participate in this Policy: non-employees, employees hired to work or who are regularly scheduled to work less than 30 hours per week or otherwise considered part-time employees, temporary employees, interns, employees who are not based in the United States, contingent workers, contractors, individuals providing services to the Company or its affiliated business entities but who are employed by a third party staffing provider, and other persons who are not directly employed by Aristocrat.

CHILDBIRTH RECOVERY LEAVE:

Eligible Employees are eligible for Childbirth Recovery Leave due to the need for time off from work for recuperation from childbirth for up to **a maximum of eight (8) weeks**. The available period for Childbirth

¹ The term "Aristocrat," "Company," or "We," means a U.S. subsidiary of Australian Leisure Limited, an Australian entity, or one or more of its affiliated business entities, which regularly employs employees in the U.S. within the global network of entities affiliated with Australian Leisure Limited.

Recovery Leave **commences with the birth of the child** (i.e., if leave does not begin immediately, the available leave period is reduced correspondingly).

During Childbirth Recovery Leave, employees receive 100% of the employee's straight-time, regular pay based on the number of regularly scheduled hours for the Eligible Employee ("Regular Pay").

Childbirth Recovery Leave must be taken in one continuous extended leave period and cannot be taken on an intermittent, reduced schedule, partial-day, or partial-week basis.

BONDING LEAVE:

Eligible Employees are eligible for Bonding Leave due to the birth of the employee's child or placement of a child for adoption or foster care in the employee's home for up to a maximum of **four (4) weeks**, during which the employee will receive 100% of the employee's straight-time, regular pay based on the number of regularly scheduled hours.

Bonding Leave **can be taken at any time within the first 12 months** following the birth of the employee's child or placement of a child for adoption or foster care; however, leave must be taken in one continuous extended leave period only, and cannot be taken on an intermittent, reduced schedule, partial-day basis, or partial-week basis.

GENERAL PROVISIONS:

The following rules apply for any leave, compensation, or benefit provided under this Policy:

- **Requesting Leave.** Employees must request leave under this Policy by contacting the Company's third-party leave administrator, (currently, AbsencePro at Toll-Free: 877.365.2666 | absencepro.absencemgmt.com | TDD: 800.697.0353).
- **Ongoing Obligation to Communicate.** Employees must regularly communicate with their managers, the Company, the Company's third party leave administrators, and/or the Company's Benefits team during any absence from work, regarding their need for leave and other aspects of work such as work schedules, their intent and ability to return to work, and more.
- **Paid Leave Calculations.** Leave under this Policy is calculated based on the number of days for the employee's regular work week. For example, if an employee normally works 5 days per week, then the employee is eligible for up to 40 workdays of Childbirth Recovery Leave (8 weeks X 5 days per week) and 20 days Bonding Leave (4 weeks X 5 days per week), measured continuously from the start of leave. In this example, a Childbirth Recovery leave starting on a Wednesday would end on the 40th workday which would be a Tuesday. Similarly, a Bonding leave starting on a Wednesday would end on the 20th workday which would be a Tuesday. An employee normally working fewer days per week would have a corresponding fewer days of paid leave during the applicable leave period.
- **Leave Order.** If an employee is eligible for both Childbirth Recovery Leave and Bonding Leave, Bonding Leave is only available after Childbirth Recovery Leave is exhausted.
- **Taxes / Withholdings.** All pay under this Policy is less any applicable taxes and withholdings.
- **Multiple Births / Placements.** Multiple births or multiple placements for adoption or foster care (e.g., birth or placement of twins or siblings), does not increase the length of leave granted for that event under this Policy.

- **Once per Rolling 12-Months.** Childbirth Recovery Leave and Bonding Leave under this Policy are only available for Eligible Employees once in any rolling twelve-month period.
- **Other Leaves or Payments During Leave.** Employees eligible for paid leave under this Policy and any other leave and/or payment during leave must elect one or the other, unless otherwise required by law.
 - **Family Medical Leave.** Leave under this Policy runs concurrently with any available paid or unpaid family or medical leave pursuant to the Family Medical Leave Act or any applicable State or local family or medical leave law or regulation, (collectively, "FML"). Employees must apply for and complete all required steps to obtain such other FML as may be available (see, Requesting Leave, above), and failure to do so may result in employee no longer being eligible for the paid leaves provided by this Policy.
 - **STD Benefits.** Persons needing Childbirth Recovery Leave are usually also eligible for compensation under the Company's Short-Term Disability ("STD") Benefits program which will run concurrently with any paid leave under this Policy. Childbirth Recovery Leave will not be extended even if an employee is approved for STD benefits or other forms of leave that exceed 8 weeks from the date the child is born.
- **Maximum Compensation.** For employees eligible to receive multiple paid leaves or STD Benefits including paid leave under this Policy, if the combination of paid benefits exceeds 100% of the employee's regular wages, the pay benefits under this Policy will be reduced so that the employee receives up to but not more than 100% of the employee's regular wages, unless prohibited by applicable law.
- **PTO Accrual.** Employees will accrue paid-time-off hours while on leave under this Policy.
- **Holidays During Leave.** Paid Company holidays occurring during the leaves provided by this Policy are coded as leave and do not extend the total paid leave available by this Policy.
- **Health Coverage During Leave.** During any leave by this Policy, the employee's normal health and welfare benefits coverage will continue in accordance with the applicable terms associated with such benefits. If coverage continues under the health and welfare benefit plans, premiums for such benefits will be automatically deducted from the paid leave benefit under this Policy in accordance with normal practices.
- **End of Employment.** If an employee leaves the employment of the Company for any reason, any unused paid leave under this Policy will be forfeited and will not be paid out.
- **Authorized Leave / No Retaliation / No Special Protection.** Leaves granted under this Policy are considered authorized leave. Employees will not be retaliated against for requesting in good faith, or receiving, leave under this Policy; however, requesting or receiving leave under this Policy does not provide special protection from normal employee management practices unrelated to any leave or benefit provided under this Policy, such as performance management, discipline for misconduct, or selections for layoff or reductions in force which would otherwise occur. Employees engaging in any fraud, intentional misrepresentation or acts, behaviors or omissions intended to mislead the Company or its third-party administrators with respect to any aspect of leave under this Policy are subject to disciplinary action up to and including, but not limited to, termination of employment, and potential clawback of payments made pursuant to this Policy.
- **Policy Changes.** The Company may modify, amend, alter, terminate, and/or replace this Policy and any benefits or pay provided under this Policy from time to time at its sole discretion.