



## Update on Situation in Ukraine & Russia

Sydney, 9 March 2022

Aristocrat Leisure Limited today provided an update on its people and business operations in view of Russia's invasion and the war in Ukraine, together with the imposition of significant sanctions on Russia.

The thoughts of all Aristocrat people are with our Ukraine colleagues and the team members who are supporting them at this difficult time.

### **Employee Wellbeing**

The wellbeing and safety of our people remain our highest priority and Aristocrat's Pixel United team continues to lead a comprehensive response.

Approximately 1,000 people normally work for business units within Aristocrat's Pixel United organisation in Ukraine.

To date, Aristocrat has assisted over two-thirds of our Ukraine based employees and their families to voluntarily relocate, either internationally or to safer locations within the country. A special task force has been set up in Poland to assist staff and families on the ground. Aristocrat is providing transport, visas and legal help, housing and settling-in assistance for relocated staff.

Aristocrat is also making every possible effort to support employees and their families that remain in the country. This includes providing funds, shelter, emergency supplies and other direct aid. We are also continuing to strongly encourage and support those able to relocate to do so, as quickly as possible.

### **Business Impacts**

Aristocrat does not anticipate a material impact on earnings as a result of the crisis.

The business is leveraging its broad network of studios and operations across Europe, U.S and Israel, and its combined global capabilities, to put in place effective mitigations and uphold business continuity.

Relocated staff are working remotely, supported by existing Pixel United studios across Europe. A new office will open shortly in Wroclaw, Poland, adding to our existing operations in Poland, and supporting further talent acquisition over time.

Unfortunately, operating in Russia is currently not viable and Aristocrat confirms it will suspend operating our mobile games in Russia. Russia has historically contributed approximately 3% of total annualised Pixel United bookings.

In respect of our Russia based employees, we are exploring our strategic options and we will continue to do what we can to support our Russia based employees.

Pixel United is continuing to actively manage and prioritise game content release schedules.

We will continue to closely monitor impacts given the fluid situation, and provide an update at Aristocrat's half year financial results in May.

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*Aristocrat Leisure Limited (ASX: ALL) is a leading global gaming content and technology company and top-tier mobile games publisher, with more than 7,000 employees in over 20 locations around the world. Aristocrat offers a diverse range of products and services including electronic gaming machines, casino management systems and free-to-play mobile games. The company's regulated gaming products are approved for use in more than 300 licensed jurisdictions and are available in more than 100 countries.*