Appendix 3G

Notification of issue, conversion or payment up of equity +securities

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

If you are an entity incorporated outside Australia and you are issuing a new class of +securities other than CDIs, you will need to obtain and provide an International Securities Identification Number (ISIN) for that class. Further information on the requirement for the notification of an ISIN is available from the Create Online Forms page. ASX is unable to create the new ISIN for non-Australian issuers.

*Denotes minimum information required for first lodgement of this form, with exceptions provided in specific notes for certain questions. The balance of the information, where applicable, must be provided as soon as reasonably practicable by the entity.

Part 1 – Entity and announcement details

Question no	Question	Answer
1.1	*Name of entity We (the entity here named) give notice of the issue, conversion or payment up of the following unquoted +securities.	Aristocrat Leisure Limited
1.2	*Registration type and number Please supply your ABN, ARSN, ARBN, ACN or another registration type and number (if you supply another registration type, please specify both the type of registration and the registration number).	ABN: 44 002 818 368
1.3	*ASX issuer code	ALL
1.4	*This announcement is Tick whichever is applicable.	 A new announcement An update/amendment to a previous announcement A cancellation of a previous announcement
1.4a	*Reason for update Mandatory only if "Update" ticked in Q1.4 above. A reason must be provided for an update.	Issue of equity +securities
1.4b	*Date of previous announcement to this update Mandatory only if "Update" ticked in Q1.4 above.	N/A
1.4c	*Reason for cancellation Mandatory only if "Cancellation" ticked in Q1.4 above.	N/A
1.4d	*Date of previous announcement to this cancellation Mandatory only if "Cancellation" ticked in Q1.4 above.	N/A
1.5	*Date of this announcement	13 October 2020

Part 2 – Type of issue

Question No.	Question	Answer
2.1	*The +securities the subject of this notification are: Select whichever item is applicable. If you wish to notify ASX of different types of issues of securities, please complete a separate Appendix 3G for each type of issue.	 □ +Securities issued as a result of options being exercised or other +convertible +securities being converted and that are not to be quoted on ASX □ Partly paid +securities that have been fully paid up and that are not to be quoted on ASX ☑ +Securities issued under an +employee incentive scheme that are not being immediately quoted on ASX □ Other [please specify] If you have selected 'other' please provide the circumstances of the issue here:
2.2a.1	Please state the number and type of options that were exercised or other +convertible securities that were converted (including their ASX security code if available)? Answer this question if your response to Q2.1 is "securities issued as a result of options being exercised or other convertible securities being	N/A
2.2a.2	And the date the options were exercised or other +convertible securities were converted: Answer this question if your response to Q2.1 is "securities issued as a result of options being exercised or other convertible securities being converted and that are not to be quoted on ASX". Note: If this occurred over a range of dates, enter the date the last of the options was exercised or convertible securities was converted.	N/A
2.2b.1	Please state the number and type of partly paid +securities that were fully paid up (including their ASX security code if available)? Answer this question if your response to Q2.1 is "partly paid securities that have been paid up and that are not to be quoted on ASX".	N/A
2.2b.2	And the date the *securities were fully paid up: Answer this question if your response to Q2.1 is "partly paid securities that have been paid up and that are not to be quoted on ASX". Note: If this occurred over a range of dates, enter the date the last of the securities was fully paid up.	N/A

2.2c.1	Please state the number +securities (including the code) issued under an + incentive scheme that at immediately quoted on Answer this question if your re "securities issued under an enscheme that are not being immediately."	eir ASX security employee re not being ASX esponse to Q2.1 is enployee incentive	issued Plan ru 8,718 p issued 5,649 p	performance share rights (ALLAA) under the Aristocrat Employee Equity les. performance share rights (ALLAA) under the Aristocrat LTIP share plan. performance share rights (ALLAA) he Aristocrat SuperShare plan.
2.2c.2	*Please attach a docume details of a URL link for with ASX detailing the terms. Hemployee incentive sch summary of the terms. Answer this question if your rescurities issued under an enscheme that are not being immasx.	a document lodged erms of the neme or a	Deferre Aristoci in Aristo (https://w l4nbxkxy For det Plan ru Annexu For det Plan, pl Notice	ails of the Aristocrat Employee Equity les, please refer to the attached line A ails of the Aristocrat SuperShare lease refer to Aristocrat's 2020 of Annual General Meeting.
2.2c.3	*Are any of these +secu to +key management pe an +associate Answer this question if your re "securities issued under an en scheme that are not being imm ASX".	rsonnel (KMP) or esponse to Q2.1 is aployee incentive	No	
2.2c.3.a	Answer this question if your re not being immediately quoted below for each KMP involved	sponse to Q2.1 is "securi on ASX" and your respon in the issue. If the securiti e of registered holder". If	ties issued se to Q2.2 es are bein the securiti holder".	securities issued to each of them. under an employee incentive scheme that are c.3 is "Yes". Repeat the detail in the table g issued to the KMP, repeat the name of the ies are being issued to an associate of a KMP, Number of +securities
2.2d.1	*The purpose(s) for which issuing the +securities is Answer this question if your reformer. You may select one or more of	s: esponse to Q2.1 is	☐ To f ☐ To p [pro	raise additional working capital fund the retirement of debt bay for the acquisition of an asset byide details below] bay for services rendered byide details below] er [provide details below] er [provide details below] anal details:

Appendix 3G Notification of issue, conversion or payment up of equity +securities

2.2d.2	Please provide any further information needed to understand the circumstances in which you are notifying the issue of these +securities to ASX, including (if applicable) why the issue of the +securities has not been previously announced to the market in an Appendix 3B You must answer this question if your response to Q2.1 is "Other". If there is no other information to provide, please answer "Not applicable" or "N/A".	N/A
2.3	*The +securities being issued are: Tick whichever is applicable	□ Additional +securities in an existing unquoted class that is already recorded by ASX ("existing class") □ New +securities in an unquoted class that is not yet recorded by ASX ("new that is not yet recorded by
		that is not yet recorded by ASX ("new class")

Part 3A – number and type of +securities being issued (existing class)

Answer the questions in this part if your response to Q2.3 is "existing class".

Question No.	Question	Answer
3A.1	*ASX security code & description	ALLAA: Performance share rights, each being an entitlement to receive one fully paid ordinary share in Aristocrat (ASX: ALL) subject to meeting certain vesting conditions
3A.2	*Number of +securities being issued	20,173 performance share rights
3A.3a	*Will the +securities being issued rank equally in all respects from their issue date with the existing issued +securities in that class?	Yes
3A.3b	*Is the actual date from which the +securities will rank equally (non-ranking end date) known? Answer this question if your response to Q3A.3a is "No".	N/A
3A.3c	*Provide the actual non-ranking end date Answer this question if your response to Q3A.3a is "No" and your response to Q3A.3b is "Yes".	N/A
3A.3d	*Provide the estimated non-ranking end period Answer this question if your response to Q3A.3a is "No" and your response to Q3A.3b is "No".	N/A

Appendix 3G Notification of issue, conversion or payment up of equity +securities

3A.3e	*Please state the extent to which the +securities do not rank equally:	N/A
	 in relation to the next dividend, distribution or interest payment; or 	
	 for any other reason 	
	Answer this question if your response to Q3A.3a is "No".	
	For example, the securities may not rank at all, or may rank proportionately based on the percentage of the period in question they have been on issue, for the next dividend, distribution or interest payment; or they may not be entitled to participate in some other event, such as an entitlement issue.	

Part 3B – number and type of +securities being issued (new class)

Answer the questions in this part if your response to Q2.3 is "new class".

Question No.	Question	Answer
3B.1	*Security description	
3B.2	*Security type Select one item from the list that best describes the securities the subject of this form. This will determine more detailed questions to be asked about the security later in this section. Select "ordinary fully or partly paid shares/units" for stapled securities or CDIs. For interest rate securities, please select the appropriate choice from either "Convertible debt securities" or "Nonconvertible debt securities". Select "Other" for performance shares/units and performance options/rights or if the selections available in the list do not appropriately describe the security being issued.	 □ Ordinary fully or partly paid shares/units □ Options □ +Convertible debt securities □ Non-convertible +debt securities □ Redeemable preference shares/units □ Other
3B.3	ISIN code Answer this question if you are an entity incorporated outside Australia and you are issuing a new class of securities other than CDIs. See also the note at the top of this form.	
3B.4	*Number of +securities being issued	
3B.5a	*Will all the +securities issued in this class rank equally in all respects from the issue date?	Yes or No
3B.5b	*Is the actual date from which the +securities will rank equally (non-ranking end date) known? Answer this question if your response to Q3B.5a is "No".	Yes or No
3B.5c	*Provide the actual non-ranking end date Answer this question if your response to Q3B.5a is "No" and your response to Q3B.5b is "Yes".	
3B.5d	*Provide the estimated non-ranking end period Answer this question if your response to Q3B.5a is "No" and your response to Q3B.5b is "No".	

		payment up of equity +securities
3B.5e	*Please state the extent to which the +securities do not rank equally:	
	 in relation to the next dividend, distribution or interest payment; or 	
	for any other reason	
	Answer this question if your response to Q3B.5a is "No".	
	For example, the securities may not rank at all, or may rank proportionately based on the percentage of the period in question they have been on issue, for the next dividend, distribution or interest payment; or they may not be entitled to participate in some other event, such as an entitlement issue.	
3B.6	Please attach a document or provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued	
	You may cross reference a disclosure document, PDS, information memorandum, investor presentation or other announcement with this information provided it has been released to the ASX Market Announcements Platform.	
3B.7	*Have you received confirmation from ASX that the terms of the +securities are appropriate and equitable under listing rule 6.1?	Yes or No
	Answer this question only if you are an ASX Listing. (ASX Foreign Exempt Listings and ASX Debt Listings do not have to answer this question).	
	If your response is "No" and the securities have any unusual terms, you should approach ASX as soon as possible for confirmation under listing rule 6.1 that the terms are appropriate and equitable.	
3B.8a	Ordinary fully or partly paid shares/units	
	Answer the questions in this section if you selected this	security type in your response to Question 36.2.
	*+Security currency This is the currency in which the face amount of an issue is denominated. It will also typically be the currency in which distributions are declared.	
	*Will there be CDIs issued over the +securities?	Yes or No
	*CDI ratio Answer this question if you answered "Yes" to the previous question. This is the ratio at which CDIs can be transmuted into the underlying security (e.g. 4:1 means 4 CDIs represent 1 underlying security whereas 1:4 means 1 CDI represents 4 underlying securities).	X:Y
	*Is it a partly paid class of +security?	Yes or No
	*Paid up amount: unpaid amount Answer this question if answered "Yes" to the previous question.	X:Y
	The paid up amount represents the amount of application money and/or calls which have been paid on any security considered 'partly paid'	
	The unpaid amount represents the unpaid or yet to be called amount on any security considered 'partly paid'.	
	The amounts should be provided per the security currency (e.g. if the security currency is AUD, then the paid up and unpaid amount per security in AUD).	

⁺ See chapter 19 for defined terms 31 January 2020

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	*Is it a stapled +security?	Yes or No	
	This is a security class that comprises a number of ordinary shares and/or ordinary units issued by separate entities that are stapled together for the purposes of trading.		
3B.8b	Option details		
	Answer the questions in this section if you selected this security type in your response to Question 3B.2.		
	*+Security currency		
	This is the currency in which the exercise price is payable.		
	*Exercise price		
	The price at which each option can be exercised and convert into the underlying security. If there is no exercise price please answer as \$0.00.		
	The exercise price should be provided per the security currency (i.e. if the security currency is AUD, the exercise price should be expressed in AUD).		
	*Expiry date		
	The date on which the options expire or terminate.		
	*Details of the number and type of +security (including its ASX security code if the +security is quoted on or recorded by ASX) that will be issued if an option is exercised		
	For example, if the option can be exercised to receive one fully paid ordinary share with ASX security code ABC, please insert "One fully paid ordinary share (ASX:ABC)".		
3B.8c	Details of non-convertible +debt securitie redeemable preference shares/units	s, +convertible debt securities, or	
	Answer the questions in this section if you selected one 3B.2.	of these security types in your response to Question	
		ng Conventions and Security Descriptions for ASX Quoted ertain terms used in this section	
	*Type of +security	☐ Simple corporate bond	
	Select one item from the list	☐ Non-convertible note or bond	
		☐ Convertible note or bond	
		☐ Preference share/unit	
		☐ Capital note	
		☐ Hybrid security	
		□ Other	
	*+Security currency		
	This is the currency in which the face value of the security is denominated. It will also typically be the currency in which interest or distributions are paid.		
	Face value		
	This is the principal amount of each security.		
	The face value should be provided per the security currency (i.e. if security currency is AUD, then the face value per security in AUD).		

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7	*Interest rate type Select one item from the list Select the appropriate interest rate type per of the security. Definitions for each type are in the Guide to the Naming Conventions and Descriptions for ASX Quoted Debt and Hyb Securities Frequency of coupon/interest paym per year Select one item from the list.	provided d Security rid □ Indexed rate □ Variable rate □ Zero coupon/no interest □ Other
		☐ No coupon/interest payments☐ Other
	First interest payment date A response is not required if you have select coupon/interest payments" in response to the question above on the frequency of coupon payments	ne
	Interest rate per annum Answer this question if the interest rate type	% p.a.
	*Is the interest rate per annum estinat this time? Answer this question if the interest rate type	
	If the interest rate per annum is est then what is the date for this inform be announced to the market (if kno Answer this question if the interest rate type and your response to the previous question Answer "Unknown" if the date is not known time.	ation to wn) is fixed is "Yes".
	*Does the interest rate include a re rate, base rate or market rate (e.g. or CPI)? Answer this question if the interest rate type or indexed	BBSW
	*What is the reference rate, base ramarket rate? Answer this question if the interest rate type or indexed and your response to the previous question is "Yes".	is floating
	*Does the interest rate include a maket rate? Answer this question if the interest rate type or indexed.	e or
	*What is the margin above the referate, base rate or market rate (expras a percent per annum) Answer this question if the interest rate type or indexed and your response to the previous question is "Yes".	essed · · · · · · · · · · · · · · · · · · ·

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	*S128F of the Income Tax Assessment Act status applicable to the +security Select one item from the list For financial products which are likely to give rise to a payment to which s128F of the Income Tax Assessment Act applies, ASX requests issuers to confirm the s128F status of the security: • "s128F exempt" means interest payments are not taxable to non-residents; • "Not s128F exempt" means interest payments are taxable to non-residents; • "s128F exemption status unknown" means the issuer is unable to advise the status;	□ s128F exempt □ Not s128F exempt □ s128F exemption status unknown □ Not applicable
	"Not applicable" means s128F is not applicable to this security *Is the +security perpetual (i.e. no maturity)	Yes or No
	*Maturity date Answer this question if the security is not perpetual	
	*Select other features applicable to the +security Up to 4 features can be selected. Further information is available in the Guide to the Naming Conventions and Security Descriptions for ASX Quoted Debt and Hybrid Securities.	□ Simple □ Subordinated □ Secured □ Converting □ Convertible □ Transformable □ Exchangeable □ Cumulative □ Non-Cumulative □ Redeemable □ Extendable □ Reset □ Step-Down □ Step-Up □ Stapled □ None of the above
	*Is there a first trigger date on which a right of conversion, redemption, call or put can be exercised (whichever is first)?	Yes or No
	*If yes, what is the first trigger date Answer this question if your response to the previous question is "Yes".	
	Details of the number and type of +security (including its ASX security code if the +security is quoted on ASX) that will be issued if the securities to be quoted are converted, transformed or exchanged Answer this question if the security features include "converting", "convertible", "transformable" or "exchangeable". For example, if the security can be converted into 1,000 fully paid ordinary shares with ASX security code ABC, please insert "1,000 fully paid ordinary shares (ASX:ABC)".	

⁺ See chapter 19 for defined terms 31 January 2020

Part 4 – Issue details

Question No.	Question	Answer
4.1	*Have the +securities been issued yet?	Yes
4.1a	*What was their date of issue? Answer this question if your response to Q4.1 is "Yes".	9 October 2020, for performance share rights issued under the Aristocrat LTIP share plan and the Aristocrat Employee Equity Plan. 5 October 2020, for performance share rights issued under the Aristocrat SuperShare plan
4.1b	*What is their proposed date of issue? Answer this question if your response to Q4.1 is "No".	N/A
4.2	*Are the +securities being issued for a cash consideration? If the securities are being issued for nil cash consideration, answer this question "No".	No
4.2a	*In what currency is the cash consideration being paid For example, if the consideration is being paid in Australian Dollars, state AUD. Answer this question if your response to Q4.2 is "Yes".	N/A
4.2b	*What is the issue price per +security Answer this question if your response to Q4.2 is "Yes" and by reference to the issue currency provided in your response to Q4.2a. Note: you cannot enter a nil amount here. If the securities are being issued for nil cash consideration, answer Q4.2 as "No" and complete Q4.2c.	N/A
4.2c	Please describe the consideration being provided for the +securities Answer this question if your response to Q4.2 is "No".	Nil consideration. The performance share rights are issued as employee incentives, each being an entitlement to receive one fully paid ordinary share in Aristocrat (ASX: ALL) subject to meeting certain vesting conditions.
4.3	Any other information the entity wishes to provide about the issue	N/A

Part 5 – Unquoted +securities on issue

Following the issue of the +securities the subject of this application, the unquoted issued +securities of the entity will comprise:

Note: the figures provided in the table in section 5.1 below are used to calculate part of the total market capitalisation of the entity published by ASX from time to time. Please make sure you include in the table each class of unquoted securities issued by the entity.

Restricted securities should be included in table 5.1.

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*ASX security code and description	*Total number of +securities on issue
ALLAA: Performance share rights, each being an entitlement to receive one fully paid ordinary share in Aristocrat (ASX: ALL) subject to meeting certain vesting conditions	2,693,906

Part 6 – Other Listing Rule requirements

The questions in this Part should only be answered if you are an ASX Listing (ASX Foreign Exempt Listings and ASX Debt Listings do not need to complete this Part) and:

- your response to Q2.1 is "+securities issued under an +employee incentive scheme that are not being immediately quoted on ASX"; or
- your response to Q2.1 is "Other"

Question No.	Question	Answer
6.1	*Are the securities being issued under Listing Rule 7.2 exception 13¹ and therefore the issue does not need any security holder approval under Listing Rule 7.1? Answer this question if your response to Q2.1 is "securities issued under an employee incentive scheme that are not being immediately quoted on ASX".	No

¹ Exception 13 An issue of securities under an employee incentive scheme if within 3 years before the issue date:

- (a) in the case of a scheme established before the entity was listed a summary of the terms of the scheme and the maximum number of equity securities proposed to be issued under the scheme were set out in the prospectus, PDS or information memorandum lodged with ASX under rule 1.1 condition 3; or
- (b) the holders of the entity's ordinary securities have approved the issue of equity securities under the scheme as an exception to this rule. The notice of meeting must have included:
 - a summary of the terms of the scheme.
 - the number of securities issued under the scheme since the entity was listed or the date of the last approval under this rule;
 - the maximum number of +equity securities proposed to be issued under the scheme following the approval; and
 - a voting exclusion statement.

Exception 13 is only available if and to the extent that the number of +equity securities issued under the scheme does not exceed the maximum number set out in the entity's prospectus, PDS or information memorandum (in the case of (a) above) or in the notice of meeting (in the case of (b) above).

Exception 13 ceases to be available if there is a material change to the terms of the scheme from those set out in the entity's prospectus, PDS or information memorandum (in the case of (a) above) or in the notice of meeting (in the case of (b) above).

Appendix 3G Notification of issue, conversion or payment up of equity +securities

		payment up of equity +securities
6.2	*Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1? Answer this question if the response to Q6.1 is "No".	No
6.2a	*Date of meeting or proposed meeting to approve the issue under listing rule 7.1 Answer this question if the response to Q6.1 is "No" and the response to Q6.2 is "Yes".	N/A
6.2b	*Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1? Answer this question if the response to Q6.1 is "No" and the response to Q6.2 is "No".	Yes
6.2b.1	*How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?	20,173
	Answer this question if the response to Q6.1 is "No", the response to Q6.2 is "No" and the response to Q6.2b is "Yes". Please complete and separately send by email to your ASX listings adviser a work sheet in the form of Annexure B to Guidance Note 21 confirming the entity has the available capacity under listing rule 7.1 to issue that number of securities.	
6.2c	*Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)? Answer this question if the response to Q6.1 is "No" and the response to Q6.2 is "No".	No
6.2c.1	*How many +securities are being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A?	N/A
	Answer this question if the response to Q6.1 is "No", the response to Q6.2 is "No" and the response to Q6.2c is "Yes". Please complete and separately send by email to your ASX listings adviser a work sheet in the form of Annexure C to Guidance Note 21 confirming the entity has the available capacity under listing rule 7.1A to issue that number of securities.	

Introduced 01/12/19; amended 31/01/20



ANNEXURE A ARISTOCRAT EMPLOYEE EQUITY PLAN RULES - KEY TERMS AND CONDITIONS

Grant of Rights	
Performance Share Rights	Each Performance Share Right ("Right") is a right to receive one Aristocrat Leisure Limited ("Aristocrat") fully paid ordinary share ("Share") in respect of each Right that vests, subject to the Vesting Criteria being satisfied.
	Vesting Criteria generally relates to the participant's individual performance and continuous employment with the Group during the Vesting Period.
	A participant will be allocated (by way of issuance or transfer) the relevant number of Shares after the Vesting Period and only after confirmation that the Vesting Criteria has been satisfied. Allocation is further subject to any restrictions imposed by the Company's share trading policy.
Dividends or voting entitlements on Rights	Rights do not carry a right to dividends or a right to vote or, in general, a right to participate in other corporate actions such as bonus issues.
	Entitlement to dividends, and to vote at any general meeting of Aristocrat, apply only after Rights vest and after Shares are allocated to the participant.
Cost of Rights	Participants do not need to pay anything to receive their award of Rights, nor do they need to pay anything upon vesting of Rights and allocation of Shares.
Other terms that apply to the Rights	Rights are not transferable and may not be dealt with (except by force of law) and will lapse immediately if a participant purports to deal with them in breach of the Plan Rules.
	Rights may also lapse in other circumstances, such as where a participant ceases employment before the end of the Vesting Period, where the Vesting Criteria is not met or where a participant engages in fraudulent or dishonest conduct.
Clawback	The Plan Rules contain provisions designed to prevent participants from obtaining an inappropriate benefit. For example, if:
	 a participant acts fraudulently or dishonestly or has engaged in gross misconduct;
	 a participant acts in a manner which brings the Company or the Group into disrepute;
	the Company or Group is required or entitled to reclaim remuneration or reduce a participant's remuneration outcome under law, regulation or Group policy; or
	 vesting is not justified or supportable in the opinion of the Board having regard to the participants personal performance and/or conduct,
	the Board may determine that unvested Rights lapse, Shares received on vesting of Rights may be forfeited, and/or any cash payment received on vesting of Rights or proceeds from the sale of Shares must be repaid to the Company as a debt.



Allocation of Shares following Vesting		
Terms of the Shares allocated following vesting	In general, if Shares are allocated following vesting of Rights, Shares issued or transferred will rank equally in all respects with other ordinary Shares.	
Restrictions on the Shares allocated	Shares allocated on vesting of Rights will not be subject to additional restrictions, other than the general requirement to comply with the Company's Share Trading Policy and applicable laws. Therefore, individuals will generally be free to sell, transfer or otherwise deal with their Shares.	
Cessation of emplo	pyment and change of control	
ocssation of emplo	yment and change of control	
Ceasing employment before the end of the Vesting Period	If a participant ceases employment with the Group before the end of the Vesting Period, all unvested Rights will lapse, unless the Board determines otherwise.	
Change of Control Event before Rights are vested	If a Change of Control Event occurs, or the Board determines that it is likely to occur, the Board has discretion to determine how Rights are treated, including whether some or all of the Rights vest. If the Board does not exercise any discretion, then a pro-rata number of Rights will vest at the time of the relevant event.	
Other general terms and conditions		
Plan Rules	Participants are bound by the Plan Rules and the terms and conditions set out in each participant's Grant Letter.	
	In general, the Board may, at any time, amend the terms and conditions of grant in accordance with the Plan Rules, provided the amendment does not materially reduce the original rights attached to Rights issued under any offer.	
	Unless otherwise specified, participation in the Plan is not a term of employment, does not form part of a participant's remuneration base, and does not affect a participant's contract of employment.	