



GENDER PAY GAP REPORT

UK 2023



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Chief Executive Officer

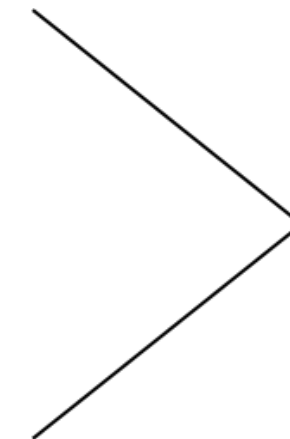
Playtech aims to foster a respectful and supportive workplace that enables every colleague to have the same opportunity regardless of backgrounds, cultures, beliefs, genders and ethnicities, or any other attributes.

The Company has set out specific diversity commitments and a target to increase female representation amongst its leadership population, including executive management and senior management, to 35% by 2025 against 2021 baseline year, with an ultimate ambition to achieve equality in the workplace.

Diversity, Equity, Inclusion and Belonging are at the core of Playtech's strategy and we committed to:

1. Promote an inclusive culture across the organisation.
2. Build a more gender-diverse workforce, increasing representation of gender at all levels and across all functions.
3. Increase leadership representation of underrepresented groups.
4. Adopt a data-driven approach to increase workforce diversity at all levels of the organisation and across all functions.

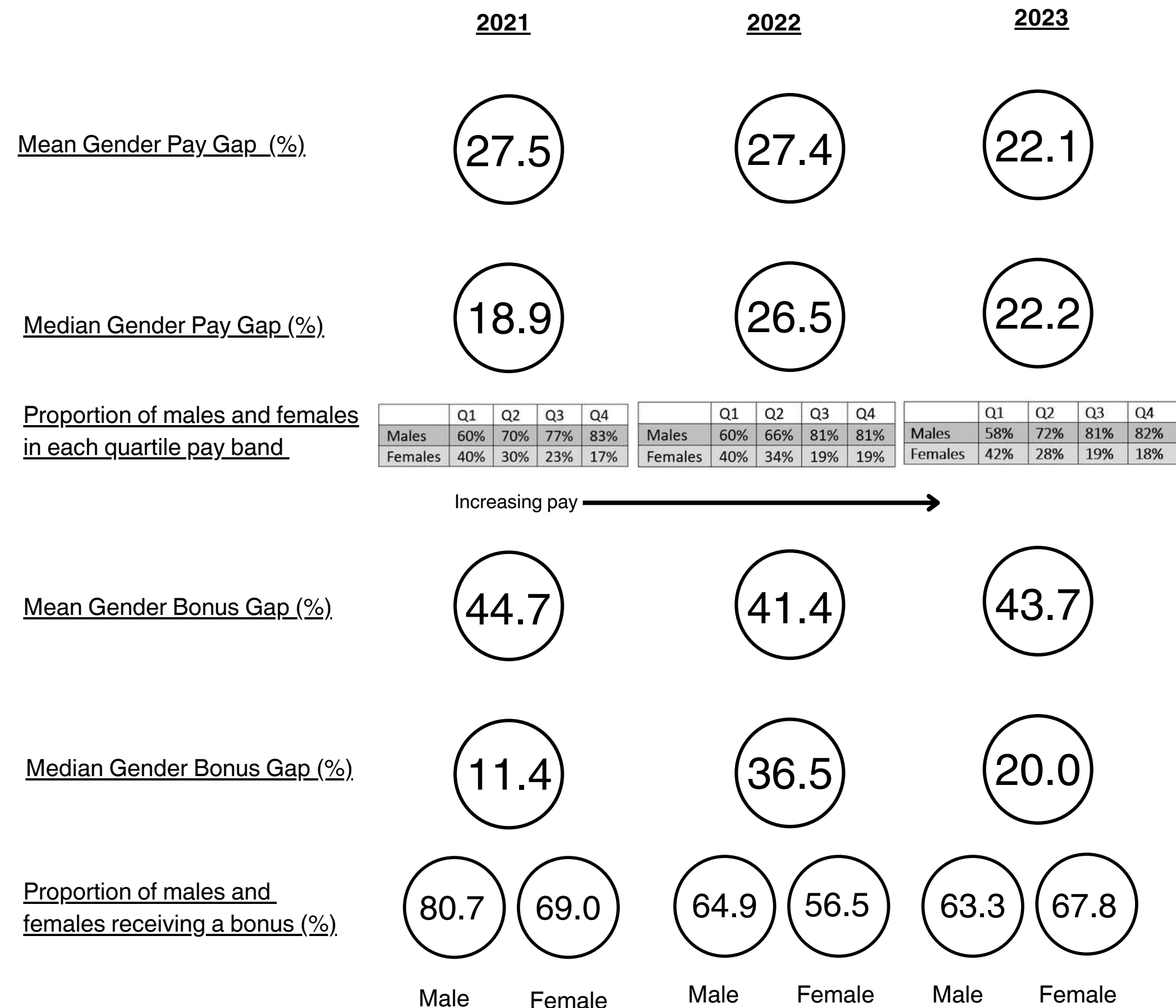
We continue to strengthen the rigour in performance management processes, including efforts to ensure that remuneration and promotion processes are fair and consistent. The key focus going into 2024 is to continue to collect and monitor our data in the UK and beyond and ensure the right behaviours in our leaders which in turn will promote a more inclusive culture and workforce.



Diversity Data - UK All

One of the Group's priorities is to review and reduce the Gender Pay Gap (GPG) with a focus on reducing the Median Gender Pay Gap, which is the middle pay point for males and females. The Company currently reports on the gender pay gap in the UK. During 2023, Playtech initiated the enhancement of system capability to expand the reporting focus in other markets.

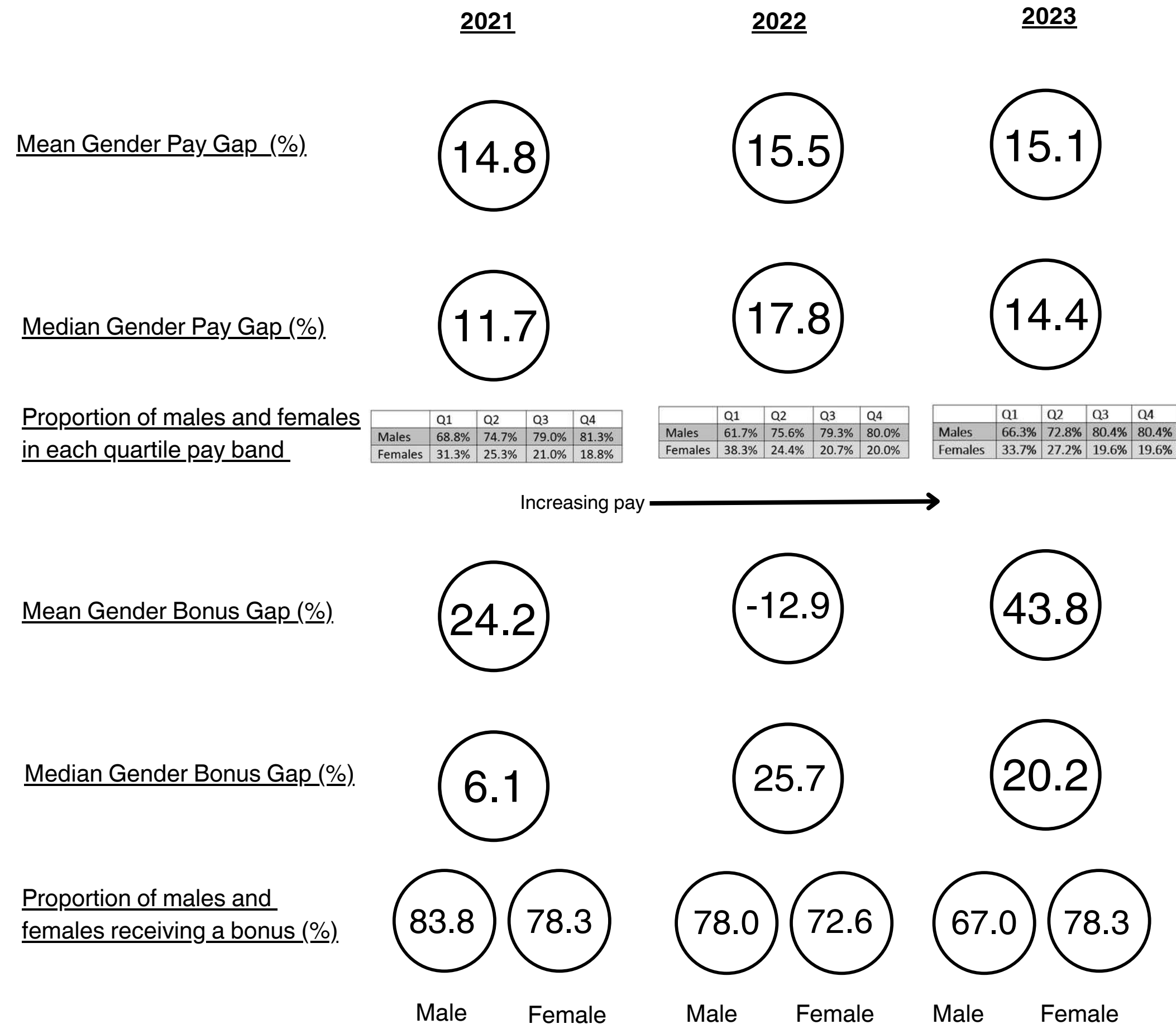
This year is the sixth anniversary of publishing UK GPG data for Playtech. The data analysis and graphical representations indicate a significant reduction of both the mean gender pay gap and the median pay gap. The mean pay gap dropped from 27.4% in 2022 to 22.1% and the median pay gap reduced to 22.2% in 2023 compared to 27.4% in 2022. This is due to the active work undertaken by our HR business partners who are responsible for providing support and advise across Playtech's business units on pay and fair and equal considerations across the different teams. However, our mean bonus gender gap has increased, from 41.1% in 2022 to 43.7% in 2023 as the Company continues to see higher representation of men in higher salaried roles. The proportion of males and females receiving a bonus has improved compared to last couple of years (63.3% males and 67.8% female in 2023 vs 65% males and 57% females in 2022 vs 81% males and 69% females in 2021) following continuous improvements to our internal processes and policies to reduce any possible bias and discrimination Playtech acknowledges the gap remains and is committed to the necessary focus on the gender pay gap and will continue to promote a culture of diversity and inclusion.



Diversity Data - Playtech Software Ltd

As of January 1, 2023, Playtech Group undertook a reorganisation where Gaming Technology Solutions Limited (GTS) transferred its business, including its employees, to Playtech Software Limited (PTS UK).

Data for 2021 and 2022 refer to Gaming Technology Solutions Limited as the only legal entity with more than 250 employees, as reported to the UK government. As of January 1, 2023, Playtech Software Limited is the only legal entity with more than 250 employees, as reported to the UK government ([here](#)).



FOOTNOTE

The payroll data reflects UK employees employed on the snapshot date and the 31st March to prevent misleading information. Payroll data includes basic pay, bonus, commissions and share options gains paid as part of payroll for the 31st of March 2023 and for the official 'snapshot' date 5th of April 2023.

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