



GENDER PAY GAP REPORT

UK 2024



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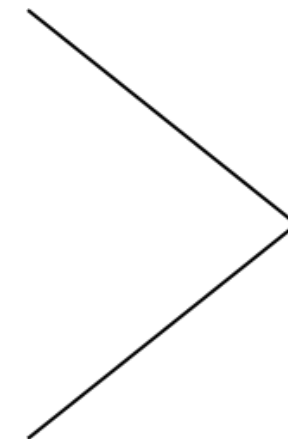
Chief Executive Officer

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.

In addition to these efforts, we continue to invest in the learning and development of our staff and leaders to ensure that DEIB remain at the forefront of our agenda and guide our decision-making.



Diversity Data - UK All

One of the Group's priorities is to monitor and reduce the Gender Pay Gap (GPG) with a continued 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 and during 2024 Playtech started the process of expanding our scope of reporting, to include other markets to align with the EU Pay Directive, aiming to enhance transparency across the group. Additionally, we continue to segment and analyse our GPG data to support more informed decision-making across the business.

This year marks the seventh anniversary of publishing UK GPG data for Playtech. We have made incremental progress in reducing both the mean and median gender pay gaps over the reporting period. The mean and median gender pay gap decreased from 22.1% in 2023 to 20.8% in 2024, and 22.2% to 20.9% over the same period, respectively. This progress reflects the efforts of our People & Culture Advisory Partners, working in collaboration with our Centre of Excellence, to guide Business Units on fair pay and equity.

The mean gender bonus gap has increased from 43.7% in 2023 to 77.0% in 2024. One reason for the significant increase was because Playtech's annual bonuses were deployed outside the reporting period. The bonus data included in this year's reporting relate to ad-hoc bonuses to sales and commercial roles as well as retention bonuses. Our analysis shows a higher percentage of males in such roles, also illustrated in this year's gap. This is also reflected in the median bonus gender pay gap, which increased to 43.3% in 2024 from 20.0% in 2023. To address these disparities, we remain committed to embedding bias-free evaluation processes in our hiring and promotion practices. We also continue to invest in tailored programmes that support career progression of women, including mentorship initiatives, leadership development, and targeted training opportunities.

We observed a decrease in both the proportion of males and females receiving a bonus from 2023 to 2024, from 63.3% to 49.6% and 67.8% to 43.0% respectively. This emphasises the higher representation of males in performance-based roles.

We recognise that achieving gender equity requires sustained effort, and we remain dedicated to fostering a culture of diversity, equity, and inclusion, acknowledging our challenges while working towards meaningful and lasting progress.

	2022				2023				2024																																																
Mean Gender Pay Gap (%)	27.4				22.1				20.8																																																
Median Gender Pay Gap (%)	26.5				22.2				20.9																																																
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Diversity Data - Playtech Software Ltd

As of January 1, 2024, Playtech Software Limited is the only legal entity with more than 250 employees, as reported to the UK government [here](#)

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FOOTNOTE

This year marks the seventh anniversary of publishing UK Gender Pay Gap (GPG) data for Playtech. The data analysis and graphical representation indicates a slight reduction of both the mean and median gender pay gap, from 22.1% in 2023 to 20.8% in 2024, and 22.2% to 20.9%, respectively. This is due to the active work undertaken by our People & Culture Advisory Partners, who are providing support and advice across Playtech's business units on fair and equal pay considerations. The mean gender bonus gap has increased from 43.7% in 2023 to 77.0% in 2024. One reason for this increase was because Playtech's annual bonuses were deployed outside the reporting period. The bonus data included in this year's reporting relate to ad-hoc bonuses to sales and commercial roles as well as retention bonuses. Our analysis shows a higher percentage of males in such roles, also illustrated in this year's gap.

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Media enquiries / more information contact:

Lauren Iannarone, Chief Sustainability and Corporate Affairs Officer

