



# GENDER PAY GAP REPORT UK 2025



## Mor Weizer

### Chief Executive Officer

Playtech is committed to fostering an equitable, respectful and supportive workplace where every colleague has equal opportunity to thrive, regardless of background, culture, belief, gender and ethnicity, or any other attribute.

Our diversity and inclusion priorities are to:

- Promote an inclusive culture across our culture and organisation.
- Build a more gender-diverse workforce, increasing representation of gender at all levels and across all functions.
- Strengthen leadership diversity by increasing representation of underrepresented groups.
- Use data-driven insights to improve workforce diversity and inform targeted interventions.

Oversight of Playtech's global diversity and inclusion strategy sits with the Board Sustainability and Compliance Committee, with the COO serving as the Executive sponsor. Our People and Culture Centre of Excellence provide subject matter expertise and leads capability building, awareness, change management initiatives across the business.

Our long-term ambition is to achieve workplace equality by fostering an inclusive culture, improving gender representation and reducing the gender pay gap across our global workforce.

This report focuses on the UK Gender Pay Gap, while further details on our global diversity and inclusion commitments and performance are available in our Annual Reports: <https://www.investors.playtech.com/annual-reports>

# DIVERSITY DATA - UK OVERVIEW

(This year marks the eighth consecutive year that Playtech has published Gender Pay Gap (GPG) data in the UK. In line with UK reporting requirements, we have included gender pay gap data for our full UK workforce alongside the statutory disclosure for Playtech Software Ltd, the entity formally required to report under the regulations.

Our 2025 analysis shows an increase in both the mean and median gender pay gap, rising from 20.8% to 25.3% (mean) and from 20.9% to 24.4% (median). This movement reflects structural business changes, particularly the reduced representation of women in higher-paid roles across our UK workforce. These positions remain disproportionately held by men, contributing to the widening of the overall pay gap. The bonus gap, however, has improved significantly. The mean bonus gap decreased from 77.0% in 2024 to 16.0% in 2025. This improvement is largely due to the timing of this year's reporting period, which includes annual bonus payments that were not captured in the previous year's window, and when compared with 2023, the bonus gap also shows positive progress, as 2023 reflects a more typical pattern of bonus payment timing and therefore serves as a more reliable comparison point.

For 2025/2026, we remain committed to reducing our gender pay gap through a combination of targeted attraction, equitable pay practices, and robust governance:

**Targeted recruitment campaigns:** Our Talent Acquisition team will continue to focus on attracting more females into underrepresented areas of the business. This includes active engagement with industry and gambling-sector networks to promote roles where gender imbalance persists.

**Calibrated and equitable job offers:** People & Culture Business Partners work closely with Talent Acquisition and hiring managers to ensure all offers are aligned to internal equity and market benchmarks, regardless of sex. This includes consistent calibration of role levels, salary ranges, and internal comparisons during the hiring process.

**Annual pay, bonuses and corrections:** During our annual salary and bonus cycles, P&C Business Partners conduct detailed reviews of job levels, salaries, and bonus proposals to ensure equity across comparable roles. Where disparities are identified, recommendations are made to correct them.

**Off-cycle interventions:** Where inequities emerge outside of the annual review cycles, off-cycle reviews are conducted to ensure timely adjustments.

**Data availability and transparency:** The U.K. People & Culture team continues to provide business partners and Talent Acquisition with up-to-date salary data and market insights, supporting fair and consistent pay decisions across the year.

We recognise that achieving gender equity requires sustained effort and remain committed to fostering diversity, equity, and inclusion while driving meaningful, long-term progress.



## DIVERSITY DATA - UK OVERVIEW

2023

2024

2025

Mean Gender Pay Gap (%)

**22.1**

**20.8**

**25.3**

Median Gender Pay Gap (%)

**22.2**

**20.9**

**24.4**

Proportion of males and females in each quartile pay band

	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Males	58.0%	72.0%	81.0%	82.0%	59.0%	69.0%	83.0%	80.0%	55.8%	67.5%	78.3%	82.5%
Females	42.0%	28.0%	19.0%	18.0%	41.0%	31.0%	17.0%	20.0%	44.2%	32.5%	21.7%	17.5%

Increasing Pay 

Mean Gender Bonus Gap (%)

**43.7**

**77.0**

**16.0**

Median Gender Bonus Gap (%)

**20.0**

**43.3**

**30.1**

Proportion of males and females receiving a bonus (%)

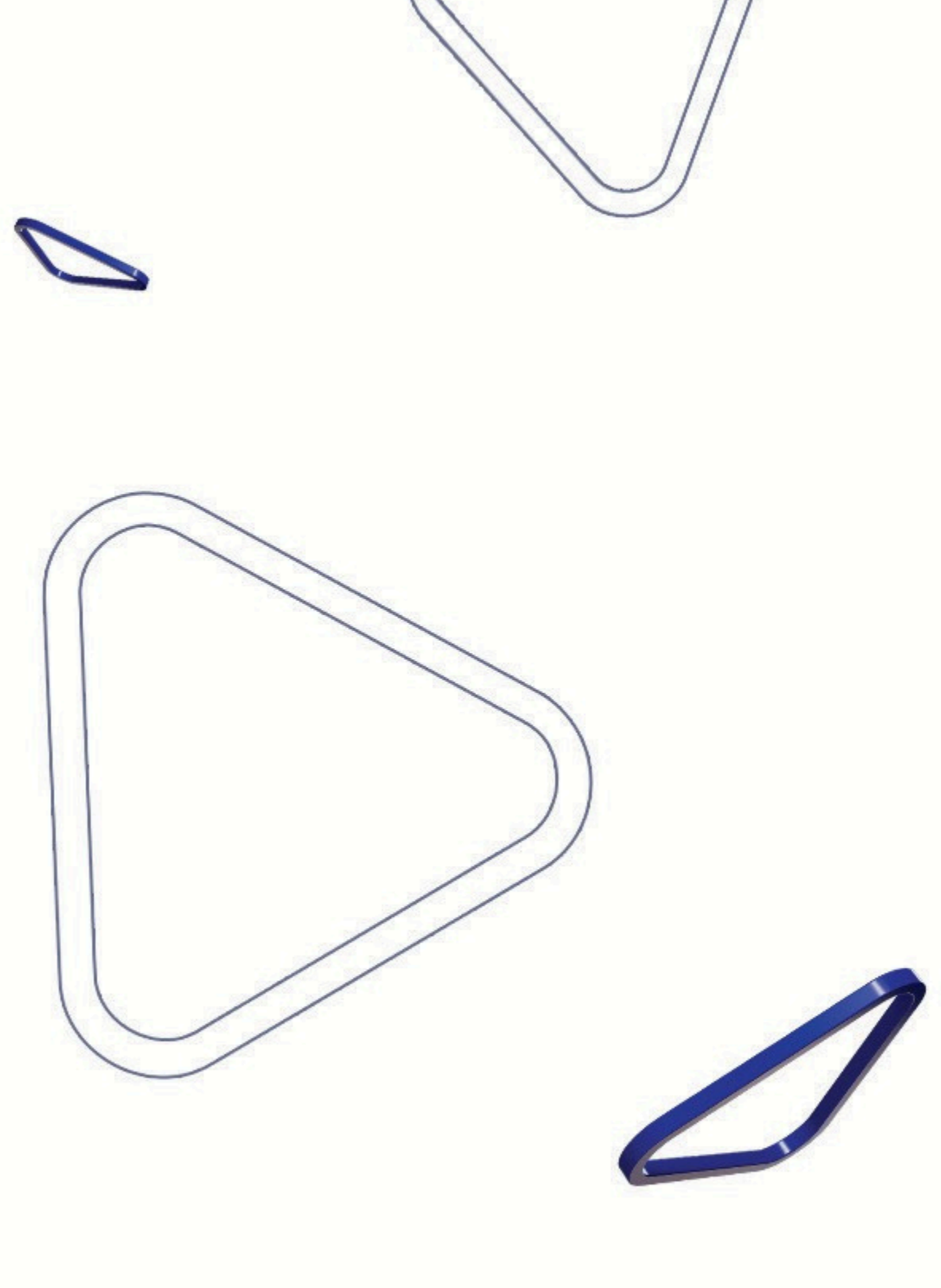
Males	<b>63.3</b>	<b>49.6</b>	<b>85.9</b>
Females	<b>67.8</b>	<b>43.0</b>	<b>87.8</b>

## DIVERSITY DATA - PLAYTECH SOFTWARE LTD

For Playtech Software Limited, our 2025 analysis indicates that both the mean and median gender pay gaps have widened, rising from 16.2% to 22.0% and from 16.6% to 19.6%, respectively, mirroring the overall trend observed across our UK entities.

The mean gender bonus gap decreased significantly from 76.8% in 2024 to 3.7% in 2025, and the median bonus gap reduced from 49.1% to 34.6%. The notable decrease is primarily due to this year's reporting period capturing the full annual bonus cycle, in contrast to the prior year, which reflected a smaller number of irregular bonus payments more commonly linked to senior roles with higher male representation.

The same strategy and governance framework outlined above will be applied within Playtech Software Ltd to ensure consistent, equitable progress across our UK entities.



## DIVERSITY DATA - PLAYTECH SOFTWARE LTD

2023

2024

2025

Mean Gender Pay Gap (%)

**15.1**

**16.2**

**22.0**

Median Gender Pay Gap (%)

**14.4**

**16.6**

**19.6**

Proportion of males and females in each quartile pay band

	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Males	63.3%	72.8%	80.4%	80.4%	63.0%	76.4%	77.1%	78.7%	61.5%	71.7%	75.4%	82.1%
Females	33.7%	27.2%	19.6%	19.6%	37.0%	23.6%	22.9%	21.3%	38.5%	28.3%	24.6%	17.9%

Increasing Pay 

Mean Gender Bonus Gap (%)

**43.8**

**76.8**

**3.7**

Median Gender Bonus Gap (%)

**20.2**

**49.1**

**34.6**

Proportion of males and females receiving a bonus (%)

Males	<b>67.0</b>	<b>53.1</b>	<b>85.8</b>
Females	<b>78.3</b>	<b>50.5</b>	<b>87.1</b>

## 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 2025 and for the official 'snapshot' date 5th of April 2025.

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