



Group Environment Policy

For Board Approval

Version 4.0

ALL-POL-035

August 2025

PREFACE

APPLICATION OF THIS POLICY

Playtech must comply with all environmental laws and regulations in place in the countries where it operates. If any such local laws are not as strict as the terms of this Policy (including the laws and regulations referenced in it), then the terms of this Policy must be applied to the extent permitted by local law.

INTENDED AUDIENCE

This Policy applies to the Playtech group of companies, which means Playtech Plc as well as the subsidiaries of Playtech Plc (collectively referred to as 'Playtech' in this Policy).

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1 POLICY STATEMENT

At Playtech, we are committed to integrating environmental sustainability into all aspects of our operations. We recognise our responsibility to minimise our environmental footprint and contribute positively to the global effort to combat climate change, preserve biodiversity and promote sustainable resource use. We also recognise that urgent action is required to monitor and mitigate the risks and impacts of climate change globally.

2 ENVIRONMENTAL PRINCIPLES

Playtech's environmental impact, and particularly the Company's contribution to climate change, is a growing area of concern for all our stakeholders, including investors, customers, our employees, and the communities where we operate.

Playtech's most significant direct environmental impact arises from greenhouse gas (GHG) emissions associated with energy use and refrigerant consumption at its offices and data centres. Indirectly, the most substantial environmental impact comes from emissions generated across its value chain, particularly from Playtech's suppliers.

Playtech is committed to upholding the following principles:

- Meet or exceed all applicable environmental laws and regulations.
- Measure our Scope 1 & 2 GHG emissions, across our business operations and Scope 3 GHG emissions, across our value chain.
- Minimise use of resources and improve the efficient use of those resources, including use of water and waste generated from our business operations, incorporating reduction, re-use and recycling, where possible.
- Ongoing evaluation and enhancement of its environmental performance, at least annually.
- Operational efficiencies across our offices, including the transition to renewable electricity, where technically feasible and available in the markets where we operate.
- Understand and minimise where possible the impacts of Playtech's operations and value chain on biodiversity and nature.
- Ensure environmental criteria are taken into consideration in our vendor management processes
- Engage our supply chain on the decarbonisation journey.
- Supporting employee action to address environmental impacts in their local communities and in the workplace.
- Understand environmental risks and opportunities, including those linked to climate change, and mitigate and adapt to these impacts to minimise risk and leverage opportunity.

3 ENVIRONMENTAL OBJECTIVES AND TARGETS

Playtech's environmental objectives are to:

- Reduce its GHG emissions within own operations and supply chain
- Build capability and climate resilience through decisive actions within own operations and supply chain

- Align to global climate efforts to transition into a low-carbon economy, in accordance with the latest climate science

In 2019, Playtech set a specific target to reduce its GHG emissions by 40% by 2025 against a 2018 baseline.

In February 2024, Playtech committed to the following targets which have been approved by the Science Based Targets initiative:

- **Overall Net-Zero Target:** Playtech plc commits to reach net-zero greenhouse gas emissions across the value chain by 2040.
- **Near-Term Targets:** Playtech plc commits to reducing absolute Scope 1 and 2 GHG emissions 50.4% by 2032 from a 2022 base year. Playtech plc also commits to reducing absolute Scope 3 GHG emissions 50.4% within the same timeframe.
- **Long-Term Targets:** Playtech plc commits to reduce absolute Scope 1 and 2 GHG emissions 90% by 2040 from a 2022 base year. Playtech plc also commits to reducing absolute Scope 3 GHG emissions 90% within the same timeframe.

4 GOVERNANCE

The Sustainability and Compliance Board Committee has overall responsibility for approving this Policy, monitoring its effectiveness, raising risks to the Board of Directors and ensuring that appropriate actions are taken to mitigate such risks.

The Executive Committee considers and discusses plans and recommendations arising from the operational side of the business and from the various product verticals, in light of the Group's strategy and capital expenditure and investment budgets, including the implications of those plans (in areas such as resources, budget, legal and compliance). This also includes operational and capital investments towards environmental initiatives and energy efficiencies.

The Sustainability function has the primary and day-to-day responsibility for overseeing the implementation of this Policy, monitoring its use and effectiveness, providing subject matter expertise, responding to any queries, and ensuring that processes are in place to audit internal control systems and procedures to ensure they are effective. The team is also responsible for communicating and disseminating this Policy as well as overseeing internal and external reporting.

Playtech's environmental working group, a cross functional forum, oversees the Company's environmental and GHG reduction strategy and response to the challenges posed by climate change. The forum drives progress against the Company's commitment to buying renewable energy and engaging suppliers to reduce Playtech's supply chain emissions. Its work on climate change includes reviewing the current GHG targets and strategy to ensure it aligns with the latest science on limiting the level of global warming below 1.5°C and evolving regulatory and reporting framework. This forum meets quarterly, coordinated by the Sustainability team with support from external specialist environmental advisors, and provides performance updates on local environmental initiatives. Participants include representatives from internal audit, risk, procurement, site operations, tax, investor relations and infrastructure/technology.

5 ACTION AND ACCOUNTABILITY

The Board of Directors strengthened Playtech's sustainability governance and accountability beyond Executive Management by establishing an incentive and reward scheme to recognise leadership commitment and contributions to the Company's sustainability year-on-year performance for selected leaders. These leaders were identified as crucial influencers over Playtech's sustainability agenda and contributors to the Group Sustainability performance.

Environmental action to become a low-carbon business, within our own operations and supply chain is one of the sustainability performance and measures, to build on collective efforts to meet our commitments and most importantly, embed sustainability into our culture and business operations.

6 ENVIRONMENTAL MANAGEMENT

6.1 OPERATIONAL MANAGEMENT

Each Playtech office shall nominate a responsible individual (or team) to oversee operational environmental management.

Each site should document its approach to environmental management, including roles and responsibilities, compliance with local requirements, energy management, environmental management systems and relevant certifications.

- Owned offices – ongoing review of energy efficiencies and energy suppliers to reduce environmental impact.
- Leased offices – proactive engagement with landlords to explore opportunities for reducing environmental impacts including energy consumption, waste and water management.

Site operations are responsible for reinforcing the environmental strategy locally.

Site operations and Local finance representatives collect, review, analyse and report environmental data, as per the Group's methodology, on the data management platform. Accurate records regarding environmental data are maintained for audit trail purposes.

6.2 PROCUREMENT AND VENDOR MANAGEMENT

Suppliers are required to attest to Playtech Supplier Code of Conduct, which lists out Playtech's expectations for operating in a sustainable and environmentally responsible way. As well as complying with all environmental laws, regulations and reporting requirements for environmental permits, Suppliers are expected to:

- Implement programmes to understand and manage the environmental impact of their business operations, including but not limited to waste, water usage and wastewater discharge, energy usage, air emissions including greenhouse gas emissions;
- Work to reduce the environmental impacts of their operations including natural resource consumption, materials sourcing, waste generation, wastewater discharges, energy consumption, greenhouse gases emissions, and other air emissions;
- Set clear targets for emissions reduction and environmental impact reporting and report specific indicators to Playtech to support Playtech's environmental reporting; and
- Make reasonable efforts to publicly disclose topics and goals that are important to the organisation's impact on the environment and society.
- The Procurement team is responsible for ensuring that environmental impacts, alongside responsible business issues, are considered in the purchasing and vendor management process, including due diligence and broader gating of suppliers.
- Playtech encourages its suppliers to start measuring their environmental impact and align on the transition pathway to Net Zero, to the extent that this is feasible.

Hardware life cycle management is key when it comes to the disposal, donation or recycling plan at the end of the lifecycle.

As part of our environmental commitments, we also request our suppliers to complete a climate self-assessment questionnaire to gather information on our indirect emissions through our supplier engagements, as well as targets and activities to reduce those emissions.

6.3 BUSINESS TRAVEL MANAGEMENT

Business travel is necessary for Playtech's ability to interact and engage with existing and prospective clients, meet with investors, regulators and other governing bodies, attend conferences, exhibitions and company events, conduct reasonable internal activities, including attendance at Board and Committee meetings. However, Playtech continues to challenge on the need, frequency and mode of travel.

Playtech's strategy for reducing travel emissions involves both reducing the number of journeys employees make and optimising modes of transport to meet travel needs, as much as possible.

Playtech's internal Global Travel policy provides employees with guidance on considering the business needs when requesting travel and outlines the internal process for obtaining relevant approvals and booking travel. As a rule of thumb, employees are expected to:

- Use of virtual methods (MS Teams) as the new standard mode of interacting with internal and external stakeholders. This is mandatory for all internal meetings and preferred for client visits, supplier visits and other necessary internal activities.
- Select the most appropriate mode of transport for business journeys. Playtech encourages employees to use public transportation, where possible.
- Request air travel at the lowest integral cost possible. Cheaper flights take priority over more costly flights and, where possible, other modes of transport are preferred over flights.

Appropriate training is provided to employees explaining the content of this Policy, their responsibilities and where further information can be obtained. Employees are invited to comment on this Policy and suggest ways in which it might be improved.



Contact: Comments, suggestions, and queries should be addressed to the Sustainability team, at sustainability@playtech.com.

7 TRANSPARENCY, ASSURANCE AND REPORTING

Playtech is committed to reporting on its environmental performance annually and improving the quality and scope of data as part of its annual reporting and in line with evolving regulatory and corporate governance requirements related to environment.

Playtech is also committed to participating in external environmental indices and reporting schemes, such as the CDP.

In addition, Playtech seeks independent limited assurance of its Scope 1, 2 and material categories of its Scope 3 GHG emissions by independent third-party assurance providers.

The Internal Audit function conducts assurance engagements across Playtech operations, which can include providing assurance over the processes in place concerning the Group's annual review and relevant assurance of data.

Group-wide environmental performance data is collected annually and maintained in the Group Sustainability Non-Financial Database, with the support of the Company's external specialist environmental advisors.

The Group's reporting criteria and data collection process are reviewed and updated on an annual basis and published as part of Playtech's annual reporting and non-financial performance.