Playtech Plc Board Diversity Policy

Version 3.0

July 2026

PUBLIC

PREFACE

PURPOSE

The Board Diversity Policy sets out the Board of Playtech Plc's ("the Board") approach to diversity, equity, and inclusion at Board level, including the company's approach to ensuring that diversity and inclusion is a core part of recruitment and succession planning at the Board. This policy reinforces both the Board and Executive Committee's commitment to promote and advance a culture of inclusion and diversity in support of the Group's values. It complements and sits alongside Playtech's Diversity, Equity, Inclusion and Belonging Policy, which sets out the Company's broader commitment to diversity and inclusion.

INTENDED AUDIENCE

Public

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1 POLICY STATEMENT

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 that represent our customers and community. The board notes

The Board believes that a diverse Board with a range of views, insights, perspectives, and opinions will improve decision making and contributions to the long-term success of the business. Members of the Board should bring a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, demographics, disability, ethnicity and diversity of thought.

The Board is committed to:

- Building a culture of inclusion and diversity and promoting this with the Executive Committee and workforce;
- Making diversity and inclusion a guiding principle when reviewing the composition and structure of the Board and Executive Committee;
- Engaging with the workforce to enhance and strengthen its approach to bring diverse perspectives to Board level decision making; and
- Reviewing and monitoring application of equality, diversity and inclusion as part of recruitment and succession planning for executive and management leadership roles.

This Policy has been developed with reference to the UK Corporate Governance Code, the FCA's Listing Rules (LR 9.8.6) on Board diversity disclosure, the Companies Act 2006, and the recommendations of the Parker Review on ethnic diversity. The Board keeps the Policy under review to ensure it continues to reflect evolving regulatory requirements and best practice.

Important: The Board notes that periods of change in Board composition may result in temporary periods when this balance is not achieved.

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2 OUR APPROACH TO DIVERSITY

The Board recognises that diversity goes beyond gender and ethnicity. A high-performing Board benefits from a broad mix of skills, backgrounds, experiences and personal attributes that reflect the complexity of the markets in which Playtech operates and the diversity of its customers, colleagues and communities. For this reason, the Board considers diversity in the widest sense, including but not limited to:

- Gender and ethnicity;
- Disability;
- Neurodiversity;
- Socio-economic and educational background;
- LGBTQ+ inclusion;
- Age and tenure balance; and
- Lived experience relevant to Playtech's customers, markets and risk profile.

These characteristics are considered alongside skills, experience, independence and merit when reviewing the composition of the Board, and are kept under review as diversity best practice continues to evolve.

3 INCLUSION IN THE BOARDROOM

The Board recognises that diversity is only effective when it is supported by inclusive behaviours. The Chairman and all Directors are expected to foster a culture in which every voice is heard, challenge is welcomed, and differing viewpoints are explored respectfully. Directors are expected to contribute to an environment of psychological safety, encourage open dialogue and actively support constructive debate. The Chairman plays a central role in modelling these behaviours and ensuring they are embedded in Board and Committee discussions, supported by structured induction, ongoing development and regular feedback for all Directors.

4 DIVERSITY OBJECTIVES

Diversity and inclusion are part of our corporate culture and we have set about improving the gender balance at Board, executive and senior management levels.

The Board aspires to maintain a balance of female and male members on the Board, with a commitment to have:

- at least 40% female representation maintained; and
- at least one director who identifies as a member of an underrepresented group, as defined by the Parker Review.

The Board will continue to review the gender diversity at senior Board positions (Chair, CEO, CFO or SID) to ensure they remain appropriate to fulfil their clearly defined and specific roles for Playtech, having regard to their experience, skills and competencies, and the composition of the Board as a whole.

Consistent with emerging best practice across the FTSE 100/250, the Board is extending its diversity ambitions beyond the Board itself. The Nomination Committee will work with the Executive Committee to set equivalent diversity metrics for the Executive Committee and senior leadership, and to agree clear timelines for improvement. Progress against these metrics will be reported alongside Board-level diversity data as part of the Company's annual reporting.

5 SUCCESSION PLANNING AND DIVERSE PIPELINES

The Board ensures that diversity actively shapes all Director appointments and succession decisions. Diversity of background, experience and personal attributes is considered alongside skills and merit, and search processes are expected to produce balanced and diverse shortlists. The Nomination Committee maintains a forward view of upcoming Board refresh points to support structured Board evolution, and monitors tenure to support planned, progressive change. The Committee also works to develop internal and external talent pipelines, so that a diverse range of candidates is identified and supported ahead of future Board and senior leadership vacancies.

6 MONITORING AND REPORTING

The Chairman and the Nomination Committee are responsible for ensuring that diversity and inclusion is embedded in the recruitment and succession planning. This includes but is not limited to:

- Reviewing Board composition, succession planning, talent development and the broader aspects of diversity on an annual basis;

- Engaging with executive search firms, who are committed to Playtech's approach to diversity. In every engagement, Playtech will ensure that diversity is a core part of the engagement process with these firms and that the advisors share our values and approach in identifying and proposing a diverse slate of suitable candidates for appointment to the Board;
- Identifying suitable candidates for appointment to the Board on merit against an objective criterion having regard to the benefits of diversity in promoting the success for the benefit of all its stakeholders as well as the skills, experience, background, independence and expertise of current members of the Board;
- Reporting annually on the implementation of the Board Diversity Policy and other matters as required by the UK Corporate Governance Code and other regulatory and statutory requirements; and
- Reviewing the Board Diversity Policy regularly and recommend any revisions to the Board.

The Chairman is responsible for ensuring that Board diversity is considered as part of the annual evaluation of the Board's effectiveness.

To ensure monitoring is robust and transparent, the Policy is supported by the following approach:

- Data collection: Board diversity data is collected annually through Director self-disclosure and reviewed by the Company Secretariat, in line with the disclosure requirements of the FCA Listing Rules and the UK Corporate Governance Code;
- Key performance indicators: progress is tracked against female Board representation, ethnic minority representation, diversity of senior Board positions (Chair, CEO, CFO or SID), and the Executive Committee and senior leadership diversity metrics set out in this Policy;
- Identifying and addressing challenges: the Nomination Committee reviews progress against targets at least annually, identifies any barriers to achieving them, and agrees remedial actions with the Chairman and Executive Committee; and
- Linking to Board performance: the outcomes of diversity monitoring feed directly into the annual Board effectiveness review, informing succession planning and the development priorities agreed for individual Directors and the Board as a whole.