



GLOBAL HEALTH & SAFETY POLICY

Version 1

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PUBLIC

PREFACE

PURPOSE

Playtech is committed to ensuring the health, safety, and wellbeing of employees, contractors, customers, and visitors across all global locations and operations.

The purpose of this policy is to set out Playtech's approach to health and safety at work, define roles and responsibilities, and establish a framework for managing health and safety risks in line with applicable laws, regulations, and recognised best practice.

This policy covers physical and mental health at work, including occupational health, psychosocial risks, and return-to-work processes. It provides a global baseline for health and safety standards while allowing for local implementation in accordance with applicable local legal requirements and operational needs.

This policy sets out a global framework for health and safety management; detailed procedures, controls, and implementation measures are defined and maintained locally in accordance with applicable legal, regulatory, and operational requirements.

SCOPE

This policy applies to all Playtech employees, contractors, third-party providers, and visitors across all global locations. It encompasses all Playtech work environments, including offices, manufacturing facilities, studios, remote working arrangements, and client sites.

Contractors and third-party providers are required to comply with applicable health and safety requirements when performing work on behalf of Playtech, including any site-specific rules, risk assessments, and safety instructions communicated locally.

SUPPORTING POLICIES

Global Wellbeing Policy

Global Hybrid Working Policy

Speak Up Policy

RELATED DOCUMENTS

This policy should be read in conjunction with other relevant Playtech policies, standards, and procedures, as applicable.

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1 OUR COMMITMENT

Playtech recognises that health and safety are fundamental to the wellbeing, performance, and sustainability of our business. We are committed to creating working environments where risks are identified and managed proactively, and where everyone can work safely and confidently.

Playtech expects health and safety to be experienced in practice, not only defined in policies, and encourages individuals to speak up, raise concerns, and act where something does not feel safe.

This commitment applies across all locations and operations and is supported by clear governance, shared responsibility, and continuous monitoring.

Playtech is committed to:

- Providing a safe and healthy workplace for all employees.
- Complying with local, national, and international health and safety laws, standards, and regulations.
- Identifying, assessing, and managing health and safety risks.
- Promoting a culture of safety awareness and continuous improvement.
- Encouraging open communication on health and safety matters.
- Providing appropriate training and resources to ensure a safe working environment.
- Investigating and addressing all health and safety incidents to prevent recurrence.
- Tracking and externally reporting on occupational health, safety and wellbeing performance.

2 RESPONSIBILITIES

Health and Safety is a shared responsibility:

Effective management of health and safety relies on shared responsibility and collaboration across the organisation. While Playtech provides the framework, resources, and support, everyone has a role to play in maintaining safe and healthy working practices.

Responsibilities under this policy are assigned to support clarity, accountability, and consistent application, while allowing for appropriate local implementation in line with legal requirements.

LINE MANAGEMENT RESPONSIBILITIES

Line managers are responsible for:

- Supporting the implementation of applicable health and safety requirements within their area of responsibility.
- Supporting the allocation of appropriate resources, within their remit, to enable safe and healthy workplace practices.
- Fostering a culture where safety and wellbeing is prioritised.
- Implementing and monitoring agreed health and safety controls and risk-management measures within their area.
- Escalating health and safety concerns or risk promptly and cooperating with Site Operations and People & Culture teams where further action or support is required.

EMPLOYEE RESPONSIBILITIES

Employees are responsible for:

- Following all local and global health and safety procedures and guidelines.
- Report hazards, unsafe conditions and incidents promptly via local and global reporting channels.
- Participating in mandatory health and safety training (e.g. Display Screen Equipment training and other required health related training).
- Submitting all sickness-related absences in a timely manner through applicable local systems and follow local sickness-related reporting procedures.
- Using personal protective equipment (PPE), where required.
- Cooperating with occupational health assessments, where recommended, to support return-to-work processes.
- Employees must not attend work under the influence of alcohol, narcotics, or other substances that may impair their ability to work safely. The use, possession, or distribution of such substances in the workplace is prohibited, in line with applicable company policies and local law.
- Employees are expected to ensure that they are fit for work and able to perform their duties safely. Where a health condition may pose a risk to themselves or others, this should be communicated in accordance with local procedures.

LOCAL SITE OPERATIONS TEAM/PEOPLE & CULTURE TEAM RESPONSIBILITIES

To support the effective implementation of this policy, local Site Operations and People & Culture teams must establish and maintain local health and safety documentation, routines, and guidance appropriate to their legal, operational, and risk context.

This local documentation may include, where applicable:

- Local health and safety documentation and records, including those arising from risk assessments, incident reporting, and inspections.
- Incident and accident reporting procedures and escalation routes.
- Emergency preparedness and response arrangements, including first aid and crisis support.
- Workplace health and safety training and induction requirements (including onboarding and role-specific training).
- Display Screen Equipment (DSE) and ergonomic assessment processes, where relevant.
- Occupational health referral processes and return-to-work arrangements.
- Measures addressing psychosocial and organisational risks, such as workload, working time, or remote working considerations.
- Procedures for contractors, visitors, and third-party safety management.
- Local communication of health and safety contacts and reporting channels.

Local Site Operations and People & Culture teams are responsible for:

- Developing and maintaining local health and safety wellbeing policies and procedures in line with applicable local legislation.

- Ensure local compliance with applicable health and safety regulation and regulatory requirements.
- Conducting and coordinating health and safety risk assessments, audits, and workplace inspections.
- Investigating health and safety incidents and implementing corrective actions.
- Ensuring emergency response plans are current, effective and communicated locally.
- Accurately tracking, analysing, and reporting sickness absence, as required.
- Accurately tracking, analysing and reporting workplace incidents, as required.
- Organising occupational health referrals for employees returning to work, where required.
- Developing, maintaining, and implementing local routines, procedures, training, and work environment activities required to comply with this policy and applicable legal requirements.
- Ensuring that appropriate support is made available following health and safety incidents or where risks affecting employee health or safety are identified.

3 DEFINITIONS

For the purposes of this policy, the following definitions apply, where applicable, and should be interpreted in line with relevant local laws, regulations, and practices.

- **Health and safety risk** refers to any physical, psychological, or organisational factor with the potential to cause harm to an individual's health, safety, or wellbeing in connection with work.
- **Risk assessment** refers to a structured process for identifying hazards, evaluating risks, and implementing appropriate controls, carried out locally in line with applicable legal and regulatory requirements.
- **Psychosocial risks** refer to risks arising from the organisation, design, and management of work and the social context in which work is carried out. This includes how work is structured, workloads and working time are arranged, roles and responsibilities are defined, and how individuals experience control, support and demands at work
- **Contractors and third-party providers** include individuals or organisations engaged to perform work on behalf of Playtech who are not employees.

4 RISK MANAGEMENT

Managing health and safety risks is a core part of Playtech's approach to protecting employees and others affected by our activities. Risk management focuses on prevention, early identification of issues, and proportionate controls appropriate to the nature of the work and local context.

Health and safety risks are identified, assessed, and managed through a structured risk management process that considers both the working environment and the organisation of work, in line with applicable legal requirements and recognised health and safety standards.

Local health and safety arrangements must recognise and comply with any statutory employee representation or consultation requirements applicable in the relevant jurisdiction.

We will proactively identify and mitigate health and safety risks by:

- Conducting regular hazard and risk assessments.
- Implementing appropriate preventive and control measures.

- Monitoring and reviewing risks on an ongoing basis.

Where health and safety risks are identified, appropriate support and preventative measures should be put in place to reduce risk and prevent harm. This may include adjustments to work practices, additional guidance, or access to relevant support functions.

Local health and safety arrangements must recognise and comply with any statutory employee representation or consultation requirements applicable in the relevant jurisdiction.

4.1 PHYSICAL, ERGONOMIC AND ENVIRONMENTAL RISKS

Risk assessment must consider physical, ergonomic and environmental risks, such as workplace conditions, equipment, ergonomics, and site-specific requirements (including building capacity limits, fire safety regulations, and ventilation constraints). These risks are identified and managed through local risk assessments.

Risk assessments must also take account of specialised work environments, including studio and broadcast settings where applicable. This may include consideration of risks such as manual handling and repetitive movements, use of technical or broadcast equipment, lighting conditions, noise exposure, and prolonged use of headsets or screens.

Where such risks are identified, appropriate training, controls, and preventative measures must be implemented locally in line with applicable legal requirements and operational needs.

This may include exposure to hazardous substances or materials, which must be assessed and managed through appropriate local controls and procedures.

4.2 PSYCHOSOCIAL AND ORGANISATIONAL RISKS

Psychosocial and organizational risks include factors such as stress and mental health, work organisation, leadership, communication, workload, demands, resources, role clarity, social interaction, and support at work.

Psychosocial risk management also includes consideration of working time arrangements, shift and night work, fatigue, and recovery. Where operations involve 24/7 activity or extended working hours, these risks must be assessed and managed locally through appropriate risk assessments and proportionate controls, in line with applicable legal requirements.

Psychosocial risks may also arise from remote or hybrid working arrangements, including factors such as isolation, blurred work-life boundaries, digital presenteeism, and extended working hours. These risks must be identified, assessed, and managed locally through appropriate risk assessments and controls.

Risk assessments must give appropriate consideration to individuals or groups who may be more vulnerable to health and safety risks, including (where applicable) new or expectant mothers, young workers, and employees with disabilities or health conditions.

Where risks are identified, reasonable adjustments and appropriate controls must be implemented locally, including consideration of emergency arrangements, to ensure a safe and inclusive working environment, in line with applicable legal requirements.

Risk management activities are carried out in line with applicable legal requirements and recognised health and safety standards.

Health and safety risks arising from contractor or third-party activities must be identified, assessed, and managed through local risk assessments and appropriate controls, in line with applicable legal requirements.

5 OCCUPATIONAL HEALTH & EMPLOYEE HEALTH

Playtech is committed to preventing work-related ill health and supporting employees in maintaining their physical and mental health at work. Occupational health and employee health considerations include psychosocial risks such as unhealthy workloads, working time arrangements, isolation, and the impact of hybrid or remote working. These risks must be assessed and managed locally to support sustainable work practices and employee health.

Local Site Operations teams are responsible for ensuring that workplaces are used in accordance with local legal and safety requirements, including any limitations on occupancy, fire safety regulations, and building capacity.

Where capacity limits apply, appropriate measures may be implemented, such as attendance controls, rotation schedules, or hybrid working arrangements, to ensure compliance with applicable safety requirements.

Health and safety risks related to organisational changes, new ways of working, or the introduction of new employees must be considered and managed as part of local risk assessments and onboarding processes.

Occupational health measures are implemented to identify health risks, support employees where health issues arise, and facilitate safe and sustainable attendance at work. This includes, where applicable:

- Access to occupational health support and referrals to assess fitness for work and workplace adjustments
- Health checks at a high level, where appropriate and in line with local practice
- Support for rehabilitation and recovery, including access to physiotherapy where relevant
- Management of long-term sickness absence
- Structured return-to-work and phased return-to-work arrangements where required

All occupational health activities are managed in accordance with applicable legal requirements and handled confidentially and with care, with further detail set out in Section 11 – Health & Safety Data and Privacy.

Support measures are intended to be proportionate, supportive, and preventive, and should be applied in a way that respects individual circumstances and local legal requirements.

6 TRAINING AND COMMUNICATION

We are committed to providing regular health, safety and wellbeing training, including:

- Onboarding safety orientation for all new hires.
- Role-specific safety procedures and emergency protocols.
- Regular updates on health, safety and wellbeing policies.
- Health-related training (e.g. Display Screen Equipment training and other training required by law or identified through risk assessment).
- Health and safety considerations must be integrated into onboarding processes to ensure that new employees, contractors, and others new to a role or location are informed of relevant health and safety requirements, workplace risks, and available support arrangements.

- Health and safety considerations should also be addressed during offboarding, including the safe handover of duties, return of equipment, and identification of any health or safety matters that may require follow-up or continued support.
- Health and safety information provided as part of onboarding activities, as appropriate to the role, location, and risk profile.

Health and safety training may include role-specific or working-arrangement-specific training, such as Display Screen Equipment (DSE) or ergonomics guidance for remote and hybrid workers, where required by law or identified through risk assessment.

Local arrangements may include standardised remote-work or ergonomic assessment tools, where required, to support safe home-working arrangements.

7 INCIDENT REPORTING AND INVESTIGATION

7.1 REPORTING AND INVESTIGATION

All incidents, near misses and hazards must be reported promptly. Playtech encourages early reporting so that risks can be addressed promptly, employees supported appropriately, and lessons learned to prevent recurrence. The Company will:

- Investigate all incidents to identify root causes.
- Implement corrective actions to prevent recurrence.
- Maintain confidentiality during investigations.

This includes the reporting of physical, health-related, and psychological incidents or near misses where relevant.

Incidents involving threats, violence, or aggressive behaviour that may impact employee safety or wellbeing must be reported and managed in accordance with local procedures and applicable policies.

7.2 PROTECTION, SPEAKING UP AND SERIOUS DANGER

Playtech encourages reporting in good faith and aims to handle reported concerns fairly, respectfully, and proportionately.

Individuals who raise health and safety concerns or report incidents in good faith will not be subject to retaliation or disadvantage as a result. Concerns will be handled fairly, respectfully, and proportionately, in line with applicable policies and local legal requirements.

Employees are encouraged to prioritise safety at all times. Where an individual reasonably believes that a situation presents a serious and imminent danger to life or health, they may remove themselves from the situation without fear of retaliation, in line with applicable local laws.

Any such concerns must be reported as soon as reasonably practicable so that appropriate action can be taken to address the risk and protect others.

Where an incident occurs, Playtech aims to ensure that affected individuals receive appropriate support. This may include access to first aid, medical or occupational health support, People & Culture guidance, or other appropriate assistance, depending on the nature and impact of the incident.

Serious health and safety incidents, or incidents with the potential for significant harm, may be escalated through appropriate local and group governance channels in line with applicable requirements. Escalation

aims to ensure appropriate oversight, learning, and, where necessary, external reporting in accordance with legal obligations.

7.3 ESCALATION AND REGULATORY CONSIDERATIONS

Where health and safety incidents present potential regulatory, licensing, or compliance implications, escalation may include involvement of the Chief Compliance Officer to ensure appropriate regulatory assessment, oversight, and coordination.

Any health and safety incident that could reasonably impact the organisation's regulatory standing, licensing status, or the "fit and proper" status of key individuals must be escalated without delay through appropriate governance channels, including the Chief Compliance Officer, to ensure timely regulatory assessment and response.

8 EMERGENCY PREPAREDNESS

We will ensure that all employees are prepared to respond to emergencies by:

- Maintaining and communicating emergency response plans.
- Conducting regular drills and evaluations.
- Providing access to first aid and emergency contacts.

8.1 EMERGENCY RESPONSE AND PREPAREDNESS

Emergency preparedness arrangements include consideration of appropriate post-incident support following serious incidents, emergencies, or traumatic events. Where required, this may include access to psychological support, People & Culture guidance, and other appropriate assistance for affected individuals.

Local processes must also address communication and support arrangements in the event of a serious incident, including coordination with relevant stakeholders and, where appropriate and lawful, communication with family members, in line with applicable legal requirements and local practices.

8.2 POST-INCIDENT AND CRISIS SUPPORT

Appropriate first aid and post-incident support arrangements must be in place at all locations, in accordance with local legal requirements, to ensure employees receive timely assistance and care following incidents or emergencies.

Emergency response responsibilities related to physical security are further defined in Section 8.

Local emergency contacts, first aiders, and site-specific health and safety contacts must be made available to employees at each location in accordance with local requirements.

8.3 BUSINESS CONTINUITY AND EMERGENCY PREPAREDNESS

Emergency preparedness is closely linked to Business Continuity Management. Playtech is committed to protecting the safety and wellbeing of employees while maintaining or restoring critical activities during and following disruptive events.

Emergency response arrangements must align with Playtech's Business Continuity Management framework to ensure that incidents, emergencies, or crises are managed in a coordinated manner that prioritises human life, employee wellbeing, and safe recovery.

Business Continuity planning, governance, and recovery arrangements are defined in Group Business Continuity Policy and must be coordinated with local health and safety and emergency preparedness requirements.

9 DIGITAL SAFETY & INFORMATION SECURITY

Digital safety and information security considerations that may impact employee health, safety, or wellbeing are governed through Playtech's existing Information Security Management Framework.

This includes high-level requirements relating to secure system use, access management, safe remote working practices, and the reporting and escalation of information security incidents where there may be a potential impact on employees or operations.

Where digital safety activities involve the processing of personal or health-related information (e.g. incident reporting), applicable data protection and privacy requirements are governed by Playtech's Data Protection and Privacy framework and are owned by the Data Protection Officer (DPO).

The implementation of any biometric authentication system is subject to prior approval by the Data Protection Officer and must be supported by a Data Protection Impact Assessment where required by applicable law.

Detailed requirements, controls, and procedures are defined in existing Information Security policies, standards, and incident management processes and are not duplicated within this Health & Safety policy.

- Playtech's digital safety and information security requirements are defined in below policies and procedures:

Information Security Policy

- Organization Security Policy
- Access Control Policy
- Access Control Standard
- Remote Access Standard
- Acceptable Use Policy
- Security Incident Management Policy
- Security Incident Handling Procedure

10 PHYSICAL SECURITY

Playtech recognises that effective physical security is an important component of maintaining a safe, healthy, and secure working environment. Physical security measures are designed to support employee safety and wellbeing, protect visitors and assets, and reduce risks arising from unauthorised access or security related incidents.

10.1 PHYSICAL SECURITY FRAMEWORK

Playtech's Physical security requirements are defined in Physical Security Policy and Physical Security General Standard. These documents set out the principles, responsibilities, and controls that support physical security across Playtech locations and are available internally.

Detailed operational, behavioural, and escalation requirements are outlined in the Physical Security General Standard and are applied in accordance with local laws and site-specific requirements.

10.2 ACCESS MANAGEMENT

Access to Playtech buildings and premises is managed through role-based access controls to support safety, security, and appropriate use of facilities. This may include access cards, PINs and, for designated restricted areas or high-security areas, biometric authentication where required and lawful.

Requirements relating to access authorisation, card handling, restricted areas, and access removal are defined in the Physical Security Policy and General Standard. Employees and contractors are expected to comply with local access procedures and raise any access-related concerns promptly.

10.3 EMERGENCY RESPONSE AND SITE READINESS

Physical Security supports site emergency readiness through measures such as alarm monitoring, evacuation support, fire detection and suppression systems, and coordination with local Physical Security Site Champions or Site Operations teams.

Each site is responsible for maintaining local evacuation procedures and arrangements for fire detection and suppression systems in line with applicable legal and regulatory requirements. These arrangements should align with the emergency preparedness principles outlined in this policy.

10.4 INCIDENT ESCALATION

All physical security incidents, including unauthorised access, security breaches, or threats that may pose a risk to employee safety or wellbeing, must be reported to the Physical Security Team via email.

The Physical Security Team is responsible for coordinating internal notifications, escalation, and follow-up actions where required, working collaboratively with relevant stakeholders.

10.5 VISITOR MANAGEMENT

Visitor access to Playtech premises is managed in accordance with Physical Security General Standard Policy and is designed to support a safe and secure environment for employees and visitors alike.

Visitors may be required to register in advance, present government-issued identification, wear visitor access credentials, and remain escorted while on site. Visitor access permissions, permitted areas, safety requirements, and escalation of visitor-related concerns are defined in the Physical Security General Standard.

11 WORKPLACE OPERATIONS & OFFICE MANAGEMENT

Playtech is committed to maintaining safe, functional, and well-managed workplaces that support employee health, safety, and wellbeing. Workplace operations and office management activities are designed to ensure safe facilities, appropriate working conditions, and effective coordination of site-based services.

Local Site Operations and People & Culture teams are responsible for overseeing workplace standards, addressing operational safety concerns, and coordinating with relevant functions where issues arise.

12 HEALTH & SAFETY DATA AND PRIVACY

Playtech recognises that health and safety activities may involve the processing of personal data, including health-related and other special category information. Such information may be collected and used where necessary to protect employee health, safety, and wellbeing, to manage risks, respond to incidents, or meet legal obligations.

Playtech is committed to handling health and safety-related information lawfully, fairly, and with care. Information will be collected only where necessary, used solely for legitimate health and safety purposes, and handled confidentially.

Access to health and safety-related personal data will be limited to authorised personnel on a need-to-know basis. This may include People & Culture, Occupational Health, Health & Safety, Security, or other relevant stakeholders where required to fulfil legal, safety, or operational responsibilities.

While Playtech will always seek to respect confidentiality, it may not be possible to guarantee absolute confidentiality in all circumstances. Information may need to be shared where required to investigate incidents, address risks, comply with legal obligations, protect individuals, or ensure procedural fairness.

Health and safety data will be stored securely in line with Playtech's Information Security standards and retained only for as long as required by law or legitimate business need. Where possible, information will be anonymised or aggregated for reporting and analysis.

Employees will be informed when their personal or health-related data is collected in connection with health and safety activities and how it will be used. Employees may exercise their data-protection rights in accordance with Playtech's Data Protection and Privacy policies.

Any questions or concerns regarding the handling of personal or health-related data in connection with health and safety activities may be raised with Playtech's Data Protection and Privacy team at Privacy@Playtech.com.

13 TRAVEL & SAFETY

Playtech is committed to ensuring the health, safety and wellbeing of employees who travel for work. This includes domestic and international travel to client sites, supplier locations, events, and other work-related destinations. All employees must comply with the Global Travel Policy and Global Travel Expenses Policy, as well as applicable local safety regulations, when travelling for work.

Employees are expected to assess travel risks in advance and follow destination-specific safety requirements. Public transport should be used where safe and practical, while taxis, ride-hailing services, or rental vehicles may be used only when necessary and in accordance with the Travel Policy. Accommodation must be booked through approved channels to ensure appropriate safety standards.

Playtech will provide guidance and support for safe travel, including destination-specific information when required. Travel to high-risk locations may require pre-approval and a risk assessment before departure.

Employees are responsible for maintaining required vaccinations, managing personal health needs related to travel, and notifying the People & Culture team or the Travel team if adjustments or special arrangements are needed. Any incidents, accidents, illnesses, unsafe conditions, security issues, or travel interruptions must be reported as soon as possible, with appropriate documentation collected for insurance purposes.

When travelling for work or visiting other Playtech locations, employees must familiarise themselves with local health and safety arrangements, including emergency procedures and local points of contact, as made available through local Site Operations or People & Culture teams.

When combining business and personal travel, employees are responsible for their own safety, wellbeing, and insurance during the personal portion of the trip. All travelers are expected to act responsibly, follow company guidelines, and prioritise their own safety throughout the journey.

14 POLICY COMPLIANCE AND ACCOUNTABILITY

Compliance with this policy is essential to maintaining a safe and healthy working environment. All employees, contractors, and visitors are expected to act responsibly and follow applicable health and safety requirements.

Health and safety performance will be monitored through appropriate reporting, incident analysis, and review of risk management activities. Trends, learning, and significant health and safety matters may be escalated through relevant governance forums, including senior management and, where appropriate, the Board.

Health and safety performance, including incidents, trends, and material risks, is monitored at both local and group level. This information is reviewed through established management and governance forums and may be escalated to senior management and relevant Board-level committees where appropriate to ensure effective oversight and decision-making.

Health and safety performance is tracked through relevant key indicators, which may include sickness absence trends, workplace incident data, and employee feedback or engagement survey results, supported by local and global reporting processes.

Reporting draws on data collected through local submissions, global reporting processes, and employee engagement insights. The organisation continues to refine data quality, consistency, and coverage to support more effective monitoring and decision-making over time.

Health and safety risk trends and performance data form part of Playtech's broader governance, risk, and ESG reporting. Material health and safety risks, incidents, and trends may be reported through appropriate governance channels, including relevant Board-level committees, to support regulatory oversight, ESG disclosures, and compliance with licensing and "fit and proper" requirements.

Playtech is committed to continuous improvement of its health and safety arrangements, informed by monitoring outcomes, incidents, audits, and changes in legal or operational requirements.

Where concerns arise, Playtech aims to address issues proportionately and constructively, focusing on prevention, learning, and support. Where necessary, matters may be addressed in line with applicable company policies, including the Global Disciplinary Policy.

This policy forms part of Playtech's wider legal, regulatory, and governance framework and is supported by related compliance, information security, and document control policies.

This policy is applied fairly and consistently, with appropriate consideration of local laws and individual circumstances.

Local statutory registers, annexes, or procedures must be maintained where required to ensure compliance with jurisdiction-specific health and safety obligations.

For general questions relating to this policy, employees should contact their local People & Culture or Site Operations team. For data protection-related queries, please contact Privacy@Playtech.com.

Local health and safety documentation must be maintained in accordance with this policy and kept up to date to reflect changes in local law, operations, or risk exposure.

Health and safety risks, performance, and significant incidents are subject to oversight through appropriate governance structures and may be reviewed by the Board or relevant Board-level

committees, including the Sustainability & Compliance Committee, as part of the organisation's broader compliance and risk oversight.

15 POLICY REVIEW

This policy will be reviewed annually and updated as necessary to reflect changes in regulations, operations, and industry best practices.

The policy review process is coordinated at group level, with updates subject to appropriate governance and approval processes.

An earlier review may be triggered where required, including in response to significant incidents, material changes in risk, or regulatory developments.

Nothing in this policy is intended to discourage individuals from raising concerns or seeking support where health or safety may be affected.