

# Our Group Sustainability Scorecard

## ESG ratings:

We actively participate in a range of global ESG ratings, indices and frameworks to benchmark our approach against best practice and emerging sustainability challenges:



In 2023, Playtech received a rating of "AA" in the MSCI ESG ratings assessment.<sup>1</sup>

<sup>1</sup> [www.msci.com/notice-and-disclaimer](http://www.msci.com/notice-and-disclaimer)



FTSE4Good

In 2023, Playtech was included in the FTSE4Good Index, with a score of 4.3 (out of 5).



In November 2023, Playtech received an ESG rating of 12.5 and was assessed by Morningstar Sustainalytics to be at low risk of experiencing material financial impacts from ESG factors. In no event shall this information be construed as investment advice or expert opinion as defined by the applicable legislation.<sup>2</sup>

<sup>2</sup> [www.sustainalytics.com/legal-disclaimers](http://www.sustainalytics.com/legal-disclaimers)

Playtech scored 55 in the 2023 S&P Global Corporate Sustainability Assessment reflecting an improvement of 44 points over the last three years (CSA score as of 24 November 2023).



Playtech participates annually in CDP's Climate Change Programme. In 2023, CDP recognised our progress with a "B" score.

## Priorities



**Pioneering safer gambling solutions**

## Commitments

Expand the portfolio of safer gambling technology, tools and solutions

Harness investment in R&D to advance the next generation of safer gambling solutions

Strengthen operational safer gambling standards and technology across our operations



**Promoting integrity and an inclusive culture**

Promote integrity, uphold human rights and reduce compliance risk across our operations and supply chain

Foster equal opportunity and equality for all employees

Support employee wellbeing



**Powering action for positive environmental impact**

Reduce Greenhouse Gas (GHG) emissions within own operations and supply chain

Build capability and climate resilience through decisive actions in both own operations and supply chain

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



**Partnering on shared societal challenges**

Help people live healthier online lives and adopt digital resilience and safer gambling behaviours

Contribute to and support research, education and treatment to prevent, reduce and address gambling-related harm

Empower local community groups to deliver a positive impact

Playtech uses a sustainability scorecard to monitor and assess performance against its sustainability priorities, commitments and targets.

Performance measures	2023 performance
Playtech Protect presence (number of jurisdictions)	9
Brands integrated with BetBuddy (number of brands)	16
Research papers during the year (number of papers)	5
SaaS partnerships (number of safer gambling and compliance partnerships)	15
Achievement of safer gambling independent certification or assurance across operations	GamCare B2B Safer Gambling Standard, Level 3 G4 international certification of responsible online gambling (Snaitech)
Customer interactions (B2C) training during the year (completion rate)	88%
Proportion of customers self-excluding and using safer gambling tools during the year (%)	14 % and 22% respectively
Reports raised through Playtech's Speak Up whistleblowing hotline during the year (number of incidents)	11
Compliance training during the year (employee completion rate)	94%
Data protection training during the year (employee completion rate)	93%
Human rights training during the year (employee completion rate)	93%
Information security training during the year (employee completion rate)	92%
Increase gender diversity amongst our leadership population to 35% by 2025 against a 2021 baseline	30%
Reduction in Mean Gender Pay Gap (UK)	19% decrease (from 27.4% in 2022 to 22.1% in 2023)
Reduction in Median Gender Pay Gap (UK)	16% decrease (from 26.5% in 2022 to 22.2% in 2023)
Reduction in Mean Gender Bonus Gap (UK)	6% increase (from 41.1% in 2022 to 43.7% in 2023)
Reduction in Median Gender Bonus Gap (UK)	45% decrease (from 36.5% in 2022 to 20.0% in 2023)
Wellbeing initiatives during the year (number of initiatives)	>250 wellbeing initiatives
Employee participation in wellbeing initiatives during the year (number of employees)	>4,300 employees participated in at least one initiative
Employee Net Promoter Score (eNPS) from employee engagement surveys	41%
Reduce Scope 1 and 2 (location-based) carbon footprint by 40% by 2025 against a 2018 baseline	1.7% increase (excluding refrigerants, see pages 70 to 73 in the Annual Report and Financial Statements 2023 for more details)
Track Scope 3 reductions with focus on key material categories	106,641 tCO <sub>2</sub> e
Switch all offices, wherever possible, to renewable energy (% of renewable energy)	57%
Get near-term and net zero targets approved by Science Based Targets initiative (SBTi)	SBTi approval received in early 2024
Reach 415,000 people with digital wellbeing programmes by 2025 (number of people reached directly and indirectly)	>680,000 people reached
Total amount invested during the year (€)	>€ 1,500,000 (£ 1,300,000)
Engage 30,000 people in community and mental health programmes to improve livelihoods by 2025 (number of people engaged)	>160,000 people engaged
5% year-on-year increase in employees' contributions (skills, time or money), reaching a global average of 10% by 2025 (%)	10.5% global average (increase by 129.0% since 2022)
Total value of monetary donations during the year (€)	>€ 710,000