



Empowering play through responsible innovation

Playtech plc
Responsible Business and
Sustainability Addendum
to the Annual Report 2024

► Responsible Business and Sustainability Addendum to the Annual Report 2024

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▶ Shaping our sustainable future



“ In 2024, our commitment to be a sustainable and responsible business is stronger than ever. We believe that growing our business in a sustainable and responsible manner is a key factor in delivering long-term value for our stakeholders. As we prepare to comply with ESG regulatory changes, we are committed to engage with our stakeholders to understand and respond to societal expectations. I am incredibly proud of the exceptional achievements of our people, whose efforts have been pivotal in driving progress.”

▶ **Linda Marston-Weston**
Chair of the Sustainability and Public Policy Committee

Directors' Statement on Playtech plc's Selected Sustainability Data

As the Directors of Playtech plc, we are responsible for the preparation and reporting of Playtech's selected sustainability data as at 31 December 2024 in accordance with the reporting criteria as set out in the reporting methodology section of this report.

We confirm, to the best of our knowledge that we have:

- designed, implemented and maintained internal controls and processes over information relevant to the measurement and preparation of the sustainability data that is free from material misstatement, whether due to fraud or error;
- established objective reporting criteria for measuring and preparing the sustainability data to meet the needs of Playtech's stakeholders and applied them consistently;
- presented information, including the criteria, in a manner that provides relevant, reliable, comparable and understandable information; and
- measured and reported the sustainability data based on the reporting criteria.

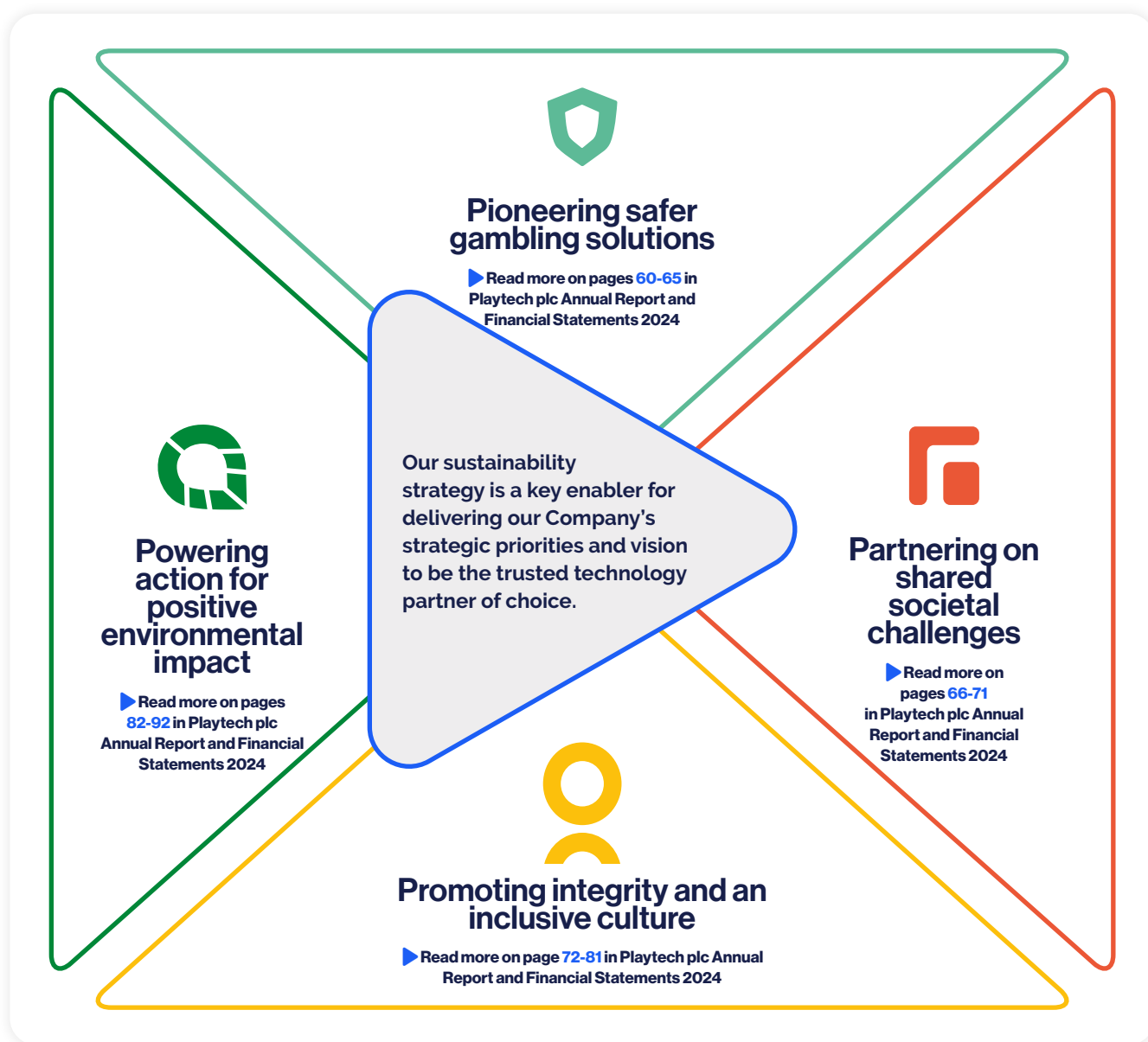
Chief Sustainability and Corporate Affairs Officer

For and on behalf of the Board of Directors of Playtech plc

27 March 2025

► Our approach to sustainability

Sustainability is about taking responsibility for our Company's impact on people, society and the environment. At Playtech, we have developed a framework for action, with four priority areas:



► Our Sustainability priorities



protect

Why does it matter?

Sustainable gambling and player protection technology is where we can make a material positive social impact to the industry and in society. Through safer products, data analytics and player engagement solutions, we are raising industry standards, improving player protection measures and helping our licensees succeed.

What we measure

- Playtech Protect geographic presence and BetBuddy integrations with operators
- Research papers and insights
- Uptake of safer gambling tools and customer interactions

2024 Highlights

- 23 brands deployed and integrated with BetBuddy in 14 jurisdictions
- 21 compliance and safer gambling SaaS partnerships

Read more on Playtech Protect on pages 60 to 65 in Playtech plc Annual Report and Financial Statements 2024

Stakeholder groups impacted

1 3 5



partners

Why does it matter?

Responding to shared societal challenges facing our sector and our communities cannot be solved by one organisation alone. By working with expert partners, we are helping people live healthier lives online and supporting a wide range of charitable and volunteering activities.

What we measure

- Monetary donations and investments
- Employees' contributions (skills, time and/or money)
- Engagement and reach to assess impact of community programmes

2024 Highlights

- >€2,400,000 monetary donations and investments
- 14.9% global average in employees' contributions (skills, time or money)
- >108,000 people engaged through our community programmes

Read more on Playtech Partners on pages 66 to 71 in Playtech plc Annual Report and Financial Statements 2024

Stakeholder groups impacted

4 5 6



people

Why does it matter?

When colleagues feel valued and supported, they are more motivated and committed to achieve shared goals. By building an equitable workplace and empowering colleagues to be a force for good in the world, companies can maximise their collective positive impact.

What we measure

- Diversity metrics
- Employee engagement
- Employee wellbeing

2024 Highlights

- 30% of female senior leaders
- >790 colleagues engaged through wellbeing initiatives
- >35 colleagues and immediate family supported through Playtech's Benevolent Fund

Read more on Playtech People on pages 72 to 81 in Playtech plc Annual Report and Financial Statements 2024

Stakeholder groups impacted

2 3 4



planet

Why does it matter?

Climate change is an urgent concern impacting operational efficiency, energy consumption, and supply chain stability. Addressing climate change also aligns with stakeholder expectations and enhances Playtech's sustainability and innovation strategy.

What we measure

- Energy and emissions
- Renewable energy in our offices
- Water and waste consumption

2024 Highlights

- 29.9% reduction in Scope 1 and 2 (location-based) carbon footprint against a 2018 baseline
- Science-Based Target initiative approval over near-term and net zero targets in February 2024
- 58.3% total energy consumption from renewable sources

Read more on Playtech Planet on pages 82 to 92 in Playtech plc Annual Report and Financial Statements 2024

Stakeholder groups impacted

2 6 7

Key to stakeholder groups

- 1** Customers and end users **2** Suppliers **3** Regulators and research institutions **4** Colleagues **5** Charity partners and NGOs **6** Society **7** Planet

▶ Double materiality assessment

In 2024, Playtech conducted a double materiality assessment to evaluate and report on sustainability topics that impact both corporate financial value and the wider economy, environment and people, in preparation for the EU CSRD requirements in 2025.

Our methodology

The methodology used for this exercise is aligned with the approach outlined in the Directive. Playtech is required to assess, manage and report on sustainability topics that can influence corporate financial value and topics that are material to the wider economy, environment and people. Through the recommended double materiality approach, Playtech has assessed the sustainability topics material to the business from an impact perspective (actual or potential, positive or negative impacts on people or the environment) and material from a financial perspective (matters that generate risks and opportunities that have a material influence on financial performance). In 2025, Playtech will assure the double materiality assessment and its related CSRD disclosures.

The EU has adopted the European Financial Reporting Advisory Group's (EFRAG) reporting standards (European Sustainability Reporting Standards (ESRS)) for CSRD. These standards and the related guidance are sector-agnostic. Therefore, to ensure Playtech's materiality assessment can continue to inform its sustainability strategy, Playtech has also considered sector-specific topics alongside the ESRSs. Playtech has also considered its previous sustainability materiality assessment from 2022 in this process to ensure there is continuity. Going forward, Playtech will refresh its double materiality assessment every other year.

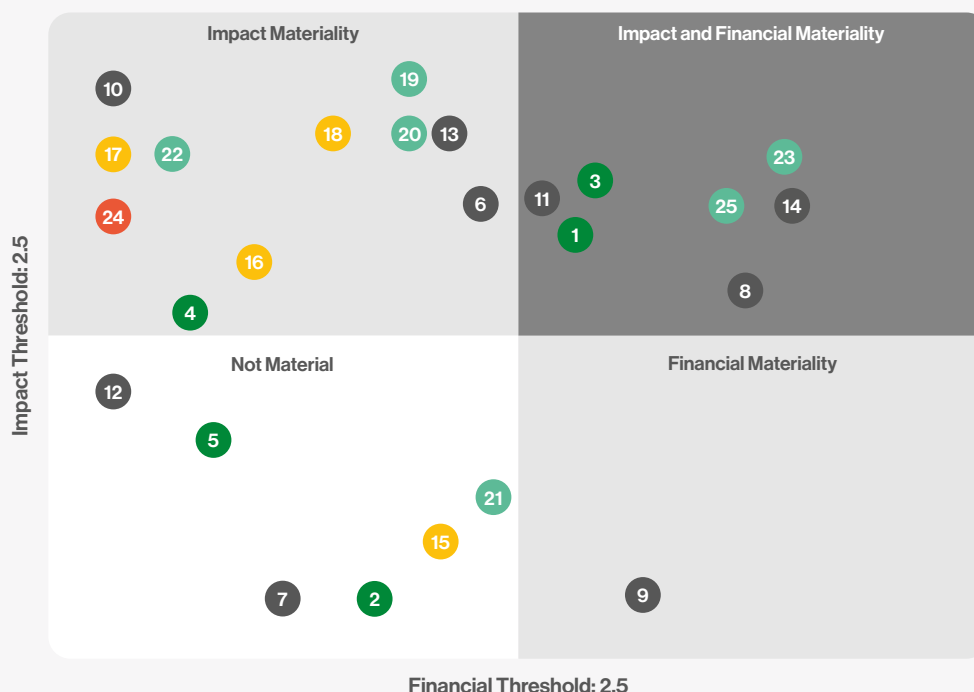
Our approach

Playtech has followed the EU CSRD methodology and EFRAG's guidance in its approach:

- **Mapping Playtech's value chain and reviewing a range of internal publications, peers, sector-specific standards and globally recognised ESG rating frameworks.** From this exercise, a long list of potentially material sustainability issues was created to inform the Company's understanding of the Impacts, Risks and Opportunities (IROs). At this stage, the internal stakeholder group, comprised of subject matter experts, qualitatively agreed on the ESRSs that could be excluded from the detailed assessment. This group considered those topics that were not applicable or relevant to Playtech's business or the sector it operates in.
- **Prioritising a short list of potentially material sustainability topics.** This process was based on an analysis of desk-based scores given to each topic on the long list of topics as well as direct engagement with both internal and external stakeholders. Direct stakeholder engagement included:
 - Eleven interviews with external stakeholders from a range of organisations, including sustainable gambling, DE&I NGOs, investors, suppliers and customers, and different members of Playtech's sustainability advisory panel.
 - Five internal workshops with Playtech employees from different functions, including HR, Sustainable Gambling, Regulatory Affairs, Corporate Affairs, Marketing, Compliance, Investor Relations, Tax, Procurement, Legal, Data Privacy and Security, M&A, and other large business units.
 - The short list of topics was signed off by the DMA approval committee, which was comprised of business and functional leaders from all the key internal functions noted above.
- **Identifying the relevant IROs for each topic on the short list,** based on stakeholder inputs, for further analysis. The IROs are a mechanism to help understand the potential materiality of a topic. During the interviews with external stakeholders, stakeholders shared their views on the specific impacts, risks and opportunities related to each sustainability topic. This was incorporated into the draft list of IROs.
- **Scoring the list of IROs** according to the EFRAG scoring guidance for both impact and financial materiality. This process generated a final score out of five to each IRO. Once a materiality threshold had been agreed for the IROs, the final list of material topics could be generated. Any topic that had a minimum of one material impact, risk or opportunity is considered a material topic for Playtech.
- **Presenting the final results to Playtech Sustainability and Public Policy and Audit and Risk Board Committees.** The members of these Board Committees reviewed and approved the outcomes for both impact and financial thresholds and the final list of material topics.

Sustainability materiality matrix

The diagram below outlines the material topics that were identified during our double materiality assessment, which includes material topics specifically for Italian operations. To facilitate the exclusion of Snaitech and ensure the Company has all the right information to prepare for the CSRD reporting, the matrix below, and the following table, includes and flags both the topics that relate to the Snaitech business only and those topics that relate to Playtech's business only. The Snaitech-only topics and IROs will be excluded in next year's reporting.



Environmental

Climate Change – ESRS E1

- 1 GHG emissions
- 2 Climate risks and opportunities
- 3 Energy management

Circularity – ESRS E5

- 4 Waste management and disposal

Water – ESRS E3

- 5 Water consumption

Governance

Corporate Governance – ESRS G1

- 6 Corporate conduct
- 7 Corporate culture
- 8 Board/Executive effectiveness and remuneration
- 9 Privacy, data protection and information security

Responsible Business – ESRS G1

- 10 Political engagement and lobbying
- 11 Supplier management
- 12 Sustainable procurement and transparency
- 13 Safe and responsible use of AI technology

Economic Value and Contributions – ESRS G1

- 14 Economic value and contributions

Social

Own Workforce – ESRS S1

- 15 Equal treatment and opportunities for all
- 16 Wellbeing, health and safety
- 17 Human rights

Supply Chain – ESRS S2

- 18 Responsible supply chain

Customers (B2C) – ESRS S4

- 19 Consumer rights
- 20 Personal safety of consumers and/or end users
- 21 Responsible marketing and advertising
- 22 Responsible retail management

Safer Gambling – ESRS S4

- 23 Access to protection tools and technology (B2B and B2C)
- 24 Supporting research, education and treatment (B2B)
- 25 Platform innovation and product design (B2B)

▶ Double materiality assessment continued

Topics that are material to Playtech and society

The Company recognises that standards, requirements and expectations about the role of business in tackling environmental, social and governance topics continue to evolve. Regularly assessing which issues are material to the business and industries it operates in is essential to successfully test and develop the Group's responsible business strategy and reporting.

The approach to materiality is dynamic and will continue to evolve and adapt, ensuring assessments help the Company to capture changes in expectations about the role of business in society, as well as focusing on reporting and sustainability disclosures. The topics identified as being material are:

| Topics | Subtopics | Definition | Mapped ESRS | Material IROs |
|-----------------------------|-------------------------------|--|-------------|--|
| Climate Change | GHG emissions | GHG emissions from Playtech and its value chain. This includes Scope 1, 2 and 3 GHG emissions. This includes sustainable procurement for Scope 3 reduction opportunities as well as product carbon footprint. | ESRS E1 | <p>Positive Impact: Climate Change Mitigation: Playtech's commitment to reducing GHG emissions across its own operations and the value chain will limit the business' negative impact on climate change. It also helps to set a standard for decarbonisation in the gambling and gaming industry. Playtech has a SBTi approved net zero target by 2040.</p> <p>Positive Impact: Climate Change Adaptation: moving away from owned/third-party data centres and towards cloud-based services, which could reduce water cooling requirements, emissions from refrigerants, and energy use at data centres. ▶</p> <p>Negative Impact: Climate Change Mitigation: Negative impact on the climate due to GHG emissions from Playtech's own operations, the supply chain and through product use.</p> <p>Opportunity: Climate Change Adaptation: moving away from owned/third-party data centres and towards cloud-based services could reduce costs and reduces the number of physical assets that may be affected by changing climate/extreme weather. ▶</p> |
| Climate Change | Energy management | All energy-related matters to the extent that they are relevant to climate change. It covers all types of energy consumption, including energy efficiency measures and RE. | ESRS E1 | <p>Positive Impact: Increased use of renewable energy will reduce associated emissions and impact on the climate and environment. Investment in PPAs would increase capacity for renewable energy.</p> <p>Opportunity: Transition to renewable energy and energy-saving initiatives will reduce operating costs for the business. ▶</p> |
| Circularity | Waste management and disposal | This includes total waste generated, by type of waste and type of disposal methods. | ESRS E5 | <p>Positive Impact: Positive environmental impacts from Playtech's recycling programmes and reduction in waste generation. Collaboration with operators and suppliers would increase impact. ▶</p> <p>Negative Impact: Waste produced by own operations (including offices), data centres and retail stores negatively impacts on environment due to landfill stress and associated emissions with landfill waste. ▶</p> |
| Corporate Governance | Corporate conduct | All relevant ethical principles and morals that can arise in a business environment. It covers a wide range of behaviours that support transparent and sustainable business practices. This includes avoiding bribery and corruption, financial conduct (AML), risk management, protection of whistleblowers, IP and disputes etc. | ESRS G1 | <p>Negative Impact: Negative impacts on affected stakeholders and individuals if whistleblower protections, anti-bribery and corruption and anti-money laundering policies aren't upheld.</p> |

Key: Playtech only Snaitech only

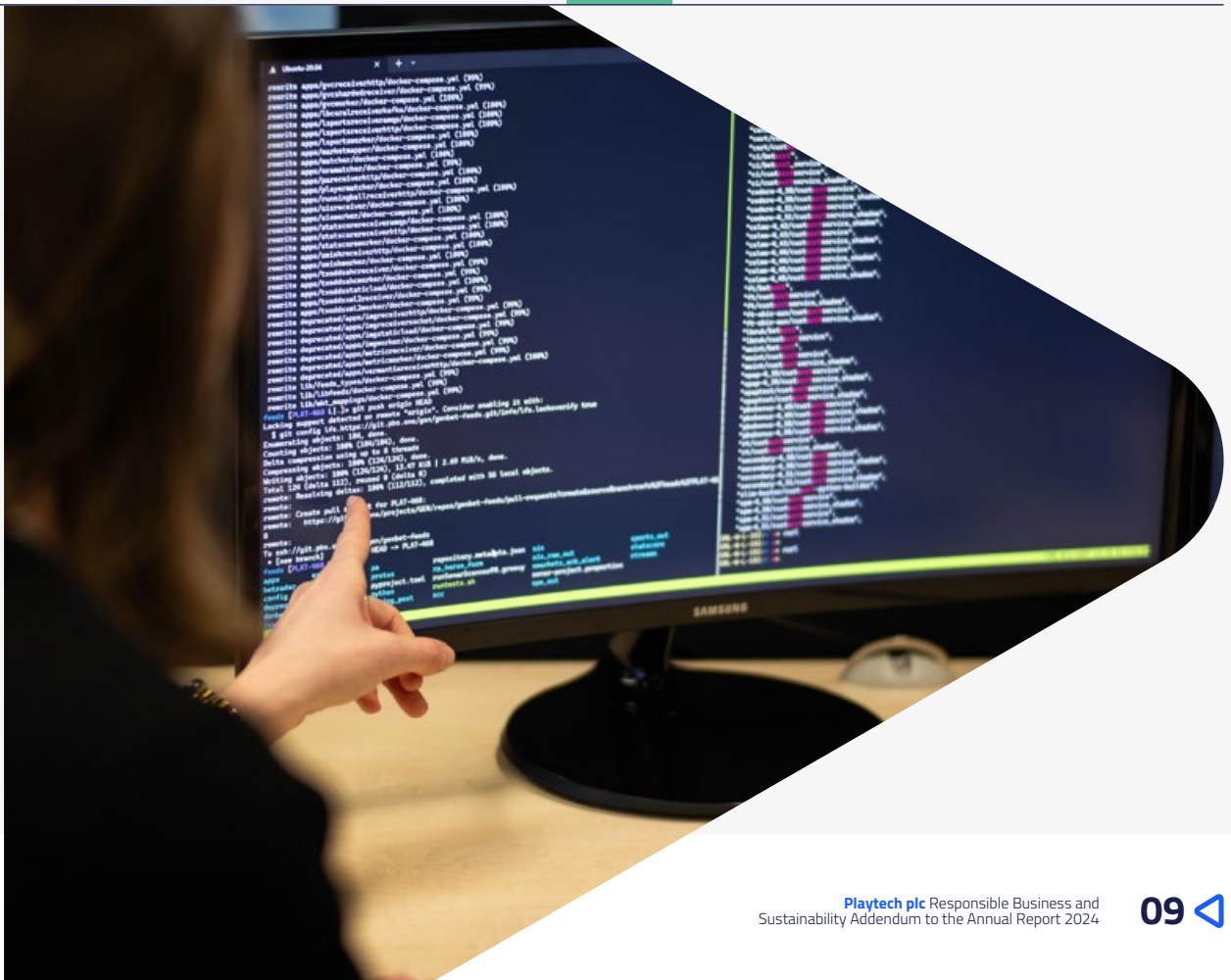
| Topics | Subtopics | Definition | Mapped ESRS | Material IROs |
|----------------------|---|--|-------------|--|
| Corporate Governance | Board / Executive effectiveness and remuneration | This includes Board independence, composition, effectiveness and remuneration. | ESRS G1 | <p>Positive Impact: Investing in an effective Board, and Board transparency, will positively impact on the business culture and therefore on employee wellbeing, and relationships with suppliers and customers. </p> <p>Risk: If Playtech's Board is seen as having insufficient quality, skills and experience, or inexperienced, or unqualified management, this may negatively affect stakeholder opinions e.g. investors and may also harm the business' competitiveness in the long run.</p> <p>Opportunity: A diverse Board helps to strengthen the Company's risk management, innovation, new ideas and expanding customer bases, all of which contribute to business and revenue security.</p> |
| Corporate Governance | Privacy, data protection and information security | Information security is the practice that covers a range of efforts taken by the Company to protect information. This is more relevant for Playtech B2B. | ESRS G1 | <p>Risk: A data breach could lead to a reduction of sales, as well as expose the Company to potential litigation. There would be financial penalties in a case of non-compliance with privacy, data protection and information security regulations.</p> |
| Responsible Business | Political engagement and lobbying | This is the engagement by Playtech to exert its political influence including lobbying. This is only relevant to Playtech when it refers to regulators and NGOs. | ESRS G1 | <p>Positive Impact: Positive impacts on industry change through engagement and lobbying. For example, influencing other industries (e.g. financial services) by setting up a research foundation, contributing to knowledge gain, publishing and disclosing more data, and releasing datasets for others to analyse. Crossover with topic of sustainable gambling.</p> |
| Responsible Business | Supplier management | Management of relationships with suppliers. | ESRS G1 | <p>Negative Impact: A data breach affecting suppliers would have negative consequences regarding privacy, protection and security, and could impact suppliers who rely on Playtech's custom.</p> <p>Risk: Poor supplier management could lead to supply chain disruption or put the security of supplies at risk. If supply chain policies and processes fail or are breached, Playtech could be exposed or penalised for failure to comply with regulation. </p> |
| Responsible Business | Safe and responsible use of AI technology | Deploy and use AI technology in a safe, trustworthy and ethical way. | ESRS G1 | <p>Positive Impact: Responsible use of AI technology could enhance innovation, helping to increase productivity and wellbeing for employees by reducing unnecessary tasks.</p> <p>Positive Impact: Responsible use of AI technology could enhance the innovation of sustainable gambling tools, improving the efficacy of those services and the reach. AI could be used to analyse trends, make games more intuitive and develop new technologies quicker and faster, enabling faster improvements in the product offering. This would have a positive social impact, and benefit customers (players and licensees).</p> <p>Negative Impact: Poor management of AI in the workforce could negatively impact employees if it leads to redundancies due to increased use of machine learning instead of humans. </p> |

▶ Double materiality assessment continued

| Topics | Subtopics | Definition | Mapped ESRS | Material IROs |
|---|---|--|-------------|---|
| Economic Value and Contributions | Economic value and contributions | This includes tax transparency and levies on gambling-specific income. | ESRS G1 | <p>Positive Impact: Tax contributions, economic growth and job creation have positive economic and social impacts for local communities in markets where Playtech operates, or where its supply chain operates. For example, the gambling levy (annual) contributes to Research Education Treatment. It is made through the governing body (BGC) and distributed to health care organisations addressing the negative impacts of gambling on vulnerable communities.</p> <p>Risk: As gambling awareness increases, governments and regulators may mandate a higher level of tax on Gross Gambling Yield which could increase costs to the business. ▶</p> |
| Own Workforce | Wellbeing, health and safety | Health, safety and wellbeing of own workforce. | ESRS S1 | Negative Impact: Impacts of problem gambling, particularly related to mental health and wellbeing, in own workforce, where incidence is likely higher than wider society. This is very relevant to functions (e.g. live operations) where 24/7 interaction with gambling is part of the job role and exposure is very high. |
| Own Workforce | Human rights | Align with international and European human rights instruments and conventions, respecting human rights for all employees including labour rights and the right to privacy, data protection and security. | ESRS S1 | Negative Impact: Negative impact on own employees if their human rights are infringed upon, including workplace conditions, collective bargaining, security of operations. |
| Supply Chain | Responsible supply chain | General approach taken to identify and manage any material actual and potential impacts on value chain workers in relation to impacts on those workers. This includes labour standards, human rights, workers' rights, privacy, data protection and security, and equal treatment and opportunities for all. | ESRS S2 | Negative Impact: Any gaps in the supply chain programme could mean that issues in the supply chain are not monitored and remediated, which would negatively impact on workers and communities in the supply chain, which could include, but is not limited to: workplace conditions, collective bargaining, child labour, migrant workers, security of operations, livelihood and standard of living, local and indigenous peoples' rights. |
| Customers (B2C) | Consumer rights | Laws and regulations that protect consumers to prevent any unfair treatment. | ESRS S4 | <p>Positive Impact: For many customers, there can be a positive impact from responsible gambling: enjoyment, happiness, entertainment.</p> <p>Negative Impact: A data breach affecting customers would have negative consequences for privacy, protection and security. This includes financial information and gambling patterns. Due to the nature of gambling addiction, many customers may also already be vulnerable and therefore the impact could be greater.</p> |
| Customers (B2C) | Personal safety of consumers and/or end users | Playtech's approach to identify and manage any material actual and potential impacts on the consumers and/or end users relating to its products and/or services. For example, health and safety, security of a person and protection of children. | ESRS S4 | Negative Impact: There are negative impacts of gambling from a financial, mental health and social impact perspective on consumers, not just on the individual but also on their family and wider society. There are particularly vulnerable groups: young people, people with mental health issues, neurodiverse groups (ADHD/Autism), poorer socio-economic backgrounds, men, Native Americans. |
| Customers (B2C) | Responsible retail management | Responsible approach to managing Playtech's retail shops as well as its franchises downstream. This includes training operators and ensuring our practices are embedded. | ESRS S4 | Negative Impact: If retail operators are not supported and enabled to implement player protection tools and policies, this could result in harm to customers as proper protection will not be in place. Potential negative impacts include vulnerability to addiction and the associated impacts on finances. ▶ |

Key: ▶ Playtech only ▶ Snaitech only

| Topics | Subtopics | Definition | Mapped ESRS | Material IROs |
|-------------------------------------|--|--|-----------------|--|
| Safer Gambling – B2B and B2C | Access to protection tools and technology | Provide sustainable gambling technology solutions to our licensees and accessibility to end users/ customers. This includes AI-powered solutions that use behavioural monitoring and predictive risk modelling to detect problematic play early. | ESRS S4 | <p>Positive Impact: Through its B2B partnerships, Playtech is able to expand its reach and promotion of safer gambling, positively impacting consumers and wider society (affected families, colleagues, children, etc).</p> <p>Opportunity: Active development and provision of protection tools and technologies to players and operators will enhance Playtech's reputation with investors and with customers. ▶</p> |
| Safer Gambling – B2B | Supporting research, education and treatment | Undertake extensive research to better understand how Playtech's products and services support safer gambling. This includes partnerships with a wide range of academic, industry and charity partners. RET is included here. | Sector specific | <p>Positive Impact: Playtech's support (financial and influential) for research, education and treatment on sustainable gambling helps develop new education and treatment processes, which can benefit problem gamblers or prevent people (customers, wider society and employees) from becoming problem gamblers.</p> |
| Safer Gambling – B2B | Platform innovation and product design | Continue to innovate and launch new safe platforms and products. | Sector specific | <p>Positive Impact: New and innovative sustainable gambling platforms and products could positively impact customers by making gambling safer. This will also positively impact the families and communities of gamblers.</p> <p>Opportunity: Opportunity to boost reputation (and revenue) through engagement with B2B customers, providers and promotion of sustainable gambling. Industry reputation could be improved further by playing a role in the sustainable gambling tools space and incentivising more collaboration in the industry and leading research. For example, increasing BetBuddy reach and revenue. ▶</p> |



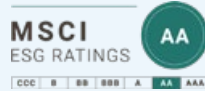
▶ Our Group sustainability scorecard

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 2024, Playtech plc received a rating of "AA" in the MSCI ESG ratings assessment.¹

¹ www.msci.com/notice-and-disclaimer.



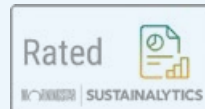
Following the FTSE4Good Index Series December 2024 review, Playtech is a constituent of the FTSE4Good Index Series.²

² FTSE Russell confirms that Playtech has been independently assessed according to the FTSE4Good criteria and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices.



In November 2023, Playtech plc received an ESG Risk Rating of Low Risk and was assessed by Morningstar Sustainalytics to be at 11.5 risk of experiencing material financial impacts from ESG factors. In no event this score shall be construed as investment advice or expert opinion as defined by the applicable legislation. The information contained or reflected herein is not directed to or intended for use or distribution to India-based clients or users and its distribution to Indian resident individuals or entities is not permitted, and Morningstar Sustainalytics accepts no responsibility or liability whatsoever for the actions of third parties in this respect.³

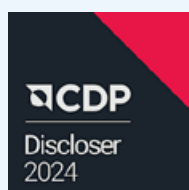
³ www.sustainalytics.com/legal-disclaimers.



Playtech scored 57 in the 2024 S&P Global Corporate Sustainability Assessment reflecting a year-on-year improvement (CSA score as of 24 November 2024). Playtech has been included in the S&P Global Sustainability Yearbook 2025. Read about it in the Yearbook: www.spglobal.com/esg/csa/yearbook/



Playtech participates annually in CDP's Climate Change Programme. In 2024, CDP recognised our progress with an "A-" score, an improvement from a "B" score in 2023.



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

| Priorities | Commitments |
|--|--|
|  Pioneering safer gambling solutions | 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 |
|  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 |
|  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 within our 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 |

| Performance measures | 2024 performance |
|---|---|
| Playtech Protect presence (number of jurisdictions) | 14 (2023: 9) |
| Brands integrated with BetBuddy (number of brands) | 23 (2023: 16) |
| SaaS partnerships (number of safer gambling and compliance partnerships) | 21 (2023: 15) |
| Achievement of safer gambling independent certification or assurance across operations | GamCare B2B Safer Gambling Standard, Level 3 |
| Proportion of customers self-excluding and using safer gambling tools during the year (%) | 9% and 33%, respectively (2023: 14% and 22%, respectively) |
| Total number of person-to-person interventions | >30,000 person-to-person interventions (2023: 28,137) |
| Reach 415,000 people with digital wellbeing programmes by 2025 (number of people reached directly and indirectly) | >680,000 people reached (2023: >680,000) |
| Total amount invested during the year (€) | >€1,400,000 / £1,200,000 (2023: >€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) | > 270,000 people engaged (2023: >160,000) |
| 5% year-on-year increase in employees' contributions (skills, time or money), reaching a global average of 10% by 2025 (%) | 14.9% global average (increased by 35.4% since 2023) |
| Total value of gifts in kind donations during the year (€) | >€30,000 |
| Total value of monetary donations during the year (€) | >€ 1,000,000 (2023: > €710,000) |
| Reports raised through Playtech's Speak Up whistleblowing hotline during the year (number of incidents) | 7 (2023: 11) |
| Compliance training during the year (employee completion rate) | 97% (2023: 94%) |
| Data protection training during the year (employee completion rate) | 97% (2023: 93%) |
| Human rights training during the year (employee completion rate) | 98% (2023: 93%) |
| Information security training during the year (employee completion rate) | 97% (2023: 92%) |
| Increase gender diversity amongst our leadership population to 35% by 2025 against a 2021 baseline | 30% (2023: 30%) |
| Wellbeing initiatives during the year (number of initiatives) | >150 wellbeing initiatives (2023: >250) |
| Employee participation in wellbeing initiatives during the year (number of employees) | >790 employees participated in at least one initiative (2023: >4,300) |
| Employee Net Promoter Score (eNPS) from employee engagement surveys | 30% (2023: 41%) |
| Reduce Scope 1 and 2 (location-based) carbon footprint by 40% by 2025 against a 2018 baseline | 29.9% decrease (excluding refrigerants, see pages 84-85 of the Annual Report for more details) |
| Track Scope 3 GHG emissions with focus on key material categories | 138,421 tCO ₂ e (2023: 106,641 tCO ₂ e) |
| Switch all offices, wherever possible, to renewable energy (% of renewable energy) | 58.3% (16,909,487 kWh) of our total energy consumption coming from renewable sources (2023: 57.2%) |
| Reach science-based net zero across the value chain by 2040. This means a 90% reduction of Scope 1, 2 (market-based) and 3 GHG emissions by 2040 from a 2022 base year. This is a science-based target, validated by the Science Based Targets initiative (SBTi). | 22.8% decrease in Scope 1 and 2 (market-based) emissions since 2022 (baseline emissions: 4,643 tCO ₂ e) 22.3% increase in Scope 3 emissions since 2022 (baseline emissions: 113,183 tCO ₂ e) |

► Summary of 2024 sustainability data

The following provides an overview of key sustainability data included in the Playtech plc Annual Report and Financial Statements 2024. The key performance indicators are presented under the four sustainability priorities of Playtech's sustainability strategy. The table also indicates the relationship to relevant GRI and ESRS indicators. Additional information is available in the Responsible Business and Sustainability section on pages 46 to 92 of the Annual Report.

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|----------------|--------------------|---------------------|-----|------|--|
| Pillar 1 – Pioneering safer gambling solutions | | | | | | |
| Escalations to licensees – iPoker | | | | | | |
| AML (%) | 0.02 | 0.05 | 0.03 | | | |
| Collusion (%) | 0.78 | 1.30 | 0.76 | | | |
| Responsible gambling (%) | 0.51 | 0.71 | 0.53 | | | |
| Responsible gambling escalation to licensees – Live Casino | | | | | | |
| Risk escalations from all six live operations | 68,213 | 55,895 | 53,085 | | | The number of escalations in 2024 increased due to full-year operation of the live studio in US and expansion in Latvia and Romania. |
| Responsible gambling performance – B2C | | | | | | |
| Proportion of customers self-excluding (%) ¹ | 9 | 14 | 13 | | S4 | 1 Number of self-exclusions and registrations with GAMSTOP as a percentage of total unique customers within Playtech's B2C operations in the UK. |
| Proportion of customers using RG tools (%) ² | 33 | 22 | 33 | | S4 | 2 RG tools comprise reality checks, time-outs and deposit limits. |
| B2C customer interactions | | | | | | |
| Total number of customer interactions | 800,656 | 791,596 | 276,492 | | S4 | 1 Previously noted as "Person-to-person interactions via phone, email or live chat". |
| Total number of proactive interactions | 28,948 | 24,419 | | | S4 | |
| Total number of reactive interactions | 1,473 | 3,718 ² | 12,730 ¹ | | S4 | 2 2023 data was restated to only reflect reactive interventions focusing on safer gambling. |
| Total number of automated interventions | 770,235 | 763,459 | 263,762 | | S4 | |

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|-------|-------|-------|-------|------|---|
| Pillar 2 – Promoting integrity and an inclusive culture | | | | | | |
| Training overview | | | | | | Snaitech employees also completed training relating to Italian Legislative Decrees 231/01 and 231/07, in light of regulatory changes. |
| Compliance essentials | | | | | | |
| Total number of employees eligible | 7,537 | 7,909 | 6,423 | 205-2 | S1 | |
| Total number of employees completing training | 7,307 | 6,658 | 6,063 | 205-2 | S1 | |
| Completion rate | 97% | 94% | 94% | 205-2 | S1 | |
| Average hours per employee | 1.0 | 0.77 | | | S1 | |
| Total number of contractors eligible | 9 | 72 | 220 | | S2 | |
| Total number of contractors completing training | 9 | 68 | 213 | | S2 | |
| Completion rate | 100% | 94% | 97% | | S2 | |
| Human rights | | | | | | |
| Total number of employees eligible | 6,593 | 4,799 | 4,560 | | S1 | |
| Total number of employees completing training | 6,477 | 4,479 | 4,387 | | S1 | |
| Completion rate | 98% | 93% | 96% | | S1 | |
| Average hours per employee | 0.5 | 0.83 | | | S1 | |
| Total number of contractors eligible | 9 | 72 | 220 | | S2 | |
| Total number of contractors completing training | 9 | 68 | 213 | | S2 | |
| Completion rate | 100% | 93% | 97% | | S2 | |
| Customer interactions (B2C) | | | | | | |
| Total number of employees eligible | N/A | 244 | 26 | | S1 | During 2024, tailored safer gambling training was developed for the live operations and will be rolled out in 2025.No targeted B2C training took place in 2024. |
| Total number of employees completing training | N/A | 215 | 25 | | S1 | |
| Completion rate | N/A | 88% | 96% | | S1 | |
| Data protection and security training overview | | | | | | Includes Snaitech employees, but excludes live operations in studio positions (e.g., shufflers and dealers). |
| Data privacy and protection | | | | | | |
| Total number of employees eligible | 7,537 | 4,799 | 4,560 | | G1 | |
| Total number of employees completing training | 7,307 | 4,479 | 4,387 | | G1 | |
| Completion rate | 97% | 93% | 96% | | G1 | |
| Average hours per employee | 1.0 | 0.83 | | | G1 | |
| Total number of contractors eligible | 9 | 73 | 220 | | G1 | |
| Total number of contractors completing training | 9 | 68 | 213 | | G1 | |
| Completion rate | 100% | 93% | 97% | | G1 | |
| Information security | | | | | | |
| Total number of employees eligible | 7,333 | 7,031 | 5,176 | | G1 | |
| Total number of employees completing training | 7,078 | 6,478 | 4,935 | | G1 | |
| Completion rate | 97% | 92% | 95% | | G1 | |
| Average hours per employee | 1.0 | 1.24 | | | G1 | |
| Total number of contractors eligible | 13 | 92 | 300 | | G1 | |
| Total number of contractors completing training | 13 | 87 | 296 | | G1 | |
| Completion rate | 100% | 95% | 99% | | G1 | |

▶ Summary of 2024 sustainability data continued

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|-------------------|------|------|-----------|------|---|
| Pillar 2 – Promoting integrity and an inclusive culture continued | | | | | | |
| Other | | | | | | |
| Mental Health – Total number of employees participating | >90 | | | | S1 | This Mental Health training was designed for managers only |
| Mentoring programme – Total number of employees participating | >29 | | | | S1 | This includes employees; mentees and mentors |
| Job shadowing programme – Total number of employees participating | >100 | | | | S1 | This includes employees; shadowees and shadowers |
| Incident reports through the independent Speak Up hotline | 7 | 11 | 2 | | G1 | |
| Gender splits | | | | | | |
| Employees (%) | | | | | | |
| Male | 60.3 ¹ | 60.0 | 60.6 | 405-1,2-7 | S1 | ¹ Employees are defined as the total number of employees on the payroll on 31 December. Out of 8,165 employees, 28 preferred not to disclose their gender. |
| Female | 39.4 ¹ | 39.2 | 39.3 | 405-1,2-7 | S1 | |
| Prefer not to say | 0.3 ¹ | 0.8 | 0.1 | | S1 | |
| Senior managers (%) | | | | | | |
| Male | 69.5 | 69.3 | 73.8 | 405-1,2-7 | S1 | Senior managers are defined as the leadership population excluding any Board members (e.g. CEO, CFO). In 2024, there are 203 senior managers in total. |
| Female | 30.5 | 30.7 | 26.2 | 405-1,2-7 | S1 | |
| Leadership population (%) | | | | | | |
| Male | 69.8 | 69.6 | 74.1 | 405-1,2-7 | S1 | Leadership population is defined as Executive Management and senior management, which includes managers with multiple departments or departments with complex and more highly technical responsibilities. |
| Female | 30.2 | 30.4 | 25.9 | 405-1,2-7 | S1 | |
| Directors (%) | | | | | | |
| Male | 57.1 | 66.7 | 71.4 | 405-1,2-7 | S1 | Directors are defined as Board Directors on 31 December. |
| Female | 42.9 | 33.3 | 28.6 | 405-1,2-7 | S1 | |
| Employees in junior manager positions (%) | | | | | | |
| Male | 68.4 | 68.3 | | | S1 | |
| Female | 31.3 | 31.6 | | | S1 | |
| Prefer not to say | 0.3 | 0.1 | | | S1 | |
| Employees in revenue-generating functions (%) | | | | | | |
| Male | 61.2 | 61.0 | | | S1 | |
| Female | 38.6 | 38.5 | | | S1 | |
| Prefer not to say | 0.2 | 0.5 | | | S1 | |
| Employees in STEM-related positions (%) | | | | | | |
| Male | 78.6 | 79.3 | | | S1 | |
| Female | 21.0 | 19.9 | | | S1 | |
| Prefer not to say | 0.4 | 0.8 | | | S1 | |

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|------|------|------|-----------|------|--|
| Pillar 2 – Promoting integrity and an inclusive culture continued | | | | | | |
| Direct reports to the Executive Committee (%) | | | | | | Excludes administrative support staff. |
| Male | 51.9 | 47.1 | 50.6 | 405-1,2-7 | S1 | |
| Female | 48.1 | 52.9 | 49.4 | 405-1,2-7 | S1 | |
| Executive Committee (%) | | | | | | |
| Male | 63.6 | 63.6 | 63.6 | 405-1,2-7 | S1 | |
| Female | 36.4 | 36.4 | 36.4 | 405-1,2-7 | S1 | |
| Ethnic background | | | | | | |
| Directors | | | | | | |
| White British or White other (including minority-white groups) | 6 | 6 | 6 | 405-1,2-7 | S1 | |
| Mixed/Multiple ethnic groups | – | – | – | 405-1,2-7 | S1 | |
| Asian/Asian British | 1 | – | – | 405-1,2-7 | S1 | |
| Black/African/Caribbean/Black British | – | – | – | 405-1,2-7 | S1 | |
| Other ethnic group, including Arab | 1 | 1 | 1 | 405-1,2-7 | S1 | |
| Not specified/prefer not to say | – | – | – | 405-1,2-7 | S1 | |
| Executive Committee | | | | | | |
| White British or White other (including minority-white groups) | 7 | 7 | 7 | 405-1,2-7 | S1 | |
| Mixed/Multiple ethnic groups | – | – | – | 405-1,2-7 | S1 | |
| Asian/Asian British | 1 | 1 | 1 | 405-1,2-7 | S1 | |
| Black/African/Caribbean/Black British | – | – | – | 405-1,2-7 | S1 | |
| Other ethnic group, including Arab | 1 | 1 | 1 | 405-1,2-7 | S1 | |
| Not specified/prefer not to say | 2 | 2 | 2 | 405-1,2-7 | S1 | |
| Gender pay gap (%) ¹ | | | | | | ¹ Based on UK employees only. The numbers were calculated in line with the UK Government's requirements for reporting gender pay figures and cover payroll and bonuses paid up to 5 April 2022, 5 April 2023 and 5 April 2024 respectively. |
| Median gender pay gap ² | 20.9 | 22.2 | 26.5 | 405-2 | S1 | ² Based on hourly rate of pay. In line with the UK Government's guidance for gender pay gap reporting, furloughed employees are excluded from the calculation. |
| Mean gender pay gap ² | 20.8 | 22.1 | 27.4 | 405-2 | S1 | |
| Median gender bonus gap | 43.3 | 20.0 | 36.5 | 405-2 | S1 | |
| Mean gender bonus gap | 77.0 | 43.7 | 41.4 | 405-2 | S1 | |
| Human capital data | | | | | | |
| Employee retention rate (%) | | | | | | |
| Total | 77 | 63 | 68 | 401-1 | S1 | |
| Male | 61 | | | 401-1 | S1 | |
| Female | 38 | | | 401-1 | S1 | |
| Prefer not to say | 0.3 | | | 401-1 | S1 | |

► Summary of 2024 sustainability data continued

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|-------|--------|--------|--------|------|--|
| Q Pillar 2 – Promoting integrity and an inclusive culture continued | | | | | | |
| Global employee retention by age (%) | | | | | | |
| Under 30 years old | 30 | | | 401-1 | S1 | |
| 30–50 years old | 61 | | | 401-1 | S1 | |
| Above 50 years old | 9 | | | 401-1 | S1 | |
| Global employee turnover rate (%) | | | | | | |
| Total | 39 | 34 | 38 | 401-1 | S1 | |
| Voluntary | 69 | 35 | | | S1 | |
| Involuntary | 31 | 65 | | 401-1 | S1 | |
| Global employee turnover by age (%) | | | | | | |
| Under 30 years old | 63 | 54 | 63 | 401-1 | S1 | |
| 30–50 years old | 21 | 20 | 23 | 401-1 | S1 | |
| Above 50 years old | 15 | 13 | 15 | 401-1 | S1 | |
| Total number of new hires by age¹ | | | | | | |
| Total | 3,769 | 3,275 | 3,155 | 401-1 | S1 | |
| Under 30 years old (%) | 73 | 72 | | 401-1 | S1 | |
| 30–50 years old (%) | 25 | 27 | | 401-1 | S1 | |
| Above 50 years old (%) | 2 | 1 | | 401-1 | S1 | |
| Occupational health and safety data¹ | | | | | | |
| Total number of accidents | 12 | 9 | 8 | 403-9 | S1 | 1 Covers Snaitech operations only. |
| Accident ratio: total number of accidents/ working hours x 200,000 ² | 2 | 1.3 | 1.1 | 403-9 | S1 | 2 200,000 is a fixed coefficient (50 working weeks x 40 hours x 100). |
| Number of days lost to accidents | 348 | 310 | 224 | 403-9 | S1 | |
| Severity of accident index: total days lost for accidents/working hours x 200,000 ² | 44 | 44.4 | 31.9 | 403-9 | S1 | |
| Number of days absence | 9,285 | 10,077 | 10,747 | 403-10 | S1 | |



| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|----------------------------------|------------|------------|-------|------|---|
| Pillar 3 – Powering action for positive environmental impact | | | | | | |
| Environment metrics | | | | | | Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2024 data can be found at www.investors.playtech.com/sustainability . The data for previous years, where assured, is detailed in the respective Annual Reports. |
| Energy use | | | | | | |
| Global total energy consumption (kWh) | 29,025,102^{01 2} | 26,558,665 | 27,243,173 | 302-1 | E1 | |
| Global total energy consumption from renewable sources (kWh) | 16,909,487 | 15,501,671 | 16,265,596 | 302-1 | E1 | |
| Total energy consumption from renewable sources (%) | 58.3 | 57.2 | 56.4 | 302-1 | E1 | |
| UK total energy consumption (kWh) | 1,789,606^{1 2} | 1,794,745 | 1,733,605 | | E1 | 1 2024 absolute data is an estimate based on 99.0% actual data coverage by headcount. Coverage has been above 99% for all three years. |
| GHG emissions (tonnes CO₂e) | | | | | | |
| Global Scope 1 | 1,455^{0 1 2} | 2,743 | 3,012 | 305-1 | E1 | |
| Global Scope 1 – energy | 985^{1 2} | 1,159 | 1,237 | 305-1 | E1 | 2 Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available. This is the same methodology that was applied for all three years. |
| Global Scope 1 – refrigerants | 470^{1 2 3} | 1,584 | 1,775 | 305-1 | E1 | |
| UK Scope 1 | 302^{1 2} | 66 | 84 | | E1 | |
| Global Scope 2 (location-based) | 7,108^{0 1 2} | 5,928 | 5,733 | 305-2 | E1 | |
| UK Scope 2 (location-based) | 297^{1 2} | 308 | 274 | | E1 | |
| Global Scope 2 (market-based) | 2,131^{0 1 2} | 1,630 | 1,631 | 305-2 | E1 | 3 The decrease in refrigerant emissions from 2023 to 2024 is primarily due to sites transitioning from estimated refrigerant losses in 2023 to actual data in 2024, consistent with our methodology. |
| UK Scope 2 (market-based) | 43^{1 2} | 73 | 77 | | E1 | |
| Global Scope 3 (See Scope 3 breakdown below) | 138,421 | 106,641 | 109,100 | 305-3 | E1 | |
| Global Total Scope 1 and 2 (location-based) | 8,563⁰ | 8,671 | 8,745 | | E1 | |
| UK Total Scope 1 and 2 (location-based) | 599 | 374 | 359 | | E1 | |
| Global Total Scope 1 and 2 (market-based) | 3,586⁰ | 4,373 | 4,643 | | E1 | |
| UK Total Scope 1 and 2 (market-based) | 345 | 139 | 161 | | E1 | |
| Global Scope 1, 2 (location-based) and 3 | 146,985 | 115,311 | 117,845 | | E1 | |
| Global Scope 1, 2 (market-based) and 3 | 142,008 | 111,014 | 113,743 | | E1 | |
| Carbon intensity (tonnes CO₂e/employee) | | | | | | Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2024 data can be found at www.investors.playtech.com/sustainability . The data for previous years, where assured, is detailed in the respective Annual Reports. |
| Scope 1 and 2 (location-based) GHG intensity | 1.04⁰ | 1.11 | 1.25 | 305-4 | E1 | |
| Scope 1 and 2 (market-based) GHG intensity | 0.44 | 0.56 | 0.66 | 305-4 | E1 | |

▶ Summary of 2024 sustainability data continued

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|--|---------------------------|---------------------------|---------------------------|-------|------|---|
| Pillar 3 – Powering action for positive environmental impact continued | | | | | | |
| Scope 3 breakdown (tonnes CO ₂ e) | | | | | | |
| 1: Purchased goods and services ¹ | 34,605 [◊] | 22,027 | 32,138 | 305-3 | E1 | <div>◊ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2024 data can be found at www.investors.playtech.com/sustainability. The data for previous years, where assured, is detailed in the respective Annual Reports.</div> <div>1 Playtech's Scope 3 GHG emissions are over 90% of its total carbon footprint and out of the 15 Scope 3 categories, the Company's top three categories are category 1 purchased goods and services, category 2 capital goods and category 14 franchises.</div> <div>2 While Playtech's direct GHG emissions from customers are included, indirect GHG emissions from the end-users (including game players) are excluded due to a lack of data availability and visibility, noting that while we are unable to analyse if emissions are material (i.e. above 5% of our total Scope 3 emissions), we are following the methodology in line with the Science Based Targets initiative (SBTi) for this category. Further details set out in the "Sustainability Data: Principles and Methodology" in section Scope 3 GHG emissions.</div> |
| 2: Capital goods ¹ | 22,672 [◊] | 18,119 | 22,364 | 305-3 | E1 | |
| 3: Fuel and energy-related activities | 1,708 [◊] | 1,447 | 2,552 | 305-3 | E1 | |
| 4: Upstream transportation and distribution | 1,158 | 388 | 178 | 305-3 | E1 | |
| 5: Waste generated in operations | 526 | 331 | 115 ⁵ | 305-3 | E1 | |
| 6: Business travel | 2,749 | 2,851 | 1,398 | 305-3 | E1 | |
| 7: Employee commuting | 5,134 | 4,516 | 328 ⁵ | 305-3 | E1 | |
| 8: Upstream leased asset | Not relevant for Playtech | Not relevant for Playtech | Not relevant for Playtech | 305-3 | E1 | |
| 9: Downstream transportation and distribution (Snaitech only) | 2,434 | 2,204 | 1,418 | 305-3 | E1 | |
| 10: Processing of sold products | Not relevant for Playtech | Not relevant for Playtech | Not relevant for Playtech | 305-3 | E1 | |
| 11: Use of sold products ² | 6,777 | 4,490 | 852 | 305-3 | E1 | |
| 12: End-of-life treatment of sold products | 72 | 104 | 79 | 305-3 | E1 | |
| 13: Downstream leased assets | 443 | 444 | 749 | 305-3 | E1 | |
| 14: Franchises ¹ | 51,715 [◊] | 47,749 | 45,957 | 305-3 | E1 | |
| 15: Investments | 8,428 | 1,970 | 972 | 305-3 | E1 | |
| Water consumption | | | | | | |
| Total water consumption (m ³) | 450,408 ³ | 443,656 ³ | 578,150 ³ | 303-5 | E3 | <div>3 Estimate based on 75% actual data coverage by headcount.</div> |
| Water consumption for watering racetracks (m ³) | 358,456 | 164,351 | 230,871 | 303-5 | E3 | |
| Water consumption for watering racetracks (% of total) | 79.6 | 37.0 | 39.9 | 303-5 | E3 | |
| Waste and effluent (tonnes) | | | | | | |
| Total waste production | 5,366 ⁴ | 5,865.0 ⁵ | 5,288.0 ⁵ | 306-3 | E5 | <div>4 Data covering Playtech Group, estimated based on 79% actual data coverage by headcount.</div> |
| > Sent to landfill | 899.94 ⁴ | 0.01 ⁵ | 5.7 ⁵ | 306-5 | E5 | |
| > Reused or recycled | 4,465.9 ⁴ | 5,865.0 ⁵ | 5,282.4 ⁵ | 306-4 | E5 | <div>5 Data covering Snaitech operations only. Actual data based on 100% actual data coverage by headcount.</div> |
| Hazardous waste | 89.9 ⁴ | 40.1 ⁵ | 34.2 ⁵ | | E5 | |

| | 2024 | 2023 | 2022 | GRI | ESRS | Notes |
|---|------------|------------|------------|-------|------|---|
| Pillar 4 – Partnering on shared societal challenges | | | | | | |
| Community investment | | | | | | |
| Number of countries reporting on community investment | 13 | 12 | 10 | 413-1 | G1 | |
| Charities worked with | >120 | >115 | >100 | 413-1 | G1 | |
| Total number of people engaged | >108,000 | >47,000 | >46,000 | 413-1 | G1 | Engaged is defined as an individual that has directly benefited and/or has interacted with the programme, through financial and/or in-kind support. |
| Global average of employees engaged in the community investment programme (%) | 14.9 | 11.0 | 4.6 | | G1 | Engaged is defined by employees' contributions (skills, time or money). |
| Total value of gifts in kind distributed (€) | >33,000 | >15,000 | >13,000 | 201-1 | G1 | |
| Total value of monetary donations (€) | >1,000,000 | >710,000 | >650,000 | 201-1 | G1 | |
| Investment in research, education and treatment programmes to reduce gambling-related harm | | | | | | |
| Cumulative number of people reached, directly and indirectly, with digital wellbeing programmes | >680,000 | >680,000 | >470,000 | | | Reached is defined as individuals that have benefited, directly or indirectly, through financial and/or in-kind support. |
| Total value of monetary donations (€) | >1,490,000 | >1,500,000 | >1,160,000 | | | |

Case Study

Playtech's global sustainability partnership with Hubbub

Our partnership with Hubbub started in 2019 with a plastic-finishing initiative focused on addressing the issue of plastic pollution in the UK. By 2023, we evolved our partnership through the launch of our global sustainability partnership programme, driven by our environmental goals.

A key component of the programme was our "Sustainability Listening Project"; a study of Playtech colleagues' behaviours and aspirations around sustainable living. By understanding their experiences, aspirations and ideas for living more sustainably, we reflected the needs and priorities of our people in several impactful campaigns. From our "Global Tech Check" campaign, a worldwide e-waste donation and recycling initiative and educational campaigns like "Power Down, Save Up" to the release of Playtech's Sustainable Living Recipe Book, to celebrate Playtech's 25th anniversary, filled with dishes submitted by colleagues from around the world.

The partnership continues to drive impactful initiatives, inspiring colleagues to make meaningful contributions toward a more sustainable future.



► Sustainability data: principles and methodology

Purpose

This document sets out the principles and methodology used by the Playtech Group to collect, analyse and report the Company's sustainability data, which is reported in the Annual Report and Accounts (ARA).

Underlying reporting principles

The following principles underlie our approach to sustainability reporting:

- All data and information is a true and fair reflection of our performance, and provides sufficient transparency for the reader to have confidence in the integrity of our reporting.
- We are clear about the definitions, scope and boundaries of our reporting.
- If we have any exclusions in our reporting due to data gaps, those exclusions are clearly stated.
- Any assumptions that we make are clearly stated, and the accounting and calculation methods explained.

Reporting boundaries

Playtech is a global business with businesses in 19 jurisdictions, namely:

- | | |
|-------------|---|
| • Australia | • Peru |
| • Austria | • Poland |
| • Bulgaria | • Romania |
| • Cyprus | • Slovenia |
| • Estonia | • Sweden |
| • Germany | • Ukraine |
| • Gibraltar | • United Kingdom (includes Isle of Man) |
| • Israel | • United States |
| • Italy | |
| • Latvia | |
| • Malta | |

We report performance on a Group-wide basis. Our reporting boundaries are defined by financial control as explained by the Greenhouse Gas (GHG) Protocol. Associated companies of which we own a share that is less than 35% are excluded from the reporting boundary. References to the Playtech Group in this document mean the full Group in line with the above.

As per the protocol for financial reporting, we treat any business sold within the reporting year as "discontinued" in the results, on the basis that including it in our consolidated results as normal gives a misleading view of the Group's

continuing operations. We aim to include any acquired businesses during the financial year in our reporting, and we will make it clear if and when this is not possible, e.g. due to incompatible systems or lack of data.

Use of estimates

We have made every effort to capture all relevant data, but it is not feasible or practical to capture everything. Where we have made estimates to cover such occasions, we make this clear in the criteria and where we deviate from this, we will give a further explanation in the relevant section of the report.

Roles, responsibilities and accountabilities

We follow a strict process to ensure that the data we report is as accurate as possible and any queries surrounding the data have been followed up in the best manner. We start by using the UL360 platform, an online standardised reporting template, to collect the data. Data is then collated and reviewed by the relevant responsible personnel, using this template. Once the data has been collected in full, it is then subject to a second check by the Sustainability function, with the support from the Group Internal Audit team and/or Snaitech Internal Audit on a subset of metrics, and a third check by our external advisers. This process allows us to reduce the number of errors in our reporting process.

Data is collected from sources at Group level and from individuals at an individual office level (including Snaitech), hereafter referred to as "offices".

Restatement of reported data

We think it is important for the business and for the reader of our ARA to be able to see our sustainability performance over time. Where information becomes available that changes figures reported in prior years by 5% or more, we will restate figures in prior years to make data as comparable between years as possible.

Playtech's GHG footprint data reported in its Annual Reports and Accounts for 2022 had the following exclusions, due to lack of data availability:

- Scope 1: Refrigerant use across the Playtech Group

- Scope 3 - Category 5: Waste Generated in Operations (reported data only covered Snaitech operations)
- Scope 3 - Category 7: Employee Commuting (reported data only covered Snaitech operations)
- Scope 3 - Category 14: Franchises (a small number of franchises operated under the HappyBet and Trinity Bet brands were excluded)

In 2023, Playtech submitted its target to align with science-based net zero to the Science Based Targets initiative (SBTi) for validation. Playtech worked with site operations and local offices to gather data to calculate emissions from these sources. Emissions from these sources are now included in our 2022 baseline, providing a comprehensive starting point for our targets. These elements are also incorporated in our 2023 and 2024 footprints. 2023 and 2024 also now include these elements.

We report sustainability data under the four priority areas of our sustainability strategy: Pioneering safer gambling solutions, Promoting integrity and an inclusive culture, Powering action for positive environmental impact, and Partnering on shared societal challenges.

Pioneering safer gambling solutions

Under this heading, we collect data and provide quantitative indicators relating to our Safer Gambling (SG) tools, processes and initiatives.

B2B

Parameter: escalations (iPoker)

- Definition: the average percentage of escalations to licensees, split by Anti-Money Laundering (AML), Collusion, and Responsible Gambling (RG).
- Scope: all unique players.
- Units: average percentage of escalations.
- Method: sum of escalations during each quarter (1 January – 31 March; 1 April – 30 June; 1 July – 30 September; 1 October – 31 December) by type (AML, Collusion, RG) divided by the total number of network unique players for that quarter. Annual figures calculated by taking the average of each quarter's figure.

- Source: collected by the iPoker team. Numbers extracted from Poker admin system reports and internal databases.

Parameter: escalations (Live)

- Definition: the number of escalations to licensees about players in the following live studios: Latvia; Romania; Spain; Lima; Michigan; New Jersey and Pennsylvania.
- Scope: all players in each of the seven studios.
- Units: number of escalations.
- Method: sum of escalations during the year, from 1 January to 31 December 2024.
- Source: collected by the Live team. Numbers extracted from Live Admin system reports.

Parameter: Number of Playtech Protect brands

- Definition: the number of brands deployed and integrated with Playtech Protect solution, BetBuddy, meaning those brands' players are risk rated on a daily basis.
- Scope: all brands of Playtech.
- Units: number of brands.
- Method: sum of brands deployed and integrated with BetBuddy as at 31 December 2024.
- Source: collected by the BetBuddy team. Numbers extracted from the BetBuddy application.

Parameter: Playtech Protect geographic presence

- Definition: the number of jurisdictions where brands were deployed and integrated with Playtech Protect solution, BetBuddy.
- Scope: geographical presence.
- Units: number of jurisdictions.
- Method: sum of jurisdictions where BetBuddy is present as at 31 December 2024.
- Source: collected by the BetBuddy team. Numbers extracted from the BetBuddy application.

Parameter: Number of Software as a Service (SaaS) partnerships offering safer gambling and compliance services

- Definition: the number of SaaS partnerships offering safer gambling and compliance services.
- Scope: all SaaS partnerships.
- Units: number of SaaS partnerships.
- Method: sum of SaaS partnerships as at the year end, 31 December 2024.

- Source: collected by the Product Strategy team. Numbers extracted from our internal database.

Parameter: Research and insights on SG

- Definition: the number of research articles, blogs, whitepapers and podcasts published that contribute to SG.
- Scope: all publications, as specified in the Definition.
- Units: number of publications.
- Method: sum of articles, blogs, whitepapers and podcasts published in the year from 1 January to 31 December 2024 that contribute to SG.
- Source: collected by the Compliance team, available on the Playtech Protect (Research) website.

B2C

Parameter: Customer self-exclusions

- Definition: the number of unique self-exclusions and/or registrations with GAMSTOP as a percentage of total unique active players within Playtech's B2C operations in the UK.
- Scope: all Playtech B2C players in the UK and Ireland.
- Units: number of unique customer self-exclusions and/or registrations with GAMSTOP.
- Method: sum of unique self-exclusions started during the year from 1 January to 31 December 2024.
- Source: collected by B2C Compliance. Numbers extracted from Information Management Solution (IMS) data warehouse.

Parameter: Customer uptake of RG tools

- Definition: the number of unique Playtech players that have experienced at least one out of the following SG tools: reality checks, time-outs and/or deposit limits as a percentage of total unique active players within Playtech's B2C operations in the UK.
- Scope: all active Playtech B2C players in the UK.
- Units: number of unique players experiencing at least one RG tool.
- Method: sum of unique active players using one or more of the RG tools mentioned in the Definition during the year from 1 January to 31 December 2024.
- Source: collected by the B2C Compliance team. Numbers extracted from IMS data warehouse.

Parameter: Customer interactions regarding RG

- Definition: the number of RG customer interactions through proactive and reactive person-to-person interactions and automated interventions (chat, email or phone call).
- Scope: all Playtech B2C players in the UK.
- Units: number of RG customer interactions and breakdown by type of interaction (total number of proactive and reactive interactions via calls and emails, total number of automated interventions).
- Method: sum of customer interactions by type of interaction during the year from 1 January to 31 December 2024.
- Source: collected by the B2C Compliance team and Playtech Managed Services. Numbers extracted from the Customer Relationship Management (CRM) platform and BetBuddy tool.

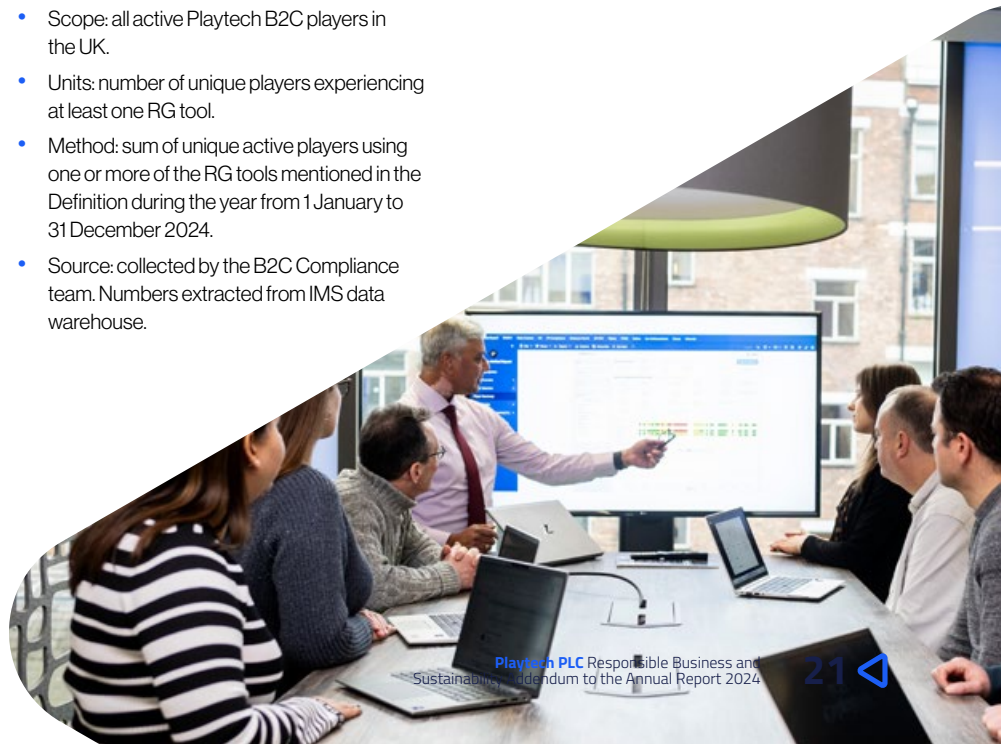
Promoting integrity and an inclusive culture

Under this heading we collect data and report on indicators to assess Diversity, Equity, Inclusion and Belonging (DEIB), as well as human capital and the health, safety and wellbeing of our employees.

Total Employees

Parameter: Employee number (henceforth "employee")

- Definition: number of employees as at 31 December 2024.
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: number of employees.
- Method: sum of employees by company and office.



► Sustainability data: principles and methodology continued

- Source: collected by Playtech HR and Snaitech HR. Playtech HR data extracted from the main HR management system, HRis; Snaitech HR data extracted from Snaitech's HR management system, Zuchetti. Numbers submitted by Playtech HR for Playtech and Snaitech HR for Snaitech.

Employee Diversity

Parameter: Employee gender split

- Definition: the percentage of male, female and "prefer not to say" employees as at 31 December 2024.
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: percentage (%).
- Method: sum of female employees as a percentage of the total employee number on 31 December 2024 (same for male employees).
- Source: collected by Playtech HR and Snaitech HR. Playtech HR data extracted from the main HR management system, HRis; Snaitech HR data extracted from Snaitech's HR management system, Zuchetti. Numbers submitted by Playtech HR for Playtech and by Snaitech HR for Snaitech.

Parameter: Senior managers' gender split

- Definition: the percentage of male or female employees in senior managerial positions on 31 December 2024. A "senior manager" is a person who, as defined by the Strategic Report statutory reporting requirements:
 - has responsibility for planning, directing or controlling the activities of the Company, or a strategically significant part of the Company, and
 - is a full-time employee of the Company.
- Since 2021, we aligned the definition of "senior manager" with the leadership population, which is defined by the Mercer tool, internal benchmarking and hierarchy tool. The leadership population is made up of employees with a code of M4 and above.
- Scope: all full-time employees in Playtech. This includes those who are: full-time employed; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave). It excludes the Group Chief Executive Officer and Group Chief Financial Officer, because they are included in the Directors' gender split.
- Units: percentage (%).
- Method: sum of female senior managers as a percentage of the total number of employees in senior managerial positions on 31 December 2024 (same for male senior managers).
- Source: collected by Playtech HR and Snaitech HR. Playtech HR data extracted from the main HR management system, HRis. Snaitech HR data extracted from Snaitech's HR management system, Zuchetti. Numbers submitted by Playtech HR for Playtech and Snaitech HR for Snaitech.

Parameter: Leadership population gender split

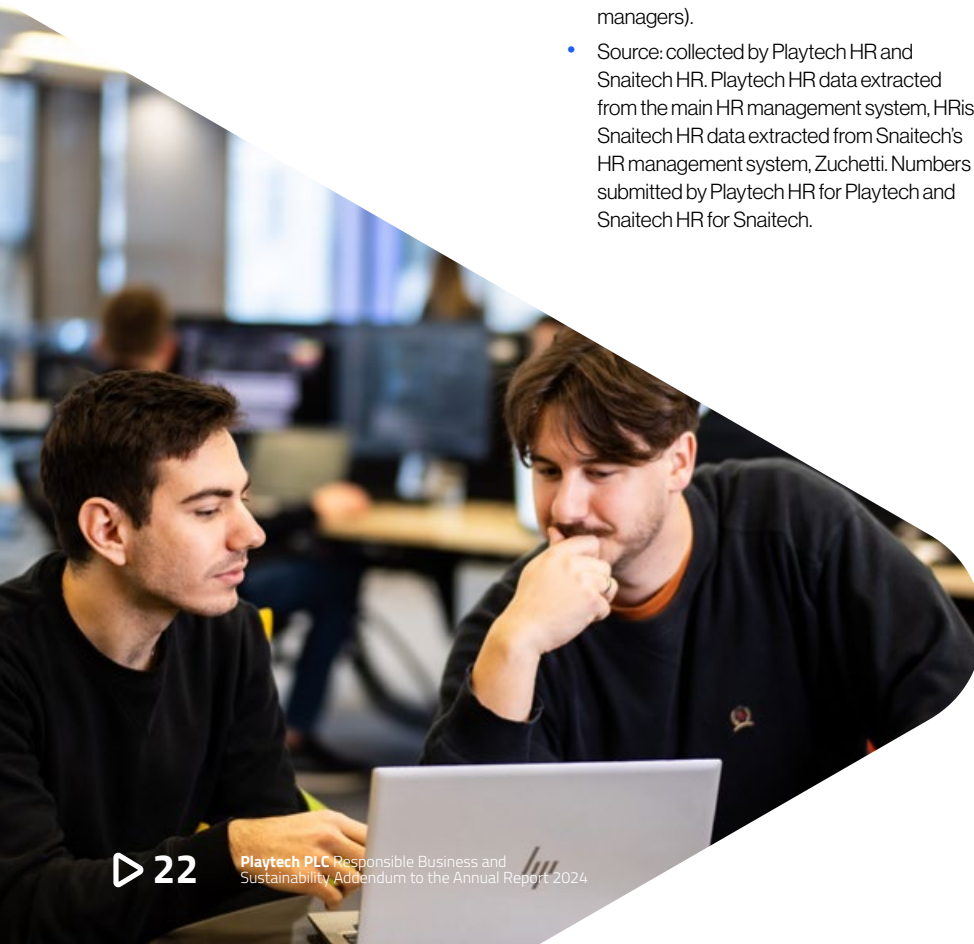
- Definition: the percentage of male or female employees in the leadership population on 31 December 2024.
- Scope: Executive and senior management, which includes managers with multiple departments or departments with complex and more highly technical responsibilities.
- Units: percentage (%).
- Method: sum of female members of the leadership population as a percentage of the total number of members of the leadership population on 31 December 2024 (same for male Directors).
- Source: collected by Global Playtech HR. Playtech HR data extracted from the main HR management system, HRis. Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.

Parameter: Directors' gender split

- Definition: the percentage of male or female Board Directors on 31 December 2024.
- Scope: members of Playtech Group's Board of Directors, including both Executive and Non-executive Directors.
- Units: percentage (%).
- Method: sum of female members of the Board of Directors as a percentage of the total number of members of the Board of Directors on 31 December 2024 (same for male Directors).
- Source: Global Playtech HR. Data extracted from the main HR management system, HRis.

Parameter: Executive Committee gender split

- Definition: the percentage of male or female employees in the Executive Management Committee on 31 December 2024.
- Scope: Executive Management Committee, as specified on the Playtech website, www.investors.playtech.com/corporate-governance/our-committees
- Units: percentage (%).
- Method: sum of female members of the Executive Management Committee as a percentage of the total number of members of the Executive Management Committee on 31 December 2024 (same for male members).
- Source: Global Playtech HR. Data extracted from the main HR management system, HRis.



Case Study

Playtech Live's 2024 Hackathon

In January 2024, our Live team in Latvia launched a five-month hackathon programme designed to empower learning and development, foster cross-departmental collaboration and enhance operational efficiency. Employees were put into teams, each guided by a management mentor. Teams received professional development support through goalsetting and project management sessions led by industry experts from SSE Riga and PM Academy. The hackathon produced several innovative solutions that will be implemented throughout 2025, including an automated reporting system expected to increase processing speed by 70%, a refined table optimisation system and an enhanced shuffler assistant system.

These projects not only demonstrated significant potential for operational improvements and cost savings but also strengthened cross-departmental relationships and uncovered emerging talent within the organisation.



Parameter: Direct reports to Executive Committee gender split

- Definition: the percentage of male or female employees who report to the executive Committee on 31 December 2024.
- Scope: direct reports to Executive Management Committee. This excludes administrative support staff. For the definition of Executive Management Committee, please see directly above.
- Units: percentage (%).
- Method: sum of female direct reports to the Executive Management Committee as a percentage of the total number of direct reports to the Executive Management Committee on 31 December 2024 (same for male reports).
- Source: Global Playtech HR. Data extracted from the main HR management system, HRIS.

Parameter: Junior managers gender split

- Definition: the percentage of male or female employees who are junior managers on 31 December 2024.
- Scope: junior management positions refer to first-line managers, junior managers and the lowest level of management within Playtech's management hierarchy.
- Units: percentage (%).
- Method: sum of female junior managers as a percentage of the total number of junior managers on 31 December 2024 (same for male employees).
- Source: Global HR. Data extracted from the main HR management system, HRIS.

Parameter: Employees in revenue-generating functions gender split

- Definition: the percentage of male or female employees who are in revenue-generating positions on 31 December 2024.

- Scope: revenue-generating positions refer to line management roles in departments such as sales, or that contribute directly to the output of products or services. It excludes support functions such as HR, IT and Legal. May also be referred to as roles that have P&L responsibility.
- Units: percentage (%).
- Method: sum of female employees in revenue-generating functions as a percentage of the total number of employees in revenue-generating functions on 31 December 2024 (same for male employees).
- Source: Global Playtech HR. Data extracted from the main HR management system, HRIS.

Parameter: Employees in STEM-related positions gender split

- Definition: the percentage of male or female employees who are in STEM (Science, Technology, Engineering and Mathematics)-related positions on 31 December 2024.
- Scope: STEM workers use their knowledge of science, technology, engineering or mathematics in their daily responsibilities. To be classified as a STEM employee, the employee should have a STEM-related qualification and make use of these skills in their operational position. Positions include, but are not limited to, the following: computer programmer, web developer, statistician, logistician, engineer, physicist, scientist.
- Units: percentage (%).
- Method: sum of female employees in STEM-related positions as a percentage of the total number of employees in STEM-related positions on 31 December 2024 (same for male employees).
- Source: Global Playtech HR. Data extracted from the main HR management system, HRIS.

Parameter: Directors' ethnic background

- Definition: the percentage of Board Directors by ethnic background on 31 December 2024. The ethnic background categories are aligned with the FCA rules on Board and Executive Committee diversity disclosures.
 - These are White British or White other (including minority White groups), Mixed/multiple ethnic groups, Asian/Asian British, Black/African/Caribbean/Black British, Other ethnic group, including Arab, and Not specified/prefer not to say.
- Scope: members of Playtech Group's Board of Directors, including both Executive and Non-executive Directors.
- Units: number of Directors.
- Method: sum by ethnic background of members of the Board of Directors on 31 December 2024.
- Source: annual survey.

Parameter: Executive Committee ethnic background

- Definition: the percentage of Executive Committee members by ethnic background on 31 December 2024. The ethnic background categories are aligned with the FCA rules on Board and Executive Committee diversity disclosures.
 - These are White British or White other (including minority White groups), Mixed/multiple ethnic groups, Asian/Asian British, Black/African/Caribbean/Black British, Other ethnic group, including Arab, and Not specified/prefer not to say.
- Scope: members of Playtech Group's Executive Committee, excluding Executive Directors (CEO and CFO).
- Units: number of Executive Committee members.

► Sustainability data: principles and methodology continued

- Method: sum by ethnic background of Executive Committee members on 31 December 2024.
- Source: annual survey.

Parameter: Employees mean gender pay gap

- Definition: the mean gender pay gap in hourly pay as a percentage of men's pay at the snapshot date of 5 April 2024.
- Scope: UK-only employees in Playtech Group. This includes those who are "full-pay relevant employees" as defined by the UK Government: all employees employed on the snapshot date who are either paid their usual full basic pay (including paid leave) or paid less than their usual basic pay or piecework rate, but not because of leave.
- Units: percentage (%).
- Method: calculate the mean hourly pay for male employees (i.e. sum of all male employees' hourly pay divided by the total number of male employees) and then the mean hourly pay for female employees (i.e. sum of all female employees' hourly pay divided by the total of female employees). Then take the mean hourly pay for men and subtract the mean hourly pay for women. Then divide the result by the mean hourly rate for male employees and multiply by 100.
- Source: collected by Playtech HR. Playtech HR data extracted from the main HR management system, HRIS.

Parameter: Employees median gender pay gap

- Definition: the median (average) gender pay gap in hourly pay as a percentage of men's pay at the snapshot date of 5 April 2024.
- Scope: UK-only employees in Playtech Group. This includes those who are "full-pay relevant employees" as defined by the UK Government: all employees employed on the snapshot date who are either paid their usual full basic pay (including paid leave) or paid less than their usual basic pay or piecework rate, but not because of leave.
- Units: percentage (%).
- Method: calculate the median hourly pay for male employees and then the median hourly pay for female employees. Then take the median hourly pay for men and subtract the median hourly pay for women. Then divide the result by the median hourly rate for male employees and multiply by 100.
- Source: collected by Playtech HR. Playtech HR data extracted from the main HR management system, HRIS.

Parameter: Employees mean gender bonus gap

- Definition: the mean gender bonus gap as a percentage of men's bonus in the 12 months to the snapshot date of 5 April 2024.
- Scope: UK-only employees in Playtech Group. This includes those who are "relevant employees" as defined by the UK Government: all employees employed on the snapshot date who either have a contract of employment or self-employed.
- Units: percentage (%).
- Method: add together the bonus payments made to all male employees in the 12 months to the snapshot date. Divide this figure by the number of male employees who received bonus pay. This gives you the mean bonus pay for male employees. Repeat for all female employees to calculate the mean bonus pay for female employees. Then subtract the mean bonus pay female employees' number to the mean bonus pay for male employees number; divide by the mean bonus pay for male employees and multiply by 100.
- Source: collected by Playtech HR. Playtech HR data extracted from the main HR management system, HRIS.

Parameter: Employees median gender bonus gap

- Definition: the median gender bonus gap as a percentage of men's bonus in the 12 months to the snapshot date of 5 April 2024.
- Scope: UK-only employees in Playtech Group. This includes those who are "relevant employees" as defined by the UK Government: all employees employed on the snapshot date who either have a contract of employment or are self-employed.
- Units: percentage (%).
- Method: calculate median bonus pay for male employees then calculate median bonus pay for female employees. Then subtract the median bonus pay for female employees' number from the median bonus pay male employee number; divide by the median bonus pay for male employees and multiply by 100.
- Source: collected by Playtech HR. Playtech HR data extracted from the main HR management system, HRIS.

Human Capital

Parameter: Global employee retention rate

- Definition: the percentage of employees who have been retained by the Company for one year or more as at 31 December 2024.

- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: percentage. Reported split by age group (under 30 years old; 30–50 years old; over 50 years old).
- Method: sum of employees who have been retained by the Company for one year or more divided by the total employee number.
- Source: collected by Global Playtech HR. Playtech HR data extracted from the main HR management system, HRIS. Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.

Parameter: Global employee turnover rate

- Definition: the percentage of employees who have left the Company (voluntarily and involuntarily) in the year from 1 January to 31 December 2024.
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: percentage. Reported split by voluntary and involuntary leavers, and age group (under 30 years old; 30–50 years old; over 50 years old).
- Method: sum of employees who have left the Company (voluntarily and involuntarily) in the year from 1 January to 31 December 2024 divided by the total employee number.
- Source: collected by Global Playtech HR. Playtech HR data extracted from the main HR management system, HRIS. Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.

Parameter: Total number of new hires

- Definition: the number of employees who were hired in the year from 1 January to 31 December 2024.
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: total number of employees.

- Method: sum of employees who were hired in the year from 1 January to 31 December 2024; sum of female hires divided by total number of new hires (same for male hires).
- Source: collected by Global Playtech HR. Playtech HR data extracted from the main HR management system, HRis. Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.

Health and Safety

Parameter: Accidents

- Definition: total number of accidents that have affected an employee of Snaitech in the year from 1 January to 31 December 2024. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – both full-time and part-time.
- Units: number of accidents; accident ratio.
- Method: sum of number of accidents. For the accident ratio, this number is divided by the total number of working hours and multiplied by 200,000 (a fixed coefficient).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti. Numbers submitted by offices.

Parameter: Days lost to accidents

- Definition: total number of working days lost by employees of Snaitech due to accidents in the year from 1 January to 31 December 2024. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – both full-time and part-time.
- Units: number of days.
- Method: sum of hours of absence due to accidents divided by eight (hours of work per day).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti. Numbers submitted by offices.

Parameter: Severity of accidents

- Definition: total number of working days lost by employees of Snaitech due to accidents in the year from 1 January to 31 December 2024. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – both full-time and part-time.
- Units: severity of accident ratio.

- Method: sum of hours of absence due to accidents divided by total working hours multiplied by 200,000 hours (a fixed coefficient: 50 working weeks x 40 hours x 100).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti. Numbers submitted by offices.

Parameter: Absence

- Definition: total number of working days lost by employees of Snaitech due to absence in the year from 1 January to 31 December 2024. "Absence" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – both full-time and part-time.
- Units: total number of days.
- Method: sum of hours of absence divided by eight (hours of work per day).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti. Numbers submitted by offices.

Wellbeing

Parameter: Wellbeing initiatives

- Definition: total number of wellbeing initiatives in the year from 1 January to 31 December 2024. A wellbeing initiative is defined as any initiative that is designed to contribute to the mental and/or physical wellbeing of employees.
- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: total number of initiatives.
- Method: sum of wellbeing initiatives.
- Source: Global Learning and Development team. Global data extracted from internal systems.

Parameter: Employee participation

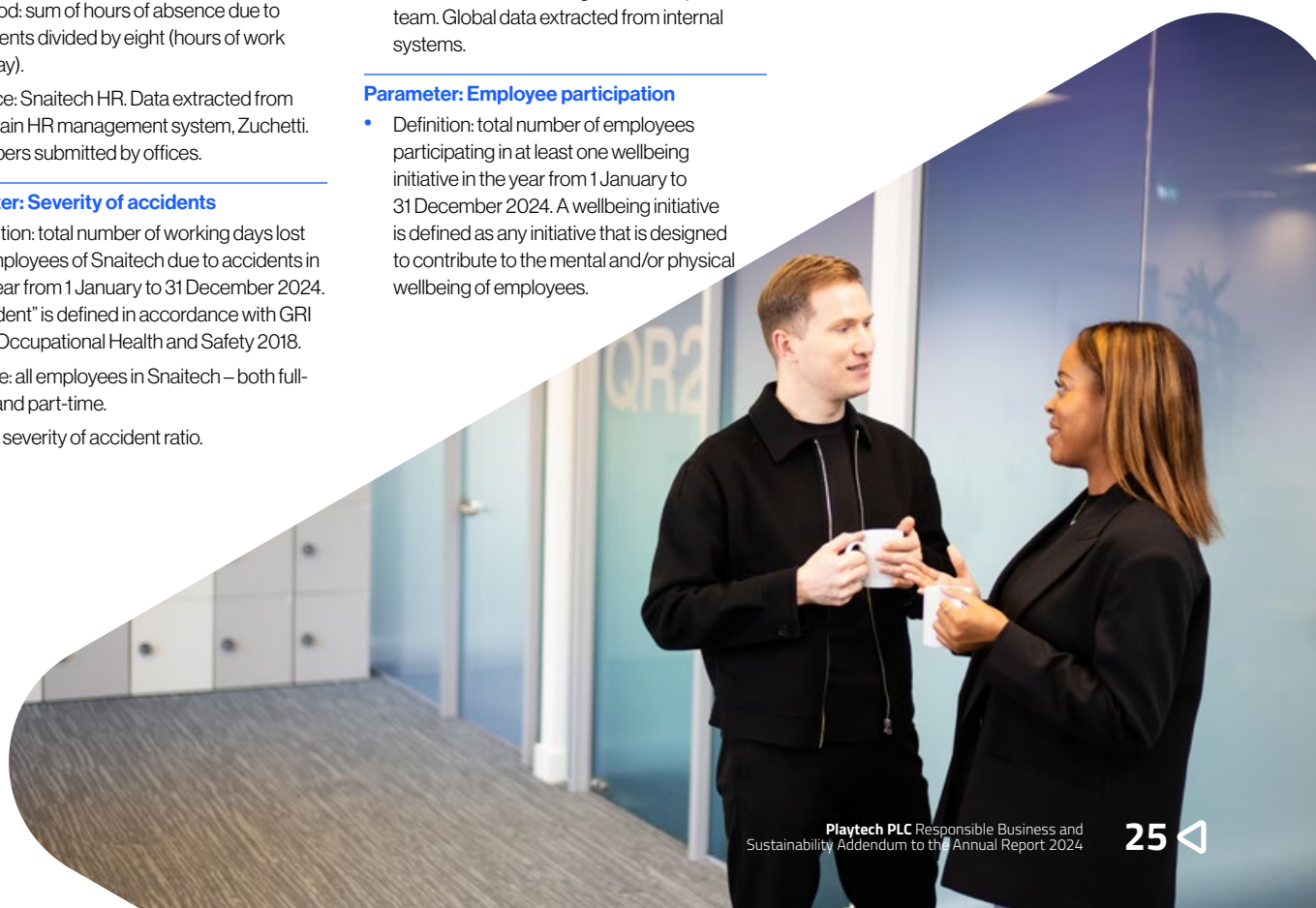
- Definition: total number of employees participating in at least one wellbeing initiative in the year from 1 January to 31 December 2024. A wellbeing initiative is defined as any initiative that is designed to contribute to the mental and/or physical wellbeing of employees.

- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: total number of employees and percentage of total employees in the Playtech Group who have participated in at least one initiative (refer to Gender Diversity – parameter: employee number).
- Method: sum of the number of employees participating in at least one wellbeing initiative per office.
- Source: Global Learning and Development team. Global data extracted from internal systems.

Training

Parameter: Employees eligible for training

- Definition: total number of employees eligible for training in the year from 1 January to 31 December 2024, split by training type. Mandatory training for all employees includes Compliance Essentials, Data Protection, Information Security, Human Rights, targeted training for selected relevant employees includes Customer Interactions (B2C).
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: total number of employees.
- Method: sum of number of employees eligible for training by training type.
- Source: Global Learning & Development team. Global data extracted from Leapsome, the Group's learning and development platform.



► Sustainability data: principles and methodology continued

Parameter: Employees completing training

- Definition: total number of employees completing training in the year from 1 January to 31 December 2024, split by training type. Mandatory training for all employees includes Compliance Essentials, Data Protection, Information Security, Human Rights, targeted training for selected relevant employees includes Customer Interactions (B2C).
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: total number of employees.
- Method: sum of number of employees completing training by training type.
- Source: Global Learning and Development team. Global data extracted from Leapsome, the Group's learning and development platform.

Parameter: Completion rate

- Definition: rate of employees completing the training they were eligible for in the year from 1 January to 31 December 2024, split by training type. Mandatory training for all employees includes Compliance Essentials, Data Protection, Information Security, Human Rights, targeted training for selected relevant employees includes Customer Interactions (B2C).
- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: percentage of employees.
- Method: sum of number of employees completing training by training type divided by total number of employees eligible for that training type.
- Source: Global Learning and Development team. Global data extracted from Leapsome, the Group's learning and development platform.

Parameter: Average training hours per employee

- Definition: average hours spent on training per employee in the year from 1 January to 31 December 2024, split by training type. Mandatory training for all employees includes Compliance Essentials, Data Protection, Information Security, Human Rights, targeted

training for selected relevant employees includes Customer Interactions (B2C).

- Scope: all employees in Playtech Group – both full-time and part-time. This includes those who are: full-time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: number of hours.
- Method: weighted average of average hours spent on training per employee per training type. Weighted average is calculated by taking the average figure for Playtech and Snaitech, and calculating a weighted average based on number of employees completing training.
- Source: Global Learning and Development team. Global data extracted from Leapsome, the Group's learning and development platform.

Parameter: Number of employees participating in Learning and Development programmes

- Definition: total number of employees participating in Learning and Development programmes in the year from 1 January to 31 December 2024, split by training type; Mental Health, Diversity, Equity, Inclusion and Belonging, Mentorship and Shadowing programmes.
- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: total number of employees.
- Method: sum of number of employees participating in the programme by type.
- Source: Global Learning and Development team.

Powering action for positive environmental impact

Under this heading we collect data and report against indicators to monitor the environmental impacts of our business.

Energy Use

Parameter: Total energy consumption

- Definition: the total amount of energy consumed within all our assets, including office buildings, racetracks, live studios, betting shops and data centres. Energy includes diesel for vehicles, district heating, electricity, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating and methane for heating.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based. For the population where we have not obtained actual

data, we make an estimation as explained in the method below.

- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: kilowatt-hours (kWh).
- Method: sum of energy data reported per office and fuel type, converting to kWh where not already reported in that unit. Where we were not able to collect data for the full 12-month period for an office that was functional for the full 12-month period, we pro-rate the data to compensate for the missing information. This is done by splitting the reporting period into 12 monthly periods and multiplying the total energy use figure with the appropriate factor to compensate for missed months. We then estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by calculating a pro-rated value for offices where actual data is not available based on the head count data at 31 December 2024 from HR. This is done by multiplying the total energy consumption figure by the percentage of missed headcount within a country. So, if coverage is 95%, the total energy consumption figure is multiplied by a factor of 1.05. If there is no data at country level, the pro-rating is done at Group level.
- For offices that are able to collect actual data for some energy sources but not for a particular one, we still use the actual reported data. The missing data is calculated by finding a "proxy office" – an office of a similar type (e.g. office / office + data centre). We calculate the kWh/m² consumption of the missing energy source. The missing data is then estimated by multiplying the office size by the proxy office's kWh / m² figure.
- Source: collected directly from offices covering at least 85% of Playtech's staff.
- Output: global figures (covering all jurisdictions listed in the reporting boundaries section); and UK figures (covering all of Playtech's operations in the UK), to comply with Streamlined Energy & Carbon Reporting (SECR) requirements.

Parameter: Share of renewable energy

- Definition: the amount of energy from renewable sources as a share of the total amount of energy consumed within all our



assets, including office buildings, racetracks, live studios, betting shops and data centres. Energy includes diesel for vehicles, district heating, electricity, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating and methane for heating. Renewable sources are defined as geothermal, solar, water, wind, biomass (including biogas) in line with the RE100 definition. Where sites procure renewable electricity from a green tariff or are covered by a renewable energy certificate, we request evidence to ensure that the electricity provided is 100% renewable and classify the relevant consumption as renewable. Where sites have onsite renewable energy generation (e.g. solar panels), we gather the relevant consumption and generation figures to apportion the renewable kilowatt-hours (kWh) consumed and the amount transferred to the grid.

- Scope: we collect data from all offices that have data available. Any office that is not able to report on whether its energy comes from renewable sources is excluded from this parameter.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: kilowatt-hours (kWh) and percentage share (%).
- Method: sum of energy data reported as renewable per office, converting to kWh where not already reported in that unit, divided by the total energy consumption parameter. Where an office is only able to provide evidence of its renewable energy for less than the full 12-month period, only the months for which evidence is provided are counted. Ideally, evidence is provided in the form of a valid Energy Attribute Certificate for the period and location, but where this is not available in time for reporting purposes, alternative evidence such as contracts are considered.
- Source: collected directly from offices.

Parameter: Total refrigerant gas losses

- Definition: the total amount of refrigerant gas losses within all our assets, including office buildings, racetracks, live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from our offices and data centres covering at least 85% of the total number of staff that are office based. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to

reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.

- Units: kilogrammes (kg).
- Method: data on refrigerant gas usage for topping up or recharging equipment is collected from all sites. If a top up or recharge took place in the reporting year, we account for that volume of gas used as a refrigerant gas loss in the reporting year. This volume is then multiplied by appropriate available emissions factors from the UK Government's Department for Energy Security and Net Zero (DESNZ) Greenhouse Gas Conversion Factors for Company Reporting (2024). We then estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by calculating a pro-rated value for offices where actual data is not available based on the total employee number. This is done by multiplying the total refrigerant loss figure by the percentage of missed headcount within a country. So, if coverage is 95%, the total refrigerant loss figure is multiplied by a factor of 1.05. If there is no data at country level, the pro-rating is done at Group level.
- Source: collected directly from offices covering at least 85% of Playtech's staff.

GHG Emissions

In all cases, GHG emissions are reported in carbon dioxide equivalent (CO₂e), which includes the gases carbon dioxide (CO₂); methane (CH₄); and nitrogen dioxide (NO₂).

Parameter: Scope 1 and 2 GHG emissions

- Definition: the amount of carbon dioxide equivalent (CO₂e) emitted through the energy used within all our assets, including office buildings, racetracks, live studios and data centres. This is reported as follows:
 - Scope 1 (direct) emissions from energy used in Company-owned or controlled facilities and vehicles. This includes diesel for vehicles, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating, methane for heating and refrigerant gas losses.
 - Scope 2 (indirect) location-based emissions from purchased electricity,

steam, heating and cooling for own use. This includes district heating and cooling, and electricity.

- Scope 2 (indirect) market-based emissions from purchased electricity, steam, heating and cooling for own use. This includes district heating and cooling, and electricity.
- Total Scope 1 and 2 GHG emissions.
- GHG intensity. This is defined as the total absolute Scope 1 and 2 emissions (tonnes CO₂e) divided by the total number of employees who are based in Playtech offices. Home workers are excluded from the calculation. Please refer to parameter: employee number for further details.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based. Home workers (workers who are permanently based at home, i.e. not in an office) are excluded from the calculation. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
 - We report on CO₂e emissions arising from our use of third-party data centres under the Scope 3 parameter.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: tonnes of CO₂e.
- Method:
 - Scope 1: multiplying energy data by appropriate available conversion factors from the UK Government's DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024) to convert to kWh. The energy (kWh) and refrigerant losses (kg) are multiplied by the

► Sustainability data: principles and methodology continued

appropriate emission factors from DESNZ (2023). The previous year's emission factors were used due to a switch to a new online software platform. In subsequent years, these emission factors will be updated to the latest available.

- Scope 2 location-based: multiplying electricity and district cooling data by appropriate available emissions factors from International Energy Agency (IEA) emissions from electricity generation data (2024) or the most recent regional-specific emission factors published by countries where they are available (2021–2023). Where regional-specific emission factors are available, they are preferred. For district heating, energy data was multiplied by appropriate DESNZ (2023) factors.
- Scope 2 market-based: multiplying electricity and district cooling data by appropriate available emissions factors from specific energy suppliers to Playtech where renewable energy is purchased. For the remaining energy, we multiply energy data by residual mix emission factors where available, or emission factors from the IEA where not. For district heating, energy data was multiplied by appropriate DESNZ (2023) factors.
- Emission factors:
 - Supplier-specific emission factors are derived from specific energy suppliers to Playtech.
 - Residual mix emission factors are derived from the Association of Issuing Bodies (AIB) European Residual Mixes (2023).
 - International emissions factors are derived from IEA's most recent emissions from electricity generation data (2024).
 - Where regional-level emission factors are available, they are derived from national sources. The most recent factors are used, and those currently available range between 2021 and 2023.
 - If there are no appropriate emission factors available from the sources above for where the site is located, we use a global average emission factor.
- We then estimate for 100% of Playtech's office-based staff (i.e. the staff that are

based out of a Playtech-operated office, even if they work elsewhere from time to time) by calculating a pro-rated value for offices where actual data is not available, based on the total employee number. This is done by multiplying the total Scope 1 and 2 GHG emissions figure by the percentage of missed headcount within a country. So, if coverage is 95%, the total GHG emission figure is multiplied by a factor of 1.05. If there is no data at country level, the pro-rating is done at Group level.

- For offices that are able to collect actual data for some energy sources but not for a particular one, Scope 1 and 2 GHG emissions are calculated based on the estimated kWh energy consumption figure as explained under "Parameter: Total energy consumption".
- Key assumptions in using these factors are as follows:
 - For office and data centre electricity calculated following the location-based approach, specific country conversion factors are used depending on the office location: The UK grid conversion factor comes from DESNZ, for all other countries it is derived from the IEA or from national sources where regional-level emission factors are available.
 - For office and data centre electricity calculated following the market-based approach, specific country residual mix conversion factors are used depending on the office location, and are derived from AIB data for all countries including the UK. Where country-level residual mix conversion factors are not available, IEA grid mix emission factors are used.
 - For natural gas, fuel oil, vehicle diesel/ petrol, LPG, gasoline for generators, district heating and refrigerant gas losses, a consistent emission factor is used from DESNZ 2024.
 - Source: collected directly from offices covering at least 85% of Playtech's staff.
 - Output: Scope 1 emissions; Scope 2 (location-based) emissions; Scope 2 (market-based) emissions; Total Scope 1 and 2 (location-based) emissions; global figures (covering all jurisdictions listed in the reporting boundaries section); and UK figures (covering all of Playtech's operations in the UK), to comply with Streamlined Energy & Carbon Reporting

(SECR) requirements. GHG intensity is reported as a global figure only.

Data collection process for energy and Scope 1 and 2 GHG emissions

The following process is followed to ensure that the data received is collated and reported as accurately as possible.

Playtech Group excl. Snaitech

- 1a. The environmental data collection forms are filled in and submitted on the UL360 platform, by Local Financial Controllers on a country or office basis.
- 2a. A Corporate Controller in Group Finance undertakes an initial assessment of the integrity and completeness of the data, following up with data providers as necessary. Once the dataset is complete, Group Finance submits each form for review by Playtech's external sustainability advisers.

Snaitech

- 1b. The same greenhouse gas data collection forms as the ones used by Playtech Group are filled in and submitted on the UL360 platform by data owners for offices, property agencies (Snaitech) and racetracks.
- 2b. Snaitech's Internal Audit team undertakes an initial assessment of the integrity and completeness of the data, following up with data owners as necessary. Once the dataset is complete, Snaitech Internal submits each form for review by Playtech's external sustainability advisers.

Both Playtech Group and Snaitech

3. External advisers perform the next step of the review, checking each form and raising queries where necessary to verify data quality.
4. The data review and findings are formally documented as an audit trail on the UL360 platform.
5. Finally, the full dataset (i.e. containing all of the Playtech Group data, including Snaitech data) will be signed off and approved by Playtech's Chief Financial Officer.

Snaitech, our Italian business unit which accounts for a significant part of the Group's energy use and GHG emissions, also reports environmental metrics separately in its annual sustainability reports.

Parameter: Scope 3 GHG emissions

- Definition: the amount of CO₂e emitted in our value chain. This is reported as follows:
 - Total Scope 3 emissions (tonnes CO₂e).
 - Scope 3 emissions split by category (tonnes CO₂e).
- Scope: we have determined which of the 15 categories listed by the GHG Protocol Corporate Value Chain (Scope 3) Standard are relevant to Playtech and therefore should be included in our Scope 3 footprint:

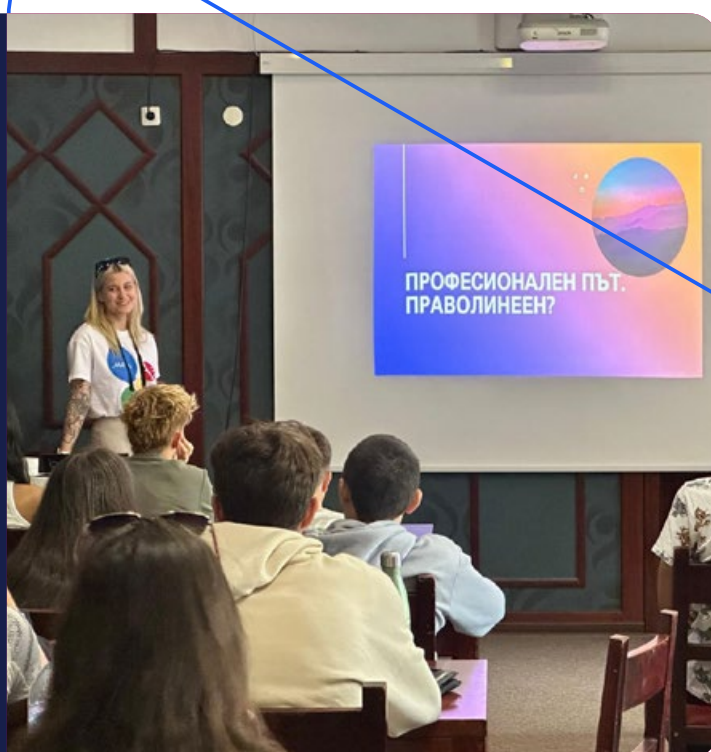
| Category | Relevance |
|---|--|
| 1: Purchased Goods & Services | Yes |
| 2: Capital Goods | Yes |
| 3: Fuel & Energy-related Activities | Yes |
| 4: Upstream Transportation & Distribution | Yes |
| 5: Waste Generated in Operations | Yes |
| 6: Business Travel | Yes |
| 7: Employee Commuting | Yes. We include emissions from homeworking, which are optional in the GHG Protocol Corporate Value Chain (Scope 3) Standard. |
| 8: Upstream Leased Assets | No. All emissions in relation to upstream leased assets are already included in the Scope 1 and 2 GHG emissions parameter. |
| 9: Downstream Transportation & Distribution | Yes |
| 10: Processing of Sold Products | No. Playtech does not sell products that require further processing. |
| 11: Use of Sold Products | Yes |
| 12: End-of-Life Treatment of Sold Products | Yes |
| 13: Downstream Leased Assets | Yes |
| 14: Franchises | Yes |
| 15: Investments | Yes |

Case Study

Playtech Global Mentorship Programme

Our internal Global Mentorship Programme, run by the global People and Culture team, aims to develop a strong pipeline of future leaders. With 14 mentors and 15 mentees participating in the 2024 cohort, continuing into 2025, the programme addresses key challenges such as knowledge transfer from senior management, targeted skill development for successors, and engagement and retention of high-potential employees.

By aligning the development of future leaders with the organisation's strategic goals, the programme ensures sustained growth and success. The impact includes a well-prepared leadership pipeline, effective knowledge transfer, enhanced leadership skills, increased engagement and strategic alignment.



► Sustainability data: principles and methodology continued

- Time period: the reporting period is 1 January 2024 to 31 December 2024.
- Units: tonnes of CO₂e.
- Method: we have gathered a combination of actual data, activity data, and financial data to calculate Scope 3 GHG emissions, as detailed per category below:
 - **Category 1:** we gathered complete Operational Expenses (OpEx) covering the Playtech Group grouped by spend category. We exclude spend categories that are already included elsewhere (spend related to energy, as this is included in Scope 1 & 2; transportation and distribution, as this is included in Category 4; and travel, as this is included in Category 6) and spend categories that are not relevant (e.g. tax payments). We attempted to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emission data where possible and practicable, targeting the categories with the highest percentage of spend and the suppliers within those categories with the highest percentage of spend. Where we are able to gather supplier-specific emissions data covering more than 10% of the total category spend, we estimate the full category emissions based on the supplier-specific emission factor. Where we are unable to do so, we use the supplier-specific emission data to calculate emissions from that specific supplier spend only. We also use the supplier-specific emission factors to calculate any other spend with that supplier, even when that spend is located in a category that is not prioritised for the gathering of actual supplier-specific emissions data. The remaining spend is multiplied by emission factors from DEFRA: Supply chain emission factors for spending on products (2024).
 - **Category 2:** We categorised the top suppliers by spend by their product category, covering at least 80% of the total CapEx. We then sought to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emission data where possible and practicable, covering the top 70% of CapEx. Where this data was available, we replaced the spend-based calculation with supplier-specific emission factors. Where this data was not available, the spend by supplier was multiplied by the appropriate emission factors from DEFRA: Supply chain emission factors for spending on products (2024). We then multiplied the total sum covering 80% of spend by a factor to estimate for the missing coverage.
 - **Category 3:** we multiplied the total energy used split by fuel type by the appropriate emission factor from DESNZ (2024): Well-To-Tank: fuels; the total electricity by the appropriate emission factor from the IEA (2024); well-to-tank electricity generated; the total electricity by the appropriate emission factor from IEA (2024); adjustment for transmission and distribution losses induced emissions; the total electricity by the appropriate emission factor from IEA (2024); well-to-tank adjustment for transmission and distribution losses induced emissions; the total district heating and cooling by the appropriate emission factor from DESNZ (2024): WTT heat and steam; the total district heating and cooling by the appropriate emission factor from DESNZ (2024); transmission and distribution: distribution - district heat & steam; and the total district heating and cooling by the appropriate emission factor from DESNZ (2024): WTT - district heat & steam distribution.
 - **Category 4:** we gathered total OpEx on transportation for the Playtech Group and multiplied this by the Road Transport emission factor from DEFRA: Supply chain emission factors for spending on products (2024). For Snaitech we estimated the emissions from distribution centres and storage using the volume of goods stored and average days stored. These figures were combined with the average energy consumption per m² per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The electricity consumption data was then multiplied by the IEA Conversion Factor for electricity generation for Italy (2024). The natural gas consumption data was multiplied by the natural gas emissions factor from DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024): Fuels. For the ECM and IGS business units, we attempted to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emission data for all of the transport and distribution related spend; where this data was available, we replaced the spend-based calculation with supplier-specific emission factors.
 - **Category 5:** we gathered total volume of waste from sites across the Playtech Group, split by waste type and destination, then multiplied by the appropriate emission factor from DESNZ (2024): Waste disposal. Where waste reports from facilities were unavailable, sites estimated waste based on bin capacity, type and how often they were emptied. Where sites are unable to provide any waste data, we estimated this data by upscaling the calculated waste-related emissions by a factor based on the headcount coverage of the data gathered.
 - **Category 6:** calculated based on data on actual distance travelled by mode of transport covering the Playtech Group. This excludes travel not recorded in the Group's travel management system, for example Board travel, due to data availability. For flights, each trip was categorised as Domestic, to/from UK; Short-haul, to/from UK; Long-haul, to/from UK; International, to/from non-UK and DESNZ (2024) business travel: air emission factors (average passenger) applied (where travel class data was available the most relevant emission factor was applied). For travel by train, the total distance travelled was multiplied by the DESNZ (2024) business travel: land, national rail or international rail, where appropriate.
 - **Category 7:** we gathered commuting data from Playtech and Snaitech employees through two separate surveys, calculated the emissions associated with each survey and summed the total emissions to reach the total Category 7 emissions:
 - The Playtech employee survey collected information on the number of days employees worked in the office per week, the mode of transport, and the distance between their home and the office. Journeys were split by means of transportation and multiplied by the relevant DESNZ (2024) business travel: land emission factors. Where employees used a carsharing platform, we divided the average car emission factor by two to account for multiple passengers. We collected data for 585 employees (8% coverage of Playtech employees) in the Playtech employee survey and multiplied the emissions from the respondents by a factor to estimate for the missing employees.
 - The Snaitech employee survey collected information on the number of days employees worked in the

office per week, the mode of transport, and the distance between their home and the office. Journeys were split by means of transportation and multiplied by the relevant DESNZ (2024) business travel: land emission factors. Where employees used a carsharing platform, we divided the average car emission factor by two to account for multiple passengers. We collected data for 163 employees (17% coverage of Snaitech employees) in the Snaitech employee survey and multiplied the emissions from the respondents by a factor to estimate for the missing employees.

- **Category 9:** For Snaitech we estimated the emissions from downstream distribution centres and storage using the volume of goods stored and average days stored. These figures were combined with the average energy consumption per m² per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The electricity consumption data was then multiplied by the IEA Conversion Factor for electricity generation for Italy (2024). The natural gas consumption data was multiplied by the natural gas emissions factor from DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024): Fuels. We gathered distance travelled and type of vehicle for Snaitech, then multiplied the

distance by the appropriate emission factor from DESNZ: Freight Goods (2024). For ECM and IGS we collected the amount spent on transportation by customers and multiplied this by the Road Transport emission factor from DESNZ: Supply chain emission factors for spending on products (2024).

- **Category 11:** we gathered total revenue from B2B customers for the Playtech Group. We then attempted to gather customer-specific emission data for customers representing more than 65% of total B2B revenue. We calculated a customer-specific emission factor (Scope 1 & 2 CO₂e emissions / Operating Expense spend) that we then multiply by Playtech's revenue from that customer during the reporting period. The sum of these calculations is then multiplied by a factor to estimate for the rest of B2B revenue. This means that while GHG emissions from Playtech's direct customers are included, emissions from the end-users (including game players) are excluded due to a lack of data availability and visibility, noting that while we are unable to analyse if emissions are material (i.e. above 5% of our total Scope 3 emissions), we are following the methodology in line with the Science Based Targets initiative (SBTi) for this category.
- **Category 12:** we gathered the total number of devices out in the market in the reporting year from ECM and IGS and

estimated the weight and life expectancy of the devices. We then calculated the number of devices disposed of in the reporting year and their associated weight and multiplied by the appropriate emission factor from DESNZ (2024): Waste disposal.

- **Category 13:** Snaitech facilities that are leased to lessees include venue space for concerts, horse boxes, accommodation for horse trainers, telecommunication antennas, veterinary clinics, kiosks, bicycle parking and a restaurant. Emissions from these facilities are not included in the Scope 1 & 2 emissions boundary because they are not financially controlled by Snaitech. For concerts, actual fuel consumption for generators is gathered and multiplied by the appropriate emission factor from DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024). For horse boxes and telecommunication antennas, the number of units and the annual energy consumption were gathered and multiplied by the IEA Conversion Factor for electricity generation for Italy (2024). For all other assets, the total floor area was gathered. This was multiplied by average energy consumption per m² per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The energy consumption data was then

Case Study

Playtech Joins Forces with Greenergy Data Centres

At Playtech, we are not only advancing in technology and sustainability, we are also fostering a community where the people who drive our success are at the heart of everything we do. Recently, our local operations in Estonia transitioned from a traditional office setup to a state-of-the-art data centre, through our partnership with Greenergy Data Centres (GDC).

As part of the announcement of this partnership, Oliver Urb, Infrastructure Planning and Design Manager based in the Estonian office, conducted a practical seminar at the Tallinn Botanical Garden, where he presented to various governmental and large IT companies in Estonia. Following the presentation, there was an open question forum where Risto Arik, Infrastructure Architect from Playtech, joined to address different technical and environmental challenges faced by Playtech locally and globally.

The Playtech Estonia team was also invited to give a lecture at Tallinn Technical University to share practical experiences with master's degree students.



► Sustainability data: principles and methodology continued

multiplied by the IEA Conversion Factor for electricity generation for Italy (2024).

- **Category 14:** Playtech Group runs franchise networks in Italy (managed by Snaitech), Austria and Germany (managed by HappyBet, which are managed by Snaitech). The Snaitech team extract the list of franchises from the Italian register (Albo Ries) and internal CRM system at the year end. There are three categories of franchises: a full betting shop with screens and terminals; a light betting shop without screens, and corners or "shops-in-shops" which refer to a terminal in a shop such as a corner tobacconist. Betting shops that were not active in the reporting year (for example closed or not licensed) are excluded. The data that is extracted includes data on the type of shop, floor space (m²) that is occupied by the shop, and dates of betting activity (e.g. if the shop opened within the reporting year). Floor space data is exact for the Italian franchise shops, based on data from the Ries Register or CRM if available. Where no floor space data is available, the median floor space value for that shop type is assumed based on the Ries register data if available, and CRM if not. For HappyBet shops, actual data on floor space for the betting area is provided based on floorplans or rental contracts if available, directly from the franchise partner if not, or based on visual estimation as a last resort. For corner shops or bar tobacconists, it was assumed that 49% of the shop floorspace is dedicated to betting, as Italian law stipulates this must be <50%. For all other shops, 100% of the

- floorspace is dedicated to betting. The emissions from each franchise are then estimated by applying a GHG emissions per m² intensity factor based on the actual GHG emissions per m² intensity from the Playtech Group's own shops, located in the same country as the franchise, i.e. a country-specific GHG intensity factor is used. This is calculated by calculating the energy consumption per m² per energy type and then applying DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024) for fossil fuel consumption and IEA emissions from electricity generation data (2024) or the most recent regional-specific emission factors published by countries where they are available (2021–2023).
- **Category 15:** we gathered the total revenue of the investee companies with which entities within the Playtech Group have a Joint Venture and apportioned this to the Playtech Group based on its share of the equity. We then multiplied the revenue by the appropriate emission factor from DESNZ: Supply chain emission factors for spending on products (2024).
- Source: collected directly from the relevant Playtech and Snaitech data owners. Systems from which information is extracted include: Financial and investments data – Group finance system (SAP); Travel management system – Playtech (TAS) and local travel agencies for Snaitech; Franchises – ADM, Ries register in Italy and local system, CRM.

Water Use

Parameter: Total water consumption

- Definition: the amount of water consumed within all our assets, including office buildings, racetracks, live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from offices covering at least 75% of the total number of staff that are office based and 100% of our own racetracks.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: cubic metres (m³).
- Method: sum of water use data reported for each asset, converting to m³ where not already reported in that unit. We estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by taking the average water use per capita for the offices we have data cover for, and multiplying the figure by the total employee number.
- Source: collected directly from offices covering at least 75% of Playtech's staff and 100% of racetracks.



Parameter: Water consumption for watering racetracks

- Definition: the amount of water consumed for watering the three racetracks owned by Snaitech: San Siro galoppo and La Maura trotto (Milan) and Sesana trotto (Montecatini terme).
- Scope: data collected directly from the three Snaitech-owned racetracks.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: Cubic metres (m³) and percentage of total water use (%).
- Method: sum of water use data reported for each of the three racetracks, converting to m³ where not already reported in that unit.
- Source: collected directly from the three racetracks.

Waste

Parameter: Total waste production

- Definition: the amount of waste produced in all of the Playtech Group's operations, including office buildings, racetracks, live studios and data centres; and split by destination (landfill or reused/recycled).
- Scope: we aim to collect aggregate data from offices covering at least 75% of the total number of staff that are office based and 100% of our own racetracks. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: tonnes.
- Method: sum of waste production data reported for each asset, converting to tonnes where not already reported in that unit. We estimate for 100% of the Playtech Group's office-based staff (i.e. the staff that are based out of a Playtech Group-operated office, even if they work elsewhere from time to time) by taking the average waste production per capita for the offices we have data cover for, and multiplying the figure by the total employee number.
- Source: collected directly from offices covering at least 75% of the Playtech Group's staff and 100% of racetracks.

Parameter: Hazardous waste production

- Definition: the amount of hazardous waste produced in all of the Playtech Group's operations, including office buildings,

racetracks, live studios, betting shops and data centres.

- Scope: we aim to collect aggregate data from offices covering at least 75% of the total number of Playtech Group staff that are office based and 100% of our own racetracks. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: tonnes.
- Method: sum of waste production data reported for each asset, converting to tonnes where not already reported in that unit. We then estimate for 100% of the Playtech Group's office-based staff (i.e. the staff that are based out of a Playtech Group-operated office, even if they work elsewhere from time to time) by taking the average hazardous waste production per capita for the offices we have data cover for, and multiplying the figure by the total employee number.
- Source: collected directly from offices covering at least 85% of the Playtech Group's staff and 100% of racetracks.

Partnering on shared societal challenges

Under this heading we collect data and report on indicators to assess the community investment we make.

Community Investment

Parameter: Countries with community investment initiatives

- Definition: total number of countries with at least one community investment initiative in the year from 1 January to 31 December 2024. A community investment initiative is defined as any initiative that fits within our community investment programme, including volunteering, monetary donations or gifts in kind.
- Scope: all countries where the Playtech Group operates.
- Units: total number of countries.
- Method: sum of countries with at least one community investment initiative.
- Source: offices.

Parameter: Charities that Playtech has worked with

- Definition: total number of charities Playtech has worked with through at least one community investment initiative in the year from 1 January to 31 December 2024. A community investment initiative is defined as any initiative that fits within our community investment programme, including

volunteering, monetary donations or gifts in kind.

- Scope: all countries where the Playtech Group operates.
- Units: total number of charities.
- Method: sum of charities with which Playtech has worked through at least one community investment initiative.
- Source: offices.

Parameter: Employees engaged in the community investment programme

- Definition: Average number of Playtech employees contributing their time, skills or money to their local community in the year from 1 January to 31 December 2024.
- Scope: all countries where the Playtech Group operates.
- Units: percentage of total number of employees engaged.
- Method: number of employees contributing their skills, time and/or money through at least one community investment initiative divided by the average headcount in the year.
- Source: offices.

Parameter: People engaged

- Definition: total number of people engaged through at least one community investment initiative in the year from 1 January to 31 December 2024. A community investment initiative is defined as any initiative that fits within our community investment programme, including volunteering, donations or gifts in kind. Engaged is defined as an individual that has directly benefited and/or has interacted with the programme, and/or has received financial and/or in-kind support.
- Scope: all countries where the Playtech Group operates.
- Units: total number of people engaged.
- Method: sum of people engaged by each community investment initiative.
- Source: offices.

Parameter: People reached

- Definition: cumulative number of people reached through initiative during the lifecycle of the digital wellbeing programmes, launched in 2019. Reached is defined as an individual that has directly or indirectly benefited from the digital wellbeing programmes.
- Scope: all countries where the Playtech Group operates.
- Units: total number of people reached.
- Method: sum of people reached by the digital wellbeing programmes funded by Playtech.
- Source: non-profit organisations leading programme delivery.

► Sustainability data: principles and methodology continued

Parameter: Value of community investment

- Definition: total monetary value delivered through community investment initiatives in the year from 1 January to 31 December 2024; split by gifts in kind and monetary donations. A community investment initiative is defined as any initiative that fits within our community investment programme, including volunteering, monetary donations or gifts in kind.
- Scope: all countries where the Playtech Group operates.
- Units: euros (€).
- Method: sum of monetary value of each gift in kind and monetary donation made by each community investment initiative.
- Source: offices.

Parameter: Value of monetary donations towards research, education and treatment

- Definition: total monetary value invested in research, education and treatment in the year from 1 January to 31 December 2024.
- Scope: all countries where the Playtech Group operates.
- Units: euros (€).
- Method: sum of monetary donations invested in research, education and treatment.
- Source: Group financial system.

Data Checking and Assurance

All of the sustainability data that is collected and reported by Playtech undergoes numerous and rigorous checks both internally and using external advisers.

Individuals with responsibility for collecting and handling data are provided with detailed instructions and guidance before and during the data collection process.

The data that is collected is kept for a minimum of three years.

PricewaterhouseCoopers LLP (PwC) provides independent limited assurance for several of Playtech's environmental metrics. Please refer to the data tables above and the Independent Limited Assurance Report for a list of metrics and further information.

Case Study

Playtech Tech Series

In the fast-paced tech industry, staying updated with the latest trends and technologies is crucial. Playtech recognises the need for continuous learning and skill enhancement to keep colleagues at the forefront of technological advancements. In 2023, the Company launched the Playtech Tech Series, featuring webinars delivered by industry experts.

In November 2024, Omer Yoachimik from Cloudflare, delivered a webinar on "Battling Hyper-Volumetric DDoS Attacks: Recent Trends and Defence Strategies". The session was attended by 177 employees.

The Tech Series aims to provide colleagues with up-to-date knowledge and skills, enhancing their technical competence and encouraging collaboration. Exposure to new ideas and technologies sparks creativity and innovation, driving the organisation forward.

The continuous learning and development fostered by the Tech Series plays a significant role in the overall growth and success of the organisation, ensuring that Playtech remains competitive in an ever-evolving industry.



▶ GRI and SASB indicators index

Playtech is publishing a GRI Content Index in reference to the various standards developed by the Global Reporting Initiative (GRI) that apply to Playtech's most material environmental, social and governance (ESG) issues. Where applicable, we reference the most recent reporting standards that have been published by April 2023. This is the fourth year Playtech has reported in reference to the GRI Standards, having first published a GRI Content Index in 2019.

The GRI's Sustainability Reporting Guidelines, first published in 2000 ("GRI Standards"), provide a framework for reporting on an organisation's economic, environmental and social performance. The GRI Standards provide a common language for organisations and stakeholders and represent global best practice for sustainability reporting. For more information on the GRI Standards, visit www.globalreporting.org/standards/

| GRI Standards | Disclosure topics | | Location |
|--|--|---|---|
| GRI 2: General Disclosures 2021 | 2-1 Organisational details | a. Legal name. | ▶ Annual Report: Front cover |
| | | b. Nature of ownership and legal form. | ▶ Annual Report: pages 150 to 153 |
| | | c. Location of headquarters. | ▶ Annual Report: page 81 |
| | | d. Countries of operation. | ▶ Annual Report: pages 20 to 21 |
| | 2-2 Entities included in the organisation's sustainability reporting | a. List of all entities included in sustainability reporting. | ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: page 20 |
| | | b. If the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting. | ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: page 20 |
| | | c. If the organisation consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics. | ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: page 20 |
| | 2-3 Reporting period, frequency and contact point | a. Reporting period for, and the frequency of, its sustainability reporting. | ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 20 to 34 |
| | | b. Reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this. | ▶ Website: Annual Reports– Playtech |
| | | d. Contact point for questions about the report or reported information. | ▶ Website: Investors Contacts– Playtech |
| | 2-4 Restatements of information | a. Restatements of information made from previous reporting periods and explain: <ul style="list-style-type: none"> i. the reasons for the restatements; ii. the effect of the restatements. | ▶ Annual Report: page 12 |

▶ GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | | Location |
|---------------------------------|--|---|---|
| GRI 2: General Disclosures 2021 | 2-5 External assurance | a. Policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved. b. If the organisation's sustainability reporting has been externally assured: <ul style="list-style-type: none"> i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organisation and the assurance provider. | ▶ Annual Report: pages 156 to 163 ▶ Annual Report: page 86 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: page 34 ▶ Website: here |
| | 2-6 Activities, value chain and other business relationships | a. Sector(s) in which it is active. b. Describe its value chain, including: <ul style="list-style-type: none"> i. the organisation's activities, products, services, and markets served ii. the organisation's supply chain iii. the entities downstream from the organisation and their activities d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period. | ▶ Annual Report: pages 6; 12 to 13 ▶ Annual Report: pages 3; 26 to 27; 38; 40 to 47 ▶ Annual Report: pages 44-47 |
| | 2-7 Employees | a. Total number of employees, and a breakdown of this total by gender and by region. c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: <ul style="list-style-type: none"> i. in head count, full time equivalent (FTE), or using another methodology ii. at the end of the reporting period, as an average across the reporting period, or using another methodology | ▶ Annual Report: page 79 ▶ Annual Report: page 79 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: page 21 |
| | 2-9 Governance structure and composition | a. Governance Structure. b. Committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organisation's impacts on the economy, environment, and people. c. Composition of the highest governance body and its committees. | ▶ Annual Report: pages 106 to 125 ▶ Annual Report: pages 106 to 125 ▶ Annual Report: pages 106 to 125 |
| | 2-10 Nomination and selection of the highest governance body | a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members. | ▶ Annual Report: pages 118 to 119; 123 ▶ Annual Report: pages 118 to 119; 123 |
| | 2-11 Chair of the highest governance body | a. Report whether the chair of the highest governance body is also a senior executive in the organisation. | ▶ Annual Report: page 110 |

| GRI Standards | Disclosure topics | | Location |
|--|--|--|--|
| GRI 2: General Disclosures 2021 | 2-12 Role of the highest governance body in overseeing the management of impacts | <ul style="list-style-type: none"> a. Role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development, b. Role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment and people. c. Role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review. | ▶ Annual Report: pages 50 to 51; 106 to 125 |
| | 2-13 Delegation of responsibility for managing impacts | <ul style="list-style-type: none"> a. The highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment and people, including: <ul style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts. ii. whether it has delegated responsibility for the management of impacts to other employees. b. Process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation's impacts on the economy, environment and people. | ▶ Annual Report: pages 50 to 51 ▶ Annual Report: pages 116 to 121 |
| | 2-14 Role of the highest governance body in sustainability reporting | <ul style="list-style-type: none"> a. Whether the highest governance body is responsible for reviewing and approving the reported information, including the organisation's material topics, and if so, describe the process for reviewing and approving the information. | ▶ Annual Report: pages 50 to 51 |
| | 2-15 Conflicts of interest | <ul style="list-style-type: none"> a. Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated. | ▶ Annual Report: pages 147 to 148 |
| | 2-16 Communication of critical concerns | <ul style="list-style-type: none"> a. Whether and how critical concerns are communicated to the highest governance body. b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period. | ▶ Annual Report: pages 44 to 47; 50 to 51; 106 to 107; 148 ▶ Annual Report: page 73 |
| | 2-17 Collective knowledge of the highest governance body | <ul style="list-style-type: none"> a. Report measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development. | ▶ Annual Report: pages 73; 123 |
| | 2-18 Evaluation of the performance of the highest governance body | <ul style="list-style-type: none"> a. Processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment and people. b. Report whether the evaluations are independent or not, and the frequency of the evaluations. c. Actions taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices. | ▶ Annual Report: page 124 |
| | 2-19 Remuneration policies | <ul style="list-style-type: none"> a. Remuneration policies for members of the highest governance body and senior executives. b. Remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment and people. | ▶ Annual Report: pages 130 to 148 ▶ Annual Report: pages 124; 142 |
| | 2-20 Process to determine remuneration | <ul style="list-style-type: none"> a. process for designing its remuneration policies and for determining remuneration. b. results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable. | ▶ Annual Report: pages 130 to 148 ▶ Annual Report: page 148 |

▶ GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | | Location |
|--|---|---|---|
| GRI 2: General Disclosures 2021 | 2-21 Annual total compensation ratio | a. Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual). c. Contextual information necessary to understand the data and how the data has been compiled. | ▶ Annual Report: pages 145 to 146 ▶ Annual Report: pages 145 to 146 |
| | 2-22 Statement on sustainable development strategy | a. Statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development. | ▶ Annual Report: page 19 |
| | 2-23 Policy commitments | a. Policy commitments for responsible business conduct. b. Specific policy commitment to respect human rights. c. Level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level. e. Extent to which the policy commitments apply to the organisation's activities and to its business relationships. f. How the policy commitments are communicated to workers, business partners and other relevant parties. | ▶ Annual Report: page 58 ▶ Annual Report: page 75 ▶ Annual Report: pages 50 to 51 ▶ Annual Report: pages 44 to 51 ▶ Annual Report: pages 44 to 47 |
| | 2-24 Embedding policy commitments | a. How it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships. | ▶ Annual Report: pages 53 to 85 |
| | 2-25 Processes to remediate negative impacts | a. Commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to. b. Approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in. d. How the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation and improvement of these mechanisms. e. How the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback. | ▶ Annual Report: page 75 ▶ Annual Report: pages 44 to 47 ▶ Annual Report: pages 118 to 124 ▶ Annual Report: page 124 |
| | 2-26 Mechanisms for seeking advice and raising concerns | a. Mechanisms for individuals to: <ol style="list-style-type: none"> seek advice on implementing the organisation's policies and practices for responsible business conduct. raise concerns about the organisation's business conduct. | ▶ Annual Report: pages 73; 118 to 121 |
| | 2-27 Compliance with laws and regulations | a. Total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total. b. Total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total. | ▶ Annual Report: pages 198 to 199 ▶ Annual Report: pages 198 to 199 |
| | 2-29 Approach to stakeholder engagement | a. Approach to engaging with stakeholders. | ▶ Annual Report: pages 45 to 47 |

| GRI Standards | Disclosure topics | | Location |
|--|--|---|---|
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | <ul style="list-style-type: none"> a. Process followed to determine its material topics. b. Specify the stakeholders and experts whose views have informed the process of determining its material topics. | <p>▶ Annual Report: pages 52 to 53</p> <p>▶ Annual Report: page 52</p> |
| | 3-2 List of material topics | <ul style="list-style-type: none"> a. List its material topics. | <p>▶ Annual Report: pages 53 to 57</p> |
| | 3-3 Management of material topics | <ul style="list-style-type: none"> a. Actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights. b. Whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships. c. Policies or commitments regarding the material topic. d. Actions taken to manage the topic and related impacts. e. Following information about tracking the effectiveness of the actions taken. f. How engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). | <p>▶ Annual Report: pages 53 to 85</p> <p>▶ Annual Report: pages 53 to 57</p> <p>▶ Annual Report: pages 53 to 57</p> <p>▶ Annual Report: pages 53 to 57</p> <p>▶ Annual Report: pages 53 to 57</p> <p>▶ Annual Report: pages 53 to 57</p> |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | <ul style="list-style-type: none"> a. Direct economic value generated and distributed (EVG&D) on an accruals basis. b. Where significant, report EVG&D separately at country, regional or market levels, and the criteria used for defining significance. | <p>▶ Annual Report: pages 32 to 37</p> |
| | 201-2 Financial implications and other risks and opportunities due to climate change | <ul style="list-style-type: none"> a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure. | <p>▶ Annual Report: pages 86 to 92</p> |
| | 201-4 Financial assistance received from government | <ul style="list-style-type: none"> a. Total monetary value of financial assistance received by the organisation from any government during the reporting period. b. The information in 201-4-a by country. | <p>▶ Annual Report: page 170</p> |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | <ul style="list-style-type: none"> a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind or pro bono engagements. | <p>▶ Annual Report: pages 66 to 71</p> |
| | 203-2 Significant indirect economic impacts | <ul style="list-style-type: none"> a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols and policy agendas. | <p>▶ Annual Report: pages 70 to 73; 81</p> |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | <ul style="list-style-type: none"> a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment. | <p>▶ Annual Report: pages 53 to 54; 72</p> |

▶ GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | | Location |
|--------------------------------------|--|--|---|
| GRI 205: Anti-corruption 2016 | 205-2 Communication and training about anti-corruption policies and procedures | <ul style="list-style-type: none"> a. Total number and percentage of governance body members that the organisation's anticorruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organisation's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organisation's anti corruption policies and procedures have been communicated to any other persons or organisations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region. | ▶ Annual Report: pages 72 to 75; 123 |
| GRI 207: Tax 2019 | 207-1 Approach to tax | <ul style="list-style-type: none"> a. A description of the approach to tax. | ▶ Annual Report: pages 35; 81; 177 |
| | 207-4 Country-by-country reporting | <ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organisation's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. Breakdown for each tax jurisdiction reported in Disclosure 207-4-a. c. The time period covered by the information reported in Disclosure 207-4. | ▶ Annual Report: pages 81; 32-35; 200 |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organisation | <ul style="list-style-type: none"> a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: electricity, heating, cooling, steam consumption. d. In joules, watt-hours or multiples, the total: electricity, heating, cooling, steam sold. e. Total energy consumption within the organisation, in joules or multiples. f. Standards, methodologies, assumptions and/or calculation tools used. g. Source of the conversion factors used. | ▶ Annual Report: pages 84-85 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 27-28 |
| | 302-4 Reduction of energy consumption | <ul style="list-style-type: none"> a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions and/or calculation tools used. | ▶ Annual Report: pages 82-85 |

| GRI Standards | Disclosure topics | | Location |
|-----------------------------------|---|--|--|
| GRI 303: Water and Effluents 2018 | 303-5 Water consumption | <ul style="list-style-type: none"> a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modelled or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors. | ▶ Annual Report: page 85 |
| | 305-1 Direct (Scope 1) GHG emissions | <ul style="list-style-type: none"> a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Base year for the calculation, if applicable. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control or operational control. g. Standards, methodologies, assumptions and/or calculation tools used. | ▶ Annual Report: page 85 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 27 to 28 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | <ul style="list-style-type: none"> a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. d. Base year for the calculation, if applicable. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control or operational control. g. Standards, methodologies, assumptions and/or calculation tools used. | ▶ Annual Report: page 85 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 27 to 28 |
| | 305-3 Other indirect (Scope 3) GHG emissions | <ul style="list-style-type: none"> a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions and/or calculation tools used. | ▶ Annual Report: page 85 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 27 to 29 |

▶ GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | | Location |
|--------------------------------|--|--|--|
| GRI 305: Emissions 2016 | 305-4 GHG emissions intensity | <ul style="list-style-type: none"> a. GHG emissions intensity ratio for the organisation. b. Organisation-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. | <p>▶ Annual Report: page 85</p> <p>▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 27 to 29</p> |
| | 305-5 Reduction of GHG emissions | <ul style="list-style-type: none"> a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions and/or calculation tools used. | <p>▶ Annual Report: pages 82 to 85</p> <p>▶ Responsible Business and Sustainability Addendum to the Annual Report 2024: pages 17 to 18</p> |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | <ul style="list-style-type: none"> a. For the organization's significant actual and potential waste-related impacts, a description of: <ul style="list-style-type: none"> i. the inputs, activities, and outputs that lead or could lead to these impacts. ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain. | ▶ Annual Report: pages 54; 84 to 85 |
| | 306-2 Management of significant waste-related impacts | <ul style="list-style-type: none"> a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data. | ▶ Annual Report: pages 54; 84 to 85 |
| | 306-3 Waste generated | <ul style="list-style-type: none"> a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled. | ▶ Annual Report: pages 84 to 85 |

| GRI Standards | Disclosure topics | | Location |
|--|---|--|---|
| GRI 306: Waste 2020 | 306-4 Waste diverted from disposal | <ul style="list-style-type: none"> a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. | ► Annual Report: pages 84 to 85 |
| | 306-5 Waste directed to disposal | <p>The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. | ► Annual Report: pages 84 to 85 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers that were screened using environmental criteria | <ul style="list-style-type: none"> a. Percentage of new suppliers that were screened using environmental criteria. | ► Annual Report: pages 46; 87 |
| GRI 401: Employment 201 | 401-1 New employee hires and employee turnover | <ul style="list-style-type: none"> a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region. | ► Annual Report: page 80 |

► GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | | Location |
|---|--|--|---|
| GRI 401: Employment 201 | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | <p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. <p>b. The definition used for 'significant locations of operation'.</p> | ► Annual Report: pages 203 to 204 |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | <p>a. A statement of whether an occupational health and safety management system has been implemented.</p> <p>b. A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p> | ► Annual Report: page 81 |
| | 403-2 Hazard identification, risk assessment and incident investigation | <p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <ul style="list-style-type: none"> i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p> | ► Annual Report: pages 51; 72 to 75; 81 |

| GRI Standards | Disclosure topics | | Location |
|---|---|--|---|
| GRI 403: Occupational Health and Safety 2018 | 403-4 Worker participation, consultation, and communication on occupational health and safety | <ul style="list-style-type: none"> a. A description of the processes for worker participation and consultation in the development, implementation and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees. | ▶ Annual Report: pages 51; 72 to 75; 81 |
| | 403-5 Worker training on occupational health and safety | <ul style="list-style-type: none"> a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities or hazardous situations. | ▶ Annual Report: page 81 |
| | 403-6 Promotion of worker health | <ul style="list-style-type: none"> a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs. | ▶ Annual Report: pages 66 to 71; 81 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <ul style="list-style-type: none"> a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks. | ▶ Annual Report: page 81 |
| | 403-8 Workers covered by an occupational health and safety management system | <ul style="list-style-type: none"> a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used. | ▶ Annual Report: page 81 |

▶ GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | Location |
|---|---|---------------------------------|
| GRI 403: Occupational Health and Safety 2018 | <p>403-9 Work-related injuries</p> <ul style="list-style-type: none"> a. For all employees: <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used. | ▶ Annual Report: page 81 |

| GRI Standards | Disclosure topics | | Location |
|--|---|---|--|
| GRI 403: Occupational Health and Safety 2018 | 403-10 Work-related ill health | <p>The reporting organization shall report the following information:</p> <ol style="list-style-type: none"> For all employees: <ol style="list-style-type: none"> The number of fatalities as a result of work-related ill health; The number of cases of recordable work-related ill health; The main types of work-related ill health. For all workers who are not employees but whose work and/or workplace is controlled by the organization: <ol style="list-style-type: none"> The number of fatalities as a result of work-related ill health; The number of cases of recordable work-related ill health; The main types of work-related ill health. The work-related hazards that pose a risk of ill health, including: <ol style="list-style-type: none"> how these hazards have been determined; which of these hazards have caused or contributed to cases of ill health during the reporting period; actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used. | ▶ Annual Report: page 81 |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | <ol style="list-style-type: none"> Average hours of training that the organization's employees have undertaken during the reporting period, by: <ol style="list-style-type: none"> gender; employee category. | ▶ Annual Report: pages 73 to 74 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | <ol style="list-style-type: none"> Type and scope of programs implemented and assistance provided to upgrade employee skills. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. | ▶ Annual Report: pages 72 to 74; 77 to 78; 80 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | <ol style="list-style-type: none"> Percentage of individuals within the organisation's governance bodies in each of the following diversity categories: <ol style="list-style-type: none"> Gender; Age group: under 30 years old, 30–50 years old, over 50 years old; Other indicators of diversity where relevant (such as minority or vulnerable groups). Percentage of employees per employee category in each of the following diversity categories: <ol style="list-style-type: none"> Gender; Age group: under 30 years old, 30–50 years old, over 50 years old; Other indicators of diversity where relevant (such as minority or vulnerable groups). | ▶ Annual Report: pages 77 to 80 |

► GRI and SASB Indicators Index continued

| GRI Standards | Disclosure topics | | Location |
|---|--|--|--|
| GRI 405: Diversity and Equal Opportunity 2016 | 405-2 Ratio of basic salary and remuneration of women to men | <ul style="list-style-type: none"> a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'. | ► Annual Report: page 80 |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <ul style="list-style-type: none"> a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining. | ► Annual Report: page 75 |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labor | <ul style="list-style-type: none"> a. Operations and suppliers considered to have significant risk for incidents of: <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor. | ► Annual Report: page 75 |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <ul style="list-style-type: none"> a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor. | ► Annual Report: page 75 |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments, and development programs | <ul style="list-style-type: none"> a. Percentage of operations with implemented local community engagement, impact assessments and/or development programs, including the use of: <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad-based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes. | ► Annual Report: pages 27; 45 to 47; 58 to 63; 66 to 71 |

| GRI Standards | Disclosure topics | | Location |
|---|---|---|--|
| GRI 414: Supplier Social Assessment 2016 | 414-2 Negative social impacts in the supply chain and actions taken | <ul style="list-style-type: none"> a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why. | ▶ Annual Report: pages 45 to 47; 60 to 63; 75 |
| GRI 415: Public Policy 2016 | 415-1 Political contributions | <ul style="list-style-type: none"> a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. | ▶ Annual Report: page 151 |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories | <ul style="list-style-type: none"> a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement. | ▶ Annual Report: pages 45 to 47; 60 to 63; 75 |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling | <ul style="list-style-type: none"> a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: <ul style="list-style-type: none"> i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures. | ▶ Annual Report: pages 23; 47; 60 to 63 |

▶ GRI and SASB Indicators Index continued

The US-based SASB sets out sustainability reporting standards for various sectors. The following table provides references to our relevant reporting in relation to the sector-specific standard for casinos and gaming, and software and IT services. Playtech provides software and services to betting and gaming operators, and also runs its own B2C online gambling operations. Not all indicators are relevant, for example Playtech does not run any physical casino operations. This is the first time Playtech is publishing a SASB index. For more information on the SASB standards visit www.sasb.org/standards/.

| Disclosure number | Disclosure title | Reference |
|--------------------------|--|--|
| SV-CA-130a.1/ TC-SI-130a | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | ▶ Annual Report: page 85 |
| TC-SI-130a.2 | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | ▶ Annual Report: page 85 |
| TC-SI-130a.3 | Discussion of the integration of environmental considerations into strategic planning for data center needs | ▶ Annual Report: pages 89 to 90 |
| TC-SI-220a.1 | Description of policies and practices relating to behavioral advertising and user privacy | ▶ Annual Report: pages 74 to 75 |
| TC-SI-230a.2 | Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards | ▶ Annual Report: pages 74 to 75; 97 |
| TC-SI-330a.2 | Employee engagement as a percentage | ▶ Annual Report: page 77 |
| TC-SI-330a.3 | Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees | ▶ Annual Report: page 79 |
| SV-CA-510a.1 | Description of anti-money laundering policies and practices | ▶ Annual Report: pages 47; 54; 65; 72 to 75; 121 |
| TC-SI-550a.2 | Description of business continuity risks related to disruptions of operations | ▶ Annual Report: pages 86 to 92; 94 to 101 |

