



Powering the future of play

Playtech plc

Responsible Business and Sustainability
Addendum to the Annual Report 2025

▶ Shaping our sustainable future

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 2025 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
26 March 2026

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▶ Our approach to sustainability

Our commitment to sustainability and responsible business practices is integral to our strategy and delivery of long-term value.

Our sustainability strategy is foundational to growing our business in a sustainable and responsible manner. Our commitments have been central to driving long-term sustainable value, strengthening trust with stakeholders and building resilience in a rapidly evolving world. Since setting our 2025 commitments and targets, we have established strong foundations, embedding sustainability into how we operate, innovate and make decisions. This framework was designed to address the material societal issues where our business can deliver the greatest impact.

We are proud of the meaningful progress we have made since 2020. Over the past five years, we have strengthened responsible gambling technology and services, reduced our carbon footprint, enhanced supply chain integrity and improved female representation amongst leadership. Additionally, we have expanded our reach through partnerships and programmes to support healthier online behaviours and positive community outcomes. While we recognise there is still more to do, this marks an important transition point as we build on this progress to define our 2030 ambition: accelerating action across our sustainability pillars, proactively responding to evolving ESG regulation and societal expectations and supporting the sustainable growth of our business and industry.

Our approach

Our sustainability strategy is a key enabler in delivering our Company's strategic priorities and aligns with our corporate purpose, embedding sustainability into our operations and decision-making processes to create value for both society and the Company.



► Our sustainability priorities



protect

Pioneering safer gambling solutions, embedding responsibility and innovation to promote sustainable entertainment.

Why does it matter?

Sustainable gambling and player protection technology is where we can make a material positive social impact to the industry. 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
- Sustainable Gambling training
- Uptake of safer gambling tools and customer interactions

2025 Highlights

- **28** brands deployed and integrated with BetBuddy in **17** jurisdictions
- MGA has awarded Playtech plc the ESG Seal (B2B Tier 1)
- Sustainable Gambling training for Customer Service and Live operations, beyond annual mandatory training, of **2,540** hours with over **90%** completion rate

Read more on Playtech Protect on pages **56 to 60** in Playtech plc Annual Report and Financial Statements 2025

Stakeholder groups impacted

- 1 2 3 4**

people

Promoting integrity and an inclusive culture, fostering transparency, fairness and diversity across our business and communities.

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

2025 Highlights

- Increased female representation amongst our leadership population to **32%**, against 35% target by 2025
- Over **200** interactions with colleagues across **6** countries accessed mental health and wellbeing services through SIX MHA
- Over **110** wellbeing initiatives, with more than **2,100** employees engaged in at least one initiative

Read more on Playtech People on pages **62 to 71** in Playtech plc Annual Report and Financial Statements 2025

Stakeholder groups impacted

- 1 2 3 4 6**

partners

Partnering on shared societal challenges, collaborating with stakeholders to address pressing issues and drive collective progress.

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

2025 Highlights

- Total value of monetary donations during the year exceeded **€900,000**
- Engaged with over **530,000** people in community and mental health programmes to improve livelihoods since 2021
- A global average of **16.4%** colleagues contributed their skills, time and/or money exceeding our target of 10% by 2025

Read more on Playtech Partners on pages **72 to 75** in Playtech plc Annual Report and Financial Statements 2025

Stakeholder groups impacted

- 1 3 4 5 6 7**

planet

Powering action for positive environmental impact, advancing initiatives that reduce our footprint and contribute to a healthier planet.

Why does it matter?

Climate change is a critical global challenge, 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

2025 Highlights

- Reduced our Scope 1 and 2 (location-based) carbon footprint by **47.8%**, against our target of 40% by 2025
- **47.0%** increase in Scope 1 and 2 (market-based) and Scope 3 emissions since 2022 baseline
- **46.0%** of our total energy consumption coming from renewable sources

Read more on Playtech Planet on pages **76 to 86** in Playtech plc Annual Report and Financial Statements 2025

Stakeholder groups impacted





- 1 2 4 6 7**

Key to stakeholder group

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

► Our sustainability scorecard

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

Priorities	Commitments	Performance measures	2025	2024
 <p>Pioneering safer gambling solutions</p>	Expand the portfolio of safer gambling technology, tools and solutions	Playtech Protect presence (number of jurisdictions)	17	14
		Brands integrated with BetBuddy (number of brands)	28	23
	Harness investment in R&D to advance the next generation of safer gambling solutions	Sustainable Gambling training for Customer Service (B2C) and Live operations (employee completion rate)	>90%	N/A
	Strengthen operational safer gambling standards and technology across our operations	Proportion of customers self-excluding and using safer gambling tools during the year (%)	9% and 44%, respectively	9% and 33% respectively
		Total number of person-to-person interventions	>22,000	>30,000
 <p>Promoting integrity and an inclusive culture</p>	Promote integrity, uphold human rights and reduce compliance risk across our operations and supply chain	Human rights training during the year (employee completion rate)	100%	98%
		Compliance training during the year (employee completion rate)	99%	97%
	Foster equal opportunity and equality for all employees	Increase gender diversity amongst our leadership population to 35% by 2025 against a 2021 baseline	32%	30%
	Support employee wellbeing	Wellbeing initiatives and employee participation in at least one initiative during the year (number of initiatives and number of employees)	>110 initiatives >2,100 employees participated in at least one initiative	>150 initiatives >790 employees participated in at least one initiative
 <p>Partnering on shared societal challenges</p>	Help people live healthier online lives and adopt digital resilience and safer gambling behaviours	Total amount invested during the year (€)	> €660,000	> €1,400,000
	Contribute to and support research, education and treatment to prevent, reduce and address gambling-related harm	Engage 30,000 people in community and mental health programmes to improve livelihoods by 2025 (number of people engaged)	> 530,000 people engaged	>270,000 people engaged
		5% year-on-year increase in employees' contributions (skills, time or money), reaching a global average of 10% by 2025 (%)	16.4% global average	14.9% global average
	Empower local community groups to deliver a positive impact	Total value of monetary donations during the year (€)	> €900,000	> €1,000,000
 <p>Powering action for positive environmental impact</p>	Reduce Greenhouse Gas (GHG) emissions within own operations and supply chain	Reduce Scope 1 and 2 (location-based) carbon footprint by 40% by 2025 against a 2018 baseline (excluding refrigerants)	47.8% decrease since 2018	39.3% decrease since 2018
	Build capability and climate resilience through decisive actions within our own operations and supply chain	Switch all offices, wherever possible, to renewable energy (% of renewable energy)	46.0% (7,564,589kWh) of our total energy consumption	50.4% (8,497,642kWh) of our total energy consumption
	Align to global climate efforts to transition into a low-carbon economy, in accordance with the latest climate science and prioritise climate innovation	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)	29.7% decrease in Scope 1 and 2 (market-based) emissions since 2022 53.8% increase in Scope 3 emissions since 2022	36.3% decrease in Scope 1 and 2 (market-based) emissions since 2022 41.4% increase in Scope 3 emissions since 2022

► Double Materiality Assessment

In 2024, Playtech completed its first double materiality assessment to identify and evaluate sustainability topics that influence both our corporate financial performance and our broader impacts on the economy, the environment and people. This assessment marked an important step in preparing for alignment with the EU CSRD requirements. In 2025, we conducted a high-level review of the results to ensure they continue to reflect the changing dynamics of our business, particularly following the sale of Snaitech operations.

Our methodology

The methodology used for this exercise is aligned with the approach outlined in the EU CSRD. 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).

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.

In 2025, Playtech focused on reviewing the validity of the data following the sale of Snaitech. Two workshops were held to review the impacts, risks and opportunities scores.

Our approach

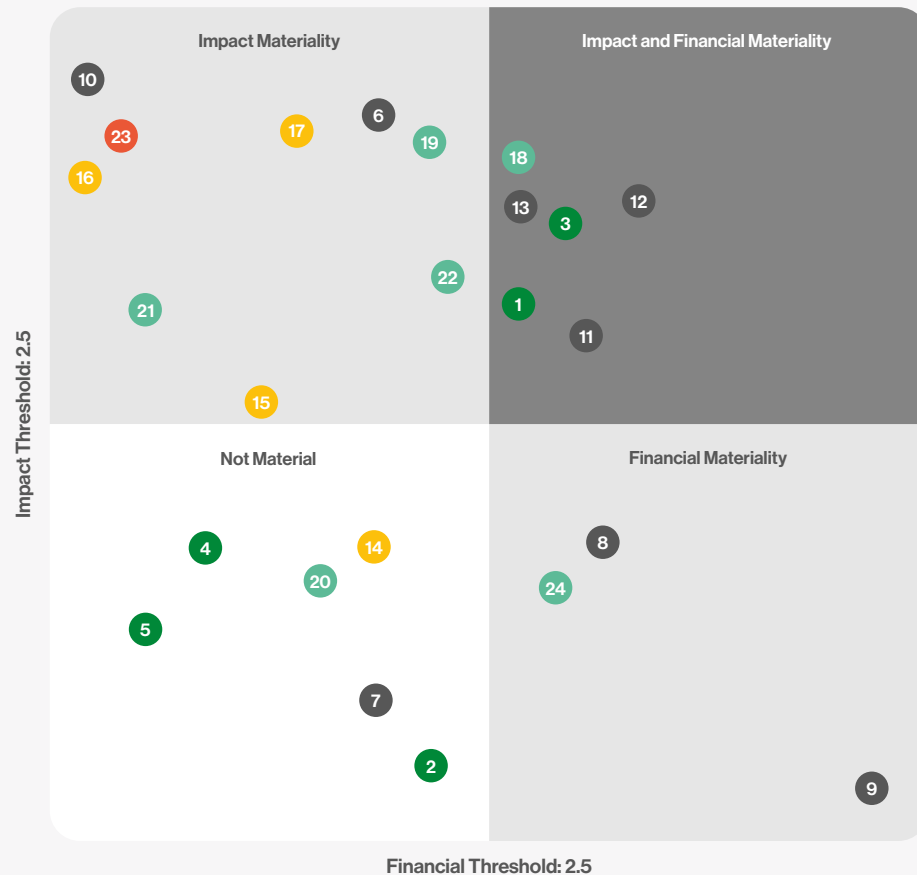
Playtech has followed the EU CSRD methodology and EFRAG's guidance in its approach:

- 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 conducted with external stakeholders including investors, suppliers, customers, members of the Company's external stakeholder advisory panel and leaders from a range of organisations focused on sustainable gambling and DEIB.
- Five internal workshops with Playtech employees from different functions, including People and Culture, Sustainable Gambling, Regulatory Affairs, Corporate Affairs, Marketing, Compliance, Investor Relations, Tax, Procurement, Legal, Data Privacy and Security, Business Development, and other large business units.
- The short list of topics was reviewed and 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 external interviews, 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 which had a minimum of one material impact, risk or opportunity is considered a material topic for Playtech. In 2025, we specifically ran two additional workshops to review the list of IROs and scores given to each IRO to ensure they still reflected the reality of our business following the sale of Snaitech and structural updates that followed. The first workshop, held with the Sustainability team, focused on reassessing the impact materiality scores. The second workshop centred on the financial materiality scores and brought together colleagues from Sustainability, Risk and Finance teams to ensure a robust and multidisciplinary review.
- 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. Following the 2025 review, the results were presented to the Sustainability and Compliance Board Committee in Q1 2026.



Sustainability materiality matrix

The diagram below outlines the material topics that were identified during our double materiality assessment. With the Snaitech sale completed in April, Playtech started its transition towards being a predominantly pure-play B2B business, and this strategic shift is also reflected in its operations and material impacts and IROs. Following the sale, we have removed Snaitech-only topics and IROs and conducted a review of the short list of topics and their respective impacts, risks and opportunities that relate to Playtech's business. This is to ensure the Company has all the relevant information to prepare for the EU CSRD reporting, the matrix below and the following table includes the latest topics that relate to the Playtech business.



Environmental

Climate Change – ESRS E1

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

Water – ESRS E3

- 4 Water consumption

Circularity – ESRS E5

- 5 Waste management and disposal

Governance

Corporate Governance – ESRS G1

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

Responsible Business – ESRS G1

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

Economic Value and Contributions – ESRS G1

- 13 Economic value and contributions

Social

Own Workforce – ESRS S1

- 14 Equal treatment and opportunities for all
- 15 Wellbeing, health and safety
- 16 Labour and human rights

Supply Chain – ESRS S2

- 17 Responsible supply chain

Customers – ESRS S4

- 18 Consumer rights
- 19 Personal safety of consumers and/or end users
- 20 Responsible product content and marketing
- 21 Responsible retail management
- 22 Access to protection tools

Other sector specific

- 23 Supporting research, education and treatment (B2B)
- 24 Platform innovation and product design (B2B)

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 validate 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 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: Transitioning from owned or third-party data centres to 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 own operations, the supply chain and through product use.</p> <p>Opportunity: Climate Change Adaptation: Transitioning from owned or third-party data centres to cloud-based services presents a significant financial and operational opportunity as part of Playtech's climate change adaptation strategy. Cloud migration reduces exposure to physical climate risks, lowers operating costs, and strengthens long-term resilience and business continuity by relying on more flexible, distributed and climate-resilient infrastructure.</p>
Climate Change	Energy management	All energy-related matters to the extent that they are relevant to climate change. It covers all type of energy consumption, including energy efficiency measures and renewable energy.	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>Negative Impact: Playtech intends to increase its use of AI in its operations and products, which will increase related energy usage and emissions, and increase the potential negative impact on the climate.</p> <p>Opportunity: Transition to renewable energy and energy saving initiatives will reduce operating costs for the business.</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, risk management, protection of whistleblowers, intellectual property (IP) and disputes.	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>
Corporate Governance	Board and Executive effectiveness and composition	This includes Board independence, composition and effectiveness.	ESRS G1	<p>Opportunity: An effective Board and Executive Management enhance leadership capability creating an opportunity to reinforce its strategic direction, governance maturity and market reputation. A well-composed, skilled and ethically grounded leadership team can drive superior decision-making, foster a culture of accountability and build trust with regulators, investors, employees and customers.</p>

Topics	Subtopics	Definition	Mapped ESRS	Material IROs
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.	ESRS G1	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.
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	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, releasing data sets for others to analyse. Crossover with topic of sustainable gambling.
Responsible Business	Supplier management	Management of relationships with suppliers. This is also about Playtech's approach to supplier due diligence and selection. This refers to a commitment by Playtech to social and environmental considerations when managing its relationships with suppliers. It includes segmentation, risks assessment and reporting.	ESRS G1	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. Risk: Poor supplier management increases the risk that Playtech becomes exposed to compliance failures arising from inadequate, ineffective, or breached supplier policies and processes. If suppliers fail to meet regulatory, contractual or industry-standard obligations, Playtech may be held accountable for these breaches, resulting in financial penalties, operational disruption and damage to stakeholder confidence. Opportunity: Effective supplier management and the strategic use of local sourcing create significant financial opportunities for Playtech. Strong governance of suppliers enhances cost efficiency, reduces operational risk and strengthens supply chain resilience. By building reliable, transparent and high-performing supplier relationships, Playtech can improve continuity of supply and gain a competitive edge in the market.
Responsible Business	Safe and responsible use of AI technology	Deploy and use AI technology in a safe, trustworthy and ethical way.	ESRS G1	Positive Impact: Responsible use of AI technology could enhance innovation, helping to increase productivity and wellbeing for employees by reducing unnecessary tasks. Positive Impact: Responsible use of AI technology could enhance the innovation of safer 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). Negative Impact: A lack of robust oversight and inadequate governance of AI can lead to unethical systems, including harmful outcomes for customers, employees and wider stakeholders, undermining trust, safety, and long-term value of the organisation and offering. Risk: The risk that failure to use AI technology safely, responsibly and securely results in reputational damage, loss of customer trust, reduced investor confidence and direct financial harm. Inadequate AI governance, weak controls, or unethical or unsafe AI outcomes may also lead to the loss, misuse, or exposure of sensitive data and IP, further undermining commercial relationships and revenue. Opportunity: AI technology presents a significant financial opportunity for Playtech by enabling greater operational efficiency, accelerating innovation and strengthening market competitiveness. When deployed ethically and securely, AI can analyse trends at scale, enhance product performance, and support faster development cycles driving revenue growth through improved customer experiences and high-value AI-enabled products, such as BetBuddy.

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 contributes to Research Education Treatment. It is made through the governing body 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	<p>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.</p>
Own Workforce	Labour and 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	<p>Negative Impact: Negative impact on employees if their human rights are infringed upon, including workplace conditions, collective bargaining, security of operations.</p>
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	<p>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 workers and communities in the supply chain, which could include, but isn't limited to: workplace conditions, collective bargaining, child labour, migrant workers, security of operations, livelihood and standard of living, local and indigenous people's rights.</p>
Customers	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> <p>Opportunity: As unregulated markets become regulated, it can enable faster growth while protecting companies against potential surprises (de-risking business operations). However, too much legislation can limit growth and affect profitability. For example, in the UK GamProtect will freeze players across all operators if they have been flagged on one platform.</p>
Customers	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	<p>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 conditions, neurodivergent individuals (ADHD/ASD), native Americans and people from economically disadvantaged backgrounds.</p>

Topics	Subtopics	Definition	Mapped ESRS	Material IROs
Customers	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 managed and correctly following health and safety policies, the physical safety of consumers may be negatively impacted.
Sustainable Gambling	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	Positive Impact: Through its B2B partnerships, Playtech is able to expand its reach and promotion of sustainable gambling, positively impacting consumers and wider society (affected families, colleagues, children).
Sustainable Gambling	Supporting research, education and treatment (RET)	Undertake extensive research to better understand how Playtech's products and services support sustainable gambling. This includes partnerships with a wide range of academic, industry and charity partners.	Sector specific	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.
Sustainable Gambling	Platform innovation and product design	Continue to innovate and launch new safe platforms and products.	Sector specific	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.

* Following the 2025 review, "Circularity", and specifically "Waste management and disposal", is no longer a material topic to the Playtech Group. This was relevant prior to the sale of Snaitech but not going forward.

► Summary of 2025 sustainability data

The following provides an overview of key sustainability data included in the Playtech plc Annual Report and Financial Statements 2025. The key performance indicators are presented under the four sustainability priorities of Playtech's sustainability strategy. The table also indicates the relationship of the relevant indicators to the GRI framework and ESRS. Additional information is available in the Responsible Business and Sustainability section on pages 46 to 86 of the Annual Report.

	2025	2024	2023	GRI	ESRS	Notes
Pioneering safer gambling solutions						
BetBuddy						
Number of brands integrated	28	23	16			
Number of jurisdictions present	17	14	9			
Escalations to licensees – iPoker						
AML (%)	0.27	0.02	0.05			
Collusion (%)	0.66	0.78	1.30			
Responsible gambling (%)	0.47	0.51	0.71			
Escalation to licensees – Live						
Risk escalations from all six live operations	72,541	68,213	55,895			
Responsible gambling performance – B2C						
Proportion of customers self excluding (%) ¹	9	9	14		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	44	33	22		S4	2 RG tools comprise reality checks, time-outs and deposit limits.
Customer interactions – B2C						
Total number of customer interactions	864,266	800,656	791,596		S4	
Total number of proactive interactions	21,831	28,948	24,419		S4	
Total number of reactive interactions	985	1,473	3,718		S4	
Total number of automated interventions	841,450	770,235	763,459			
Total number of clicks on SmartTips	39,235	46,728	52,251			
Bespoke safer gambling training						
Live operations						
Total number of employees eligible	2,700	–	–		S1	
Total number of employees completing training	2,598	–	–		S1	
Completion rate (%)	96	–	–		S1	
Average hours per employee	0.75	–	–	–		
Customer Service operations						
Total number of employees eligible	232	–	244		S1	
Total number of employees completing training	229	–	215		S1	
Completion rate (%)	99	–	88		S1	
Average hours per employee	4.5	–	–			

	2025	2024	2023	GRI	ESRS	Notes
Promoting integrity and an inclusive culture						
Training overview						
Compliance essentials¹						
Total number of employees eligible	6,622	7,537	7,909	205-2	S1	1 Number of employees eligible for the Compliance Essentials training include Live operations. This includes annual training, excluding that provided during onboarding of new hires.
Total number of employees completing training	6,569	7,307	6,658	205-2	S1	
Completion rate (%)	99	97	94	205-2	S1	
Average hours per employee	1.0	1.0	0.77		S1	
Total number of contractors eligible	6	9	72		S2	
Total number of contractors completing training	6	9	68		S2	
Completion rate (%)	100	100	94		S2	
Human rights²						
Total number of employees eligible	3,876	6,593	4,799		S1	2 In 2025, number of employees eligible exclude Live operations.
Total number of employees completing training	3,874	6,477	4,479		S1	
Completion rate (%)	100	98	93		S1	
Average hours per employee	0.5	0.5	0.83		S1	
Total number of contractors eligible	6	9	72		S2	
Total number of contractors completing training	6	9	68		S2	
Completion rate (%)	100	100	93		S2	
Data privacy and protection²						
Total number of employees eligible	3,876	7,537	4,799		G1	
Total number of employees completing training	3,874	7,307	4,479		G1	
Completion rate (%)	100	97	93		G1	
Average hours per employee	0.5	1.0	0.83		G1	
Total number of contractors eligible	6	9	73		G1	
Total number of contractors completing training	6	9	68		G1	
Completion rate (%)	100	100	93		G1	
Cyber and physical security³						
Total number of employees eligible	6,766	7,333	7,031		G1	3 Number of employees eligible include Live operations.
Total number of employees completing training	6,684	7,078	6,478		G1	
Completion rate (%)	99	97	92		G1	
Average hours per employee	1.0	1.0	1.24		G1	
Total number of contractors eligible	6	13	92		G1	
Total number of contractors completing training	6	13	87		G1	
Completion rate (%)	100	100	95		G1	

	2025	2024	2023	GRI	ESRS	Notes
👤 Promoting integrity and an inclusive culture						
Third-party employee training						
<i>Compliance essentials, human rights and data privacy and protection</i>						
Total number eligible	214	–	–			
Total number completing training	212	–	–			
Completion rate (%)	99	–	–			
<i>Cyber and physical security</i>						
Total number eligible	234	–	–			
Total number completing training	226	–	–			
Completion rate (%)	97	–	–			
<i>Bespoke safer gambling training</i>						
Total number eligible	90	–	–			
Total number completing training	89	–	–			
Completion rate (%)	99	–	–			

Case Study

Playthlon: Moving together in Estonia

Now in its second decade, Playthlon is a company-supported, employee-led sports series running across Playtech's Estonian offices in Tallinn and Tartu. Initiated in Tartu more than ten years ago, the programme has grown steadily, driven by the dedication of the employee volunteers who organise it each season.

As a technology company, Playtech recognises the importance of encouraging employees to step away from their screens and get moving. Playthlon does exactly that, offering a varied calendar of activities designed to introduce employees to sports they might not otherwise encounter. The 2025 season delivered 13 events across both cities, generating 550 individual participations. Activities ranged from golf and beach tennis to fencing, reformer Pilates, and a full seven-discipline heptathlon held at Tamme Stadium in Tartu, coached by a professional athletics trainer from the University of Tartu Sports Club.

Participation is open to all employees based in Playtech's Estonian offices, with events held on weekday evenings. Engagement across the season was strong: the Snorkelling session in Tallinn attracted 31 participants, while both the Heptathlon and Padel events in Tartu each drew over 70. At its heart, Playthlon is about encouraging movement, fresh air, and social connection among colleagues. This will continue into 2026, with the addition of winter activities, including ice skating and bogshoeing in Kakerdaja bog, kicking off in Q1.



	2025	2024	2023	GRI	ESRS	Notes
👤 Promoting integrity and an inclusive culture						
Learning and Development						
Managers' training – Total number of employees participating	>40	>90	–		S1	In 2025, managers received training on managing remote and multicultural teams. In 2024, managers received Mental Health training.
Mentoring programme – Total number of employees participating	29	29	–		S1	The mentorship programme started in 2024 and ended in 2025. It includes both mentees and mentors.
"Creators' hub" – Total number of employees attending at least one webinar	>800	–	–		S1	In 2025, employees were invited to attend a series of five webinars, namely SQL Server In Memory Database, Introduction to Artificial Intelligence (AI), AI at Playtech, Data at Playtech and Playing by The Rules. Compliance – Regulated and not regulated markets. Number refers to unique attendance of employees in at least one of these webinars.
"Professional hub" – Total number of employees completed professional development training	>280	–	–		S1	Training activities include continuous professional and technical skills development.
Incident reports through the independent Speak Up hotline	6	7	11		G1	Of these cases, five were investigated promptly, with all matters raised during the year resolved within the same period, while one case remains under active investigation.
Gender splits						
Employees (%)						
Male	61.0	60.3	60.0	405-1,2-7	S1	Employees are defined as the total number of employees on the payroll on 31 December 2025. Out of 7,436 employees, 165 preferred not to disclose their gender.
Female	38.7	39.4	39.2	405-1,2-7	S1	
Prefer not to say	0.3	0.3	0.8		S1	
Senior managers (%)						
Male	67.0	69.5	69.3	405-1,2-7	S1	Senior managers are defined as the leadership population excluding any Board members (e.g. CEO, CFO). In 2025, there are 97 senior managers in total.
Female	33.0	30.5	30.7	405-1,2-7	S1	
Leadership population (%)						
Male	67.7	69.8	69.6	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	32.3	30.2	30.4	405-1,2-7	S1	
Directors (%)						
Male	71.4	62.5 ¹	66.7	405-1,2-7	S1	Directors are defined as Board Directors on 31 December. 1 Restatement for year-end 2024.
Female	28.6	37.5 ¹	33.3	405-1,2-7	S1	
Employees in junior manager positions (%)						
Male	69.6	68.4	68.3		S1	
Female	30.4	31.3	31.6		S1	
Prefer not to say	0.0	0.3	0.1		S1	
Employees in revenue-generating functions (%)						
Male	61.0	61.2	61.0		S1	
Female	38.8	38.6	38.5		S1	
Prefer not to say	0.2	0.2	0.5		S1	

	2025	2024	2023	GRI	ESRS	Notes
Promoting integrity and an inclusive culture						
Employees in STEM-related positions (%)						
Male	78.6	78.6	79.3		S1	
Female	20.8	21.0	19.9		S1	
Prefer not to say	0.6	0.4	0.8		S1	
Direct reports to the Executive Committee (%) Excludes administrative support staff.						
Male	43.9	51.9	47.1	405-1,2-7	S1	
Female	56.1	48.1	52.9	405-1,2-7	S1	
Executive Committee (%)						
Male	54.5	63.6	63.6	405-1,2-7	S1	
Female	45.5	36.4	36.4	405-1,2-7	S1	
Ethnic background						
Directors						
White British or White other (including minority-white groups)	5	6	6	405-1,2-7	S1	
Mixed/Multiple ethnic groups	–	–	–	405-1,2-7	S1	
Asian/Asian British	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	–	–	–	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	
UK Gender pay gap (%)¹						
Median gender pay gap	24.4	20.9	22.2	405-2	S1	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 2023, 5 April 2024 and 5 April 2025 respectively.
Mean gender pay gap	25.3	20.8	22.1	405-2	S1	
Median gender bonus gap	30.1	43.3	20.0	405-2	S1	
Mean gender bonus gap	16.0	77.0	43.7	405-2	S1	

	2025	2024	2023	GRI	ESRS	Notes
👤 Promoting integrity and an inclusive culture						
Other human capital data						
<i>Employees, age breakdown (%)</i>						
Under 30 years old	43.0	40.4	40.0	401-1	S1	
30–50 years old	52.3	51.3	52.0	401-1	S1	
Over 50 years old	4.7	8.3	8.0	401-1	S1	
Global employee retention rate (%)	67.0	58.5 ¹	62.6 ¹	401-1	S1	1 Restatement.
<i>Global employee retention, gender breakdown (%)</i>						
Male	59.4	61	–	401-1	S1	2 This category includes non-binary and undisclosed gender.
Female	35.6	38	–	401-1	S1	
Prefer not to say	0.3	0.3	–	401-1	S1	
Unknown ²	4.8	–	–	401-1	S1	
<i>Global employee retention, age breakdown (%)</i>						
Under 30 years old	40.8	30	–	401-1	S1	
30–50 years old	54.9	61	–	401-1	S1	
Over 50 years old	4.3	9	–	401-1	S1	

	2025	2024	2023	GRI	ESRS	Notes
👤 Promoting integrity and an inclusive culture						
Total number of new hires	3,091	3,769	3,275	401-1	S1	
<i>Total new hires, gender breakdown (%)</i>						
Male	45.2	44.0	43.5	401-1	S1	
Female	54.7	55.5	55.9	401-1	S1	
Prefer not to say	0.1	0.5	0.6	401-1	S1	
<i>Total new hires, age breakdown (%)</i>						
Under 30 years old	74.0	73.2	72.0	401-1	S1	
30–50 years old	24.6	25.3	26.5	401-1	S1	
Over 50 years old	1.4	1.5	1.5	401-1	S1	
<i>Global employee turnover rate (%)¹</i>						
Voluntary (%)	27.5	26.9	11.8	401-1	S1	1 The methodology for reporting voluntary and involuntary turnover rates was updated. See relevant section in the Sustainability data: Principles and Methodology, in this document.
Involuntary (%)	15.7	12.0	21.7	401-1	S1	
<i>Occupational health and safety</i>						
Total number of work-related injuries	35	–	–	403-9	S1	Data reported in prior year Annual Report and Addendum referred to Snaiotech operations.
Work-related injuries ratio: Total number of work-related injuries/working hours x 200,000	0.5	–	–	403-9	S1	
Number of days lost to work-related injuries	298	–	–	403-9	S1	
Severity of work-related injuries index: Total days lost for work-related injuries/working hours x 200,000	4.4	–	–	403-9	S1	



	2025	2024	2023	GRI	ESRS	Notes
Partnering on shared societal challenges						
Community investment						
Number of countries reporting on community investment	13	13	12	413-1	G1	
Charities worked with	>100	>120	>115	413-1	G1	
Total number of people engaged	>250,000	>108,000	>47,000	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 (%)	16.4	14.9	11.0		G1	Engaged is defined by employees' contributions (skills, time or money).
Total value of gifts in kind distributed (€)	>39,000	>33,000	>15,000	201-1	G1	
Total value of monetary donations (€)	>900,000	>1,000,000	>710,000	201-1	G1	
Investment in research, education and treatment programmes to reduce gambling-related harm						
Total value of monetary donations (€)	>660,000	>1,490,000	>1,500,000			

Case Study


Giving Back: Community and charity in Estonia


In 2025, Playtech's Estonian offices demonstrated strong employee engagement in volunteering as part of the Company's Community Investment Programme, combining meaningful social impact with targeted charitable investment.

Over a three-week period, as part of the annual "Time Donation Weeks" local initiative, 124 employees contributed a total of 740 hours of volunteer work. Team activities included assembling and delivering food packages at food banks in Tartu and Tallinn, sorting donated goods for the Estonian Red Cross charity shop, improving living conditions for animals at the Tartu Animal Shelter and carrying out conservation work in the AlamPedja Nature Reserve in collaboration with the Estonian Fund for Nature. Volunteers also joined Tartu Green Ring to maintain local green spaces, from raking leaves on Toomemägi Hill to enhancing biodiversity around the Anne community pond. The initiative gained national media attention, featuring Playtech's contribution to the local community.

Alongside group volunteering, Playtech Estonia strengthened emergency response capacity by donating five automated external defibrillators (AEDs) to volunteer land and sea rescue units across the country. Delivered through the Estonian Rescue Association, these devices now equip remote teams that are often first on the scene in critical situations, enhancing safety and saving lives.



	2025 ^A	2024 ^A (restated)	2024 (original)	2023	2022 (baseline)	2022 ^A (re-baseline)	GRI	ESRS	Notes
 Powering action for positive environmental impact									
Environment metrics									
Energy use									
Global total energy consumption (kWh)	16,478,150 ^{01 2}	16,851,839	29,025,102	26,558,665	27,243,173	14,163,059	302-1	E1	<p>Δ On 30 April 2025, the Snaitech business was sold. There are no results from Snaitech included in the 2025 figures and their results have been removed from the 2024 comparative and the 2022 baseline figures. Furthermore, the 2024 comparatives have been restated to reflect an identified overstatement in energy consumption and associated Scope 2 emissions at two locations. For one of the sites, the restatement accounted for more than 5% of prior reported figures and was updated in line with our principles and methodology. This misstatement does not impact baseline emissions. This restatement led to the reduction of Scope 2 emissions by 277 tCO₂e (location based), 277 tCO₂e (market based) and energy consumption by 441,324 kWh.</p>
Global total energy consumption from renewable sources (kWh)	7,564,589	8,497,642	16,909,487	15,501,671	16,265,596		302-1	E1	
Total energy consumption from renewable sources (%)	46.0	50.4	58.3	57.2	56.4		302-1	E1	
UK total energy consumption (kWh)	1,657,281 ^{1 2}	1,789,606	1,789,606	1,794,745	1,733,605				
GHG emissions (tonnes CO₂e)									
Global Scope 1	762 ^{0 1 2}	731	1,455	2,743	3,012	2,081	305-1	E1	<p>◇ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2025 data can be found at www.investors.playtech.com/sustainability. The data for previous years, where assured, is detailed in the respective Addendum to the Annual Reports.</p>
Global Scope 1 – energy	402 ^{1 2}	399	985	1,159	1,237	365	305-1	E1	
Global Scope 1 – refrigerants	360 ^{1 2}	332	470	1,584	1,775	1,716	305-1	E1	
UK Scope 1	250 ^{1 2}	302	302	66					
Global Scope 2 (location-based)	3,432 ^{0 1 2}	4,063	7,108	5,928	5,733	3,395	305-2	E1	<p>1 2025 absolute data is an estimate based on 99.0% actual data coverage by headcount for Scope 1 and 2 energy and 88.9% for Scope 1 refrigerants. Coverage has been above 99% for all three years.</p>
UK Scope 2 (location-based)	233 ^{1 2}	297	297	308					
Global Scope 2 (market-based)	1,821 ^{0 1 2}	1,612	2,131	1,630	1,631	1,595	305-2	E1	
UK Scope 2 (market-based)	133 ^{1 2}	43	43	73					
Global Scope 3 (See Scope 3 breakdown below)	64,242	59,064	138,421	106,641	109,100	41,780	305-3	E1	<p>2 Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 data was already available. This is the same methodology that was applied for all three years.</p>
Global Total Scope 1 and 2 (location-based)	4,194 ⁰	4,794	8,563	8,671	8,745	5,476		E1	
UK Total Scope 1 and 2 (location-based)	483	599	599	374					
Global Total Scope 1 and 2 (market-based)	2,583 ⁰	2,343	3,586	4,373	4,643	3,676		E1	
UK Total Scope 1 and 2 (market-based)	383	345	345	139					
Global Scope 1, 2 (location-based) and 3	68,435	63,857	146,985	115,311	117,845	47,256		E1	
Global Scope 1, 2 (market-based) and 3	66,825	61,406	142,008	111,014	113,743	45,456		E1	

	2025 ^A	2024 ^A (restated)	2024 (original)	2023	2022 (baseline)	2022 ^A (re-baseline)	GRI	ESRS	Notes	
										
Carbon intensity (tonnes CO₂e/employee)										
Global Scope 1 and 2 (location-based) GHG intensity	0.58^o	0.66	1.04	1.11	1.25		305-4	E1	◊ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2025 data can be found at www.investors.playtech.com/sustainability . The data for previous years, where assured, is detailed in the respective Annual Reports.	
Global Scope 1 and 2 (market-based) GHG intensity	0.36	0.32	0.44	0.56	0.66		305-4	E1		
Scope 3 breakdown (tonnes CO₂e)										
1: Purchased goods and services ¹	24,251^o	22,249	34,605	22,027	32,138	20,663	305-3	E1	◊ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2025 data can be found at www.investors.playtech.com/sustainability . The data for previous years, where assured, is detailed in the respective Annual Reports.	
2: Capital goods ¹	16,345^o	11,706	22,672	18,119	22,364	11,547	305-3	E1		
3: Fuel and energy-related activities (not included in Scope 1 and 2)	910^o	885	1,708	1,447	2,552	1,610	305-3	E1	<p>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 11: Use of sold products.</p> <p>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 are set out in the "Sustainability Data: Principles and Methodology" in section Scope 3 GHG emissions.</p>	
4: Upstream transportation and distribution	374	1,124	1,158	388	178	129	305-3	E1		
5: Waste generated in operations	380	494	526	331	115 ⁵	897	305-3	E1		
6: Business travel	2,536	2,492	2,749	2,851	1,398	1,297	305-3	E1		
7: Employee commuting	6,612	4,521	5,134	4,516	328 ⁵	3,536	305-3	E1		
8: Upstream leased asset	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	305-3	E1		
9: Downstream transportation and distribution	115	97	2,434	2,204	1,418	Not relevant for Playtech	305-3	E1		
10: Processing of sold products	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	305-3	E1		
11: Use of sold products ²	6,757	6,777	6,777	4,490	852	852	305-3	E1		
12: End-of-life treatment of sold products	65	72	72	104	79	79	305-3	E1		
13: Downstream leased assets	Not relevant for Playtech	Not relevant for Playtech	443	444	749	Not relevant for Playtech	305-3	E1		
14: Franchises	466	654	51,715	47,749	45,957	448	305-3	E1		
15: Investments	5,431	7,971	8,428	1,970	972	722	305-3	E1		
Water consumption										
Total water consumption (m ³)	116,524³	81,686	450,408	443,656	578,150		303-5	E3		3 Data for the Playtech Group is estimated based on 82% actual headcount coverage for water consumption and 75% actual headcount coverage for waste generated.
Waste and effluent (tonnes)										
Total waste production	998³	1,285	5,366	5,865 ⁴	5,288.0 ⁴		306-3	E5	4 Data covering Snaitech operations only.	
> Sent to landfill	765.3	904.8	899.9	0.01	5.7		306-5	E5		
> Reused or recycled	232.9	380.6	4,465.9	5,865.0	5,282.4		306-4	E5		
Hazardous waste	0.03	0.03	89.9	40.1	34.2			E5		

► Our path to net zero

We have set ambitious science-based targets to reduce our absolute Scope 1, Scope 2 and Scope 3 GHG emissions by 90% by 2040, with any residual emissions addressed through permanent carbon removal and storage.



► 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 underline 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 20 jurisdictions, namely:

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

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 Playtech does not have financial ownership and control, 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.

On 30 April 2025, the Snaitech business was sold. There are no results from Snaitech included in the 2025 results. For energy and GHG emission only, Snaitech have been removed from the 2024 comparative and the 2022 baseline.

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 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, 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 and indicate that through clear disclosures.

The 2024 comparatives have been restated to reflect an identified overstatement in energy consumption and associated Scope 2 emissions at two locations. For one of the sites, the restatement accounted for more than 5% of prior reported figures and was updated in line with our principles and methodology. This misstatement does not impact baseline emissions. This restatement led to the reduction of Scope 2 emissions by 277 tCO₂e (location-based), 277 tCO₂e (market-based) and energy consumption by 441,324 kWh.

Sustainability priorities

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 2025.
- 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 2025.
- 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 2025.
- 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 2025.
- Source: collected by the Product Strategy team. Numbers extracted from our internal database.

► **B2C**

Parameter: Customer Self-exclusions

- 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: 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 2025.
- 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 2025.
- 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.
- 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 on 31 December 2025.
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

► **Employee Diversity**

Parameter: Employee gender split

- Definition: the percentage of male, female and "prefer not to say" employees as at 31 December.
- 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 2025 (same for male employees).
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

Parameter: Employee age breakdown

- Definition: the percentage of employees by age group (under 30 years old; 30–50 years old; over 50 years old) as at 31 December.
- 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 employees by age group (under 30 years old; 30–50 years old; over 50 years old) as a percentage of the total employee number on 31 December 2025.
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

Parameter: Senior Managers' gender split

- Definition: the percentage of male or female employees in senior managerial positions on 31 December. 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 2025 (same for male senior managers).

- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

Parameter: Leadership population gender split

- Definition: the percentage of male or female employees in the leadership population on 31 December.
- 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 2025 (same for male directors).
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

Parameter: Directors' gender split

- Definition: the percentage of male or female Board Directors on 31 December.
- 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 2025 (same for male Directors).
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

Parameter: Executive Management Committee gender split

- Definition: the percentage of male or female employees in the Executive Management Committee on 31 December.
- Scope: Executive Management Committee, as specified on the Playtech website, <https://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 2025 (same for male members).
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

Parameter: Direct reports to Executive Management Committee gender split

- Definition: the percentage of male or female employees who report to the Executive Management Committee on 31 December.
- 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 2025 (same for male reports).
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRis.

 Promoting integrity and an inclusive culture

Parameter: Junior managers gender split

- Definition: the percentage of male or female employees who are junior managers on 31 December.
- 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 2025 (same for male employees).
- Source: Global Playtech People & Culture. 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
- 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 2025 (same for male employees).
- Source: Global Playtech People & Culture. 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.

- 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; and 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 2025 (same for male employees).
- Source: Global Playtech People & Culture. 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. 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 2025.
- Source: Annual survey.

Parameter: Executive Management Committee ethnic background

- Definition: the percentage of Executive Management Committee members by ethnic background on 31 December. The ethnic background categories are

aligned with the FCA rules on Board and Executive Management 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 Management Committee members.
- Method: sum by ethnic background of Executive Management Committee members on 31 December 2025.
- 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 2025.
- 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: UK Playtech People & Culture and Payroll teams. 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 2025.
- 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: UK Playtech People & Culture and Payroll teams. 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 2025.
- 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: 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.

Promoting integrity and an inclusive culture

- Source: UK Playtech People & Culture and Payroll teams. 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 2025.
- 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 to the median bonus pay male employee number; divide by the median bonus pay for male employees' and multiply by 100.
- Source: UK Playtech People & Culture and Payroll teams. Data extracted from the main HR management system, HRIs.

► Human Capital

Parameter: Total number of new hires

- Definition: the number of employees who were hired in the year from 1 January to 31 December.
- 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 2025.
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRIs.

Parameter: Total number of new hires, age and gender breakdown

- Definition: the number of employees who were hired in the year from 1 January to 31 December.
- 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 gender and age group (under 30 years old; 30–50 years old; over 50 years old).
- Method: sum of employees who were hired in the year from 1 January to 31 December 2025; sum of new hires by gender group divided by total number of new hires; sum of new hires by age group divided by total number of new hires.
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRIs.

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.
- 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 gender and 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 as at 31 December 2025, divided by the total employee number; sum of retained employees by gender group divided by total number of retained employees; sum of retained employees by age group divided by total number of retained employees.
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRIs.

Parameter: Global employee turnover rate, split by voluntary and involuntary

- Definition: the percentage of employees who have left the company (voluntarily and involuntarily) in the year from 1 January to 31 December.
- 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.
- Method: sum of employees who have left the company (voluntarily and involuntarily) in the year from 1 January to 31 December 2025 divided by the total employee number.
- Source: Global Playtech People & Culture. Data extracted from the main HR management system, HRIs.

► Health & Safety

Parameter: Work-related injuries

- Definition: total number of accidents that have affected an employee of Playtech in the year from 1 January to 31 December. "Work-related injuries" is defined in accordance with GRI 403: Occupational Health and Safety 2018, as physical injuries (e.g. slips, falls, equipment accidents), mental health incidents linked to work (e.g. work related burn out) and incidents that caused absence or harm.
- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: number of work-related injuries; work-related injuries ratio.
- Method: sum of number of work-related injuries from 1 January to 31 December 2025. For the work-related injuries ratio, this number is divided by the total number of working hours and multiplied by 200,000 (a fixed coefficient : 50 working weeks x 40 hours x 100).
- Source: Playtech People & Culture team. Numbers submitted by offices.



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Parameter: Days lost to work-related injuries

- Definition: total number of working days lost by employees of Playtech due to work-related injuries in the year from 1 January to 31 December. "Work-related injuries" is defined in accordance with GRI 403: Occupational Health and Safety 2018, as above.
- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: number of days from 1 January to 31 December 2025.
- Method: Playtech People & Culture team. Numbers submitted by offices.

Parameter: Severity of work-related injuries

- Definition: total number of working days lost by employees of Playtech due to work-related injuries in the year from 1 January to 31 December. "Work-related injuries" is defined in accordance with GRI 403: Occupational Health and Safety 2018, as above.
- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: severity of work-related injuries ratio.
- Method: sum of hours of absence due to work-related injuries from 1 January to 31 December 2025 divided by total working hours multiplied by 200,000 hours (a fixed coefficient: 50 working weeks x 40 hours x 100).
- Source: Playtech People & Culture team. Numbers submitted by offices.

► Wellbeing

Parameter: Wellbeing initiatives

- Definition: total number of wellbeing initiatives in the year from 1 January to 31 December. 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 in the year from 1 January to 31 December 2025.

- 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. 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 in the year from 1 January to 31 December 2025.
- 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, split by training type. Mandatory training for all employees includes Compliance essentials, Data Protection, Fraud Risk, Information Security, Human Rights, targeted training for selected relevant employees including Live operations, market-specific and Customer Services operations.
- 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 in the year from 1 January to 31 December 2025.

- Source: Global Learning and Development team. Global data extracted from Leapsome, the Group's learning and development platform.

Parameter: Employees completing training

- Definition: total number of employees completing training in the year from 1 January to 31 December, split by training type. Mandatory training for all employees includes Compliance essentials, Data Protection, Fraud Risk, Information Security, Human Rights, targeted training for selected relevant employees, including Live operations, market-specific and 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 in the year from 1 January to 31 December 2025.
- 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, split by training type. Mandatory training for all employees includes Compliance essentials, Data Protection, Fraud Risk, Information Security, Human Rights, targeted training for selected relevant employees including Live operations, market-specific and 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 in the year from 1 January to 31 December 2025.

- 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, split by training type. Mandatory training for all employees includes Compliance essentials, Data Protection, Fraud Risk, Information Security, Human Rights, targeted training for selected relevant employees including Live operations, market-specific and 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: average hours spent on training per employee per training type in the year from 1 January to 31 December 2025.
- 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 attending and/or completing Learning and Development programmes in the year from 1 January to 31 December, split by training type.
- 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 in the year from 1 January to 31 December 2025.
- Source: Global Learning and Development team.

Partnering on shared societal challenges

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. 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 in the year from 1 January to 31 December 2025.
- 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. 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 in the year from 1 January to 31 December 2025.
- 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.
- Scope: all countries where the Playtech Group operates.
- Units: % 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 from 1 January to 31 December 2025.
- 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. 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 in the year from 1 January to 31 December 2025.
- Source: offices.

Parameter: Value of community investment

- Definition: total monetary value delivered through community investment initiatives in the year from 1 January to 31 December, 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 in the year from 1 January to 31 December 2025.
- 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.
- Scope: all countries where the Playtech Group operates.
- Units: euros (€).
- Method: sum of monetary donations invested in research, education and treatment in the year from 1 January to 31 December 2025.
- Source: Group financial system.

Case Study

Global volunteering: International Day of Charity

To mark the International Day of Charity, our "You Volunteer, We Donate" campaign encouraged Playtech employees worldwide to dedicate their paid volunteering day to causes meaningful to them. The initiative saw participation across multiple countries demonstrating unity amongst Playtech offices, and how individual action can add up to collective impact.

Our Latvian colleagues joined efforts with Latvijas Meži, Latvian Forests organisation, in environmental restoration. 22 volunteers planted 2,875 saplings, restoring one hectare of land.

In Cyprus, Playtech colleagues enriched the lives of dogs at SIMBA Animal Aid through walks, feeding and kennel maintenance. Beyond direct animal care, employees amplified the kennel's mission by raising awareness about adoption and animal welfare. Volunteers received comprehensive information about the adoption process, with several expressing genuine interest in welcoming rescue dogs into their homes.

Powering action for positive environmental impact

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, 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. 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 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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. 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 2025 from the People & Culture team. This is done by multiplying the total energy consumption figure by the % 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, 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 which have data available. Any office which is not able to report on whether its energy comes from renewable sources is excluded from this parameter.

Case Study

The Power of One: Building sustainable habits together

Throughout 2025, Playtech's sustainability team ran "The Power of One", a year-long campaign encouraging employees to adopt one simple planet-friendly habit each month, demonstrating how small, collective actions can deliver meaningful environmental impact.

Playtech partnered with UK-based environmental charity Hubbub, which provided evidence-based environmental insights and creative engagement strategies. Designed to benefit both people and the planet, the campaign wove together environmental action with tangible financial and mental wellbeing benefits.

Employees across the globe took part in monthly actions spanning tech, food, money, waste, fashion and travel. From using seasonal ingredients, to unplugging devices and connecting with nature, to reducing clothing waste through donation, resale or repair – each action was designed to be accessible and globally relevant. The campaign also included in-office events such as clothing swaps, and a global webinar led by Hubbub on World Environment Day helping employees to navigate green labelling and make more informed consumer choices.

A global leaderboard encouraged friendly competition across offices throughout the year, with the Gibraltar office ultimately topping the leaderboard. Employees were also recognised throughout the year through consistency awards and prize draws. All winners received planet-friendly prizes in the spirit of the campaign, from house plants and reusable containers to donations made to environmental charities on their behalf.

Employees shared their experiences and tips throughout the campaign. One colleague described their approach to the clothing action: "I often give my clothes and my daughter's clothes a second life, either through donation or by passing them on to homes that need them. Sharing is caring." Another, reflecting on the unplugged day, noted simply: "I turn off lights and unplug chargers constantly." At the close of the year, one participant summed up their experience: "All the actions during the year were important and I tried to complete all of them."



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- Time period: the reporting period is 1 January 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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, 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 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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 (2025). We then estimate for 100% of Playtech's office-based staff (i.e. 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 % 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 the total number of staff that are office based.

▶ 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, 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 and 100% of our own data centres. 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 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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 (2025) to convert to kWh. The energy (kWh) and refrigerant losses (kg) are multiplied by the appropriate emission factors from DESNZ (2025).
 - 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 (2025) or the most recent regional-specific emission factors published by countries where they are available (2023–2025). Where regional-specific emission factors are available, they are preferred. For district heating, energy data was multiplied by appropriate DESNZ (2025) 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 (2025) 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 (2024).
 - International emissions factors are derived from IEA's most recent emissions from electricity generation data (2025).
 - Where regional-level emission factors are available, they are derived from national sources. The most recent factors are used, and those currently available range from 2023–2025.
 - 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. 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 & 2 GHG emissions figure by the % of missed headcount within a country. So, if coverage is 95%, the total GHG emissions 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

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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 2025.
- 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.

The environmental data collection forms are filled in and submitted on the UL360 platform, by local Financial Controllers on a country or office basis.

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.

External advisers perform the next step of the review, checking each form and raising queries, where necessary, to verify data quality.

The data review and findings are formally documented as an audit trail on the UL360 platform.

Finally, the full dataset will be signed off and approved by Playtech's Chief Financial Officer.

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 which require further processing.
11: Use of Sold Products	Yes
12: End-of-Life Treatment of Sold Products	Yes
13: Downstream Leased Assets	No. Since the sale of the Snaitech business, Playtech no longer has any downstream leased assets.
14: Franchises	Yes
15: Investments	Yes

- Time period: the reporting period is 1 January 2025 to 31 December 2025.
- 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 & distribution, as this is included in Category 4; and travel, as this is included in Category 6) and spend categories which 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 supplier 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 (2025).

- **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 (2025). We then multiplied the total sum covering 80% of spend by a factor to estimate for the missing coverage. For 2025, HappyBet CapEx was excluded from the calculation as it was assessed to be immaterial and, therefore, treated as de minimis for reporting purposes.
- **Category 3:** we multiplied the total energy used split by fuel type by the appropriate emission factor from DESNZ (2025): Well-To-Tank: fuels; the total electricity by the appropriate emission factor from the IEA (2025): well-to-tank electricity generated; the total electricity by the appropriate emission factor from IEA (2025): adjustment for transmission and distribution losses induced emissions; the total district heating and cooling by the appropriate emission factor from DESNZ (2025): WTT heat and steam; the total district heating and cooling by the appropriate emission factor from DESNZ (2025): transmission and distribution: distribution – district heat & steam; and the total district heating

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and cooling by the appropriate emission factor from DESNZ (2025): 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 (2025). 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 (2025): 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 (2025) 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 (2025) business travel: land, national rail or international rail, where appropriate.
- **Category 7:** we gathered commuting data from Playtech employees through an annual survey, calculated the emissions associated with each journey 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 (2025) 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 653 employees (9% 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.

- **Category 9:** 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 (2025).
- **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 this by the appropriate emission factor from DESNZ (2025): Waste disposal.

- **Category 14:** Playtech Group runs franchise networks in Austria and Germany (managed by HappyBet). 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. 100% of the floorspace is dedicated to betting for HappyBet shops. The emissions from each franchise are 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. As Playtech Group's own shops, previously under Snaitech and currently under HappyBet are in the process of closure, the 2024 GHG intensity factors are used as the most recent and relevant benchmark. This is calculated by calculating the energy consumption per m² per energy type and then applying DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2025) for fossil fuel consumption and IEA emissions from electricity generation data (2025) 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 (2025).
- Source: collected directly from the relevant Playtech data owners. Systems from which information is extracted include Financial and investments data – Group finance system (SAP); Travel management system – Playtech (TAS); Franchises – internal systems, CRM.

► Water Use

Parameter: total water consumption

- Definition: the amount of water consumed within all our assets, including office buildings, 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.
- Time period: the reporting period is 1 January 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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. 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.

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► **Waste**

Parameter: Total waste production

- Definition: the amount of waste produced in all of the Playtech Group's operations, including office buildings, 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.
- Time period: the reporting period is 1 January 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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. 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.

Parameter: Hazardous waste production

- Definition: the amount of hazardous waste produced in all of the Playtech Group's operations, including office buildings, 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.
- Time period: the reporting period is 1 January 2025 to 31 December 2025. Due to reporting timelines, data for November and December 2025 has been estimated using November and December 2024 actual data, except for sites where actual 2025 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. 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.

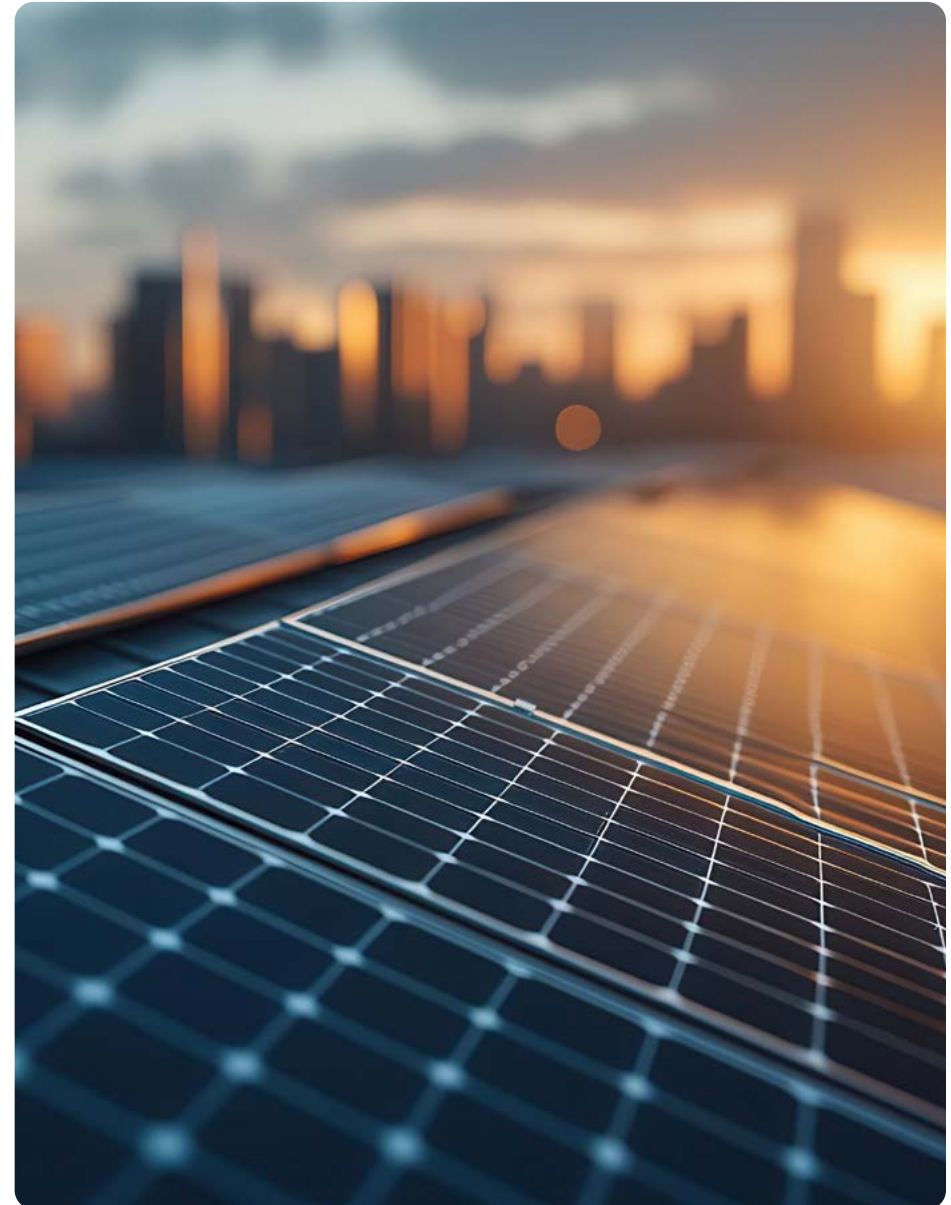
► **Data Checking and Assurance**

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.



► 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 were 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 134 to 137
		c. Location of headquarters.	► Annual Report: page 71
		d. Countries of operation.	► Annual Report: page 71
	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 2025: page 22
		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 2025: page 22
		c. If the organisation consists of multiple entities, explain the approach used for consolidating the information, including:	► Responsible Business and Sustainability Addendum to the Annual Report 2025: page 22
		<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. 	

GRI Standards	Disclosure topics	Location
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point <ul style="list-style-type: none"> a. Reporting period for, and the frequency of, its sustainability reporting. 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. d. Contact point for questions about the report or reported information. 	<ul style="list-style-type: none"> ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: pages 22 to 33 ▶ Website: Annual Report – Playtech ▶ Website: Investors Contacts – Playtech
	2-4 Restatements of information <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> ▶ Annual Report: pages 24; 67 to 68; 78 to 79; 124; 147; 154 to 156; 181; 225
	2-5 External assurance <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> ▶ Annual Report: pages 140 to 146 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: page 33 ▶ Website: https://www.investors.playtech.com/sustainability
	2-6 Activities, value chain and other business relationships <ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> ▶ Annual Report: pages 6; 16 to 17 ▶ Annual Report: pages 3; 21; 38; 40 to 45 ▶ Annual Report: pages 42 to 45
	2-7 Employees <ul style="list-style-type: none"> 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; or ii. at the end of the reporting period, as an average across the reporting period, or using another methodology. 	<ul style="list-style-type: none"> ▶ Annual Report: page 67 ▶ Annual Report: page 67 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: page 24

GRI Standards	Disclosure topics	Location
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	a. Governance Structure. ▶ Annual Report: pages 48; 99 to 119
		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. ▶ Annual Report: pages 48; 99 to 119
		c. Composition of the highest governance body and its committees. ▶ Annual Report: pages 48; 99 to 119
	2-10 Nomination and selection of the highest governance body	a. Nomination and selection processes for the highest governance body and its committees. ▶ Annual Report: pages 100 to 101; 104
		b. Criteria used for nominating and selecting highest governance body members. ▶ Annual Report: pages 100 to 101; 104
	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 102
	2-12 Role of the highest governance body in overseeing the management of impacts	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, ▶ Annual Report: pages 48; 99 to 119
		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.		
2-13 Delegation of responsibility for managing impacts	a. The highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; or ii. whether it has delegated responsibility for the management of impacts to other employees. ▶ Annual Report: page 48	
	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 99 to 107	
2-14 Role of the highest governance body in sustainability reporting	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: page 48	
2-15 Conflicts of interest	a. Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated. ▶ Annual Report: pages 132 to 133	
2-16 Communication of critical concerns	a. Whether and how critical concerns are communicated to the highest governance body. ▶ Annual Report: pages 42 to 45; 48; 99; 132 to 133	
	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: page 70	

GRI Standards	Disclosure topics	Location
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	a. Report measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development. ▶ Annual Report: pages 69; 104
	2-18 Evaluation of the performance of the highest governance body	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 110
	2-19 Remuneration policies	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 120 to 133 ▶ Annual Report: pages 104 to 105; 110
	2-20 Process to determine remuneration	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 120 to 133 ▶ Annual Report: page 133
	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 130 to 131 ▶ Annual Report: pages 130 to 131
	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 15
	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 49 ▶ Annual Report: page 71 ▶ Annual Report: page 48 ▶ Annual Report: pages 42 to 49 ▶ Annual Report: pages 42 to 45
	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 46 to 79

GRI Standards	Disclosure topics	Location
GRI 2: General Disclosures 2021	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. ▶ Annual Report: page 71
		b. Approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in. ▶ Annual Report: pages 42 to 45
		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. ▶ Annual Report: pages 42 to 45
		e. How the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and reports examples of their effectiveness, including stakeholder feedback. ▶ Annual Report: page 110
	2-26 Mechanisms for seeking advice and raising concerns	a. Mechanisms for individuals to: i. seek advice on implementing the organisation's policies and practices for responsible business conduct; and ii. raise concerns about the organisation's business conduct. ▶ Annual Report: pages 70; 43 to 45; 105
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. ▶ Annual Report: pages 184 to 190	
	b. Total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total. ▶ Annual Report: pages 184 to 190	
2-29 Approach to stakeholder engagement	a. Approach to engaging with stakeholders. ▶ Annual Report: pages 43 to 45	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	a. Process followed to determine its material topics. ▶ Annual Report: pages 50 to 51
		b. Specify the stakeholders and experts whose views have informed the process of determining its material topics. ▶ Annual Report: page 50
	3-2 List of material topics	a. List its material topics. ▶ Annual Report: pages 51 to 55
	3-3 Management of material topics	a. Actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights. ▶ Annual Report: pages 51 to 79
		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. ▶ Annual Report: pages 51 to 55
c. Policies or commitments regarding the material topic. ▶ Annual Report: pages 51 to 55		
d. Actions taken to manage the topic and related impacts. ▶ Annual Report: pages 51 to 55		
e. Following information about tracking the effectiveness of the actions taken. ▶ Annual Report: pages 51 to 55		
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). ▶ Annual Report: pages 51 to 55		

GRI Standards	Disclosure topics		Location
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. 	▶ Annual Report: pages 28 to 36
	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. 	▶ Annual Report: pages 80 to 86
	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. 	▶ Annual Report: pages 147 to 151
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. 	▶ Annual Report: pages 72 to 75
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> a. Examples of significant identified indirect economic impacts of the organisation, 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. 	▶ Annual Report: pages 71; 73 to 75
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. 	▶ Annual Report: pages 50 to 53; 69

GRI Standards	Disclosure topics		Location
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	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.	▶ Annual Report: pages 69 to 71; 104
		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 anti-corruption, broken down by employee category and region.	
GRI 207: Tax 2019	207-1 Approach to tax	a. A description of the approach to tax.	▶ Annual Report: pages 33; 71; 162
	207-4 Country-by-country reporting	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.	▶ Annual Report: pages 71; 28 to 33; 189 to 190
		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.			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.	▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: pages 29 to 33 ▶ Annual Report: pages 76 to 79
		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.	

GRI Standards	Disclosure topics	Location
GRI 302: Energy 2016	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 76 to 79
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 79
GRI 305: Emissions 2016	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 79 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: pages 30 to 31

GRI Standards	Disclosure topics	Location
GRI 305: Emissions 2016	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. 	<ul style="list-style-type: none"> ▶ Annual Report: page 79 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: pages 30 to 31
	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. 	<ul style="list-style-type: none"> ▶ Annual Report: page 79 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: pages 31 to 32
	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. 	<ul style="list-style-type: none"> ▶ Annual Report: page 79 ▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: page 20

GRI Standards	Disclosure topics		Location
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent.	<p>▶ Annual Report: pages 76 to 79</p> <p>▶ Responsible Business and Sustainability Addendum to the Annual Report 2025: pages 19 to 21</p>
		b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ 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.	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	a. For the organisation'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; and ii. whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain. 	▶ Annual Report: pages 52; 78 to 79
		306-2 Management of significant waste-related impacts	
	a. Actions, including circularity measures, taken to prevent waste generation in the organisation'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 organisation 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.		
	306-3 Waste generated	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	▶ Annual Report: pages 78 to 79
b. Contextual information necessary to understand the data and how the data has been compiled.			

GRI Standards	Disclosure topics	Location
<p>GRI 306: Waste 2020</p>	<p>306-4 Waste diverted from disposal</p> <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; and ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. 	<p>► Annual Report: pages 78 to 79</p>
	<p>306-5 Waste directed to disposal</p> <p>The reporting organisation 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 	<p>► Annual Report: pages 78 to 79</p>

GRI Standards	Disclosure topics		Location
GRI 306: Waste 2020	306-5 Waste directed to disposal	<ul style="list-style-type: none"> 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; and ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. 	
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 44; 81
GRI 401: Employment 2016	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 68
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> a. Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: <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; and vii. others. b. The definition used for 'significant locations of operation'. 	▶ Annual Report: pages 192 to 194
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> a. A statement of whether an occupational health and safety management system has been implemented. 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. 	▶ Annual Report: page 69

GRI Standards	Disclosure topics	Location
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment and incident investigation <ul style="list-style-type: none"> 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 minimise risks, including: <ul style="list-style-type: none"> i. how the organisation ensures the quality of these processes, including the competency of persons who carry them out; and ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. 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. 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. 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. 	► Annual Report: pages 48; 62 to 65; 68 to 70
	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 48; 62 to 65; 68 to 70
	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: pages 68 to 70
	403-6 Promotion of worker health <ul style="list-style-type: none"> a. An explanation of how the organisation 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 programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programmes. 	► Annual Report: pages 69; 72 to 75
	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 organisation'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 69

GRI Standards	Disclosure topics	Location
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-8 Workers covered by an occupational health and safety management system</p> <ul style="list-style-type: none"> a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognised 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 organisation, 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 organisation, who are covered by such a system that has been internally audited; and iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, 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 has been compiled, such as any standards, methodologies and assumptions used. 	<p>► Annual Report: page 69</p>
	<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 organisation: <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; and iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls. 	<p>► Annual Report: page 69</p>

GRI Standards	Disclosure topics	Location
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-9 Work-related injuries</p> <ul style="list-style-type: none"> d. Any actions taken or underway to eliminate other work-related hazards and minimise 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 has been compiled, such as any standards, methodologies and assumptions used. 	
	<p>403-10 Work-related ill health</p> <p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. For all employees: <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health ii. The number of cases of recordable work-related ill health iii. The main types of work-related ill health b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation: <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health ii. The number of cases of recordable work-related ill health iii. The main types of work-related ill health c. The work-related hazards that pose a risk of ill health, including: <ul style="list-style-type: none"> i. how these hazards have been determined ii. which of these hazards have caused or contributed to cases of ill health during the reporting period iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data has been compiled, such as any standards, methodologies and assumptions used. 	<p>► Annual Report: page 69</p>
<p>GRI 404: Training and Education 2016</p>	<p>404-1 Average hours of training per year per employee</p> <ul style="list-style-type: none"> a. Average hours of training that the organisation's employees have undertaken during the reporting period, by: <ul style="list-style-type: none"> i. gender; or ii. employee category. 	<p>► Annual Report: pages 69 to 71</p>

GRI Standards	Disclosure topics	Location
<p>GRI 404: Training and Education 2016</p>	<p>404-2 Programmes for upgrading employee skills and transition assistance programmes</p> <ul style="list-style-type: none"> a. Type and scope of programmes implemented and assistance provided to upgrade employee skills. b. Transition assistance programmes provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. 	<p>► Annual Report: pages 62 to 64; 68 to 71</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>405-1 Diversity of governance bodies and employees</p> <ul style="list-style-type: none"> a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories: <ul style="list-style-type: none"> i. Gender ii. Age group: under 30 years old, 30–50 years old, over 50 years old iii. Other indicators of diversity where relevant (such as minority or vulnerable groups) b. Percentage of employees per employee category in each of the following diversity categories: <ul style="list-style-type: none"> i. Gender ii. Age group: under 30 years old, 30–50 years old, over 50 years old iii. Other indicators of diversity where relevant (such as minority or vulnerable groups) 	<p>► Annual Report: pages 67 to 68</p>
	<p>405-2 Ratio of basic salary and remuneration of women to men</p> <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'. 	<p>► Annual Report: page 68</p>
<p>GRI 407: Freedom of Association and Collective Bargaining 2016</p>	<p>407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</p> <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; or ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining. 	<p>► Annual Report: page 71</p>
<p>GRI 408: Child Labour 2016</p>	<p>408-1 Operations and suppliers at significant risk for incidents of child labour</p> <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 labour; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; or ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour. 	<p>► Annual Report: page 71</p>

GRI Standards	Disclosure topics		Location
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<ul style="list-style-type: none"> a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; and ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour. 	▶ Annual Report: page 71
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	<ul style="list-style-type: none"> a. Percentage of operations with implemented local community engagement, impact assessments and/or development programmes, 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 programmes 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; and viii. formal local community grievance processes. 	▶ Annual Report: pages 42 to 44; 47 to 49; 72 to 75; 106 to 107
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 44; 53; 56 to 60; 107
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 organisation by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated. 	▶ Annual Report: page 137
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 42 to 45; 56 to 60; 71

GRI Standards	Disclosure topics	Location
<p>GRI 417: Marketing and Labelling 2016</p>	<p>417-1 Requirements for product and service information and labelling</p> <ul style="list-style-type: none"> a. Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling: <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. 	<p>► Annual Report: pages 18 to 19; 45; 56 to 60</p>



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 79
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 79
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	▶ Annual Report: pages 52; 83
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	▶ Annual Report: pages 70 to 71
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	▶ Annual Report: pages 70 to 71; 91
TC-SI-330a.2	Employee engagement as a percentage	▶ Annual Report: page 65
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 67
SV-CA-510a.1	Description of anti-money laundering policies and practices	▶ Annual Report: pages 45; 52; 59; 69 to 70; 107; 113
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	▶ Annual Report: pages 80 to 86; 88 to 94

