



Responsible Business and Sustainability Addendum to the Annual Report 2022

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Introduction

A message from the Chair of the Committee

As a Non-executive Board member and Chair of the Board's Sustainability and Public Policy Committee, I am delighted to share the progress and highlights of our sustainability performance for 2022. This was the first full year that the Committee has been operational and it held six meetings to review and monitor progress and challenge the business to accelerate action across safer gambling, diversity and inclusion, climate change, procurement and human rights. These sessions enabled the Committee to better understand areas of progress and the challenges ahead. The outcome of our meetings included an endorsement of strategies to leverage technology to advance safer gambling solutions, combat climate change, contribute to a more inclusive business culture and support communities and our workforce. The Committee is also working with the Remuneration Committee and Executive Management to link ESG performance to remuneration for Executives and selected leaders. Additionally, the Committees are working with Executive Management to develop a framework for embedding sustainability into performance management across the Group.

Linda Marston-Weston
Chair of the Sustainability and
Public Policy Committee
23 March 2023



The below highlights our progress in 2022

Safeguarding our people

With over 700 colleagues based in Ukraine, our key priority remains the safety of our people. We continue to provide essential support to our colleagues as well as humanitarian support to communities across the country.

Strengthening governance

Alongside the CEO and executive team, the Committee members have actively engaged with the external Stakeholder Advisory Panel. This engagement has been instrumental in helping us challenge ourselves to continuously improve our strategy and consider future trends and developments as well as understand how other companies across sectors are tackling environmental, social and governance considerations. During the year, the Company also appointed a new Chief Sustainability and Corporate Affairs Officer, who is a member of the Company's Executive Management Committee.

Enhancing our safer gambling technology offering and partnerships

Through our Playtech Protect division, we continued to enhance the technology and service offering for our licensees, expand our research portfolio and our partnerships to empower our licensees to enhance player protection measures and raise industry standards.

Taking action to tackle climate change

The Company recognises that urgent action is required to substantially reduce the risks and impacts of climate change and, therefore, made a formal commitment to set near-term and net zero science-based targets through the Science Based Targets initiative (SBTi). 2022 also saw the Company make significant progress in shifting to renewable energy across the Group's assets.

Advancing equality and inclusion

The Group has set out an ambition for equality in the workplace and has begun to make progress on gender diversity within its leadership population. In addition, we have taken action to embed diversity as part of leadership development and succession planning.

As we look to 2023 and beyond, our priorities will be to continue to deliver against our commitments whilst also focusing on how we can embed sustainability into our culture, decision making and performance management.



Our Sustainability Strategy

Sustainable Success

The war in Ukraine, rising cost of living, economic downturn, continued impacts of climate change and lasting impacts of the pandemic on employee working life and wellbeing, coupled with increased regulatory and disclosure requirements, have all had a profound influence on how a business responds and manages societal and environmental impacts and opportunities. For the online gambling sector, there is a continued focus on the role that technology can play in understanding and reducing risk as well as supporting a safer gambling experience. However, the growth of online gambling and increasing regulatory developments continue to prompt debate and concerns about the impact of online gambling on the health and wellbeing of consumers. All of these developments have influenced the Company's decisions about its commitments and actions to grow in a responsible and sustainable way.

Sustainability framework, commitments and targets



Pioneering safer gambling solutions

Commitments

- Expand the portfolio of safer gambling technology, tools and solutions
- Harness investment in R&D to advance the next generation of safer solutions
- Strengthen operational safer gambling standards and technology across our operations

Performance measures

- Engagement and collaboration with licensees
- Research and partnerships
- Safer gambling certification



Promoting integrity and an inclusive culture

Commitments

- Promote integrity, uphold human rights and reduce compliance risk across our operations and supply chain
- Ensure equal opportunity and equality for all employees
- Support employee wellbeing

Targets and performance measures

- Increase gender diversity amongst our leadership population to 35% by 2025 against a 2021 baseline
- Supply chain risk assessment on human rights
- Employee engagement



Powering action for positive environmental impact

Commitments

- Reduce greenhouse gas (GHG) emissions within own operations and supply chain
- Build capability and climate resilience through decisive actions in both own operations and supply chain
- Align to global climate efforts to transition into a low carbon economy, in accordance with the latest climate science, and prioritise climate innovation

Targets and performance measures

- Reduce Scope 1 and 2 carbon footprint by 40% by 2025 against a 2018 baseline
- Switch all offices, wherever possible, to renewable energy
- Secure approval of near-term and net zero targets by Science Based Targets initiative (SBTi)



Partnering on shared societal challenges

Commitments

- Help people live healthier online lives and adopt digital resilience and safer gambling behaviours
- Contribute to and support research, education and training to prevent, reduce and address gambling-related harm
- Increase employee participation in and contribution to volunteering

Targets and performance measures

- Reach 415,000 people with digital wellbeing programmes by 2025
- Engage 30,000 people in community and mental health programmes to improve livelihoods by 2025
- 5% year-on-year increase in employees' contributions (skills, time or money) to the community, reaching a global average of 10% by 2025

Group Sustainability Scorecard

Playtech uses a Group Sustainability Scorecard to assess performance against key non-financial metrics. In 2022, Playtech enhanced the scorecard by revising the performance measures against each goal. The scorecard is designed to monitor, inform and assess progress towards safer gambling, climate, diversity, wellbeing, supply chain and community investment goals.

Goals	Commitment	KPI	2022 progress
1 Operational excellence in safer gambling	Strengthen operational safer gambling standards and technology across our operations	Safer gambling independent certification or assurance Safer gambling training delivery to workforce	GamCare B2B Safer Gambling Standard G4 international certification of responsible online gambling (Snaitech) Customer Interactions (B2C) training completion rate: 96%
	Expand the portfolio of safer gambling technology, tools and solutions Harness investment in R&D to advance the next generation of safer solutions	Brands deployed and integrated with Playtech Protect solution, BetBuddy New policy and research (practical and theoretical) papers	13 brands in six jurisdictions Publication of two research papers
3 Low carbon business	Reduce greenhouse gas (GHG) emissions within own operations and supply chain	Reduce Scope 1 and 2 carbon footprint by 40% by 2025 against a 2018 baseline Track Scope 3 reductions with focus on key material categories	6,970 tCO ₂ , absolute decrease by 11.7% since 2021 and 39.6% since 2018 (baseline) 109,100 tCO ₂
	Build capability and climate resilience through decisive actions in both own operations and supply chain	Switch all offices, wherever possible, to renewable energy	56.4% of energy consumption is from renewable sources
	Align to global climate efforts to transition into a low carbon economy, in accordance with the latest climate science, and prioritise climate innovation	Get near-term and net zero targets approved by Science Based Targets initiative (SBTi)	Submitted commitment letter to set near-term and net zero targets for approval by SBTi
	Ensure equal opportunity and equality for all employees	Increase gender diversity amongst our leadership population to 35% by 2025 against a 2021 baseline Reduction in gender pay gap and gender bonus gap (UK)	Increased female representation amongst leadership population to 26% Mean gender pay gap: 27% Median gender pay gap: 27% Mean bonus gender pay gap: 41% Median bonus gender pay gap: 37%
4 Attracting and retaining a diverse workforce	Support employee wellbeing	Employee participation in wellbeing initiatives Improvement of NPS from employee engagement surveys	Rolled out >100 wellbeing initiatives and 3,400 employees participating in at least one initiative NPS: 54%
	Promote integrity, uphold human rights and reduce compliance risk across our operations and supply chain	Reports raised through Playtech's Speak Up whistleblowing hotline and incidents identified and resolved Completion of mandatory training on compliance, data privacy and cybersecurity, information security, human rights and modern slavery	Two incident reports raised and resolved Training completion rates on: Compliance: 94% Data protection: 96% Information security: 95% Human rights: 96%
5 Embedding sustainability and compliance into supply chain operations and management	Empower charities, community groups and social enterprises to deliver a positive impact to local communities	Number of people engaged through community investment and mental health programmes	>70,000 people engaged ¹
	Help people live healthier online lives and adopt digital resilience and safer gambling behaviours	Number of people reached with the healthy online living initiatives	>370,000 people reached ²
	Contribute to and support research, education and training to prevent, reduce and address gambling-related harm	Total amount invested	> £1,010,000

Materiality

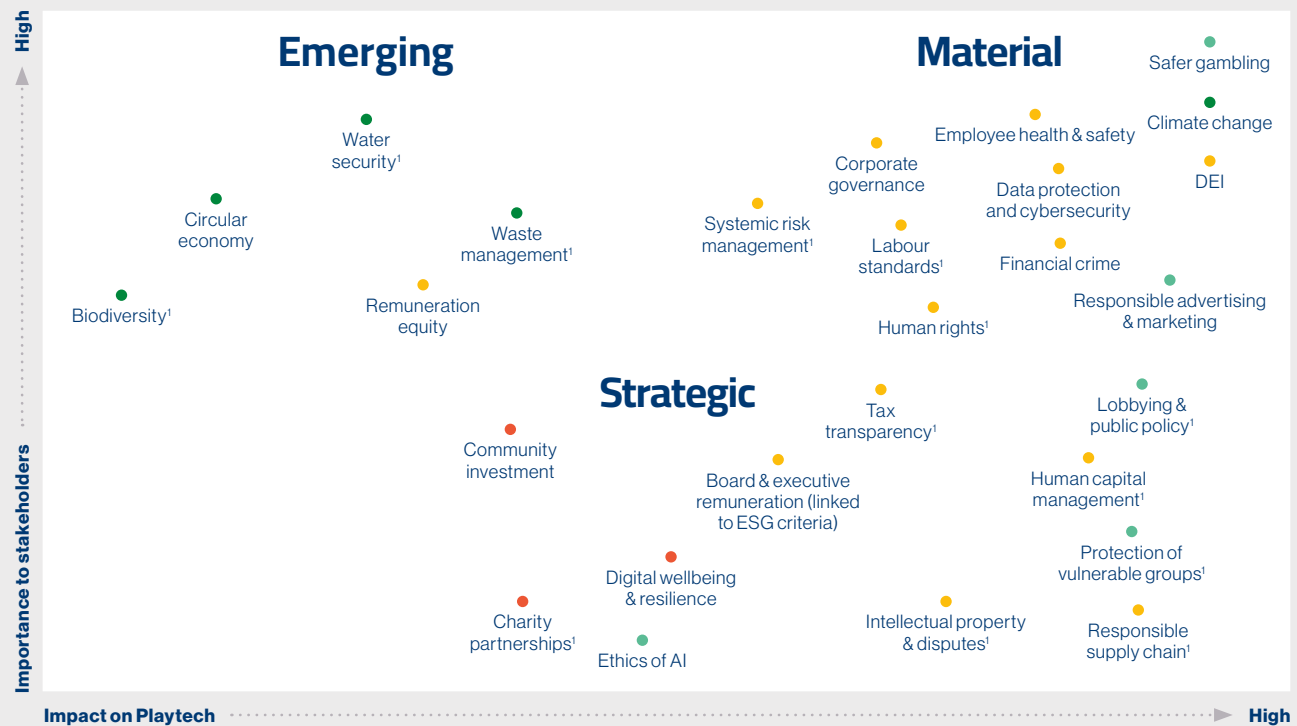
Sustainability materiality



In 2022, Playtech conducted a refresh of its materiality assessment to ensure that the Company prioritises the environmental, social and governance issues that both internal and external stakeholders consider to be important for Playtech, the industry and society. The assessment was conducted by engaging internal and external stakeholders, desktop research and analysis of evolving stakeholder expectations, as well as regulatory and compliance developments.

Sustainability materiality matrix

This section outlines the material and emerging issues of interest to stakeholders, including topics that are related to wider community investment activities and water usage within the Group's Italian operations.



Impact on Playtech —————> **High**

- Pioneering safer gambling solutions
- Promoting integrity and an inclusive culture
- Powering action for positive environmental impact
- Partnering on shared societal challenges

¹ These refer to new issues recognised and considered following the updated materiality assessment.

Issues that matter to Playtech and society

The Company recognises that standards, requirements and expectations about the role of business in tackling environmental, social and governance topics continue to evolve. Regularly assessing which issues are material to the business and industries it operates in is essential to successfully test and develop the Group's responsible business strategy and reporting. Playtech defines an issue as being material if it is considered important by key stakeholders and could have a significant financial impact on the business. As such, the business considers both risks and opportunities as part of the materiality assessments.

In 2022, we updated our Group's materiality assessment by conducting a refreshed systematic scan of the priority issues for the betting and gaming and software and services sectors. We reviewed the frameworks defined by investors and the wider financial community, employees, licensees, gambling charities, regulators and the media in order to conduct this analysis. We then grouped a long list of issues into more meaningful clusters, which were prioritised through a variety of exercises, including internal interviews.

The diagram below provides a visual overview of the material concerns, segmented into strategic, material and emerging issues. Strategic issues typically represent challenges that may not be on the stakeholders' radar yet but are instrumental in the Group's planning for the future. Emerging issues typically represent challenges that are rising up on the stakeholders' radar but are not yet instrumental in the Group's planning for the future. Four out of the five emerging issues are challenges related to the environment, and thus we will monitor and explore these within our new pillar, "Powering action for positive environmental impact", to assess how we can mitigate these risks and reduce our impact on the environment.

While this may break with usual conventions around materiality assessments, Playtech is a unique business, spanning both the technology and gambling industry classifications for ESG benchmarks. To that end, the Company has taken into account material issues from both sectors in its materiality assessment.

The issues identified as being the most material are:

Safer gambling

Embraces areas such as games design and product safety, marketing, investment in research, education and treatment (RET), customer engagement, regulation, data analytics and the use of AI.

Climate change

Covers policies, existing and impending regulations, initiatives and performance relating to climate change prevention, mitigation and adaptation.

Diversity, equity and inclusion

Covers increased representation and inclusivity for various groups, including gender, culture, identity and disability, directly linked to talent attraction, retention, employee engagement, training and development.

Responsible advertising and marketing¹

Refers to adopting a socially responsible approach to advertising and marketing, such as ensuring that adverts do not exploit the susceptibilities of young or vulnerable people.

Employee health and safety

Relates to looking after the mental and physical health of employees – a concern that has come further to the fore following the pandemic.

Data protection and cybersecurity

Relates to policy, governance and resourcing as well as operational KPIs related to security strategies, data protection and security controls, vulnerability monitoring and risk assessments and risk management as well as data governance.

Corporate governance

Refers to elements of governance that relate to the social and environmental aspects of sustainability such as Board diversity and experience, incentives and remuneration, as well as integration of sustainability into decision making.

Financial crime

Focuses on anti-money laundering (AML), anti-bribery and corruption (ABC), tax evasion and professional integrity.

Human rights¹

Focuses on recognising the rights of all people regardless of race, sexuality, nationality or any other status. It also includes specific reference to modern slavery.

Labour standards¹

Relates to basic worker rights, working conditions, adequate wages and job security.

Systemic risk management¹

Refers to ensuring risks associated with business collapse are managed, such as ensuring there is clear accountability and reporting.

The approach to materiality is dynamic and will continue to evolve and adapt, ensuring assessments help the business to capture changes in the business and in society, as well as focusing on reporting and ESG disclosures.

Summary of 2022 Sustainability Data

The following provides an overview of key sustainability data included in the FY 2022 Annual Report, the KPIs are presented under the three pillars of Playtech's sustainability strategy. The table also indicates the relationship to relevant GRI and SASB indicators. Additional information is available at <http://www.investors.playtech.com/annual-reports>.

	2022	2021	2020	GRI	SASB	Notes
Pillar 1 – PIONEERING SAFER GAMBLING SOLUTIONS						
Escalations to licensees – iPoker						
AML (%)	0.03	0.02	0.03			
Collusion (%)	0.76	1.03	1.03			
Responsible gambling (%)	0.53	0.39	0.36			
Responsible gambling escalation to licensees – Live Casino						
Risk escalations from all six Live operations	53,085*	23,802	19,558			* This number has increased due to new products, the launch of new tables, entering new markets and the continuous upgrade of the chat analyser tool resulting in increased player chat activities.
Responsible gambling performance – B2C						
Proportion of customers self-excluding (%)*	13	10	9***			* 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 (%)**	33	32	29***			** RG tools comprise reality checks, time-outs and deposit limits. *** Transposition error in 2020.
B2C customer interactions						
Emails	263,762	529,244	420,071			
Person-to-person interactions via phone, email or live chat	12,730	5,314	6,478			
Pillar 2 – PROMOTING INTEGRITY AND AN INCLUSIVE CULTURE						
Training overview						
Compliance Essentials*						
Total number of employees eligible	6,423	6,279	5,080	GRI 205-2		* Snaitech employees also completed training relating to Italian Legislative Decrees 231/01 and 231/07, in light of regulatory changes.
Total number of employees completing training	6,063	5,822	4,981	GRI 205-2		
Completion rate	94%	93%	98%	GRI 205-2		
Total number of contractors eligible	220					
Total number of contractors completing training	213					
Completion rate	97%					

	2022	2021	2020	GRI	SASB	Notes
Pillar 2 – PROMOTING INTEGRITY AND AN INCLUSIVE CULTURE continued						
Training overview continued						
Human Rights						
Total number of employees eligible	4,560	235				
Total number of employees completing training	4,387	201				
Completion rate	96%	86%				
Total number of contractors eligible	220					
Total number of contractors completing training	213					
Completion rate	97%					
Customer Interactions (B2C)						
Total number of employees eligible	26	177				
Total number of employees completing training	25	165				
Completion rate	96%	93%				
Data Protection and Security						
Training overview						
Data Privacy & Protection						
Total number of employees eligible	4,560	6,279				
Total number of employees completing training	4,387	5,822				
Completion rate	96%	93%				
Total number of contractors eligible	220	38				
Total number of contractors completing training	213	33				
Completion rate	97%	87%				
Information security						
Total number of employees eligible	5,176	5,431	5,420			
Total number of employees completing training	4,935	5,306	5,333			
Completion rate	95%	98%	98%			
Total number of contractors eligible	300	37				
Total number of contractors completing training	296	33				
Completion rate	99%	89%				
Incident reports through the independent Speak Up hotline	2	2	0			
Gender splits						
Employees (%)¹						
Male	60.6	62.7	60.7	GRI 405-1, GRI 2-7	TC-SI330a.3	1 Employees are defined as the total number of employees on the payroll on 31 December. Out of 7,160 employees, 7 preferred not to disclose their gender.
Female	39.3	37.3	39.3	GRI 405-1, GRI 2-7	TC-SI330a.3	
Senior managers (%)²						
Male	73.8	80.8 ³	80.6	GRI 405-1, GRI 2-7	TC-SI330a.3	2 From 2021 onwards, senior managers are defined as the leadership population excluding any Board members (e.g. CEO, CFO). In 2022, there are 195 senior managers in total.
Female	26.2	19.2 ³	19.4	GRI 405-1, GRI 2-7	TC-SI330a.3	
						3 In 2020, senior managers were defined as the top 500 highest earning employees at Playtech.

Summary of 2022 Sustainability Data continued

	2022	2021	2020	GRI	SASB	Notes
Pillar 2 – PROMOTING INTEGRITY AND AN INCLUSIVE CULTURE continued						
Gender splits continued						
Leadership population (%) ⁴						
Male	74.1	77.4		GRI 405-1, GRI 2-7	GRI 405-1, GRI 2-7	4 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	25.9	22.6		GRI 405-1, GRI 2-7	GRI 405-1, GRI 2-7	
Directors (%) ⁵						
Male	71.4	71.4	71.4	GRI 405-1, GRI 2-7	TC-SI330a.3	5 Directors are defined as Board Directors on 31 December. As of 31 December 2022, one member of the Board identifies as "Other Ethnic Group". The methodology for collecting this information is based on self-identification from each Board member.
Female	28.6	28.6	28.6	GRI 405-1, GRI 2-7	TC-SI330a.3	
Direct Reports to the Executive Committee (%) ^{6,7}						
Male	50.6	58.7	74.2	GRI 405-1, GRI 2-7	TC-SI330a.3	6 Excludes administrative support staff. 7 Data as at 31 October of the reporting year.
Female	49.4	41.3	25.8	GRI 405-1, GRI 2-7	TC-SI330a.3	
Executive Committee (%) ²						
Male	63.6	70	100	GRI 405-1, GRI 2-7	TC-SI330a.3	
Female	36.4	30	0	GRI 405-1, GRI 2-7	TC-SI330a.3	
Gender pay gap *						
Median gender pay gap (%)**	26.5	18.9	21.0	GRI 405-2		* 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 2020, 5 April 2021 and 5 April 2022 respectively. ** Based on hourly rate of pay. In line with the UK Government's guidance for gender pay gap reporting, furloughed employees are excluded from the calculation. *** Based on total bonuses received. In line with the UK Government's guidance for gender pay gap reporting, furloughed employees are included in the calculation.
Mean gender pay gap (%)**	27.4	27.5	25.5	GRI 405-2		
Median gender bonus gap (%)***	36.5	11.4	31.1	GRI 405-2		
Mean gender bonus gap (%)***	41.4	44.7	49.6	GRI 405-2		
Human capital data						
Global employee retention by gender (%)						
Total	68			GRI 401-1		
Male	67			GRI 401-1		
Female	70			GRI 401-1		
Global employee retention by age (%)						
Under 30 years old	66			GRI 401-1		
30-50 years old	88			GRI 401-1		
Above 50 years old	93			GRI 401-1		
Global employee turnover by gender (%)						
Total	38			GRI 401-1		
Male	34			GRI 401-1		
Female	45			GRI 401-1		

	2022	2021	2020	GRI	SASB	Notes
Pillar 2 – PROMOTING INTEGRITY AND AN INCLUSIVE CULTURE continued						
Human capital data continued						
Global employee turnover by age (%)						
Under 30 years old	63			GRI 401-1		
30-50 years old	23			GRI 401-1		
Above 50 years old	15			GRI 401-1		
Total number of new hires						
Total	3,155			GRI 401-1		
Male (%)	57			GRI 401-1		
Female (%)	43			GRI 401-1		
Occupational health and safety data*						
Total number of accidents	8	10	4	GRI 403-9		* Covers Snaitech operations only.
Accident ratio: total number of accidents/working hours x 200,000**	1.1	1.6	0.7	GRI 403-9		** 200,000 is a fixed coefficient (50 working weeks x 40 hours x 100).
Number of days lost to accidents	224	266	88	GRI 403-9		*** Number of days of absence in 2020 is defined as total hours of absence/8 (hours of work per day); 31,942 days of absence are due to furloughed absences. Number of days of absence in 2021 is defined as hours lost due to illness, which includes COVID-19.
Severity of accident index: total days lost for accidents/working hours x 200,000**	31.9	41.3	14.8	GRI 403-9		
Number of days absence***	10,747	6,836	40,131	GRI 403-10		
Pillar 3 – POWERING ACTION FOR POSITIVE ENVIRONMENTAL IMPACT						
Environment metrics						
Energy Use						
Global total energy consumption (kWh)	27,243,173 ^{1,2}	26,404,609	27,677,113	GRI 302-1, GRI 302-4	SV-CA-130a.1, TC-SI-130a.1	1 2022 absolute data is an estimate based on 99.7% actual data coverage by headcount. Coverage has been above 99% for all three years.
UK total energy consumption (kWh)	1,733,605 ^{1,2}	1,672,350	1,556,362			2 Due to reporting timelines, data for November and December 2022 has been estimated using November and December 2021 actual data, except for sites where actual 2022 data was already available. This is the same methodology that was applied for all three years.
GHG Emissions						
Global Scope 1 (tonnes CO ₂ e)	1,237 ^{1,2,3}	1,171 ³	1,155 ³	GRI 305-1		
UK Scope 1 (tonnes CO ₂ e)	67 ^{1,2}	69	48			
Global Scope 2 (location-based)	5,733 ^{1,2,3}	6,720 ³	8,161 ³	GRI 305-2		
UK Scope 2 (location-based)	274 ^{1,2}	281	302			
Global Scope 2 (market-based)	1,631 ^{1,2,3}	7,078		GRI 305-2		
UK Scope 2 (market-based)	77 ^{1,2}	212				
Global Scope 3 (See Scope 3 breakdown below)	109,100	80,420		GRI 305-3		3 Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2022 data can be found at http://www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx . The data for previous years was also assured as detailed in the respective Annual Reports.
Global Total Scope 1 and 2 (location-based) (tonnes CO ₂ e)	6,970	7,892	9,316			
UK Total Scope 1 and 2 (location-based) (tonnes CO ₂ e)	341	350	350			
Global Total Scope 1 and 2 (market-based) (tonnes CO ₂ e)	2,869	8,249				
UK Total Scope 1 and 2 (market-based) (tonnes CO ₂ e)	144	281				
Global Scope 1, 2 (location-based) and 3 (tonnes CO ₂ e)	116,070	88,312				
Global Scope 1, 2 (market-based) and 3 (tonnes CO ₂ e)	111,969	88,669				

Summary of 2022 Sustainability Data continued

	2022	2021	2020	GRI	SASB	Notes
Pillar 3 – POWERING ACTION FOR POSITIVE ENVIRONMENTAL IMPACT continued						
Environment metrics continued						
Carbon Intensity						
Scope 1 and 2 (location-based) GHG intensity (tonnes CO ₂ e/employee)	1.00 ³	1.14 ³	1.37 ³	GRI 305-4		3 Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2022 data can be found at http://www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx . The data for previous years was also assured as detailed in the respective Annual Reports.
Scope 1 and 2 (market-based) GHG intensity (tonnes CO ₂ e/employee)	0.41	1.19		GRI 305-4		
Scope 3 breakdown						
1: Purchased goods and services (tonnes CO ₂ e)*	32,138 ³	41,031		GRI 305-3		* These are Playtech's top three categories. Over 90% of the total Scope 3 GHG footprint comes from those categories.
2: Capital goods (tonnes CO ₂ e)*	22,364 ³	14,842		GRI 305-3		3 Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2022 data can be found at http://www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx . The data for previous years was also assured as detailed in the respective Annual Reports.
3: Fuel and energy-related activities (tonnes CO ₂ e)	2,552 ³	2,610		GRI 305-3		
4: Upstream transportation and distribution (tonnes CO ₂ e)	178	177		GRI 305-3		
5: Waste generated in operations (Snai only)	115	154		GRI 305-3		
6: Business travel (tonnes CO ₂ e)	1,398	445		GRI 305-3		
7: Employee commuting (Snai only) (tonnes CO ₂ e)	328	184		GRI 305-3		
8: Upstream leased assets (tonnes CO ₂ e)	Not relevant for Playtech	Not relevant for Playtech		GRI 305-3		
9: Downstream transportation and distribution (Snai only) (tonnes CO ₂ e)	1,418	542		GRI 305-3		
10: Processing of sold products (tonnes CO ₂ e)	Not relevant for Playtech	Not relevant for Playtech		GRI 305-3		
11: Use of sold products (tonnes CO ₂ e)	852	2,070		GRI 305-3		
12: End-of-life treatment of sold products (tonnes CO ₂ e)	79	Relevant but not yet calculated		GRI 305-3		
13: Downstream leased assets (tonnes CO ₂ e)	749	Relevant but not yet calculated		GRI 305-3		
14: Franchises (tonnes CO ₂ e)*	45,957 ³	17,972		GRI 305-3		3 Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2022 data can be found at http://www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx . The data for previous years was also assured as detailed in the respective Annual Reports.
15: Investments	972	392		GRI 305-3		

	2022	2021	2020	GRI	SASB	Notes
Pillar 3 – POWERING ACTION FOR POSITIVE ENVIRONMENTAL IMPACT continued						
Environment metrics continued						
Water consumption ⁴						
Total water consumption (m ³)	578,150 ⁵	688,707 ⁶	611,629 ⁷	GRI 303-5	TC-SI130a.2	4 Data covering all of Playtech's operations.
Water consumption for watering racetracks (m ³)	230,871	188,150	167,831	GRI 303-5		5 2022 estimate based on 78% actual data coverage by headcount.
Water consumption for watering racetracks (% of total)	39.9	27.3	27.4	GRI 303-5		6 2021 estimate based on 73% actual data coverage by headcount.
						7 2020 estimate based on 84% actual data coverage by headcount.
Waste and effluent ⁸						
Total waste production (tonnes)	5,288	7,056	7,665	GRI 306-3		8 Data covering Snaitech operations only.
> Sent to landfill (tonnes)	6	7	5	GRI 306-5		9 This figure is split between racetracks (manure/by-product of animal origin – 4,292), racetracks (other – 779), and offices (212).
> Reused or recycled (tonnes)	5,282 ⁹	7,048 ¹⁰	7,660	GRI 306-4		10 This figure is split between racetracks (manure/by-product of animal origin – 6,946), racetracks (other – 358) and offices (195).
Hazardous waste (tonnes)	34	49	66			
Pillar 4 – PARTNERING ON SHARED SOCIETAL CHALLENGES						
Community investment						
Number of countries reporting on community investment	10	11	10	GRI 413-1		* Engaged is defined as an individual that has directly benefited and/or has interacted with the programme, supported from financial and/or in-kind support. Community programmes include all remaining causes exclude mental health and digital wellbeing, e.g. health and hardship.
Charities worked with	>100	>90	>100	GRI 413-1		
Estimated cumulative number of people engaged*	>70,000	>12,600	>10,000	GRI 413-1		
Total value of gifts in kind distributed (€)	>13,000	>13,000	>40,000	GRI 201-1		
Total value of monetary donations (€)	>650,000	>487,600	>300,000	GRI 201-1		
Investment in research, education and treatment programmes to reduce gambling-related harm (€)	>1,010,000	>1,665,000	>1,300,000			

Reporting methodology

Playtech sustainability data: principles and methodology

This document sets out the principles and methodology used by Playtech to collect, analyse and report the Company's sustainability data as it relates to mandatory reporting in the Annual Report and Accounts (ARA).

Underlying reporting principles

The following principles underlie our approach to sustainability reporting:

- All data and information is a true and fair reflection of our performance, and provides sufficient transparency for the reader to have confidence in the integrity of our reporting.
- We are clear about the definitions, scope and boundaries of our reporting.
- If we have any exclusions in our reporting due to data gaps, then 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 offices in 20 jurisdictions, namely:

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

We report performance on a Group-wide basis. Our reporting boundaries are defined by financial control as explained by the Greenhouse Gas (GHG) protocol.

Associated companies of which we own a share that is less than 35% are excluded from the reporting boundary.

As per the protocol for financial reporting we have to treat any business sold within the reporting year as "discontinued" in the results, on the basis that including it in our consolidated results as normal gives a

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

Use of estimates

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

Roles, responsibilities and accountabilities

We follow a strict process to ensure that the data we report is as accurate as possible and any queries surrounding the data have been followed up in the best manner. We start by using a 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 our 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 (including Snaitech), hereafter referred to as "offices".

Restatement of reported data

We think it is important for the business and also 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.

We report sustainability data under six broad headings: Safer Gambling; Gender Diversity; Environment; Health, Safety and Wellbeing; Training; and Community Investment.

Safer Gambling

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 percentage of escalations to licensees, split by Anti-Money Laundering (AML), Collusion, and Responsible Gambling (RG).
- Scope: all unique players.
- Units: 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 total number of escalations to licensees about players in the following studios: EuroLive; PTR; CGM; PGS; Lima; Michigan; and New Jersey.
- 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 2022.
- Source: collected by the Live team. Numbers extracted from Live Admin system reports.

Parameter: Number of Playtech Protect customers

- Definition: the number of brands deployed and integrated with Playtech Protect solution, BetBuddy.
- Scope: all brands of Playtech.
- Units: number of brands.

- Method: sum of brands deployed and integrated with BetBuddy during the year from 1 January to 31 December 2022.
- Source: collected by the Compliance team. Numbers extracted from legal/contracts.

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 2022.
- Source: collected by the Product Strategy and Innovation team. Numbers extracted from our internal databases.

Parameter: Research & insights on SG

- Definition: the number of research articles, blogs, whitepapers and podcasts published that contribute to SG.
- Scope: all publications, as specified in the Definition.
- Units: number of publications.
- Method: sum of articles, blogs, whitepapers and podcasts published in the year from 1 January to 31 December 2022 that contribute to SG.
- Source: collected by the Compliance team, available on the Playtech Protect (Research) website.

B2C

Parameter: Self-exclusions

- Definition: Total number of unique self-exclusions and/or registrations with GAMSTOP as a percentage of total unique and active customers within Playtech's B2C operations in the UK.
- Scope: all Playtech B2C customers in the UK and Ireland.
- Units: number of unique customer self-exclusions and/or registrations with GAMSTOP.
- Method: sum of unique self-exclusions started during the year from 1 January to 31 December 2022.
- Source: collected by Compliance. Numbers extracted from Information Management Solution (IMS) reports.

Parameter: SG tools

- Definition: the total number of unique Playtech customers that have experienced at least one out of the following SG tools: emails, reality checks, time-outs and/or deposit limits.

- Scope: all active Playtech B2C customers in the UK.
- Units: number of unique customers experiencing at least one SG tool.
- Method: sum of unique and active customers using one or more of the SG tools mentioned in the Definition during the year from 1 January to 31 December 2022. Source: collected by the Compliance team. Numbers extracted from IMS reports.

Parameter: Customer interactions regarding SG

- Definition: the total number of customer interactions regarding SG through emails sent and person-to-person interactions (chat, email or phone call) during the year from 1 January to 31 December 2022.
- Scope: all Playtech B2C customers in the UK.
- Units: total number of customer interactions regarding SG and breakdown by type of interaction (total number of RG emails sent and person to person interaction (either via live chat/phone call/email)).
- Method: sum of customer interactions by type of interaction.
- Source: collected by the Compliance team. Numbers extracted from the Customer Relationship Management (CRM) platform.

Gender Diversity

Under this heading we collect data and report on indicators to assess the gender diversity of our employees.

Total employees

Parameter: Employee number (henceforth "employee")

- Definition: total number of employees as at 31 December 2022.
- 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 office.
- Source: Global HR and Snaitech HR. Global HR data extracted from the main HR management system, HRis; Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.
- Numbers submitted by Global HR for the Playtech Group and Snaitech HR for Snaitech.

Employee diversity

Parameter: Employee gender split

- Definition: the percentage of male or female employees as at 31 December 2022.
- 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 2022 (same for male employees).
- Source: Global HR and Snaitech HR. Global HR data extracted from the main HR management system, HRis; Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.
- Numbers submitted by Global HR for Playtech Group and by Snaitech HR for Snaitech.

Parameter: Senior Managers' gender split

- Definition: the percentage of male or female employees in senior managerial positions on 31 December 2022. 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.
- For 2021 and 2022, 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. For prior years, we have taken this to mean the top 500 highest paid employees at Playtech Group based on payroll identifiable on HRis, which excludes allowances and benefits.
- 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 (%).

Reporting methodology continued

Gender Diversity continued

Employee diversity continued

Parameter: Senior Managers' gender split continued

- Method: sum of female senior managers as a percentage of the total number of employees in senior managerial positions on 31 December 2022 (same for male senior managers).
- Source: Global HR and Snaitech HR. Global HR data extracted from the main HR management system, HRis. Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.
- Numbers submitted by Global HR for the Playtech Group and Snaitech HR for Snaitech.

Parameter: Directors' gender split

- Definition: the percentage of male or female Board Directors on 31 December 2022.
- 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 2022 (same for male Directors).
- Source: Global HR. Data extracted from the main HR management system, HRis.

Human Capital

Under this heading we collect data and report on indicators to assess global turnover and retention rate of employees, split by gender and age groups. We also collect data and report on the number of new employee hires.

Global employee retention

Parameter: Employee number (henceforth "employee")

- Definition: the percentage of employees who remained employed by Playtech between 31 December 2021 and 31 December 2022. We have reported a global retention figure, as well as retention rate figures split by gender and by age group.
- 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).
- Units: percentage (%).
- Method: sum of retained employees, as of 31 December 2022, divided by total number of employees as of 31 December 2021. Retained employees are defined as the number of employees who has been with the Company for one year or more.

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

Global employee turnover

Parameter: Employee number (henceforth "employee")

- Definition: the percentage of employees who leaved the Company between 1 January 2022 and 31 December 2022. We have reported a global retention figure, as well as retention rate figures split by gender and by age group.
- 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).
- Units: percentage (%).
- Method: total number of employee leavers (both voluntary and involuntary) between 1 January 2022 and 31 December 2022 divided by total number of employees as of 31 December 2022.
- Source: Global HR and Snaitech HR. Global HR data extracted from the main HR management system, HRis; Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.
- Numbers submitted by Global HR for the Playtech Group and Snaitech HR for Snaitech.

Total number of new hires

Parameter: Employee number (henceforth "employee")

- Definition: the total number of employees hired between 1 January 2022 and 31 December 2022. We have reported a global figure as well as a split by gender.
- 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).
- Units: number of employees.
- Method: sum of employees by office.
- Source: Global HR and Snaitech HR. Global HR data extracted from the main HR management system, HRis; Snaitech HR data extracted from Snaitech's HR management system, Zuchetti.
- Numbers submitted by Global HR for the Playtech Group and Snaitech HR for Snaitech.

Environment

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

Energy use

Parameter: Total energy consumption

- Definition: the total amount of energy consumed within all our assets, including office buildings, racetracks, live studios, betting shops and data centres. Energy includes diesel for vehicles, district heating, electricity, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating, and methane for heating.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based and 100% of our own data centres.
- Time period: the reporting period is 1 January 2022 to 31 December 2022. Due to reporting timelines, data for November and December 2022 has been estimated using November and December 2021 actual data, except for sites where actual 2022 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 24 half-month periods and multiplying the total energy use figure with the appropriate factor to compensate for missed half-month periods.
- Source: collected directly from offices covering at least 85% of Playtech's staff and 100% of data centres. We then estimate for 100% of Playtech's office-based staff (i.e. the staff that is 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 2022 from HR. This is done by multiplying the total energy consumption figure by the % of missed headcount. So, if coverage is 95% the total energy consumption figure is multiplied by a factor of 1.05.
- 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 similar office 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.

- Output: global figures (covering all 20 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.

Greenhouse Gas (GHG) emissions

Parameter: Scope 1 and 2 GHG emissions

- Definition: the amount of carbon dioxide equivalent (CO₂e) emitted through the energy used within all our assets, including office buildings, racetracks, live studios and data centres. CO₂e includes the gases carbon dioxide (CO₂); methane (CH₄); and nitrogen dioxide (N₂O). 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, and methane for heating.
 - 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.
 - 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 2022 to 31 December 2022. Due to reporting timelines, data for November and December 2022 has been estimated using November and December 2021 actual data, except for sites where actual 2022 data was already available.
- Units: tonnes of CO₂e.

- Method:
 - Scope 1 and 2 location-based: multiplying energy data by appropriate available emissions factors from the UK Government's Department for Food, Environment and Rural Affairs (DEFRA) Greenhouse Gas Conversion Factors for Company Reporting (2022) or the International Energy Agency (IEA) Emissions from electricity generation data (2022).
 - Scope 2 market-based: multiplying energy 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 International Energy Agency (IEA) where not.
 - 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 Mix (2021).
 - International emissions factors are derived from IEA's most recent Emissions from electricity generation data (2022).
 - UK emissions factors are derived from DEFRA's most recent Greenhouse Gas Conversion Factors for Company Reporting (2022).
- Key assumptions in using these factors are as follows:
 - For office and data centre electricity calculated following the location-based approach, specific country conversion factors are used depending on the office location: The UK grid conversion factor comes from DEFRA (CO₂e), for all other countries it is derived from IEA data (CO₂, CH₄, and N₂O).
 - 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.
 - Gas, fuel oil, vehicle diesel/petrol, LPG, Gasoline for generators and District heat use a consistent conversion factor regardless of global location (i.e. UK DEFRA emission factors).
- Source: collected directly from offices covering at least 85% of Playtech's staff and 100% of data centres. We then

estimate for 100% of Playtech's office-based staff (i.e. the staff that is 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 2022 from HR. This is done by multiplying the total Scope 1 & 2 GHG emissions figure by the % of missed headcount. So, if coverage is 95% the total GHG emission figure is multiplied by a factor of 1.05.

- 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.
- 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 20 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. Home workers are excluded from the calculation.

Data collection process

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

Playtech Group excl. Snaitech

- 1a. The greenhouse gas data collection tool is filled in by Local Financial Controllers on a country or office basis.
- 2a. The data is then sent to Group Finance, where a Corporate Controller 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 passes on the complete dataset to both Playtech's Group Internal Audit team and Playtech's external sustainability advisers.

Snaitech

- 1b. The same greenhouse gas data collection tool as the one used by Playtech Group is filled in by data owners for offices, for property agencies (Snaitech and HappyBet), and for racetracks.
- 2b. The data is then sent to Snaitech's Internal Audit team, which undertakes an initial assessment of the integrity and completeness of the data, following up with data owners as necessary. Once the dataset is complete, Snaitech Internal Audit passes on the complete dataset to Playtech's external sustainability advisers.

Reporting methodology continued

Environment continued

Data collection process continued

Both Playtech Group and Snaitech

3. The advisers perform the next step of the analysis, calculating the relevant CO₂e emissions. They also perform a check of the data in its final form to verify data quality.
4. The data review and findings are formally documented as an audit trail by the sustainability advisers, which in turn is reviewed by internal audit.
5. Finally, the full dataset (i.e. containing all of the Playtech Group data, including Snaitech data) will be signed off and approved by Playtech's Chief Financial Officer.

Snaitech, our Italian business unit which accounts for a significant part of the Group's energy use and GHG emissions, also reports environmental metrics separately in its annual sustainability reports. While these use a different reporting period for some metrics including energy use and GHG emissions (calendar year versus the Group's November-October), we check alignment between Snaitech's reported figures and those disclosed as part of the Group's annual reporting to identify any discrepancies and flag potential issues in the methodology followed for Group reporting.

Parameter: Scope 3 GHG emissions

- Definition: the amount of CO₂e emitted in our value chain. CO₂e includes CO₂, CH₄, and N₂O. 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.
 - The following categories are relevant and included. The scope of each category includes the full Playtech Group, unless otherwise stated:
 - 1: Purchased Goods & Services
 - 2: Capital Goods
 - 3: Fuel & Energy related activities
 - 4: Upstream Transportation & Distribution
 - 5: Waste generated in operations. Includes Snaitech only. The waste generated by Snaitech's operations is significant, as they operate physical points of sale and three horse racetracks. For the rest of our operations, our waste is mostly small

amounts of domestic waste generated in offices which is insignificant and we have therefore not calculated.

- 6: Business Travel
- 7: Employee Commuting. Includes Snaitech only. Data is not yet available for other operations of the Playtech Group.
- 9: Downstream Transportation & Distribution. Includes Snaitech only. All other transportation and distribution is included in Category 4: Upstream Transportation and Distribution, as it is paid for by the Playtech Group.
- 11: Use of sold products.
- 12: End-of-life treatment of sold products. Includes ECM and IGS only. These are the only two business units which manufacture physical products which are sold.
- 13: Downstream Leased Assets. Includes Snaitech only. Snaitech is the only business unit which has downstream leased assets.
- 14: Franchises. Includes Snaitech only, which is the only part of the Playtech Group that operates franchises.
- 15: Investments. Includes all Joint Ventures that the Playtech Group participates in. Where a Joint Venture is excluded due to unavailable data, this is clearly disclosed and justified.
- The following categories are not relevant for Playtech:
 - 8: Upstream Leased Assets. All emissions in relation to upstream leased assets are already included in the Scope 1 and 2 GHG emissions parameter.
 - 10: Processing of Sold Products. Playtech does not manufacture products that require further processing.
- Time period: the reporting period is 1 January 2021 to 31 December 2022.
- 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 determined which spend categories needed to be included (for example we excluded spend related to energy, as this is included in Scope 1 & 2, or travel, as this is included in Category 6). We attempt to gather supplier-specific cradle-gate (Scope

1, 2 and 3) emission data where possible and practicable, targeting the categories with the highest percentage of spend and the suppliers within those categories with the highest percentage of spend. Where we are able to gather supplier-specific emissions data covering more than 10% of the total category spend, we estimate the full category emissions based on the supplier-specific emission factor. Where we are unable to do so, we use the supplier-specific emission data to calculate emissions from that specific supplier spend only. We also use the supplier-specific emission factors to calculate any other spend with that supplier, even when that spend is located in a category that is not prioritised for the gathering of actual supplier-specific emissions data. The remaining spend is multiplied by emission factors from DEFRA: Supply chain emission factors for spending on products (2022).

- Category 2: we gathered complete CapEx covering the Playtech Group. We categorised the top suppliers by spend by their product category, covering at least 70% of the total CapEx. We then multiplied this by the appropriate emission factors from DEFRA: Supply chain emission factors for spending on products (2022). We then multiplied the sum by a factor to estimate for the missing coverage.
- Category 3: we multiplied the total energy used split by fuel type by the appropriate emission factor from DEFRA (2022): Well-To-Tank: fuels; the total electricity and district heating by the appropriate emission factor from DEFRA (2021): Well-To-Tank: UK & overseas electricity; and the total electricity and district heating by the appropriate emission factor from IEA (2022): adjustment for transmission and distribution losses induced emissions.
- 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 (2022). We were unable to calculate emissions from distribution due to data unavailability, and this is therefore excluded from our Scope 3 inventory.
- Category 5: we gathered total volume of waste for Snaitech only, split by destination (landfill, reused or recycled) and multiplied by the appropriate emission factor from DEFRA (2022): Waste disposal.

- 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 DEFRA (2022) business travel: air emission factors (average passenger) applied. For travel by train, the total distance travelled was multiplied by the DEFRA (2022) business travel: land, national rail emission factor. For travel by rental car, the total distance travelled was multiplied by the DEFRA (2022) business travel: land, medium car, average size, unknown fuel source emission factor.
- Category 7: we gathered commuting data from two Snaitech offices (Rome and Milan), outlining means of transportation, distance, average homeworking rate, and average working days. Data was provided in distance brackets (<10km; 10-50km; 50-100km; >100km); we assumed the middle value for each category (e.g. 30 km for 10-50 and 150km for >100km). Daily journeys were split by means of transportation and multiplied by the relevant DEFRA (2022) business travel: land emission factors. For commuting by subway, the DEFRA (2022) business travel: land, London Underground emission factor was applied. For commuting by motorcycle, the DEFRA (2022) business travel: land, motorbike average emission factor was applied. For commuting by train, the DEFRA (2022) business travel: land, national rail emission factor was applied. For commuting by car, the DEFRA (2022) business travel: land, average car emission factor was applied. For commuting by tram, the DEFRA (2022) business travel: land, light rail and tram emission factor was applied. For commuting by bus, the DEFRA (2022) business travel: land, average local bus emission factor was applied. For commuting by electric car, we multiplied the average energy consumption of an electric car by the IEA emission factor for Italy and the distance travelled. We collected data covering at least 60% of total employees per site and multiplied the figure by a factor to estimate for the missing %. We were unable to calculate emissions from the commuting of Snai employees based outside of the Rome and Milan office due to data unavailability. No data was gathered about Playtech employees as almost all work from home.
- Category 9: we gathered total OpEx on transportation for Snaitech and multiplied this by the Road Transport emission factor from DEFRA: Supply chain emission factors for spending on products (2022). We were unable to calculate emissions from distribution due to data unavailability, and this is therefore excluded from our Scope 3 inventory.
- 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 calculate a customer-specific emission factor 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.
- Category 14: the Snaitech team extracted the list of franchises from the Italian register (Albo Ries) and internal CRM system as at the year end. The lists are refined for active franchisees that generated revenues (AWP, VLT and Betting) during the reported year, from the date of the first bet to the last date a bet was placed during the reporting year. This includes points of sale with third-party concessions, where Snaitech only provides pure betting connection services. We used the floor space (in square metres) for active franchises from the Italian register and used the floor space for the remaining active franchises from internal CRM system at the year end. For active franchises where the floor space was not declared by the franchisee and not indicated in the internal CRM system, we applied an estimate based on the average square meter per type of franchise using Snaitech's own betting shops (the Snai Rete Italia division). For sports playpoints (i.e., "corner shop" and "bar tobacconist") the total floor space attributable to Playtech is unknown and is assumed to be 49% of the premises' total, as Italian regulation dictates that it must be under 50%. We then estimated the associated emissions by calculating a GHG emissions per square metre factor based on Snaitech's own data on its betting shops (the Snai Rete Italia division) and multiplied this by the total square metres occupied by the franchises.
- 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 DEFRA: Supply chain emission factors for spending on products (2022).
- Source: Collected directly from the relevant Playtech & Snaitech data owners; Financial data – Group finance system (SAP); Travel management system – Playtech (TAS) and local travel agencies for Snaitech; Franchises – ADM, Ries register in Italy and local system, CRM.
- Output: Total Scope 3 emissions for the Playtech Group; total Scope 3 emissions per category for the Playtech Group.

Water use

Parameter: Total water consumption

- Definition: the amount of water consumed within all our assets, including office buildings, racetracks, live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based and 100% of our own racetracks.
- Time period: the data reported in the Annual Report corresponds to the data collected for the 12-month period between 1 November 2021 to 31 October 2022 except for sites where data for 1 January 2022 to 31 December 2022 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. 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 24 half-month periods and multiplying the total water use figure with the appropriate factor to compensate for missed half-month periods.
- Source: collected directly from offices covering at least 75% of Playtech's staff and 100% of racetracks. We then estimate for 100% of Playtech's office-based staff (i.e. the staff that is 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 figure for total office-based employees collected from Group HR.

Reporting methodology continued

Environment continued

Water use continued

Parameter: Water consumption for watering racetracks

- Definition: the amount of water consumed for watering the three racetracks owned by Snaitech: San Siro galoppo and La Maura trotto (Milan) and Sesana trotto (Montecatini terme).
- Scope: data collected directly from the three Snaitech-owned racetracks.
- Time period: the data reported in the Annual Report corresponds to the data collected for the 12-month period between 1 November 2021 to 31 October 2022 except for sites where data for 1 January 2022 to 31 December 2022 was already available.
- Units: Cubic metres (m³) and percentage of total water use (%).
- Method: sum of water use data reported for each of the three racetracks, converting to m³ where not already reported in that unit. 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 24 half-month periods and multiplying the total water use figure with the appropriate factor to compensate for missed half-month periods.
- Source: collected directly from the three racetracks.

Waste

Parameter: Total waste production

- Definition: the amount of waste produced in all of Snaitech's operations, including office buildings, racetracks, live studios and data centres; and split by destination (landfill or reused/recycled).
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of Snaitech staff that are office based and 100% of our own racetracks. The figure does not include Snai Rete Italia and EPIQA (Rome).
- Time period: the data reported in the Annual Report corresponds to the data collected for the 12-month period between 1 November 2021 to 31 October 2022 except for sites where data for 1 January 2022 to 31 December 2022 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. 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 24 half-month periods and multiplying the total water use figure with the appropriate factor to compensate for missed half-month periods.

- Source: collected directly from offices covering at least 85% of Snaitech's staff and 100% of racetracks. We then estimate for 100% of Snaitech's office-based staff (i.e. the staff that is based out of a Snaitech-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 figure for total office-based employees collected from Snaitech HR.

Parameter: Hazardous waste production

- Definition: the amount of hazardous waste produced in all of Snaitech's operations, including office buildings, racetracks, live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of Snaitech staff that are office based and 100% of our own racetracks. The figure does not include Snai Rete Italia and EPIQA (Rome).
- Time period: the data reported in the Annual Report corresponds to the data collected for the 12-month period between 1 November 2021 to 31 October 2022 except for sites where data for 1 January 2022 to 31 December 2022 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. 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 24 half-month periods and multiplying the total water use figure with the appropriate factor to compensate for missed half-month periods.
- Source: collected directly from offices covering at least 85% of Snaitech's staff and 100% of racetracks. We then estimate for 100% of Snaitech's office-based staff (i.e. the staff that is based out of a Snaitech-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 figure for total office-based employees collected from Snaitech HR.

Health, Safety and Wellbeing

Under this heading we collect data and report on indicators to assess the health, safety and wellbeing of our employees.

Health & Safety

Parameter: Accidents

- Definition: total number of accidents that have affected an employee of Snaitech in the year from 1 January to 31 December 2022. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – 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 accidents; accident ratio.
- Method: sum of number of accidents. For the accident ratio, this number is divided by the total number of working hours and multiplied by 200,000 (a fixed coefficient).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti.
- Numbers submitted by offices.

Parameter: Days lost to accidents

- Definition: total number of working days lost by employees of Snaitech due to accidents in the year from 1 January to 31 December 2022. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – 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 days.
- Method: sum of hours of absence due to accidents divided by 8 (hours of work per day).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti.
- Numbers submitted by offices.

Parameter: Severity of accidents

- Definition: total number of working days lost by employees of Snaitech due to accidents in the year from 1 January to 31 December 2022. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – 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: severity of accident ratio.
- Method: sum of hours of absence due to accidents divided by total working hours multiplied by 200,000 hours (a fixed coefficient: 50 working weeks x 40 hours x 100).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti.
- Numbers submitted by offices.

Parameter: Absence

- Definition: total number of working days lost by employees of Snaitech due to absence in the year from 1 January to 31 December 2022. "Absence" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – 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 days.
- Method: sum of hours of absence divided by 8 (hours of work per day).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti.
- Numbers submitted by offices.

Wellbeing

Parameter: Wellbeing initiatives

- Definition: total number of wellbeing initiatives in the year from 1 January to 31 December 2022. 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. 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 initiatives.
- Method: sum of wellbeing initiatives.
- Source: Global and local HR. Global data extracted from the Playtech Academy, the Group's learning and development platform.
- Numbers submitted by offices.

Parameter: Employee participation

- Definition: total number of employees participating in at least one wellbeing initiative in the year from 1 January to 31 December 2022. 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. 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 employees and percentage of total employees in the Playtech group who have participated in at least one initiative (refer to Gender Diversity – parameter: employee number).
- Method: sum of the number of employees participating in at least one wellbeing initiative per office.
- Source: Global and local HR. Global data extracted from the Playtech Academy, the Group's learning and development platform.
- Numbers submitted by offices.

Training

Under this heading we collect data and report on indicators to assess the training that our employees receive.

Training

Parameter: Employees eligible for training

- Definition: total number of employees eligible for training in the year from 1 January to 31 December 2022, split by training type (compliance, Human Rights, information security, customer interaction).
- Scope: all employees in Playtech Group – both full time and part-time. This includes those who are: full time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: total number of employees.
- Method: sum of number of employees eligible for training by training type.
- Source: Global HR.

Parameter: Employees completing training

- Definition: total number of employees completing training in the year from 1 January to 31 December 2022, split by training type (compliance, Human Rights, information security, customer interaction).
- Scope: all employees in Playtech Group – both full time and part-time. This includes those who are: full time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: total number of employees.
- Method: sum of number of employees completing training by training type.
- Source: Global HR.

Parameter: Completion rate

- Definition: rate of employees completing the training they were eligible for in the year from 1 January to 31 December 2022, split by training type (compliance, Human Rights, information security, customer interaction).
- Scope: all employees in Playtech Group – both full time and part-time. This includes those who are: full time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: percentage of employees.
- Method: sum of number of employees completing training by training type divided by total number of employees eligible for that training type.
- Source: Global HR.

Parameter: Average training hours per employee

- Definition: average hours spent on training per employee in the year from 1 January to 31 December 2022, split by training type (compliance, Human Rights, information security, customer interaction).
- Scope: all employees in Playtech Group – both full time and part-time. This includes those who are: full time employed; contractor; intern; on maternity leave or parental leave; on unpaid vacation; and those with "other" status (e.g. sick leave).
- Units: number of hours.
- Method: weighted average of average hours spent on training per employee per training type. Weighted average is calculated by taking the average figure for Playtech and Snaitech, and calculating a weighted average based on number of employees completing training.
- Source: Global HR.

Reporting methodology continued

Community investment

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 2022. A community investment initiative is defined as any initiative that fits within our community investment strategy, 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 initiatives.
- Source: offices.

Parameter: Charities that Playtech has worked with

- Definition: total number of charities with Playtech has worked with through at least one community investment initiative in the year from 1 January to 31 December 2022. A community investment initiative is defined as any initiative that fits within our community investment strategy, including volunteering, monetary donations or gifts in kind.
- Scope: all countries where the Playtech Group operates.
- Units: total number of charities.
- Method: sum of charities with which Playtech has worked through at least one community investment initiative.
- Source: offices.

Parameter: People engaged

- Definition: total number of people engaged through at least one community investment initiative in the year from 1 January to 31 December 2022. A community investment initiative is defined as any initiative that fits within our community investment strategy, including volunteering, donations or gifts in kind. Engaged is defined as an individual that has directly benefitted and/or has interacted with the programme supported from financial and/or in-kind support.
- Scope: all countries where the Playtech Group operates.
- Units: total number of people engaged.
- Method: sum of people engaged by each community investment initiative.
- Source: offices.

Parameter: Value of community investment

- Definition: total monetary value delivered through community investment initiatives in the year from 1 January to 31 December 2022; split by gifts in kind and monetary donations. A community investment initiative is defined as any initiative that fits within our community investment strategy, including volunteering, monetary donations or gifts in kind.
- Scope: all countries where the Playtech Group operates.
- Units: Euros (€).
- Method: sum of monetary value of each gift in kind and monetary donation made by each community investment initiative.
- Source: offices.

Data Checking and Assurance

All of the sustainability data that is collected and reported by Playtech undergoes a rigorous amount of 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) is providing independent limited assurance for the following metrics:

- Global Scope 1 energy emissions (Tonnes CO₂e);
- Global Scope 2 (location-based) emissions (Tonnes CO₂e);
- Global Scope 2 (market-based) emissions (Tonnes CO₂e)
- GHG intensity (Tonnes Scope 1 and 2 CO₂e/employee); and
- Global Scope 3 emissions for selected categories below:
 - Category 1: Purchased Goods and Services (Tonnes CO₂e);
 - Category 2: Capital Goods (Tonnes CO₂e);
 - Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (Tonnes CO₂e); and
 - Category 14: Franchises (Tonnes CO₂e).

GRI and SASB Indicators Index

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

The GRI's Sustainability Reporting Guidelines, first published in 2000 ("GRI Standards"), provide a framework for reporting on an organisation's economic, environmental and social performance. The GRI Standards provide a common language for organisations and stakeholders and represent global best practice for sustainability reporting. For more information on the GRI Standards, visit <https://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 130 to 134
		c. Location of headquarters	Annual Report: page 63
		d. Countries of operation	Annual Report: pages 24 to 27
	2-2 Entities included in the organisation's sustainability reporting	a. List of all entities included in sustainability reporting	Annual Report: pages 183 to 226
	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 2022: pages 12 to 20	
	c. If the organisation consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics. 	Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 12 to 20	
2-3 Reporting period, frequency and contact point	a. Reporting period for, and the frequency of, its sustainability reporting	Annual Report: page 6	
	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	http://www.investors.playtech.com/annual-reports.aspx	
	d. Contact point for questions about the report or reported information	http://www.investors.playtech.com/investor-contacts.aspx	
2-4 Restatements of information	a. Restatements of information made from previous reporting periods and explain: <ul style="list-style-type: none"> i. the reasons for the restatements; ii. the effect of the restatements. 	Annual Report: page 119	
2-5 External assurance	a. Policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Annual Report: pages 136 to 143	
	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. 	http://www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx	

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics	Location		
GRI 2: General Disclosures 2021 continued	2-6 Activities, value chain and other business relationships	a. Sector(s) in which it is active	Annual Report: pages 4 to 5; page 10 Annual Report: pages 4 to 5; pages 10 to 15; pages 30 to 32; page 44	
		b. Describe its value chain, including: <ul style="list-style-type: none"> i. the organisation's activities, products, services, and markets served; ii. the organisation's supply chain; iii. the entities downstream from the organisation and their activities; 		
		d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period		Annual Report: page 44
2-7 Employees	a. Total number of employees, and a breakdown of this total by gender and by region	c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: <ul style="list-style-type: none"> i. in head count, full time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology 	Annual Report: page 4; page 61	
			Annual Report: page 61 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 8 to 9	
2-9 Governance structure and composition	a. Governance Structure	Annual Report: pages 94 to 105		
	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: page 49; pages 94 to 105		
	c. Composition of the highest governance body and its committees	Annual Report: pages 94 to 105		
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 102 and 103		
	b. Criteria used for nominating and selecting highest governance body members	Annual Report: pages 102 and 103		
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 96		
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: page 49		
	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	Annual Report: page 49; pages 94 to 105		
	c. Role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review	Annual Report: page 49; pages 94 to 105		
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: <ul style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; 	Annual Report: page 49; pages 67 to 69		
	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 67 to 69; pages 101 to 103		
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 49		

GRI Standards	Disclosure topics	Location	
GRI 2: General Disclosures 2021 continued	2-15 Conflicts of interest	a. Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Annual Report: page 127
	2-16 Communication of critical concerns	a. Whether and how critical concerns are communicated to the highest governance body	Annual Report: pages 43 to 45; page 49; pages 104 and 105; page 128
		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 58; page 105
	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: page 57; page 103
	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	Annual Report: pages 104 and 105
		b. Report whether the evaluations are independent or not, and the frequency of the evaluations	Annual Report: pages 104 and 105
		c. Actions taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices	Annual Report: pages 104 and 105
	2-19 Remuneration policies	a. Remuneration policies for members of the highest governance body and senior executives	Annual Report: pages 98 and 99; page 101; page 103; pages 111 to 128
		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 111 to 128
	2-20 Process to determine remuneration	a. Process for designing its remuneration policies and for determining remuneration	Annual Report: pages 111 to 128
		b. Results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Annual Report: page 128
	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)	Annual Report: pages 125 and 126
c. Contextual information necessary to understand the data and how the data has been compiled		Annual Report: pages 125 and 126	
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 23	
2-23 Policy commitments	a. Policy commitments for responsible business conduct	Annual Report: pages 46 to 51	
	b. Specific policy commitment to respect human rights	Annual Report: page 59	
	d. Level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level	Annual Report: page 49	
	e. Extent to which the policy commitments apply to the organisation's activities and to its business relationships	Annual Report: pages 46 and 47	
	f. How the policy commitments are communicated to workers, business partners and other relevant parties	Annual Report: page 49	
	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 77

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics		Location
GRI 2: General Disclosures 2021 continued	2-25 Processes to remediate negative impacts	a. Commitments to provide for or co-operate in the remediation of negative impacts that the organisation identifies it has caused or contributed to	Annual Report: page 59
		b. Approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in	Annual Report: pages 43 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 104 and 105
		e. How the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	Annual Report: pages 104 and 105
		2-26 Mechanisms for seeking advice and raising concerns	a. Mechanisms for individuals to: <ul style="list-style-type: none"> i. seek advice on implementing the organisation's policies and practices for responsible business conduct; ii. raise concerns about the organisation's business conduct.
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: page 176	
	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: page 176	
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 and 51
		b. Specify the stakeholders and experts whose views have informed the process of determining its material topics	Annual Report: pages 50 and 51
	3-2 List of material topics	a. List its material topics	Annual Report: pages 50 and 51
	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 50 to 77
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 50 to 77	
c. Policies or commitments regarding the material topic		Annual Report: pages 50 to 77	
d. Actions taken to manage the topic and related impacts		Annual Report: pages 50 to 77	
e. Following information about tracking the effectiveness of the actions taken		Annual Report: pages 50 to 77	
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 50 to 77	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	a. Direct economic value generated and distributed (EVG&D) on an accruals basis	Annual Report: pages 78 to 84
		b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance	
	201-2 Financial implications and other risks and opportunities due to climate change	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue or expenditure	Annual Report: pages 71 to 73
201-4 Financial assistance received from government	a. Total monetary value of financial assistance received by the organisation from any government during the reporting period	Annual Report: page 149	
	b. The information in 201-4-a by country		

GRI Standards	Disclosure topics		Location
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 74 to 77
	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 74 to 77
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: page 51; page 56; page 128
	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> a. Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, broken down by region b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region c. Total number and percentage of business partners that the organisation's anti-corruption 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 	Annual Report: page 51; page 56; page 57; page 128
GRI 207: Tax 2019	207-1 Approach to tax	<ul style="list-style-type: none"> a. A description of the approach to tax 	Annual Report: page 63; page 81; page 108
	207-4 Country-by-country reporting	<ul style="list-style-type: none"> a. All tax jurisdictions where the entities included in the organisation's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes b. Breakdown for each tax jurisdiction reported in Disclosure 207-4-a c. The time period covered by the information reported in Disclosure 207-4 	Annual Report: page 63; page 144; pages 175 to 178

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics	Location	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<ul style="list-style-type: none"> a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used c. In joules, watt-hours or multiples, the total: electricity, heating, cooling, steam consumption d. In joules, watt-hours or multiples, the total: electricity, heating, cooling, steam sold e. Total energy consumption within the organisation, in joules or multiples f. Standards, methodologies, assumptions, and/or calculation tools used g. Source of the conversion factors used 	Annual Report: page 65 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 9 and 10
	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 	
GRI 303: Water and Effluents 2018	303-5 Water consumption	<ul style="list-style-type: none"> a. Total water consumption from all areas in megalitres b. Total water consumption from all areas with water stress in megalitres 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, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors 	Annual Report: page 66

GRI Standards	Disclosure topics	Location	
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 tonnes 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 tonnes 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 65 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 14 to 17
	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 tonnes of CO₂ equivalent b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tonnes of CO₂ equivalent c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all d. Base year for the calculation, if applicable e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source f. Consolidation approach for emissions; whether equity share, financial control, or operational control g. Standards, methodologies, assumptions, and/or calculation tools used 	Annual Report: page 65 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 14 to 17
	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 tonnes of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation e. Base year for the calculation, if applicable f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source g. Standards, methodologies, assumptions, and/or calculation tools used 	Annual Report: page 65 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 14 to 17
	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 	Annual Report: page 65 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 14 to 17

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics	Location
GRI 305: Emissions 2016 continued	305-5 Reduction of GHG emissions	Annual Report: pages 64 to 66 Responsible Business and Sustainability Addendum to the Annual Report 2022: pages 14 to 17
	<ul style="list-style-type: none"> a. GHG emissions reduced as a direct result of reduction initiatives, in metric tonnes of CO₂ equivalent b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) e. Standards, methodologies, assumptions, and/or calculation tools used 	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Annual Report: page 66
	<ul style="list-style-type: none"> 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; 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 	
	306-2 Management of significant waste-related impacts	Annual Report: page 66
	<ul style="list-style-type: none"> 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	Annual Report: page 66
	<ul style="list-style-type: none"> a. Total weight of waste generated in metric tonnes, and a breakdown of this total by composition of the waste b. Contextual information necessary to understand the data and how the data has been compiled 	
	306-4 Waste diverted from disposal	Annual Report: page 66
	<ul style="list-style-type: none"> a. Total weight of waste diverted from disposal in metric tonnes, and a breakdown of this total by composition of the waste b. Total weight of hazardous waste diverted from disposal in metric tonnes, 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 tonnes, 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 tonnes of hazardous waste and of non-hazardous waste diverted from disposal: <ul style="list-style-type: none"> i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled 	

GRI Standards	Disclosure topics		Location
GRI 306: Waste 2020 continued	306-5 Waste directed to disposal	<p>The reporting organisation shall report the following information:</p> <p>a. Total weight of waste directed to disposal in metric tonnes, and a breakdown of this total by composition of the waste</p> <p>b. Total weight of hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:</p> <p>i. incineration (with energy recovery);</p> <p>ii. incineration (without energy recovery);</p> <p>iii. landfilling;</p> <p>iv. other disposal operations.</p> <p>c. Total weight of non-hazardous waste directed to disposal in metric tonnes, and a breakdown of this total by the following disposal operations:</p> <p>i. incineration (with energy recovery);</p> <p>ii. incineration (without energy recovery);</p> <p>iii. landfilling;</p> <p>iv. other disposal operations.</p> <p>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:</p> <p>i. onsite;</p> <p>ii. offsite.</p> <p>e. Contextual information necessary to understand the data and how the data has been compiled</p>	Annual Report: page 66
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	a. Percentage of new suppliers that were screened using environmental criteria	Annual Report: page 59; page 69
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region</p>	Annual Report: page 62
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation.</p> <p>These include, as a minimum:</p> <p>i. life insurance;</p> <p>ii. health care;</p> <p>iii. disability and invalidity coverage;</p> <p>iv. parental leave;</p> <p>v. retirement provision;</p> <p>vi. stock ownership;</p> <p>vii. others.</p> <p>b. The definition used for "significant locations of operation"</p>	Annual Report: pages 179 and 180
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>a. A statement of whether an occupational health and safety management system has been implemented</p> <p>b. A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered</p>	Annual Report: page 63

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics		Location
GRI 403: Occupational Health and Safety 2018 continued	403-2 Hazard identification, risk assessment, and incident investigation	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimise risks, including:</p> <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; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system</p>	Annual Report: page 63; page 86
	403-4 Worker participation, consultation and communication on occupational health and safety	<p>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</p> <p>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</p>	Annual Report: page 49; page 58; page 63
	403-5 Worker training on occupational health and safety	<p>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</p>	Annual Report: page 63
	403-6 Promotion of worker health	<p>a. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided</p> <p>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</p>	Annual Report: pages 8 and 9; page 19; page 63; page 75
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>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</p>	Annual Report: page 63

GRI Standards	Disclosure topics	Location
GRI 403: Occupational Health and Safety 2018 continued	403-8 Workers covered by an occupational health and safety management system	Annual Report: page 63
	<p>a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines:</p> <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; 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. <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	
	403-9 Work-related injuries	Annual Report: page 63
	<p>a. For all employees:</p> <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. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <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. <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls. <p>d. Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics		Location
GRI 403: Occupational Health and Safety 2018 continued	403-10 Work-related ill health	<p>The reporting organisation shall report the following information:</p> <p>a. For all employees:</p> <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. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <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. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <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. <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	Annual Report: page 63
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programmes	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills</p> <p>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: page 41; page 45; page 49; page 53; pages 57 and 58; page 60
	405-1 Diversity of governance bodies and employees	<p>a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories:</p> <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>b. Percentage of employees per employee category in each of the following diversity categories:</p> <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). 	Annual Report: pages 60 to 62

GRI Standards	Disclosure topics		Location
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	<p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation</p> <p>b. The definition used for "significant locations of operation"</p>	Annual Report: page 62
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>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:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>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 59
GRI 407: Freedom of Association and Collective Bargaining 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	<p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <p>i. child labour;</p> <p>ii. young workers exposed to hazardous work.</p> <p>b. Operations and suppliers considered to have significant risk for incidents of child labour either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>c. Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labour</p>	Annual Report: page 59
GRI 408: Child Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labour either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labour</p>	Annual Report: page 59
GRI 409: Forced or Compulsory Labour 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <p>i. social impact assessments, including gender impact assessments, based on participatory processes;</p> <p>ii. environmental impact assessments and ongoing monitoring;</p> <p>iii. public disclosure of results of environmental and social impact assessments;</p> <p>iv. local community development programmes based on local communities' needs;</p> <p>v. stakeholder engagement plans based on stakeholder mapping;</p> <p>vi. broad based local community consultation committees and processes that include vulnerable groups;</p> <p>vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts;</p> <p>viii. formal local community grievance processes.</p>	Annual Report: pages 8 and 9; page 19; pages 43 to 47; page 63; pages 74 to 77

GRI and SASB Indicators Index continued

GRI Standards	Disclosure topics		Location
GRI 413: Local Communities 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 131
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: page 59
GRI 415: Public Policy 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: page 23; page 45; pages 52 to 55
GRI 416: Customer Health and Safety 2016	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> a. Whether each of the following types of information is required by the organisation's procedures for product and service information and labeling: <ul style="list-style-type: none"> i. the sourcing of components of the product or service; ii. content, particularly with regard to substances that might produce an environmental or social impact; iii. safe use of the product or service; iv. disposal of the product and environmental or social impacts; v. other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures 	Annual Report: pages 23 to 27; page 45; pages 52 to 55
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> a. Whether each of the following types of information is required by the organisation's procedures for product and service information and labeling: <ul style="list-style-type: none"> i. the sourcing of components of the product or service; ii. content, particularly with regard to substances that might produce an environmental or social impact; iii. safe use of the product or service; iv. disposal of the product and environmental or social impacts; v. other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures 	Annual Report: pages 23 to 27; page 45; pages 52 to 55

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 <https://www.sasb.org/standards/>.

Disclosure number	Disclosure title	Reference
SV-CA-130a.1/ TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Annual Report: page 65
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 66
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Annual Report: page 71
TC-SI-220a.1	Description of policies and practices relating to behavioural advertising and user privacy	Annual Report: pages 58 and 59
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Annual Report: pages 58 and 59; page 90
TC-SI-330a.2	Employee engagement as a percentage	Annual Report: page 61
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 61
SV-CA-510a.1	Description of anti-money laundering policies and practices	Annual Report: page 45; page 51; page 54; pages 56 and 57; page 59; page 128
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Annual Report: pages 67 to 73; pages 85 to 92

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