Empowering play through responsible innovation

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

Sustainability data: principles and methodology

Purpose

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

Underlying reporting principles

The following principles underlie our approach to sustainability reporting:

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

Reporting boundaries

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

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

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

As per the protocol for financial reporting, we treat any business sold within the reporting year as "discontinued" in the results, on the basis that including it in our consolidated results as normal gives a misleading view of the Group's continuing operations. We aim to include any acquired businesses during the financial year in our reporting, and we will make it clear if and when this is not possible, e.g. due to incompatible systems or lack of data.

Use of estimates

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

Roles, responsibilities and accountabilities

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

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

Restatement of reported data

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

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

- Scope 1: Refrigerant use across the Playtech Group
- Scope 3 - Category 5: Waste Generated in Operations (reported data only covered Snaitech operations)
- Scope 3 - Category 7: Employee Commuting (reported data only covered Snaitech operations)
- Scope 3 - Category 14: Franchises (a small number of franchises operated under the HappyBet and Trinity Bet brands were excluded)

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

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

Pioneering safer gambling solutions

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

B2B

Parameter: escalations (iPoker)

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

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

Parameter: escalations (Live)

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

Parameter: Number of Playtech Protect brands

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

Parameter: Playtech Protect geographic presence

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

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

- Definition: the number of SaaS partnerships offering safer gambling and compliance services.
- Scope: all SaaS partnerships.
- Units: number of SaaS partnerships.
- Method: sum of SaaS partnerships as at the year end, 31 December 2024.
- Source: collected by the Product Strategy team. Numbers extracted from our internal database.

Parameter: Research aand insights on SG

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

B2C

Parameter: Customer self-exclusions

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

Parameter: Customer uptake of RG tools

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

Parameter: Customer interactions regarding RG

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

Promoting integrity and an inclusive culture

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

Total Employees

Parameter: Employee number (henceforth "employee")

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

Sustainability data: principles and methodology continued

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

Employee Diversity

Parameter: Employee gender split

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

Parameter: Senior managers' gender split

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

Parameter: Leadership population gender split

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

Parameter: Directors' gender split

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

Parameter: Executive Committee gender split

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

Case Study

Playtech Live's 2024 Hackathon

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

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

Parameter: Direct reports to Executive Committee gender split

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

Parameter: Junior managers gender split

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

Parameter: Employees in revenue-generating functions gender split

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

Parameter: Employees in STEM-related positions gender split

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

Parameter: Directors' ethnic background

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

Parameter: Executive Committee ethnic background

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

Sustainability data: principles and methodology continued

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

Parameter: Employees mean gender pay gap

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

Parameter: Employees median gender pay gap

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

Parameter: Employees mean gender bonus gap

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

Parameter: Employees median gender bonus gap

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

Human Capital

Parameter: Global employee retention rate

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

Parameter: Global employee turnover rate

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

Parameter: Total number of new hires

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

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

Health and Safety

Parameter: Accidents

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

Parameter: Days lost to accidents

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

Parameter: Severity of accidents

- Definition: total number of working days lost by employees of Snaitech due to accidents in the year from 1 January to 31 December 2024. "Accident" is defined in accordance with GRI 403: Occupational Health and Safety 2018.
- Scope: all employees in Snaitech – both full-time and part-time.
- Units: severity of accident ratio.
- Method: sum of hours of absence due to accidents divided by total working hours multiplied by 200,000 hours (a fixed coefficient: 50 working weeks x 40 hours x 100).
- Source: Snaitech HR. Data extracted from the main HR management system, Zuchetti. Numbers submitted by offices.

Parameter: Absence

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

Wellbeing

Parameter: Wellbeing initiatives

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

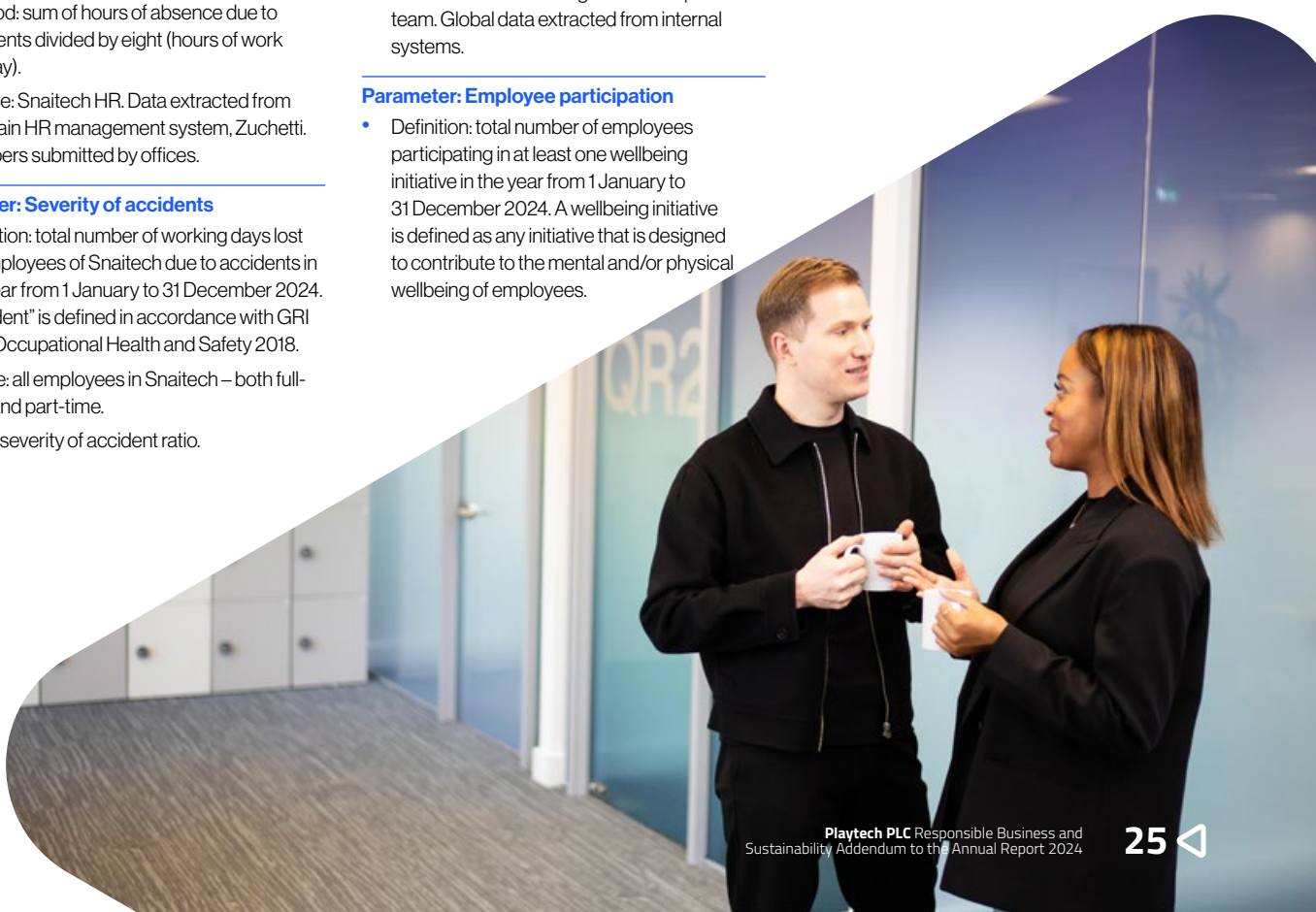
Parameter: Employee participation

- Definition: total number of employees participating in at least one wellbeing initiative in the year from 1 January to 31 December 2024. A wellbeing initiative is defined as any initiative that is designed to contribute to the mental and/or physical wellbeing of employees.
- Scope: all employees in Playtech Group – both full-time and part-time.
- Units: total number of employees and percentage of total employees in the Playtech Group who have participated in at least one initiative (refer to Gender Diversity – parameter: employee number).
- Method: sum of the number of employees participating in at least one wellbeing initiative per office.
- Source: Global Learning and Development team. Global data extracted from internal systems.

Training

Parameter: Employees eligible for training

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



Sustainability data: principles and methodology continued

Parameter: Employees completing training

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

Parameter: Completion rate

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

Parameter: Average training hours per employee

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

Parameter: Number of employees participating in Learning and Development programmes

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

Powering action for positive environmental impact

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

Energy Use

Parameter: Total energy consumption

- Definition: the total amount of energy consumed within all our assets, including office buildings, racetracks, live studios, betting shops and data centres. Energy includes diesel for vehicles, district heating, electricity, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating and methane for heating.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: kilowatt-hours (kWh).
- Method: sum of energy data reported per office and fuel type, converting to kWh where not already reported in that unit. Where we were not able to collect data for the full 12-month period for an office that was functional for the full 12-month period, we pro-rate the data to compensate for the missing information. This is done by splitting the reporting period into 12 monthly periods and multiplying the total energy use figure with the appropriate factor to compensate for missed months. We then estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by calculating a pro-rated value for offices where actual data is not available based on the head count data at 31 December 2024 from HR. This is done by multiplying the total energy consumption figure by the percentage of missed headcount within a country. So, if coverage is 95%, the total energy consumption figure is multiplied by a factor of 1.05. If there is no data at country level, the pro-rating is done at Group level.
    - For offices that are able to collect actual data for some energy sources but not for a particular one, we still use the actual reported data. The missing data is calculated by finding a "proxy office" – an office of a similar type (e.g. office / office + data centre). We calculate the kWh/m^2 consumption of the missing energy source. The missing data is then estimated by multiplying the office size by the proxy office's kWh /m^2 figure.
- Source: collected directly from offices covering at least 85% of Playtech's staff.
- Output: global figures (covering all jurisdictions listed in the reporting boundaries section); and UK figures (covering all of Playtech's operations in the UK), to comply with Streamlined Energy & Carbon Reporting (SECR) requirements.

Parameter: Share of renewable energy

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

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

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

Parameter: Total refrigerant gas losses

- Definition: the total amount of refrigerant gas losses within all our assets, including office buildings, racetracks, live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from our offices and data centres covering at least 85% of the total number of staff that are office based. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: kilogrammes (kg).
- Method: data on refrigerant gas usage for topping up or recharging equipment is collected from all sites. If a top up or recharge took place in the reporting year, we account for that volume of gas used as a refrigerant gas loss in the reporting year. This volume is then multiplied by appropriate available emissions factors from the UK Government's Department for Energy Security and Net Zero (DESNZ) Greenhouse Gas Conversion Factors for Company Reporting (2024). We then estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by calculating a pro-rated value for offices where actual data is not available based on the total employee number. This is done by multiplying the total refrigerant loss figure by the percentaage of missed headcount within a country. So, if coverage is 95%, the total refrigerant loss figure is multiplied by a factor of 1.05. If there is no data at country level, the pro-rating is done at Group level.
- Source: collected directly from offices covering at least 85% of Playtech's staff.

GHG Emissions

In all cases, GHG emissions are reported in carbon dioxide equivalent (CO_2e), which includes the gases carbon dioxide (CO_2); methane (CH_4); and nitrogen dioxide (NO_2).

Parameter: Scope 1 and 2 GHG emissions

- Definition: the amount of carbon dioxide equivalent (CO_2e) emitted through the energy used within all our assets, including office buildings, racetracks, live studios and data centres. This is reported as follows:
  - Scope 1 (direct) emissions from energy used in Company-owned or controlled facilities and vehicles. This includes diesel for vehicles, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating, methane for heating and refrigerant gas losses.
  - Scope 2 (indirect) location-based emissions from purchased electricity, steam, heating and cooling for own use. This includes district heating and cooling, and electricity.
  - Scope 2 (indirect) market-based emissions from purchased electricity, steam, heating and cooling for own use. This includes district heating and cooling, and electricity.
  - Total Scope 1 and 2 GHG emissions.
  - GHG intensity. This is defined as the total absolute Scope 1 and 2 emissions (tonnes CO_2e) divided by the total number of employees who are based in Playtech offices. Home workers are excluded from the calculation. Please refer to parameter: employee number for further details.
- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based. Home workers (workers who are permanently based at home, i.e. not in an office) are excluded from the calculation. For the population where we have not obtained actual data, we make an estimation as explained in the method below.
  - We report on CO_2e emissions arising from our use of third-party data centres under the Scope 3 parameter.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: tonnes of CO_2e.
- Method:
  - Scope 1: multiplying energy data by appropriate available conversion factors from the UK Government's DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024) to convert to kWh. The energy (kWh) and refrigerant losses (kg) are multiplied by the

Sustainability data: principles and methodology continued

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

- Scope 2 location-based: multiplying electricity and district cooling data by appropriate available emissions factors from International Energy Agency (IEA) emissions from electricity generation data (2024) or the most recent regional-specific emission factors published by countries where they are available (2021–2023). Where regional-specific emission factors are available, they are preferred. For district heating, energy data was multiplied by appropriate DESNZ (2023) factors.
- Scope 2 market-based: multiplying electricity and district cooling data by appropriate available emissions factors from specific energy suppliers to Playtech where renewable energy is purchased. For the remaining energy, we multiply energy data by residual mix emission factors where available, or emission factors from the IEA where not. For district heating, energy data was multiplied by appropriate DESNZ (2023) factors.
- Emission factors:
  - Supplier-specific emission factors are derived from specific energy suppliers to Playtech.
  - Residual mix emission factors are derived from the Association of Issuing Bodies (AIB) European Residual Mixes (2023).
  - International emissions factors are derived from IEA's most recent emissions from electricity generation data (2024).
  - Where regional-level emission factors are available, they are derived from national sources. The most recent factors are used, and those currently available range between 2021 and 2023.
  - If there are no appropriate emission factors available from the sources above for where the site is located, we use a global average emission factor.
- We then estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by calculating a pro-rated value for offices where actual data is not available, based on the total employee number. This is done by multiplying the total Scope 1 and 2 GHG emissions figure by the percentage of missed headcount within a country. So, if coverage is 95%, the total GHG emission figure is multiplied by a factor of 1.05. If there is no data at country level, the pro-rating is done at Group level.
  - For offices that are able to collect actual data for some energy sources but not for a particular one, Scope 1 and 2 GHG emissions are calculated based on the estimated kWh energy consumption figure as explained under "Parameter: Total energy consumption".
- Key assumptions in using these factors are as follows:
  - For office and data centre electricity calculated following the location-based approach, specific country conversion factors are used depending on the office location: The UK grid conversion factor comes from DESNZ, for all other countries it is derived from the IEA or from national sources where regional-level emission factors are available.
  - For office and data centre electricity calculated following the market-based approach, specific country residual mix conversion factors are used depending on the office location, and are derived from AIB data for all countries including the UK. Where country-level residual mix conversion factors are not available, IEA grid mix emission factors are used.
  - For natural gas, fuel oil, vehicle diesel/petrol, LPG, gasoline for generators, district heating and refrigerant gas losses, a consistent emission factor is used from DESNZ 2024.
- Source: collected directly from offices covering at least 85% of Playtech's staff.
- Output: Scope 1 emissions; Scope 2 (location-based) emissions; Scope 2 (market-based) emissions; Total Scope 1 and 2 (location-based) emissions: global figures (covering all jurisdictions listed in the reporting boundaries section); and UK figures (covering all of Playtech's operations in the UK), to comply with Streamlined Energy & Carbon Reporting (SECR) requirements. GHG intensity is reported as a global figure only.

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

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

Playtech Group excl. Snaitech

1a. The environmental data collection forms are filled in and submitted on the UL360 platform, by Local Financial Controllers on a country or office basis.

2a. A Corporate Controller in Group Finance undertakes an initial assessment of the integrity and completeness of the data, following up with data providers as necessary. Once the dataset is complete, Group Finance submits each form for review by Playtech's external sustainability advisers.

Snaitech

1b. The same greenhouse gas data collection forms as the ones used by Playtech Group are filled in and submitted on the UL360 platform by data owners for offices, property agencies (Snaitech) and racetracks.

2b. Snaitech's Internal Audit team undertakes an initial assessment of the integrity and completeness of the data, following up with data owners as necessary. Once the dataset is complete, Snaitech Internal submits each form for review by Playtech's external sustainability advisers.

Both Playtech Group and Snaitech

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

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

5. Finally, the full dataset (i.e. containing all of the Playtech Group data, including Snaitech data) will be signed off and approved by Playtech's Chief Financial Officer.

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

Parameter: Scope 3 GHG emissions

- Definition: the amount of CO_2e emitted in our value chain. This is reported as follows:
  - Total Scope 3 emissions (tonnes CO_2e).
  - Scope 3 emissions split by category (tonnes CO_2e).
- Scope: we have determined which of the 15 categories listed by the GHG Protocol Corporate Value Chain (Scope 3) Standard are relevant to Playtech and therefore should be included in our Scope 3 footprint:

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

Case Study

Playtech Global Mentorship Programme

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

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

Sustainability data: principles and methodology continued

- Time period: the reporting period is 1 January 2024 to 31 December 2024.
- Units: tonnes of CO_2e.
- Method: we have gathered a combination of actual data, activity data, and financial data to calculate Scope 3 GHG emissions, as detailed per category below:
  - **Category 1:** we gathered complete Operational Expenses (OpEx) covering the Playtech Group grouped by spend category. We exclude spend categories that are already included elsewhere (spend related to energy, as this is included in Scope 1 & 2; transportation and distribution, as this is included in Category 4; and travel, as this is included in Category 6) and spend categories that are not relevant (e.g. tax payments). We attempted to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emission data where possible and practicable, targeting the categories with the highest percentage of spend and the suppliers within those categories with the highest percentage of spend. Where we are able to gather supplier-specific emissions data covering more than 10% of the total category spend, we estimate the full category emissions based on the supplier-specific emission factor. Where we are unable to do so, we use the supplier-specific emission data to calculate emissions from that specific supplier spend only. We also use the supplier-specific emission factors to calculate any other spend with that supplier, even when that spend is located in a category that is not prioritised for the gathering of actual supplier-specific emissions data. The remaining spend is multiplied by emission factors from DEFRA: Supply chain emission factors for spending on products (2024).
  - **Category 2:** We categorised the top suppliers by spend by their product category, covering at least 80% of the total CapEx. We then sought to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emission data where possible and practicable, covering the top 70% of CapEx. Where this data was available, we replaced the spend-based calculation with supplier-specific emission factors. Where this data was not available, the spend by supplier was multiplied by the appropriate emission factors from DEFRA: Supply chain emission factors for spending on products (2024). We then multiplied the total sum covering 80% of spend by a factor to estimate for the missing coverage.
  - **Category 3:** we multiplied the total energy used split by fuel type by the appropriate emission factor from DESNZ (2024): Well-To-Tank: fuels; the total electricity by the appropriate emission factor from the IEA (2024): well-to-tank electricity generated; the total electricity by the appropriate emission factor from IEA (2024): adjustment for transmission and distribution losses induced emissions; the total electricity by the appropriate emission factor from IEA (2024): well-to-tank adjustment for transmission and distribution losses induced emissions; the total district heating and cooling by the appropriate emission factor from DESNZ (2024): WTT heat and steam; the total district heating and cooling by the appropriate emission factor from DESNZ (2024): transmission and distribution: distribution - district heat & steam; and the total district heating and cooling by the appropriate emission factor from DESNZ (2024): WTT- district heat & steam distribution.
  - **Category 4:** we gathered total OpEx on transportation for the Playtech Group and multiplied this by the Road Transport emission factor from DEFRA: Supply chain emission factors for spending on products (2024). For Snaitech we estimated the emissions from distribution centres and storage using the volume of goods stored and average days stored. These figures were combined with the average energy consumption per m^2 per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The electricity consumption data was then multiplied by the IEA Conversion Factor for electricity generation for Italy (2024). The natural gas consumption data was multiplied by the natural gas emissions factor from DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024): Fuels. For the ECM and IGS business units, we attempted to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emission data for all of the transport and distribution related spend; where this data was available, we replaced the spend-based calculation with supplier-specific emission factors.
  - **Category 5:** we gathered total volume of waste from sites across the Playtech Group, split by waste type and destination, then multiplied by the appropriate emission factor from DESNZ (2024): Waste disposal. Where waste reports from facilities were unavailable, sites estimated waste based on bin capacity, type and how often they were emptied. Where sites are unable to provide any waste data, we estimated this data by upscaling the calculated waste-related emissions by a factor based on the headcount coverage of the data gathered.
  - **Category 6:** calculated based on data on actual distance travelled by mode of transport covering the Playtech Group. This excludes travel not recorded in the Group's travel management system, for example Board travel, due to data availability. For flights, each trip was categorised as Domestic, to/from UK; Short-haul, to/from UK; Long-haul, to/from UK; International, to/from non-UK and DESNZ (2024) business travel: air emission factors (average passenger) applied (where travel class data was available the most relevant emission factor was applied). For travel by train, the total distance travelled was multiplied by the DESNZ (2024) business travel: land, national rail or international rail, where appropriate.
  - **Category 7:** we gathered commuting data from Playtech and Snaitech employees through two separate surveys, calculated the emissions associated with each survey and summed the total emissions to reach the total Category 7 emissions:
    - The Playtech employee survey collected information on the number of days employees worked in the office per week, the mode of transport, and the distance between their home and the office. Journeys were split by means of transportation and multiplied by the relevant DESNZ (2024) business travel: land emission factors. Where employees used a carsharing platform, we divided the average car emission factor by two to account for multiple passengers. We collected data for 585 employees (8% coverage of Playtech employees) in the Playtech employee survey and multiplied the emissions from the respondents by a factor to estimate for the missing employees.
    - The Snaitech employee survey collected information on the number of days employees worked in the

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

- **Category 9:** For Snaitech we estimated the emissions from downstream distribution centres and storage using the volume of goods stored and average days stored. These figures were combined with the average energy consumption per m² per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The electricity consumption data was then multiplied by the IEA Conversion Factor for electricity generation for Italy (2024). The natural gas consumption data was multiplied by the natural gas emissions factor from DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024): Fuels. We gathered distance travelled and type of vehicle for Snaitech, then multiplied the distance by the appropriate emission factor from DESNZ: Freighting Goods (2024). For ECM and IGS we collected the amount spent on transportation by customers and multiplied this by the Road Transport emission factor from DESNZ: Supply chain emission factors for spending on products (2024).
- **Category 11:** we gathered total revenue from B2B customers for the Playtech Group. We then attempted to gather customer-specific emission data for customers representing more than 65% of total B2B revenue. We calculated a customer-specific emission factor (Scope 1 & 2 CO_2e emissions / Operating Expense spend) that we then multiply by Playtech's revenue from that customer during the reporting period. The sum of these calculations is then multiplied by a factor to estimate for the rest of B2B revenue. This means that while GHG emissions from Playtech's direct customers are included, emissions from the end-users (including game players) are excluded due to a lack of data availability and visibility, noting that while we are unable to analyse if emissions are material (i.e. above 5% of our total Scope 3 emissions), we are following the methodology in line with the Science Based Targets initiative (SBTi) for this category.
- **Category 12:** we gathered the total number of devices out in the market in the reporting year from ECM and IGS and estimated the weight and life expectancy of the devices. We then calculated the number of devices disposed of in the reporting year and their associated weight and multiplied by the appropriate emission factor from DESNZ (2024): Waste disposal.
- **Category 13:** Snaitech facilities that are leased to lessees include venue space for concerts, horse boxes, accommodation for horse trainers, telecommunication antennas, veterinary clinics, kiosks, bicycle parking and a restaurant. Emissions from these facilities are not included in the Scope 1 & 2 emissions boundary because they are not financially controlled by Snaitech. For concerts, actual fuel consumption for generators is gathered and multiplied by the appropriate emission factor from DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024). For horse boxes and telecommunication antennas, the number of units and the annual energy consumption were gathered and multiplied by the IEA Conversion Factor for electricity generation for Italy (2024). For all other assets, the total floor area was gathered. This was multiplied by average energy consumption per m² per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The energy consumption data was then

Case Study

Playtech Joins Forces with Greenergy Data Centres

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

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

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

Sustainability data: principles and methodology continued

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

- **Category 14:** Playtech Group runs franchise networks in Italy (managed by Snaitech), Austria and Germany (managed by HappyBet, which are managed by Snaitech). The Snaitech team extract the list of franchises from the Italian register (Albo Ries) and internal CRM system at the year end. There are three categories of franchises: a full betting shop with screens and terminals; a light betting shop without screens, and corners or "shops-in-shops" which refer to a terminal in a shop such as a corner tobacconist. Betting shops that were not active in the reporting year (for example closed or not licensed) are excluded. The data that is extracted includes data on the type of shop, floor space (m²) that is occupied by the shop, and dates of betting activity (e.g. if the shop opened within the reporting year). Floor space data is exact for the Italian franchise shops, based on data from the Ries Register or CRM if available. Where no floor space data is available, the median floor space value for that shop type is assumed based on the Ries register data if available, and CRM if not. For HappyBet shops, actual data on floor space for the betting area is provided based on floorplans or rental contracts if available, directly from the franchise partner if not, or based on visual estimation as a last resort. For corner shops or bar tobacconists, it was assumed that 49% of the shop floorspace is dedicated to betting, as Italian law stipulates this must be <50%. For all other shops, 100% of the floorspace is dedicated to betting. The emissions from each franchise are then estimated by applying a GHG emissions per m² intensity factor based on the actual GHG emissions per m² intensity from the Playtech Group's own shops, located in the same country as the franchise, i.e. a country-specific GHG intensity factor is used. This is calculated by calculating the energy consumption per m² per energy type and then applying DESNZ Greenhouse Gas Conversion Factors for Company Reporting (2024) for fossil fuel consumption and IEA emissions from electricity generation data (2024) or the most recent regional-specific emission factors published by countries where they are available (2021–2023).
- **Category 15:** we gathered the total revenue of the investee companies with which entities within the Playtech Group have a Joint Venture and apportioned this to the Playtech Group based on its share of the equity. We then multiplied the revenue by the appropriate emission factor from DESNZ: Supply chain emission factors for spending on products (2024).
- Source: collected directly from the relevant Playtech aand Snaitech data owners. Systems from which information is extracted include: Financial and investments data – Group finance system (SAP); Travel management system – Playtech (TAS) and local travel agencies for Snaitech; Franchises – ADM, Ries register in Italy and local system, CRM.

Water Use

Parameter: Total water consumption

- Definition: the amount of water consumed within all our assets, including office buildings, racetracks, live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from offices covering at least 75% of the total number of staff that are office based and 100% of our own racetracks.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: cubic metres (m^3).
- Method: sum of water use data reported for each asset, converting to m^3 where not already reported in that unit. We estimate for 100% of Playtech's office-based staff (i.e. the staff that are based out of a Playtech-operated office, even if they work elsewhere from time to time) by taking the average water use per capita for the offices we have data cover for, and multiplying the figure by the total employee number.
- Source: collected directly from offices covering at least 75% of Playtech's staff and 100% of racetracks.

Parameter: Water consumption for watering racetracks

- Definition: the amount of water consumed for watering the three racetracks owned by Snaitech: San Siro galoppo and La Maura trotto (Milan) and Sesana trotto (Montecatini terme).
- Scope: data collected directly from the three Snaitech-owned racetracks.
- Time period: the reporting period is 1 January 2024 to 31 December 2024. Due to reporting timelines, data for November and December 2024 has been estimated using November and December 2023 actual data, except for sites where actual 2024 data was already available.
- Units: Cubic metres (m^3) and percentage of total water use (%).
- Method: sum of water use data reported for each of the three racetracks, converting to m^3 where not already reported in that unit.
- Source: collected directly from the three racetracks.

Waste

Parameter: Total waste production

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

Parameter: Hazardous waste production

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

Partnering on shared societal challenges

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

Community Investment

Parameter: Countries with community investment initiatives

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

Parameter: Charities that Playtech has worked with

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

Parameter: Employees engaged in the community investment programme

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

Parameter: People engaged

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

Parameter: People reached

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

Sustainability data: principles and methodology continued

Parameter: Value of community investment

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

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

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

Data Checking and Assurance

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

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

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

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

Case Study

Playtech Tech Series

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

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

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

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