



Responsible Business and Sustainability Addendum to the Annual Report 2023

Contents

- 1 Sustainability: Shaping our sustainable future
- 2 Sustainability materiality
- 4 Our sustainability priorities
- 6 Our Group Sustainability Scorecard
- 8 Summary of 2023 sustainability data
- 14 Sustainability data: principles and methodology
- 26 GRI and SASB indicators index

Director's Statement on Playtech Plc's Selected Sustainability Data

As the Directors of Playtech Plc, we are responsible for the preparation and reporting of Playtech's selected sustainability data as at 31 December 2023 in accordance with the reporting criteria as set out in the reporting methodology section of this report.

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

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

Chris McGinnis

Chief Financial Officer

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

26 March 2024



Sustainability: Shaping our sustainable future



Linda Marston-Weston
Chair of the Sustainability and
Public Policy Committee
26 March 2024



In 2023, we continued to make good progress towards meeting our 2025 targets and commitments. I am proud of the work we are doing to embed sustainability into the DNA of our business, our values and our culture."

Our progress in 2023

I am pleased to outline the highlights from our 2023 performance.

During the year, to ensure that we continued to uphold the highest standards, Playtech undertook a further review of the business against the GamCare B2B Safer Gambling Standard, extended the scope of the audit, and was awarded the Advanced Level Three of the standard – the highest possible level of award. In 2023, we continued to strengthen our portfolio of safer gambling technology and solutions under Playtech Protect, with the development of personalised responsible gambling journeys.

Our people are critical to our business success. In 2023, we introduced a new Global People Framework covering all elements of our people strategy from recruitment and onboarding to succession planning and personal and professional development, embedding equality and inclusion at the core of our strategy. We are proud to have launched a Global Benevolent Fund, to provide enhanced support to colleagues and their immediate families who may encounter unforeseen, severe life-changing challenges.

We also set in motion our net zero by 2040 plan. In early 2024, the Science-Based Targets initiative (SBTi) approved Playtech's near-term science-based emissions target, a 50.4% reduction in its scope 1, 2 and 50.4% in scope 3 emissions by 2032. Playtech has also committed to set long-term emissions reduction targets with SBTi in line with reaching net zero by 2040.

Another key highlight in 2023 was the launch of a new sustainability partnership with Hubbub, to further enhance colleague awareness and engagement on sustainable action. We continued and expanded our partnerships with expert charities and academics to help people live healthier lives online, as well as supporting a wide range of charitable and volunteering activities. By the end of 2023, we had exceeded our community target set for 2025, with over 160,000 people engaged through community investment and mental health programmes over the past three years.

I am proud of the progress we have made in 2023. Our focus for 2024 will be to go further and deeper in making sustainability integral to the way we do business at Playtech – for every colleague, irrespective of what they do and where they work in the organisation.

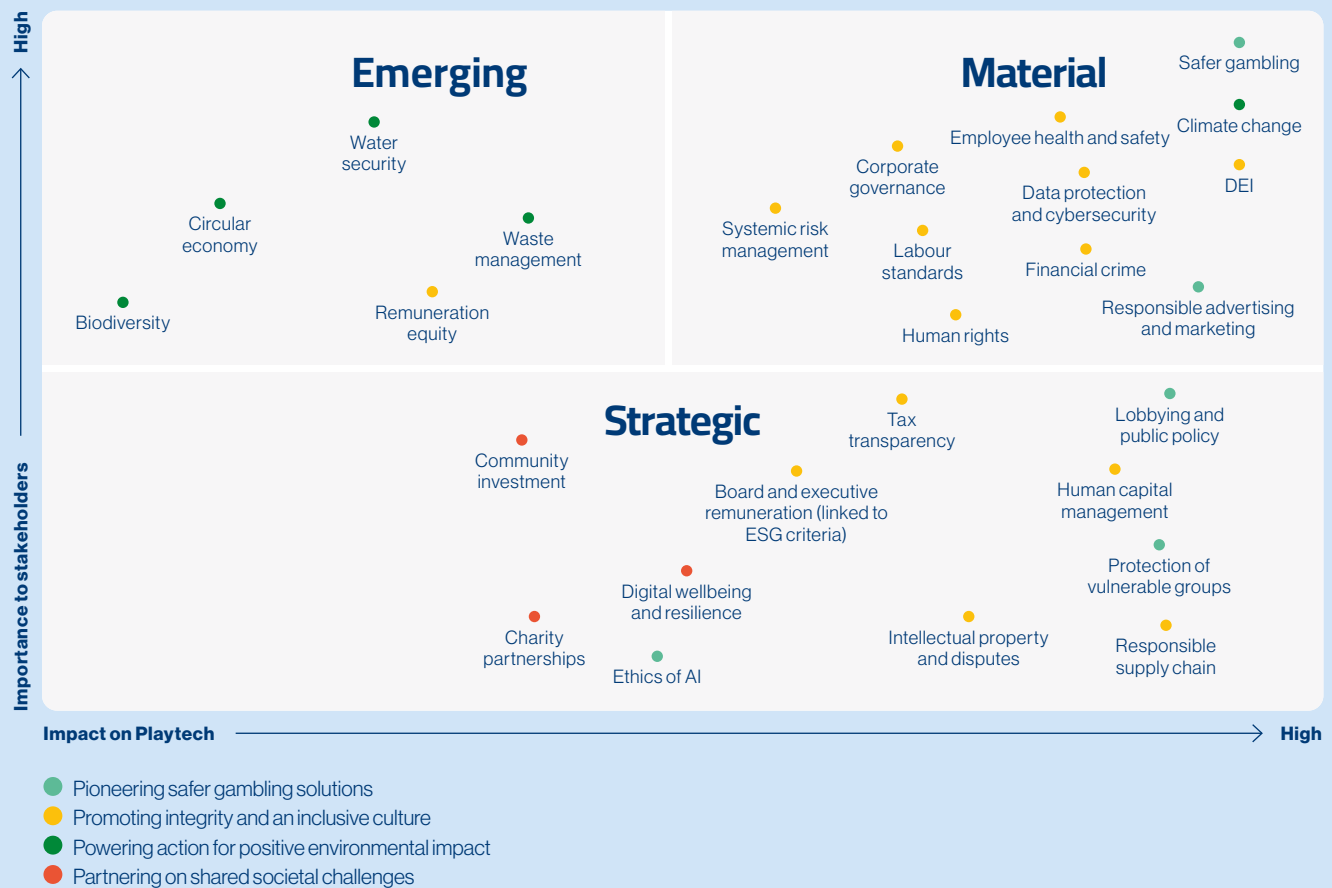


Sustainability materiality

Playtech’s sustainability priorities have been based on the most material environmental, social and governance issues that both internal and external stakeholders consider important for industry and society. Playtech’s most recent materiality assessment was refreshed in 2022 and takes into consideration increased political, regulatory and societal concerns. In 2024, Playtech will refresh its materiality assessment.

Sustainability materiality matrix

The diagram below 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.





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.

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

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 artificial intelligence (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 marketing

Refers to adopting a socially responsible approach to advertising and marketing, 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 became increasingly prominent following the pandemic.

● Data protection and cybersecurity

Refers 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 and 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, and the 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 rights

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

● Labour standards

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

● Systemic risk management

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

Our sustainability priorities



Pioneering safer gambling solutions



What we measure:

- Playtech Protect presence and BetBuddy integrations
- Research papers, practical and theoretical
- Uptake of safer gambling tools

Why does it matter:

One of the most impactful contributions we can make to the industry and in society is to advance safer gambling and player protection technology. Through our safer products, data analytics and player engagement solutions, we are keeping players safe and helping our licensees succeed in regulated and fast-moving markets.

In action:

At Playtech, we are harnessing our culture of innovation to pioneer safer gambling solutions for our customers. Through Playtech Protect, we offer licensees a wide range of responsible gambling and compliance technology, tools and solutions.

→ Read more on Playtech Protect on **pages 56 to 59** in the Annual Report and Financial Statements 2023



Promoting integrity and an inclusive culture



What we measure:

- Diversity metrics
- Employee engagement
- Employee wellbeing

Why does it matter:

We are empowering Playtech colleagues to be a force for good in the world. Our sustainability approach helps our people work together with clear targets to maximise our collective positive impact on players, local communities and the environment.

In action:

We are building a culture of equality and inclusion. With our new Global People Framework, we are embedding equality and inclusion as a key element of our talent succession planning, and learning and development strategy.

→ Read more on Playtech People on **pages 60 to 69** in the Annual Report and Financial Statements 2023

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



Powering action for positive environmental impact



What we measure:

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

Why does it matter:

Climate change is an urgent concern for everyone, including our people, investors and local communities. This is why we have made "Playtech Planet" a stand-alone priority in our sustainability strategy.

In action:

Playtech has committed to near-term and net zero targets to ensure our journey to decarbonisation is in line with limiting global warming to 1.5°C, as per the Paris Agreement.

➔ Read more on Playtech Planet on **pages 70 to 81** in the Annual Report and Financial Statements 2023



Partnering on shared societal challenges



What we measure:

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

Why does it matter:

We are committed to making a positive impact on society and in local communities. By working with expert partners, we are helping people live healthier lives online and supporting a wide range of charitable and volunteering activities.

In action:

We are collaborating with subject matter experts, industry stakeholders, academic partners and charitable organisations to address societal challenges that are most relevant to our industry and local communities.

➔ Read more on Playtech Partners on **pages 82 to 87** in the Annual Report and Financial Statements 2023

Our Group Sustainability Scorecard

ESG ratings:

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



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

¹ www.msci.com/notice-and-disclaimer



FTSE4Good

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



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

² www.sustainalytics.com/legal-disclaimers

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



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

Priorities



Pioneering safer gambling solutions

Commitments

Expand the portfolio of safer gambling technology, tools and solutions

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

Strengthen operational safer gambling standards and technology across our operations



Promoting integrity and an inclusive culture

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

Foster equal opportunity and equality for all employees

Support employee wellbeing



Powering action for positive environmental impact

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

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

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



Partnering on shared societal challenges

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

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

Empower local community groups to deliver a positive impact

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

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

Summary of 2023 sustainability data

The following provides an overview of key sustainability data included in the FY 2023 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 in the Responsible Business and Sustainability section on pages 48 to 87. The Annual Report is available on the Playtech website at: investors.playtech.com/annual-reports.

	2023	2022	2021	GRI	SASB	Notes
Pillar 1 – Pioneering safer gambling solutions						
Escalations to licensees – iPoker						
AML (%)	0.05	0.03	0.02			
Collusion (%)	1.30	0.76	1.03			
Responsible gambling (%)	0.71	0.53	0.39			
Responsible gambling escalation to licensees – Live Casino						
Risk escalations from all six Live operations	55,895*	53,085*	23,802			* This number has increased due to full-year operation and expansion of the Live studio in Lima, despite the closure of the PGS (Belgium) Live studio.
Responsible gambling performance – B2C						
Proportion of customers self-excluding (%)*	14	13	10			* 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 (%)**	22	33	32			** RG tools comprise reality checks, time-outs and deposit limits.
B2C customer interactions						
Total number of automated interventions*	763,459	263,762	529,244			* Previously noted as "Emails".
Total number of proactive interactions**	24,419	12,730	5,314			** Previously noted as "Person-to-person interactions via phone, email or live chat".
Total number of reactive interactions	500,688					
Pillar 2 – Promoting integrity and an inclusive culture						
Training overview						
Compliance essentials*						
Total number of employees eligible	7,090	6,423	6,279	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	6,658	6,063	5,822	GRI 205-2		
Completion rate	94%	94%	93%	GRI 205-2		
Average hours per employee	0.77					
Total number of contractors eligible	72	220				
Total number of contractors completing training	68	213				
Completion rate	94%	97%				

	2023	2022	2021	GRI	SASB	Notes	
Pillar 2 – Promoting integrity and an inclusive culture continued							
Training overview continued							
Human rights*							
Total number of employees eligible	4,799	4,560	235			* Includes Snaitech employees, but excludes Live operations in studio positions (e.g. shufflers and dealers).	
Total number of employees completing training	4,479	4,387	201				
Completion rate	93%	96%	86%				
Average hours per employee	0.83						
Total number of contractors eligible	72	220					
Total number of contractors completing training	68	213					
Completion rate	93%	97%					
Customer interactions (B2C)							
Total number of employees eligible	244	26	177			* Includes Snaitech employees, but excludes Live operations in studio positions (e.g. shufflers and dealers).	
Total number of employees completing training	215	25	165				
Completion rate	88%	96%	93%				
Data protection and security training overview							
Data privacy and protection*							
Total number of employees eligible	4,799	4,560	6,279				
Total number of employees completing training	4,479	4,387	5,822				
Completion rate	93%	96%	93%				
Average hours per employee	0.83						
Total number of contractors eligible	73	220	38				
Total number of contractors completing training	68	213	33				
Completion rate	93%	97%	87%				
Information security							
Total number of employees eligible	7,031	5,176	5,431			* Employees are defined as the total number of employees on the payroll on 31 December. Out of 7,957 employees, 61 preferred not to disclose their gender.	
Total number of employees completing training	6,478	4,935	5,306				
Completion rate	92%	95%	98%				
Average hours per employee	1.24						
Total number of contractors eligible	92	300	37				
Total number of contractors completing training	87	296	33				
Completion rate	95%	99%	89%				
Incident reports through the independent Speak Up hotline	11	2	2				
Gender splits							
Employees (%)*							
Male	60.0*	60.6	62.7	GRI 405-1, GRI 2-7	TC-SI330a.3	* Employees are defined as the total number of employees on the payroll on 31 December. Out of 7,957 employees, 61 preferred not to disclose their gender.	
Female	39.2*	39.3	37.3	GRI 405-1, GRI 2-7	TC-SI330a.3		
Prefer not to say	0.8	0.1					
Senior managers (%)**							
Male	69.3	73.8	80.8	GRI 405-1, GRI 2-7	TC-SI330a.3	** Senior managers are defined as the leadership population excluding any Board members (e.g. CEO, CFO). In 2023, there are 195 senior managers in total.	
Female	30.7	26.2	19.2	GRI 405-1, GRI 2-7	TC-SI330a.3		

Summary of 2023 sustainability data continued

	2023	2022	2021	GRI	SASB	Notes
Pillar 2 – Promoting integrity and an inclusive culture continued						
Gender splits continued						
Leadership population (%)***						
Male	69.6	74.1	77.4	GRI 405-1, GRI 2-7		*** Leadership population is defined as executive management and senior management, which includes managers with multiple departments or departments with complex and more highly technical responsibilities.
Female	30.4	25.9	22.6	GRI 405-1, GRI 2-7		
Directors (%)****						
Male	66.7	71.4	71.4	GRI 405-1, GRI 2-7	TC-SI330a.3	**** Directors are defined as Board Directors on 31 December. As of 31 December 2023, 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	33.3	28.6	28.6	GRI 405-1, GRI 2-7	TC-SI330a.3	
Direct reports to the Executive Committee (%)*						
Male	47.1	50.6	58.7	GRI 405-1, GRI 2-7	TC-SI330a.3	* Excludes administrative support staff. For 2023, data reported as at 31 December. For 2022 and 2021, data reported as at 31 October of the reporting year.
Female	52.9	49.4	41.3	GRI 405-1, GRI 2-7	TC-SI330a.3	
Executive Committee (%)						
Male	63.6	63.6	70.0	GRI 405-1, GRI 2-7	TC-SI330a.3	For 2023, data reported as at 31 December. For 2022 and 2021, data reported as at 31 October of the reporting year. Further details on the ethnic background of the Executive Committee set out in Playtech plc Annual Report and Financial Statements 2023 (page 113). The methodology for collecting this information is based on self-identification from each Executive Committee member.
Female	36.4	36.4	30.0	GRI 405-1, GRI 2-7	TC-SI330a.3	
Gender pay gap (%)						
Median gender pay gap**	22.2	26.5	18.9	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 2021, 5 April 2022 and 5 April 2023 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.
Mean gender pay gap**	22.1	27.4	27.5	GRI 405-2		
Median gender bonus gap	20.0	36.5	11.4	GRI 405-2		
Mean gender bonus gap	43.7	41.4	44.7	GRI 405-2		
Human capital data						
Global employee retention rate (%)						
Total	63	68	65	GRI 401-1		
Global employee retention by age (%)						
Under 30 years old	38	66		GRI 401-1		
30–50 years old	78	88		GRI 401-1		
Above 50 years old	84	93		GRI 401-1		
Global employee turnover rate (%)						
Total	37	38	28	GRI 401-1		
Voluntary	35			GRI 401-1		
Involuntary	65			GRI 401-1		

	2023	2022	2021	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	54	63		GRI 401-1		
30–50 years old	20	23		GRI 401-1		
Above 50 years old	13	15		GRI 401-1		
Total number of new hires by age						
Total	3,275	3,155		GRI 401-1		
Under 30 years old	72%			GRI 401-1		
30–50 years old	27%					
Above 50 years old	1%			GRI 401-1		
Occupational health and safety data*						
Total number of accidents	9	8	10	GRI 403-9		* Covers Snaitech operations only.
Accident ratio: total number of accidents/working hours x 200,000**	1.3	1.1	1.6	GRI 403-9		** 200,000 is a fixed coefficient (50 working weeks x 40 hours x 100).
Number of days lost to accidents	310	224	266	GRI 403-9		*** 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**	44.4	31.9	41.3	GRI 403-9		
Number of days' absence***	10,077	10,747	6,836	GRI 403-10		
Pillar 3 – Powering action for positive environmental impact						
Environment metrics						
Energy use						
Global total energy consumption (kWh)	26,558,665 ¹²	27,243,173	26,404,609	GRI 302-1, GRI 302-4	SV-CA-130a.1, TC-SI-130a.1	◆ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2023 data can be found at www.investors.playtech.com/sustainability . The data for previous years, where assured, is detailed in the respective Annual Reports.
UK total energy consumption (kWh)	1,794,745 ¹²	1,733,605	1,672,350			
GHG emissions (tonnes CO ₂ e)						
Global Scope 1	2,743 ^{12◆}	3,012				1 2023 absolute data is an estimate based on 99.0% actual data coverage by headcount. Coverage has been above 99% for all three years.
Global Scope 1 – energy	1,159	1,237	1,171	GRI 305-1		
Global Scope 1 – refrigerants	1,584	1,775				
UK Scope 1	66 ¹²	84 ³	69			
Global Scope 2 (location based)	5,928 ^{12◆}	5,733	6,720	GRI 305-2		2 Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 data was already available. This is the same methodology that was applied for all three years.
UK Scope 2 (location based)	308	274	281			
Global Scope 2 (market based)	1,630 ^{12◆}	1,631	7,078	GRI 305-2		
UK Scope 2 (market based)	73 ¹²	77 ¹²	212			
Global Scope 3 (see Scope 3 breakdown below)	106,641	109,100	80,420	GRI 305-3		
Global total Scope 1 and 2 (location based)	8,671	8,745 ³	7,892			
UK total Scope 1 and 2 (location based)	374	359 ³	350			3 Restated to include fugitive emissions from refrigerant usage. All emissions metrics for 2021 exclude emissions from refrigerant usage. Further details set out in "Sustainability data: principles and methodology" in Restatement of reported data section.
Global total Scope 1 and 2 (market based)	4,373	4,643 ³	8,249			
UK total Scope 1 and 2 (market based)	139	161 ³	281			
Global Scope 1, 2 (location based) and 3	115,311	123,143 ³	88,312			
Global Scope 1, 2 (market based) and 3	111,014	119,041 ³	88,669			

Summary of 2023 sustainability data continued

	2023	2022	2021	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)	1.11 [♦]	1.25 ³	1.14	GRI 305-4		<p>♦ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2023 data can be found at www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx. The data for previous years, where assured, is detailed in the respective Annual Reports.</p> <p>3 Restated to include fugitive emissions from refrigerant usage. All emissions metrics for 2021 exclude emissions from refrigerant usage. Further details set out in 'Sustainability Data: Principles and Methodology' in Section – Restatement of reported data.</p>
Scope 1 and 2 (market based) GHG intensity (tonnes CO ₂ e/employee)	0.56	0.66 ³	1.19	GRI 305-4		
Scope 3 breakdown (tonnes of CO₂e)						
1: Purchased goods and services ¹	22,027 [♦]	32,138	41,031	GRI 305-3		<p>♦ Indicates data subject to independent limited assurance by PricewaterhouseCoopers LLP (PwC). The full assurance statement over 2023 data can be found at www.investors.playtech.com/shareholder-information/sustainability-strategy-and-esg-reporting.aspx. The data for previous years, where assured, is detailed in the respective Annual Reports.</p> <p>1 These are Playtech's top three categories. Over 90% of the total Scope 3 GHG footprint comes from those categories.</p> <p>2 While Playtech's direct GHG emissions from customers are included, indirect GHG emissions from the end-users (including game players) are excluded due to a lack of data availability and visibility, noting that while we are unable to analyse if emissions are material (i.e. above 5% of our total Scope 3 emissions), we are following the methodology in line with the Science Based Targets initiative (SBTI) for this category. Further details set out in "Sustainability data: principles and methodology" in Restatement of reported data section.</p> <p>3 Restated to include emissions from HappyBet franchises. All emissions metrics for 2021 exclude emissions from HappyBet franchises. Further details set out in "Sustainability data: principles and methodology" in Restatement of reported data section.</p>
2: Capital goods ¹	18,119 [♦]	22,364	14,842	GRI 305-3		
3: Fuel and energy-related activities	1,447 [♦]	2,552	2,610	GRI 305-3		
4: Upstream transportation and distribution	388	178	177	GRI 305-3		
5: Waste generated in operations (Snai only)	331	115	154	GRI 305-3		
6: Business travel	2,851	1,398	445	GRI 305-3		
7: Employee commuting (Snai only)	4,516	328	184	GRI 305-3		
8: Upstream leased assets	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	GRI 305-3		
9: Downstream transportation and distribution (Snai only)	2,204	1,418	542	GRI 305-3		
10: Processing of sold products	Not relevant for Playtech	Not relevant for Playtech	Not relevant for Playtech	GRI 305-3		
11: Use of sold products ²	4,490	852	2,070	GRI 305-3		
12: End-of-life treatment of sold products	104	79	Relevant but not yet calculated	GRI 305-3		
13: Downstream leased assets	444	749	Relevant but not yet calculated	GRI 305-3		
14: Franchises ¹	47,749 [♦]	45,957 ³	17,972	GRI 305-3		
15: Investments	1,970	972	392	GRI 305-3		

	2023	2022	2021	GRI	SASB	Notes
Pillar 3 – Powering action for positive environmental impact continued						
Environment metrics continued						
Water consumption⁴						
Total water consumption (m ³)	443,656 ⁵	578,150 ⁶	688,707 ⁷	GRI 303-5	TC-SH30a.2	4 Data covering all of Playtech's operations.
Water consumption for watering racetracks (m ³)	164,351	230,871	188,150	GRI 303-5		5 2023 estimate based on 75% actual data coverage by headcount.
Water consumption for watering racetracks (% of total)	37.0	39.9	27.3	GRI 303-5		6 2022 estimate based on 78% actual data coverage by headcount.
						7 2021 estimate based on 73% actual data coverage by headcount.
Waste and effluent⁸						
Total waste production (tonnes)	5,865	5,288	7,056	GRI 306-3		8 Data covering Snaitech operations only.
Sent to landfill (tonnes)	0.01	6	7	GRI 306-5		9 This figure is split between racetracks (manure/by-product of animal origin – 5,300), racetracks (other – 378), and offices (186).
Reused or recycled (tonnes)	5,865 ⁹	5,282 ¹⁰	7,048 ¹¹	GRI 306-4		10 This figure is split between racetracks (manure/by-product of animal origin – 4,292), racetracks (other – 779), and offices (212).
Hazardous waste (tonnes)	41	34	49			11 This figure is split between racetracks (manure/by-product of animal origin – 6,946), racetracks (other – 358) and offices (195).
Pillar 4 – Partnering on shared societal challenges						
Community investment						
Number of countries reporting on community investment	12	10	11	GRI 413-1		* People engaged is defined as people directly benefited and/or had interacted with the community investment programme, from financial and/or in-kind support. Community programmes include all remaining causes but exclude mental health and digital wellbeing, e.g. health and hardship.
Charities worked with	>115	>100	>90	GRI 413-1		
Estimated cumulative number of people engaged*	>47,000	>46,000	>12,600	GRI 413-1		
Total value of gifts in kind distributed (€)	>15,000	13,000	>13,000	GRI 201-1		
Total value of monetary donations (€)	>710,000	>650,000	>487,600	GRI 201-1		
Investment in research, education and treatment programmes to reduce gambling-related harm (£)	>1,300,000	>1,010,000	>1,665,000			

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 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. 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 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 the Sustainability function, with support from the Group Internal Audit team 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, and in all previously disclosed periods, 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); and
- 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 therefore now included in the 2023 footprint as well as in the 2022 restated data.

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; and 1 October–31 December) by type (AML, collusion and 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 2023.
- 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 2023.
- 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 2023.
- Source: collected by the Product Strategy team. Numbers extracted from our internal databases.

Parameter: research and insights on SG

- Definition: the number of research articles, blogs, whitepapers and podcasts published that contribute to SG.
- Scope: all publications, as specified in the definition.

- Units: number of publications.
- Method: sum of articles, blogs, whitepapers and podcasts published in the year from 1 January to 31 December 2023 that contribute to SG.
- Source: collected by the Compliance team, available on the Playtech Protect (Research) website.

B2C

Parameter: 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 2023.
- Source: collected by B2C Compliance. Numbers extracted from Information Management Solution (IMS) reports.

Parameter: SG 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 SG tool.
- Method: sum of unique active players using one or more of the SG tools mentioned in the definition during the year from 1 January to 31 December 2023.
- Source: collected by the B2C Compliance team. Numbers extracted from IMS reports.

Parameter: customer interactions regarding SG

- Definition: the number of customer interactions regarding SG 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 customer interactions regarding SG and breakdown by type of interaction (total number of proactive and reactive interactions, and total number of automated interventions, via live chat/ phone call/email).
- Method: sum of customer interactions by type of interaction during the year from 1 January to 31 December 2023.

- Source: collected by the B2C Compliance team and Playtech Managed Services. Numbers extracted from the Customer Relationship Management (CRM) platform and IMS.

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 “employees”)

- Definition: number of employees as at 31 December 2023.
- Scope: all employees in Playtech Group – both full time and part time. This includes those who are: full time employed; a contractor; an intern; on maternity leave or parental leave; and on unpaid vacation, and those with “other” and status (e.g. sick leave).
- Units: number of employees.
- Method: sum of employees by company and office.
- 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 or female employees as at 31 December 2023.
- Scope: all employees in Playtech Group – both full time and part time. This includes those who are: full time employed; a contractor; an intern; on maternity leave or parental leave; and 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 2023 (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.

Sustainability data: principles and methodology continued

Promoting integrity and an inclusive culture continued

Employee diversity continued

Parameter: senior managers gender split

- Definition: the percentage of male or female employees in senior managerial positions on 31 December 2023. 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 have 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 and Zuchetti, which excludes allowances and benefits.

- Scope: all full time employees in Playtech. This includes those who are: full time employed; an intern; on maternity leave or parental leave; and 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 2023 (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 2023.

- 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 2023 (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 2023.

- 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 2023 (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 2023.

- Scope: Executive Management Committee, as specified on the Playtech website, <https://www.investors.playtech.com/corporate-governance/our-committees>.

- Units: percentage (%).

- Method: sum of female members of the Executive Management Committee as a percentage of the total number of members of the Executive Management Committee on 31 December 2023 (same for male members).

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

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 2023.

- 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 2023 (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 2023.

- 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 2023 (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 2023.

- 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 2023 (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 science, technology, engineering and mathematics (STEM) related positions on 31 December 2023.

- Scope: STEM workers use their knowledge of science, technology, engineering or mathematics in their daily responsibilities. To be classified as a STEM employee, the employee should have a STEM-related qualification and make use of these skills in their operational position. Positions include, but are not limited to, the following: computer programmer, web developer, statistician, logistician, engineer, physicist, and scientist.

- Units: percentage (%).
- Method: sum of female employees in STEM-related positions as a percentage of the total number of employees in STEM-related positions on 31 December 2023 (same for male employees).
- Source: Global Playtech HR. Data extracted from the main HR management system, HRis.

Parameter: employee 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 2023.
- 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: employee 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 2023.
- 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: employee 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 2023.
- Scope: UK only employees in Playtech Group. This includes those who are "relevant employees" as defined by the UK Government: all employees employed on the snapshot date who either have a contract of employment or are self-employed.
- Units: percentage (%).
- Method: add together the bonus payments made to all male employees in the 12 months to the snapshot date. Divide this figure by the number of male employees who received bonus pay. This gives you the mean bonus pay for male employees. Repeat for all female employees to calculate the mean bonus pay for female employees. Then subtract the mean bonus pay for female employees number from 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: employee 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 2023.
- 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 for male employees number; divide by the median bonus pay for male employees and times multiply 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 2023.

- Scope: all employees in Playtech Group – both full time and part time. This includes those who are: full time employed; a contractor; an intern; on maternity leave or parental leave; and 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; and 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 2023.
- Scope: all employees in Playtech Group – both full time and part time. This includes those who are: full time employed; a contractor; an 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; and 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 2023 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 2023.
- Scope: all employees in Playtech Group – both full time and part time. This includes those who are: full time employed; a contractor; an intern; on maternity leave or parental leave; and 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 2023; sum of female hires divided by total number of new hires (same for male hires).

Sustainability data: principles and methodology continued

Promoting integrity and an inclusive culture continued

Human capital continued

Parameter: total number of new hires continued

- 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 2023. "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 2023. "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 2023. "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 2023. "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 2023. 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 & 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 2023. 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 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 & 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 2023, split

by training type. Mandatory training for all employees includes compliance essentials, data protection, information security and 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; a contractor; an intern; on maternity leave or parental leave; and 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.

Parameter: employees completing training

- Definition: total number of employees completing training in the year from 1 January to 31 December 2023, split by training type. Mandatory training for all employees includes compliance essentials, data protection, information security, and 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; a contractor; an intern; on maternity leave or parental leave; and 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 & 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 2023, split by training type. Mandatory training for all employees includes compliance essentials, data protection, information security and 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; a contractor; an intern; on maternity leave or parental leave; and 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 & 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 2023, split by training type. Mandatory training for all employees includes compliance essentials, data protection, information security, and 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; a contractor; an intern; on maternity leave or parental leave; and 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 & Development team. Global data extracted from Leapsome, the Group's learning and development platform.

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 75% 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 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 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-rated 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 by the appropriate factor to compensate for missed half-month periods. 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 headcount data at 31 December 2023 from HR. This is done by multiplying the total energy consumption figure by the % of missed head count. 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 "proxy office" – an office of a similar type (e.g. office/office + data centre). We calculate the kWh/m² consumption of the missing energy source. The missing data is then estimated by multiplying the office size by the proxy office's kWh/m² figure.
- Source: collected directly from offices covering at least 85% of Playtech's staff and 100% of data centres.
- 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 and 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 and biomass (including biogas) in line with the RE100 definition. Where sites procure renewable electricity from a green tariff or are covered by a renewable energy certificate, we request evidence to ensure that the electricity provided is 100% renewable and classify the relevant

consumption as renewable. Where sites have onsite renewable energy generation (e.g. solar panels), we gather the relevant consumption and generation figures to apportion the renewable kilowatt-hours (kWh) consumed and the amount transferred to the grid.

- Scope: we collect data from all offices which have data available. Any office which is not able to report on whether its energy comes from renewable sources is excluded from this parameter.
- Time period: the reporting period is 1 January 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 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, with respect to cooling units and refrigerant gases being used, covering at least 75% of the total number of staff that are office based.
- Time period: the reporting period is 1 January 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 data was already available.
- Units: kilogrammes (kg).

Sustainability data: principles and methodology continued

Powering action for positive environmental impact continued

Energy use continued

Parameter: Total refrigerant gas losses continued

- Method: data is collected through two methods (see table below). Where possible, we give preference to method 1. 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 % of missed headcount. So, if coverage is 90% the total refrigerant loss figure is multiplied by a factor of 1.1.

Method 1:	Method 2:
<ol style="list-style-type: none"> 1. Site provides the actual refrigerant volume capacity of all its equipment per refrigerant type. 2. Site provides information on new equipment installation and old equipment decommissioning during the reporting year. 3. Operating losses, and, where applicable, installation and disposal losses are estimated based on installation, annual leak rate, and recovery factors contained in DEFRA’s 2019 Environmental Reporting Guidelines Annex C: GHG Emissions from Use of Refrigeration, Air Conditioning Equipment and Heat Pumps. 	<ol style="list-style-type: none"> 1. Site provides the number of equipment using refrigerant gases by type (e.g. A/C unit, fridge and water cooler). 2. Site provides the type of refrigerant gas per equipment type. 3. Site provides information on new equipment installation and old equipment decommissioning during the reporting year. 4. The total volume capacity per equipment type is estimated based on the Typical Charge Capacity for Equipment contained in DEFRA’s 2019 Environmental Reporting Guidelines Annex C. 5. Operating losses, and, where applicable, installation and disposal losses are estimated based on installation, annual leak rate, and recovery factors contained in DEFRA’s 2019 Environmental Reporting Guidelines Annex C.

- Source: collected directly from offices covering at least 75% of Playtech’s staff and 100% of data centres.

GHG emissions

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

Parameter: Scope 1 and 2 GHG emissions

- Definition: the amount of carbon dioxide equivalent (CO₂e) emitted through the energy used within all our assets, including office buildings, racetracks, Live studios and data centres. This is reported as follows:

- Scope 1 (direct) emissions from energy used in Company-owned or controlled facilities and vehicles. This includes diesel for vehicles, fuel oil, gas, gasoline for generators, gasoline for vehicles, LPG for heating, methane for heating and refrigerant gas losses.
- Scope 2 (indirect) location-based emissions from purchased electricity, steam, heating and cooling for own use. This includes district heating and cooling, and electricity.
- Scope 2 (indirect) market-based emissions from purchased electricity, steam, heating and cooling for own use. This includes district heating and cooling, and electricity.
- Total Scope 1 and 2 GHG emissions.
- GHG intensity. This is defined as the total absolute Scope 1 and 2 emissions (tonnes CO₂e) divided by the total number of employees who are based in Playtech offices. Home workers are excluded from the calculation. Please refer to parameter: employee number for further details.

- Scope: we aim to collect aggregate data from offices covering at least 85% of the total number of staff that are office based and 100% of our own data centres. Home workers (workers who are permanently based at home, i.e. not in an office) are excluded from the calculation.
 - 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 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 data was already available.
- Units: tonnes of CO₂e.
- Method:
 - Scope 1 and 2 location based: multiplying energy and refrigerant loss data by appropriate available emission factors from the UK Government’s Department for Food, Environment and Rural Affairs (DEFRA) Greenhouse Gas Conversion Factors for Company Reporting (2023) or the International Energy Agency (IEA) Emissions from electricity generation data (2023).
 - Scope 2 market based: multiplying energy data by appropriate available emission 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.

- 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 Mix (2022).
 - International emission factors are derived from IEA’s most recent emissions from electricity generation data (2023).
 - UK emission factors are derived from DEFRA’s most recent Greenhouse Gas Conversion Factors for Company Reporting (2023).
- 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 % of missed headcount. So, if coverage is 95% the total GHG emissions 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.

- 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; for all other countries it is derived from the IEA.
 - 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 DEFRA 2023.
- Source: collected directly from offices covering at least 85% of Playtech's staff and 100% of data centres.
- 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 and 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 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 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 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.

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

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

Parameter: Scope 3 GHG emissions

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

Category	Relevance
1: Purchased Goods and Services	Yes
2: Capital Goods	Yes
3: Fuel and Energy-related Activities	Yes
4: Upstream Transportation and 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 and Distribution	Yes
10: Processing of Sold Products	No. Playtech does not sell products which require further processing
11: Use of Sold Products	Yes
12: End-of-Life Treatment of Sold Products	Yes
13: Downstream Leased Assets	Yes
14: Franchises	Yes
15: Investments	Yes

Sustainability data: principles and methodology continued

Powering action for positive environmental impact continued

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

Parameter: Scope 3 GHG emissions continued

- Time period: the reporting period is 1 January 2023 to 31 December 2023.
- Units: tonnes of CO₂e.
- Method: we have gathered a combination of actual data, activity data, and financial data to calculate Scope 3 GHG emissions, as detailed per category below:
 - Category 1: we gathered complete operational expenses (OpEx) covering the Playtech Group grouped by spend category. We exclude spend categories that are already included elsewhere (spend related to energy, as this is included in Scope 1 and 2; transportation and distribution, as this is included in Category 4; and travel, as this is included in Category 6) and spend categories which are not relevant (e.g. tax payments). We attempted to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emissions 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 emissions 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 (2023).
 - 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) emissions 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 (2023). 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 DEFRA (2023): Well-To-Tank: fuels; the total electricity by the appropriate emission factor from the IEA (2023): well-to-tank electricity generated; the total electricity by the appropriate emission factor from IEA (2023): adjustment for transmission and distribution losses induced emissions; the total electricity by the appropriate emission factor from IEA (2023): well-to-tank adjustment for transmission and distribution losses induced emissions; the total district heating by the appropriate emission factor from DEFRA (2023): WTT heat and steam; the total district heating by the appropriate emission factor from DEFRA (2023): transmission and distribution: distribution – district heat and steam; and the total district heating by the appropriate emission factor from DEFRA (2023): WTT – district heat and 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 (2023). For Snaitech we estimated the emissions from distribution centres and storage using the volume of goods stored and average days stored. These figures were combined with the average energy consumption per m² per year factors from the UK Government National Energy Efficiency Data-Framework (NEED) based on the facility type. The electricity consumption data was then multiplied by the IEA Conversion Factor for electricity generation for Italy (2023). The natural gas consumption data was multiplied by the natural gas emission factor from DEFRA Greenhouse Gas Conversion Factors for Company Reporting (2023): Fuels. For the ECM business unit, we attempted to gather supplier-specific cradle-to-gate (Scope 1, 2 and 3) emissions 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 destination (landfill, reused or recycled) and multiplied by the appropriate emission factor from DEFRA (2023): Waste disposal. Where waste reports from facilities were unavailable, we asked sites the number of bins by type (landfill, recycling, or food waste), as well as the bin capacity and how often they are emptied to calculate the waste in tonnes per year, to which we applied the DEFRA (2023) waste disposal emission factors. Where sites were 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 or international, to/from non-UK and DEFRA (2023) business travel: air emission factors (average passenger) were 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 DEFRA (2023) business travel: land, national rail emission factor. For travel by rental car, the total distance travelled was multiplied by the DEFRA (2023) 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) and for other Playtech Group offices through a global employee survey.
 - The commuting data for the Rome and Milan Snaitech office includes means of transportation, distance, average homeworking rate, and average working days. Data was provided in distance brackets (<10km; 10–50km; 50–100km; and >100km); we assumed the middle value for each category (e.g. 30km for 10–50km and 150km for >100km). Daily journeys were split by means of transportation and multiplied by the relevant DEFRA (2023) business travel: land emission factors. We collected data covering at least 60% of total employees per site and multiplied the figure by a factor to estimate for the missing %.

- The global 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 DEFRA (2023) 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 183 employees (3% coverage of total employees) in the global employee survey and multiplied the emissions from the respondents by a factor to estimate for the missing employees.
- Based on the data on average homeworking rates, we calculated the total number of days worked from home across the Playtech Group and applied the DEFRA 2023 homeworking emission factors.
- 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 emissions data for customers representing more than 65% of total B2B revenue. We calculated a customer-specific emission factor (Scope 1 and 2 CO₂e emissions/ operating expense spend) that we then multiply by Playtech's revenue from that customer during the reporting period. The sum of these calculations is then multiplied by a factor to estimate for the rest of B2B revenue. This means that while GHG emissions from Playtech's direct customers are included, emissions from the end-users (including game players) are excluded due to a lack of data availability and visibility, noting that while we are unable to analyse if emissions are material (i.e. above 5% of our total Scope 3 emissions), we are following the methodology in line with the Science Based Targets initiative (SBTi) for this category.
- Category 12: we gathered the total number of devices out in the market 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 DEFRA (2023): 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 and 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 DEFRA Greenhouse Gas Conversion Factors for Company Reporting (2023). 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 (2023). 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 multiplied by the IEA Conversion Factor for electricity generation for Italy (2023).
- 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 extracts 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 Snaitech's own shops, under the Snai Rete Italia business unit. This is calculated by calculating the energy consumption per m² per energy type, and then applying DEFRA Greenhouse Gas Conversion Factors for Company Reporting (2023) for fossil fuel consumption and IEA Conversion Factors for electricity generation for Italy for the Italian franchises and an average of the IEA factor for Austria and Germany for the HappyBet franchises located in Austria and Germany.
- 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 (2023).
- Source: collected directly from the relevant Playtech and Snaitech data owners. Systems from which information is extracted include: financial and investments data – Group finance system (SAP); travel management system – Playtech (TAS) and local travel agencies for Snaitech; franchises – ADM, Ries register in Italy and local system, CRM.

Water use

Parameter: Total water consumption

- Definition: the amount of water consumed within all our assets, including office buildings, racetracks, Live studios, betting shops and data centres.
- Scope: we aim to collect aggregate data from offices covering at least 75% of the total number of staff that are office based and 100% of our own racetracks.
- Time period: the reporting period is 1 January 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 data was already available.

Sustainability data: principles and methodology continued

Powering action for positive environmental impact continued

Water Use continued

Parameter: Total water consumption continued

- 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-rated 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 by the appropriate factor to compensate for missed half-month periods. 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 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 data was already available.
- Units: cubic metres (m³) and percentage of total water use (%).
- Method: sum of water use data reported for each of the three racetracks, converting to m³ where not already reported in that unit. Where we were not able to collect data for the full 12-month period for a racetrack that was functional for the full 12-month period, we pro-rated 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 by 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 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.
- Time period: the reporting period is 1 January 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 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. 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-rated 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 waste production figure by the appropriate factor to compensate for missed half-month periods. 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.
- Time period: the reporting period is 1 January 2023 to 31 December 2023. Due to reporting timelines, data for November and December 2023 has been estimated using November and December 2022 actual data, except for sites where actual 2023 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. 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-rated 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 hazardous waste production figure by the appropriate factor to compensate for missed half-month periods. 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 2023. 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 2023. 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: People engaged

- Definition: total number of people engaged through at least one community investment initiative in the year from 1 January to 31 December 2023. 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: total number of people reached through at least one community investment initiative in the year from 1 January to 31 December 2023. A community investment initiative is defined as any initiative that fits within our community investment programme, including volunteering, donations or gifts in kind. Reached is defined as an individual that has directly and indirectly benefited and/or has interacted with the programme.
- Scope: all countries where the Playtech Group operates.
- Units: total number of people reached.
- Method: sum of people reached 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 2023, 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.

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) is providing independent limited assurance for the following metrics:

- Global Scope 1 energy and refrigerant 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 2024. 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	<ul style="list-style-type: none"> a. Legal name b. Nature of ownership and legal form c. Location of headquarters d. Countries of operation 	<ul style="list-style-type: none"> Annual Report: front cover Annual Report: pages 147 to 151 Annual Report: page 69 Annual Report: pages 20 to 22
	2-2 Entities included in the organisation's sustainability reporting	a. List of all entities included in sustainability reporting	Responsible Business and Sustainability Addendum to the Annual Report 2023: page 14
		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 2023: page 14
		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 2023: page 14
	2-3 Reporting period, frequency and contact point	a. Reporting period for, and the frequency of, its sustainability reporting	Responsible Business and Sustainability Addendum to the Annual Report 2023: pages 14 to 25
b. Reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this		Website: Annual Reports – Playtech	
d. Contact point for questions about the report or reported information		Website: Investor Contacts – Playtech	
2-4 Restatements of information	<ul style="list-style-type: none"> a. Restatements of information made from previous reporting periods and explain: <ul style="list-style-type: none"> i. the reasons for the restatements; ii. the effect of the restatements 	Responsible Business and Sustainability Addendum to the Annual Report 2023: pages 11 and 12; page 14	
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 153 to 160	
	b. If the organisation's sustainability reporting has been externally assured: <ul style="list-style-type: none"> i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organisation and the assurance provider 	<ul style="list-style-type: none"> Annual Report: page 72 Responsible Business and Sustainability Addendum to the Annual Report 2023: page 25 Website: https://www.investors.playtech.com/sustainability 	

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 and 5; pages 8 and 9
		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 	Annual Report: page 3; pages 28 and 29; pages 32 and 33; pages 36 to 47
		c. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period	Annual Report: pages 44 to 47
2-7 Employees	a. Total number of employees, and a breakdown of this total by gender and by region	Annual Report: page 66	
	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 headcount, 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 66 Responsible Business and Sustainability Addendum to the Annual Report 2023: page 15	
2-9 Governance structure and composition	a. Governance structure	Annual Report: pages 104 to 122	
	b. Committees of the highest governance body that are responsible for decision making on and overseeing the management of the organisation's impacts on the economy, environment, and people	Annual Report: pages 104 to 122	
	c. Composition of the highest governance body and its committees	Annual Report: pages 104 to 122	
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 116 and 117; page 121	
	b. Criteria used for nominating and selecting highest governance body members	Annual Report: pages 116 and 117; page 121	
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 108	
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; pages 104 to 122	
	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 104 to 122	
	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 104 to 122	
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	
	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 114 to 119	

GRI and SASB indicators index continued

GRI Standards	Disclosure topics	Location
GRI 2: General Disclosures 2021 continued	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
	2-15 Conflicts of interest	a. Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated Annual Report: pages 143 and 144
	2-16 Communication of critical concerns	a. Whether and how critical concerns are communicated to the highest governance body Annual Report: pages 44 to 47; page 49; pages 104 and 105; page 145
		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 62
	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 61; page 121
	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: page 122
		b. Report whether the evaluations are independent or not, and the frequency of the evaluations Annual Report: page 122
		c. Actions taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices Annual Report: page 122
	2-19 Remuneration policies	a. Remuneration policies for members of the highest governance body and senior executives Annual Report: page 122
		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: page 122
	2-20 Process to determine remuneration	a. Process for designing its remuneration policies and for determining remuneration Annual Report: pages 129 to 145
		b. Results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable Annual Report: page 144
	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 141 and 142
c. Contextual information necessary to understand the data and how the data has been compiled Annual Report: pages 141 and 142		
2-22 Statement on sustainable development strategy	a. Statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development Annual Report: page 19	
2-23 Policy commitments	a. Policy commitments for responsible business conduct Annual Report: pages 52 to 55	
	b. Specific policy commitment to respect human rights Annual Report: page 63	
	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 44 to 49	
	f. How the policy commitments are communicated to workers, business partners, and other relevant parties Annual Report: pages 44 to 47	

GRI Standards	Disclosure topics		Location
GRI 2: General Disclosures 2021 continued	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 50 to 87
	2-25 Processes to remediate negative impacts	a. Commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to	Annual Report: page 63
		b. Approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in	Annual Report: pages 44 to 47
		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 116 to 122
		e. How the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and reports examples of their effectiveness, including stakeholder feedback	Annual Report: page 122
	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 	Annual Report: page 62; pages 116 to 119
2-27 Compliance with laws and regulations	a. Total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total	Annual Report: pages 192 and 193	
	b. Total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total	Annual Report: pages 192 and 193	
2-29 Approach to stakeholder engagement	a. Approach to engaging with stakeholders	Annual Report: pages 44 to 47	
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 87
b. Whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describes the activities or business relationships		Annual Report: pages 50 to 87	
c. Policies or commitments regarding the material topic		Annual Report: pages 50 to 87	
d. Actions taken to manage the topic and related impacts		Annual Report: pages 50 to 87	
e. Following information about tracking the effectiveness of the actions taken		Annual Report: pages 50 to 87	
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 87	
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 <ul style="list-style-type: none"> b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance 	Annual Report: pages 88 to 94
	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 75 to 81

GRI and SASB indicators index continued

GRI Standards	Disclosure topics		Location
GRI 201: Economic Performance 2016 continued	201-4 Financial assistance received from government	<ul style="list-style-type: none"> a. Total monetary value of financial assistance received by the organisation from any government during the reporting period b. The information in 201-4-a by country 	Annual Report: page 166
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 82 to 87
	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 82 to 87
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 50; page 68
	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: pages 60 to 63; page 121
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 69; page 91; page 127
	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 69; page 161; page 193

GRI Standards	Disclosure topics		Location
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used 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 73 Responsible Business and Sustainability Addendum to the Annual Report 2023: pages 19 and 20
	302-4 Reduction of energy consumption	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples b. Types of energy included in the reductions, whether fuel, electricity, heating, cooling, steam, or all c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it d. Standards, methodologies, assumptions, and/or calculation tools used	Annual Report: pages 70 to 73
GRI 303: Water and Effluents 2018	303-5 Water consumption	a. Total water consumption from all areas in megaliters b. Total water consumption from all areas with water stress in megaliters c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact d. Any contextual information necessary to understand how the data has 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 73
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent b. Gases included in the calculation, whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all c. Biogenic CO ₂ emissions in metric tons of CO ₂ 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 73 Responsible Business and Sustainability Addendum to the Annual Report 2023: page 20

GRI and SASB indicators index continued

GRI Standards	Disclosure topics	Location	
GRI 305: Emissions 2016 continued	305-2 Energy indirect (Scope 2) GHG emissions	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent</p> <p>c. If available, the gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all</p> <p>d. Base year for the calculation, if applicable</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source</p> <p>f. Consolidation approach for emissions, whether equity share, financial control, or operational control</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used</p>	<p>Annual Report: page 73</p> <p>Responsible Business and Sustainability Addendum to the Annual Report 2023: page 20</p>
	305-3 Other indirect (Scope 3) GHG emissions	<p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent</p> <p>b. If available, the gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation</p> <p>e. Base year for the calculation, if applicable</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used</p>	<p>Annual Report: page 73</p> <p>Responsible Business and Sustainability Addendum to the Annual Report 2023: pages 21 to 23</p>
	305-4 GHG emissions intensity	<p>a. GHG emissions intensity ratio for the organisation</p> <p>b. Organisation-specific metric (the denominator) chosen to calculate the ratio</p> <p>c. Types of GHG emissions included in the intensity ratio, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)</p> <p>d. Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all</p>	<p>Annual Report: page 73</p> <p>Responsible Business and Sustainability Addendum to the Annual Report 2023: page 20</p>
	305-5 Reduction of GHG emissions	<p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent</p> <p>b. Gases included in the calculation, whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all</p> <p>c. Base year or baseline, including the rationale for choosing it</p> <p>d. Scopes in which reductions took place, whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3)</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used</p>	<p>Annual Report: pages 70 to 73</p> <p>Responsible Business and Sustainability Addendum to the Annual Report 2023: pages 11 and 12</p>

GRI Standards	Disclosure topics	Location	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<p>a. For the organisation's significant actual and potential waste-related impacts, a description of:</p> <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 	Annual Report: page 73
	306-2 Management of significant waste-related impacts	<p>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</p> <p>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</p> <p>c. The processes used to collect and monitor waste-related data</p>	Annual Report: page 73
	306-3 Waste generated	<p>a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste</p> <p>b. Contextual information necessary to understand the data and how the data has been compiled</p>	Annual Report: page 73
	306-4 Waste diverted from disposal	<p>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste</p> <p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none"> i. preparation for reuse; ii. recycling; iii. other recovery operations <p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none"> i. preparation for reuse; ii. recycling; iii. other recovery operations <p>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:</p> <ul style="list-style-type: none"> i. onsite; ii. offsite <p>e. Contextual information necessary to understand the data and how the data has been compiled</p>	Annual Report: page 73

GRI and SASB indicators index continued

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 tons, and a breakdown of this total by composition of the waste</p> <p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> i. incineration (with energy recovery); ii. incineration (without energy recovery); iii. landfilling; iv. other disposal operations <p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none"> i. incineration (with energy recovery); ii. incineration (without energy recovery); iii. landfilling; iv. other disposal operations <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> <ul style="list-style-type: none"> i. onsite; ii. offsite <p>e. Contextual information necessary to understand the data and how the data has been compiled</p>	Annual Report: page 73
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 67; page 77
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 67
	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> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others <p>b. The definition used for "significant locations of operation"</p>	Annual Report: pages 196 and 198
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 68

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 49; pages 60 to 63; page 68
	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; pages 60 to 63; page 68
	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 68
	403-6 Promotion of worker health	<p>a. 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 programs 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 programs</p>	Annual Report: page 68, pages 82 to 87
	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 68

GRI and SASB indicators index continued

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 <ul style="list-style-type: none"> a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the 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. b. Whether and, if so why, any workers have been excluded from this disclosure, including the types of worker excluded c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used 	Annual Report: page 68
	403-9 Work-related injuries <ul style="list-style-type: none"> a. For all employees: <ul style="list-style-type: none"> i. the number and rate of fatalities as a result of work-related injury; ii. the number and rate of high-consequence work-related injuries (excluding fatalities); iii. the number and rate of recordable work-related injuries; iv. the main types of work-related injury; v. the number of hours worked b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation: <ul style="list-style-type: none"> i. the number and rate of fatalities as a result of work-related injury; ii. the number and rate of high-consequence work-related injuries (excluding fatalities); iii. the number and rate of recordable work-related injuries; iv. the main types of work-related injury; v. the number of hours worked c. The work-related hazards that pose a risk of high-consequence injury, including: <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls d. Any actions taken or underway to eliminate other work-related hazards and minimise risks using the hierarchy of controls e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked f. Whether and, if so why, any workers have been excluded from this disclosure, including the types of worker excluded g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used 	Annual Report: page 68

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 68
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> i. gender; ii. employee category. 	Annual Report: page 61
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment</p>	Annual Report: pages 60 to 64
GRI 405: Diversity and Equal Opportunity 2016	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 65 to 67

GRI and SASB indicators index continued

GRI Standards	Disclosure topics		Location
GRI 405: Diversity and Equal Opportunity 2016 continued	405-2 Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation b. The definition used for "significant locations of operation" 	Annual Report: page 67
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk b. Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining 	Annual Report: page 63
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> a. Operations and suppliers considered to have significant risk for incidents of: <ul style="list-style-type: none"> i. child labor; ii. young workers exposed to hazardous work b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk c. Measures taken by the organisation in the reporting period intended to contribute to the effective abolition of child labor 	Annual Report: page 63
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: <ul style="list-style-type: none"> i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk b. Measures taken by the organisation in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor 	Annual Report: page 63
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: <ul style="list-style-type: none"> i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes 	Annual Report: page 31; page 19; pages 45 to 47; pages 54 and 55; page 68; pages 82 to 87

GRI Standards	Disclosure topics		Location
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> a. Number of suppliers assessed for social impacts b. Number of suppliers identified as having significant actual and potential negative social impacts c. Significant actual and potential negative social impacts identified in the supply chain d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why 	Annual Report: page 19; page 47; pages 56 to 59
GRI 415: Public Policy 2016	415-1 Political contributions	<ul style="list-style-type: none"> a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary b. If applicable, how the monetary value of in-kind contributions was estimated 	Annual Report: page 149
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement 	Annual Report: page 19; page 47; pages 56 to 59
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	<ul style="list-style-type: none"> a. Whether each of the following types of information is required by the 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 20 to 22; page 47; pages 56 to 59

GRI and SASB indicators index continued

The US-based SASB sets out sustainability reporting standards for various sectors. The following table provides references to our relevant reporting in relation to the sector-specific standard for casinos and gaming, and software and IT services. Playtech provides software and services to betting and gaming operators, and also runs its own B2C online gambling operations. Not all indicators are relevant, for example Playtech does not run any physical casino operations. This is the first time Playtech is publishing a SASB index. For more information on the SASB standards visit <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 73
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 73
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Annual Report: pages 79 and 80
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	Annual Report: pages 62 and 63
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Annual Report: pages 62 and 63; page 98; page 125
TC-SI-330a.2	Employee engagement as a percentage	Annual Report: page 64
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Annual Report: page 66
SV-CA-510a.1	Description of anti-money laundering policies and practices	Annual Report: page 42; page 47; page 51; pages 59 to 61; page 145
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Annual Report: pages 75 to 81; pages 95 to 102

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