



GENDER PAY GAP REPORT

UK 2019



Mor Weizer Chief Executive Officer

Operating in a technical, innovation-driven and highly competitive industry, Playtech recognise that to attract and retain top talent, it is imperative to provide a workplace and culture that recognise the value of diversity and inclusion. This year's review of our Gender Pay Gap in the UK highlights that we have made some incremental improvements since last year. However, the results and pace of progress to date make it clear we must endeavour to do much more to attract, retain, promote and empower a truly inclusive workforce.

Our industry has a major gender diversity challenge. Indicatively, 12.37% of engineering professionals in the UK are women. We have set ourselves four objectives to address this imbalance within the company whilst pushing for change in the wider industry.

- Improve the gender balance at Board, executive and senior management levels
- Invest in and retain the next generation of leaders and talent by increasing access to networking, mentoring and training initiatives
- Futureproof workplace policies and training to support progression of talent and
- Expand investment in and support for cross-industry partnerships and initiatives to build a more inclusive sector

The Gender Pay Gap shows we continue to have an imbalance in pay across different segments however since last year, we have seen solid improvements and a reduction in the mean and median pay gap figures. The gap has reduced due to a strengthened approach and focus on diversity; supported by the creation of the new Global HR Business Partner role. This role has a specific remit to strengthen diversity as part of annual salary reviews, promotions and recruitment.

Whilst there has been a reduction in the Gender Pay Gap, the median Gender Bonus Pay Gap is affected due to the number of key male individuals holding senior executive, sales and senior management roles where higher bonuses are paid.

Playtech has continued to take action on our diversity and inclusion priorities. Whilst there is more to do, we continue to make progress and are moving in the right direction, and we look forward to continuing to engage with our industry peers to build a more inclusive and equitable workforce for the future.

2019 HIGHLIGHTS INCLUDE:

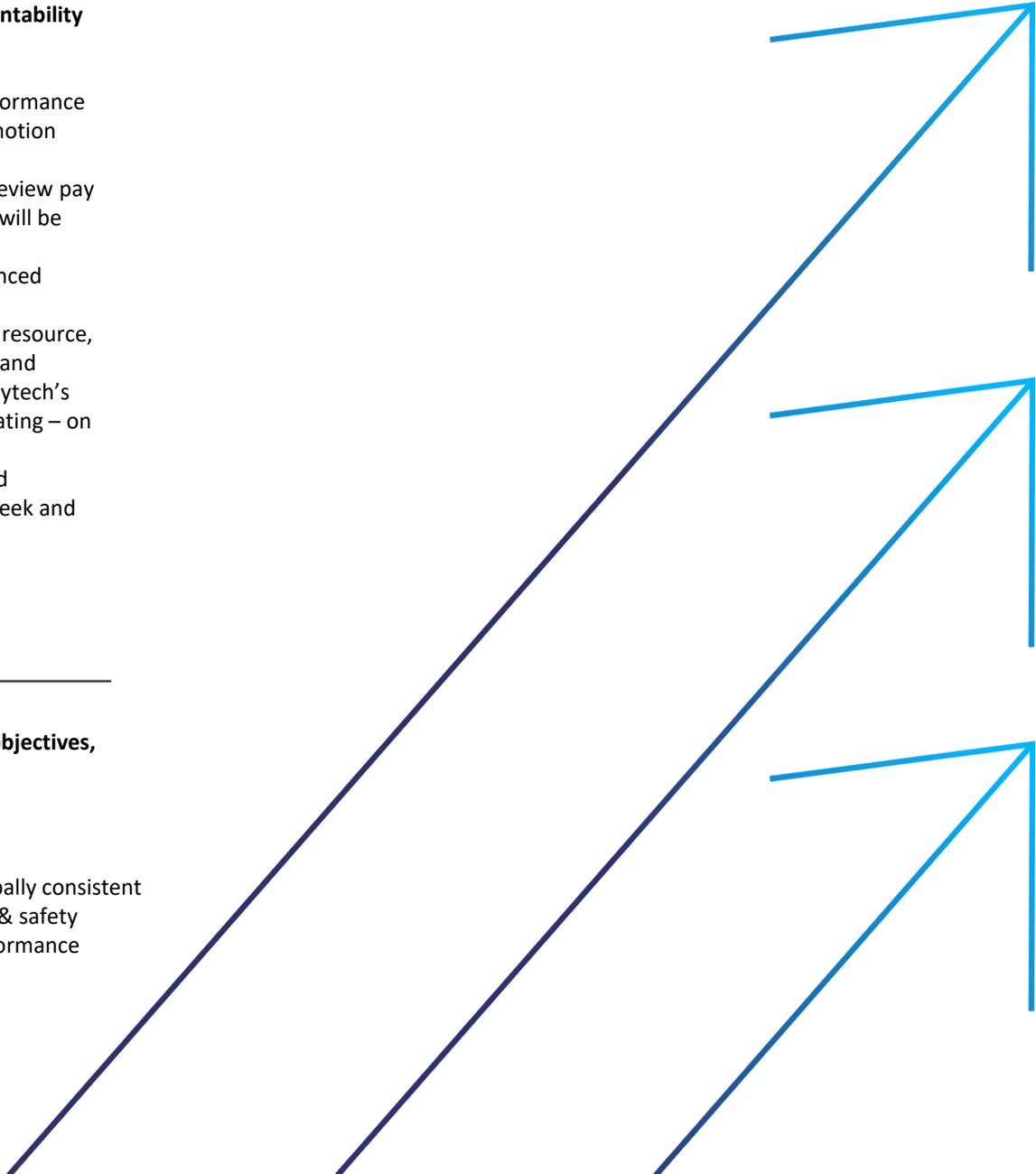
In 2019, we took important steps to improve workplace policies, processes, accountability and training to progress actions:

- Appointed new HR roles to support the business to strengthen the rigour in performance management processes, including efforts to ensure that remuneration and promotion processes are fair and consistent
- Conducted a salary review and benchmarking exercise with an external firm to review pay gaps for both gender and age bias across our key markets, the findings of which will be actioned by business unit leader's and HR Business Partners
- Reduced the UK median Gender Pay Gap significantly by achieving a better-balanced workforce in the lowest pay quartile
- Provided unconscious bias training through a new global programme for human resource, commercial and operational managers. Over 50 leaders in Bulgaria, UK, Ukraine and Estonia were trained, and the programme will continue in 2020 in the rest of Playtech's major markets. Delivered five workshops in Estonia – with 70 managers participating – on creating and supporting flexibility in the workplace.
- Launched a virtual diversity platform for sharing ideas, resources and D&I related campaigns, including the celebration of events such as International Inclusion Week and International Women's Day

2020 OBJECTIVES:

In 2020, with a stronger D&I governance now in place, Playtech will pursue D&I objectives, including decreasing the Gender Pay Gap, through three workstreams:

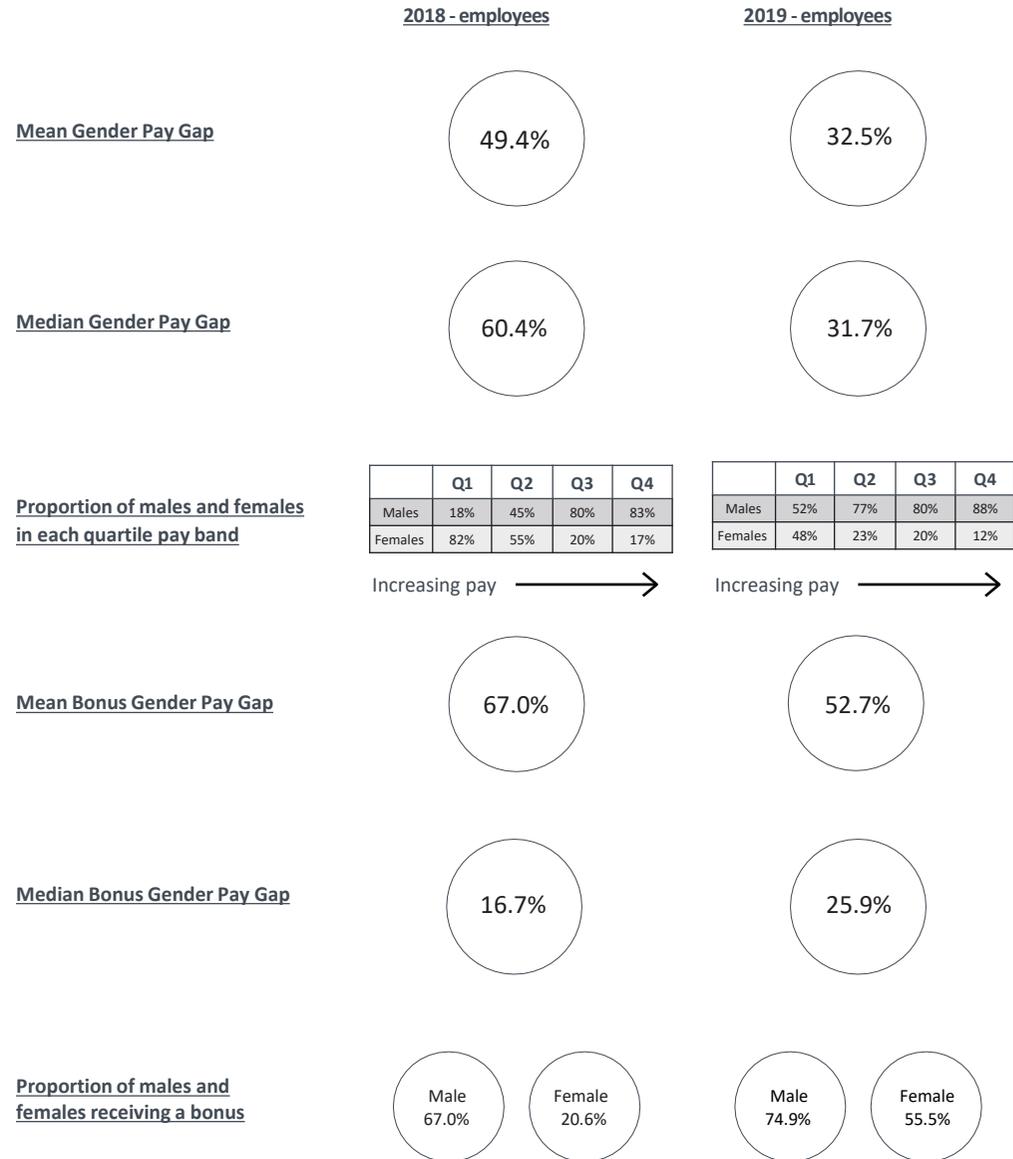
- Aligning our D&I objectives with the Sustainable Success Strategy
- Expanding Diversity Training and Awareness Programmes for line managers
- Refreshing and centralising a number of human resource policies to ensure globally consistent approach to diversity and inclusion covering recruitment, wellbeing and health & safety
- Improving the use of data to create transparency around our internal D&I performance



Diversity Data

The following charts illustrate the global and UK diversity data and trends from 2018 to 2019. With respect to global diversity and inclusion metrics, there has been a slight improvement since 2018 in a number of areas. In the UK, the Gender Pay Gap has reduced due to a strengthened approach and focus on diversity; supported by the creation of a new HR Business Partner role. This individual has a specific remit to strengthen diversity as part of annual salary reviews, promotions and recruitment. Whilst there has been a reduction in the Gender Pay Gap, the median Gender Bonus Pay Gap is affected due to the number of key male individuals holding senior executive, sales and senior management roles where higher bonuses are paid.

1. Based on UK employees only
2. Based on hourly rate of pay
3. Based on total bonuses received
4. The numbers were calculated in line the UK Government's requirements for reporting Gender Pay Figures and covers payroll and bonuses paid up to April 2018 and April 2019 respectively



FOOTNOTE

This note is to confirm accuracy of the data. Both payroll and bonus data were sampled and reviewed by Playtech's Internal Audit team. The payroll data reflects employees employed on the snapshot date. Payroll data includes basic pay, bonus, commissions and share options gains paid as part of payroll for April 2019. The bonus data reflects employees employed on the snapshot date, but received a bonus within the 12-month period to 5th April 2019 (period being from 6th April 2018 to 5th April 2019). Playtech's Internal Audit team sampled data and reconciled it back to source documentation.

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