



GENDER PAY GAP REPORT

UK 2022





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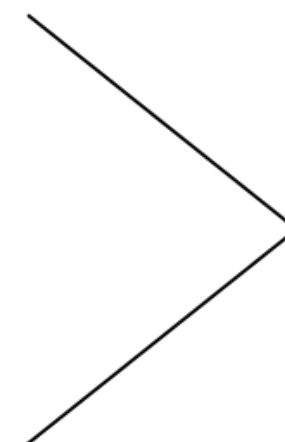
Chief Executive Officer

Playtech aims to foster a respectful and supportive workplace that enables every colleague to have the same opportunity regardless of backgrounds, cultures, beliefs, genders and ethnicities, or any other attributes.

We have set out specific diversity commitments and a target to increase representation of people who identify as female amongst its leadership population, including executive management and senior management, by 35% by 2025 against 2021 baseline year, with an ultimate ambition to achieve equality in the workplace.

At the core of Playtech's Diversity, Equity, Inclusion and Belonging strategy, the company made the following commitments:

1. Promote an inclusive culture across the organization
2. Build a more gender-diverse workforce, increasing representation of gender at all levels of the organisation and across all functions
3. Increase leadership representation of underrepresented groups
4. Adopt a data-driven approach to increase workforce diversity at all levels of the organisation and across all functions.



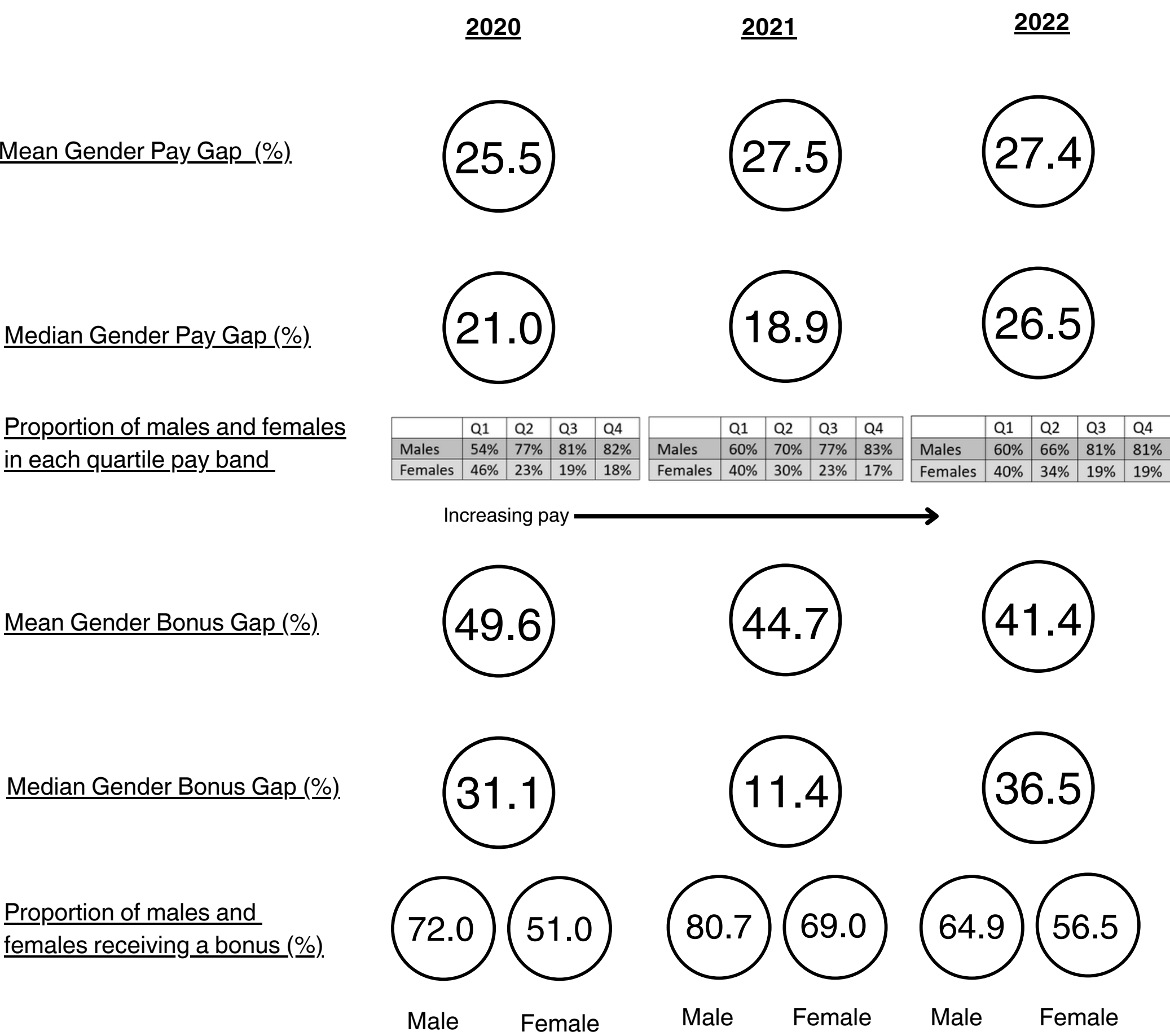
Diversity Data - UK All

The data analysis indicate a significant reduction of the Median Pay Gap from 60.4% in 2018 to 26.5% in 2022. However, compared to last year, there has been an increase from 18.9% in 2021 to 26.5% in 2022. When reviewing the data for the relevant period, it is clear this is due to the number of male leavers in lower paid positions.

This is also reflected in the bonus median pay gap figure. In addition, the Company continues to see higher representation of men in the higher salaried roles, with 81% males and only 19% females in the Upper Quartile; although this year there is a slight improvement compared to 2021 where the split was 83% males and 17% females.

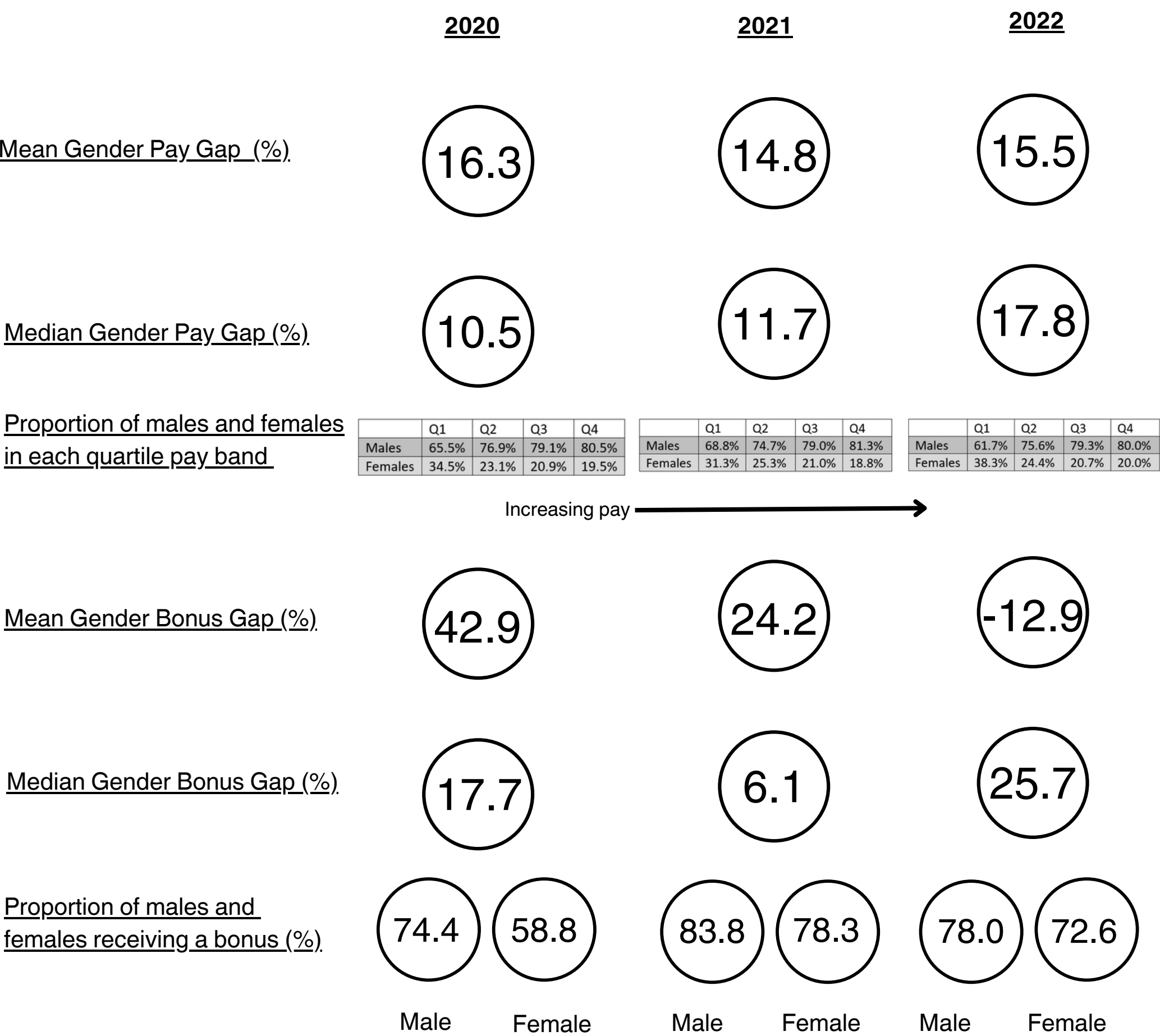
The proportion of males and females receiving a bonus has improved compared to previous years (2022: 64.9% males and 56.5% females vs 80.7% males and 69.0% females in 2021) following improvements to our internal processes and policies to reduce any possible bias and discrimination.

Playtech acknowledges the gap remains and is committed to the necessary focus on gender pay gap and continue to promote a culture of diversity and inclusion. The Company has set out specific diversity commitments and a target to increase representation of people who identify as female amongst its leadership population, including executive management and senior management, with an ultimate ambition to achieve equality in the workplace.



Diversity Data - Gaming Technology Solutions Limited

Gaming Technology Solutions Limited is the only legal entity with more than 250 employees, as reported to the UK government ([here](#)).



FOOTNOTE

The payroll data reflects UK employees employed on the snapshot date and the 31st March to prevent misleading information. Payroll data includes basic pay, bonus, commissions and share options gains paid as part of payroll for the 31st of March 2022 and for the official ‘snapshot’ date 5th of April 2022.

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