



GENDER PAY GAP REPORT

UK 2021



Mor Weizer

Chief Executive Officer

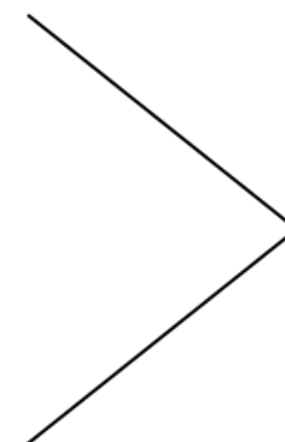
Playtech aims to foster a respectful and supportive workplace that enables every colleague to have the same opportunity regardless of backgrounds, cultures, beliefs, genders and ethnicities, or any other attributes.

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.

A priority is to reduce the UK Gender Pay Gap (GPG) with a focus on reducing the median Gender Pay Gap, which is the middle pay point for males and females.

Positive progress has been made since 2020 reporting, with a reduction in the pay gap at both mean and median levels overall. However, Playtech acknowledges that the gaps remain and it is committed to reducing them further and continuing to promote a culture of diversity and inclusion.

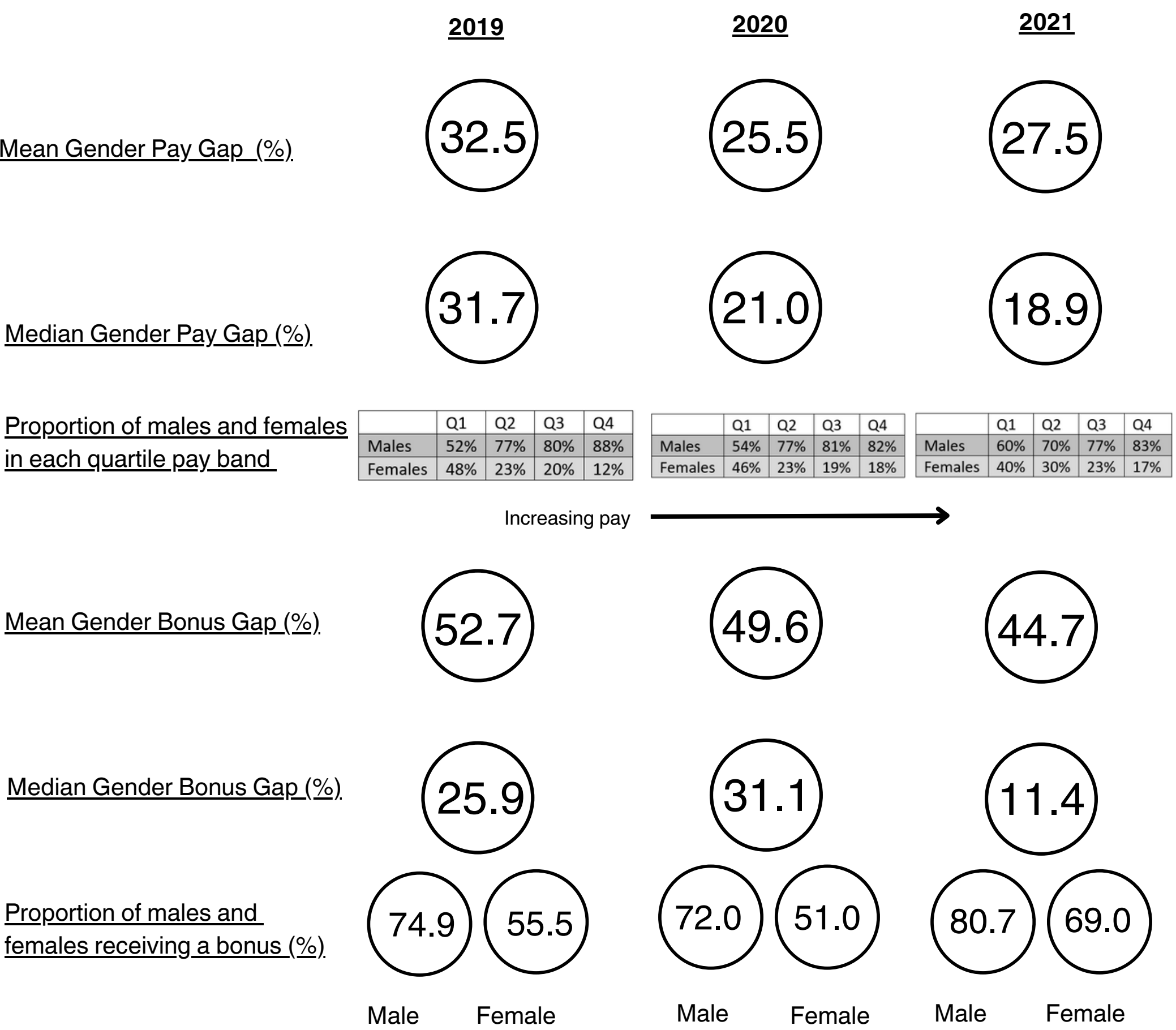


Diversity Data - UK all

During the snapshot year, the UK operations saw positive progress with a reduction of the median pay and median bonus gap from 21.0% in 2020 to 18.9% in 2021 and 31.1% in 2020 to 11.4% in 2021 respectively. The mean GPG in 2021 shifted from 25.5% in 2020 to 27.5% in 2021, due to the number of male individuals who continue to hold senior executive and management roles.

The decrease in the mean bonus gap was the result of more equal bonus payments in the reporting period. Whilst there has been a reduction in the GPG, the median and mean gender bonus gaps were affected due to the number of male individuals holding senior executive, sales and senior management roles where higher bonuses are paid.

- Playtech continues to work to close the gender pay gap, through three workstreams:
- expanding diversity training and awareness programmes for line managers and senior leaders;
 - refreshing and centralising a number of human resources policies to ensure a globally consistent approach to DEI; and
 - improving the use of data to create transparency around internal DEI performance.



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 2021 and for the official ‘snapshot’ date 5th of April 2021.

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