

Playtech Stakeholder Advisory Panel

Terms of Reference

Background:

At Playtech, we are committed to growing our business in a way that has a positive impact on our people, our communities, the environment and our industry. In 2020, Playtech launched a new five-year sustainability strategy, which sets out our global framework and commitments.

Sustainable Success is built around our commitments to power safer gambling, promote integrity and inclusivity, and partner on shared societal challenges.

Through this strategy, we want to deliver change to build a sustainable and safe gambling entertainment industry. Core to our strategy is our ambition to be a trusted, global leader in safer products, data analytics, and player engagement solutions to raise industry standards

Purpose

Our industry has changed rapidly, and we believe, that now, more than ever, is an important moment to pause and ask the question: what will sustainable success mean for our business and the sector– going forward.

We also recognise that society expects business to engage more fully with stakeholders in order to understand and take account of the rapidly changing expectations of our industry – from sector-specific issues such as safer gambling and safer products to more generally applicable topics such as diversity & inclusion and climate change.

To gain a better appreciation of those changing expectations and take them into account in how we do business, we believe a Stakeholder Advisory Panel will help us advance our own strategy as well as help us raise standards for responsible business practices within our sector.

The Stakeholder Advisory Panel will bring together external topic experts with senior internal decision-makers to sense-check, challenge and provide direction against key non-financial topics, such as the overall responsible business strategy, safer gambling, and digital health & well-being as well as the diversity and inclusion agenda.

How it will work

During 2021, we will organise four panel sessions, each bringing together the panellists, senior Playtech executives and a facilitator. The format will be a facilitated, two-hour session via Zoom. Each session will follow a set agenda, and the objectives and desired outputs will be articulated by the facilitator. The aim is to follow a process whereby everyone gets to ask questions and have their say.

External experts will be selected and invited to participate based on their experiences and skills. They act in a personal capacity, i.e. not formally representing their employer/organisation. They are remunerated for their preparation and participation, either through a fee or a charity donation. The honorarium will be £750 per session. Travel costs will also be covered, if applicable, post COVID.

In advance of each session, panellists will receive a briefing pack, covering Playtech's approach, performance and future plans towards the topic under discussion. This is to be treated confidentially, and there will be opportunities to ask questions and request clarifications in the weeks leading up to the session.

The stakeholder panel will consist of a core group of 3-5 expert generalists, complemented by rotating topic experts. The overall panel size will be below six to ensure there is enough time for in-depth discussions.

The themes planned for the 2021 sessions are:

- Looking Ahead: Material ESG issues and Playtech's sustainability strategy;
- The future of safer gambling: including the role and impacts of AI as well as safer products and game design;
- The future of digital health and well-being; and
- Championing Diversity and inclusion.

Time commitment

Panellists should expect to expect to commit a total of 4 days during the year. This time estimation includes four panel meetings scheduled for two hours each as well as time for meeting preparation (e.g. review of the briefing pack).

The Stakeholder Advisory Panel will initially be established for a year, with the option of extending its remit on a more permanent basis, following a review of year one.

Playtech will prepare a basic agreement with the panellists outlining the expectations and commitments from Playtech to the panellists and vice and versa.

Due to the current situation, and the international nature of the intended panellists, sessions can be attended remotely and, later in the year, possibly in person.

Communications and confidentiality

All meetings and communications will be confidential. Meeting minutes will be documented under Chatham House rules.

Following each session, Playtech will issue an insights report that will be shared externally, pending the approval of all involved stakeholders. The intent is to publish the summary report on the Playtech website.

Playtech intends to communicate the names of panellists, but not their individual views.

Panellists are asked to treat the discussions as confidential.

Playtech's commitment to the panel

Playtech will provide panellists with relevant material in a timely manner and respond promptly to any requests for clarification of particular issues and/or further information.

Playtech will ensure members of the senior executive team take part in each panel session, including at least the chairman or CEO.

Each session will be led by an external facilitator who will serve as the secretariat and ensure a structured, constructive discussion and follow up.

Panel's scope

All panellists are expected to remain independent of Playtech and provide unbiased, expert comments and recommendations. As such, the panel will not be asked or expected to provide any endorsement of Playtech's strategy, performance, products or impacts.

The panel's remit will not extend beyond the topic under discussion for the specific session, the details of which will be shared in advance and built into the session agendas.

Panellists are required to familiarise themselves with the briefing pack, prepare questions and (frank) commentary, and actively participate on the day.