



Playtech Plc Board Diversity Policy

Version 1.0

ALL-POL-067

March 2023

The information presented herein is information of the Playtech Group and is also protected subject matter of copyrights owned by Playtech Group and of agreements between Playtech Group and its licensees and other parties. Copying, transmission and disclosure of such information can only be done within the strict scope of a governing Playtech Group agreement. In the absence of any specific agreement to the contrary, reverse engineering, decompilation and disassembly are prohibited in any event as to any software content. While all efforts have been made to ensure that the content of this document is accurate at the time of publication, the data upon which this document is based is subject to future change. Updated versions of this document will be released when necessary, resources permitting.

PREFACE

PURPOSE

The Board Diversity Policy sets out the Board of Playtech Plc's ("the Board") approach to diversity, equity, and inclusion at Board level, including the company's approach to ensuring that diversity and inclusion is a core part of recruitment and succession planning at the Board. This policy reinforces both the Board and Executive Committee's commitment to promote and advance a culture of inclusion and diversity in support of the Group's values. It complements and sits alongside Playtech's Diversity, Equity, Inclusion and Belonging Policy, which sets out the Company's broader commitment to diversity and inclusion.

INTENDED AUDIENCE

This is an internal and external document.

CONTENTS

- 1 Policy Statement 1
- 2 Monitoring and Reporting..... 1

1 POLICY STATEMENT

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 that represents our customers and community. The company has set out specific diversity targets and commitments to achieve by 2025, with an ultimate ambition to achieve equality in the workplace.

The Board believes that a diverse Board with a range of views, insights, perspectives, and opinions will improve decision making and contributions to the long-term success of the business. Members of the Board should bring a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, demographics, disability, ethnicity and diversity of thought.

The Board is committed to:

- Building a culture of inclusion and diversity and promoting this with the Executive Committee and workforce.
- Making diversity and inclusion a guiding principle when reviewing the composition and structure of the Board and Executive Committee;
- Increasing the diversity of the Board, including but not limited to, an increase of Directors who identify as female to at least 40% by 2025 and at least one director who identifies as a member of an underrepresented group.
- Engaging with the workforce to enhance and strengthen its approach to bring diverse perspectives to Board level decision making; and
- Reviewing and monitoring application of equality, diversity and inclusion as part of recruitment and succession planning for executive and management leadership roles.



Important: The Board notes that that periods of change in Board composition may result in temporary periods when this balance is not achieved.

2 MONITORING AND REPORTING

The Chairman and the Nomination Committee are responsible for ensuring that diversity and inclusion is embedded in the recruitment and succession planning. This includes but is not limited to:

- Reviewing Board composition, succession planning, talent development and the broader aspects of diversity on an annual basis;
- Engaging with executive search firms, who are committed to Playtech's approach to diversity. In every engagement, Playtech will ensure that diversity is a core part of the engagement process with these firms and that the advisors share our values and approach in identifying and proposing a diverse slate of suitable candidates for appointment to the Board;
- Identifying suitable candidates for appointment to the Board on merit against an objective criterion having regard to the benefits of diversity in promoting the success for the benefit of

all its stakeholders as well as the skills, experience, background, independence and expertise of current members of the Board;

- Reporting annually on the implementation of the Board Diversity Policy and other matters as required by the UK Corporate Governance Code and other regulatory and statutory requirements; and
- Reviewing the Board Diversity Policy regularly and recommend any revisions to the Board.

The Chairman is responsible for ensuring that Board diversity is considered as part of the annual evaluation of the Board's effectiveness.