

Introduction

Electronic Arts (EA) is a leading global publisher and developer of games, content, and online services. For the purposes of the UK Gender Pay Gap Disclosure, we are reporting on the scope of our entities in the UK, which consists of over 1,100 employees of Electronic Arts Ltd (EA Ltd). Of the surveyed employees, 20% are women and 80% are men. Job functions range across marketing, sales, IT, development, HR, legal, finance, facilities and administration, as well as game development.

In the UK, we are in an exciting stage of our ambitious journey and will continue to work hard to foster an open, fun, and inclusive working environment for all. Our business is built on an ethos of innovation, and we remain committed to our equality goals as we continue to grow, evolve, and learn.

This report has been prepared in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures represented below reflect accurate employee data gathered on 5th April 2024 and were calculated according to the rules defined in the regulations.

The total compensation package for each employee is determined based on job function and experience level, regardless of gender, ethnicity or any other individual attributes. This is consistent with EA Ltd's practice of equal pay for equal work. While we are reporting a pay gap, the picture is mixed, with the bonus pay gap being in favour of men, but the mean pay gap in favour of women. The data below illustrate this story and provide additional context.

Methodology and Metrics

In accordance with the calculation guidance outlined in the Gender Pay Gap reporting regulations, the four metrics reflected include:

1. Average hourly pay gap between men and women reflected as median and mean.
2. Average bonus pay gap between men and women reflected as median and mean.
3. Proportion of men and women employees receiving bonus.
4. Gender proportion in pay quartiles.

The gender pay gap report reflects data from all jobs, at all levels, and all salaries within the company. The calculations are an average view of the pay for men and women in the workforce without taking into consideration job function, job level, qualifications, and experience. The analysis is based on how employees identify themselves according to our HR record-keeping system.

Results

Gender pay gap in hourly pay

	Electronic Arts Limited
Mean pay gap	-5.7%*
Median pay gap	2.4%

**A negative pay gap figure indicates that the value for women is higher than the value for men*

Bonus gender pay gap

	Electronic Arts Limited
Mean bonus pay gap	9.2%
Median bonus pay gap	15.8%

In addition to base salary, employees are eligible to receive additional incentive compensation including a performance bonus. As is common practice in the software and technology industry, bonus targets as a percent of base salary are greater for more senior roles within the organisation. Bonus targets are defined by job role, job level, and location and are therefore equal by gender.

Proportion of men and women receiving a bonus

	Electronic Arts Limited
Men receiving a bonus	88.3%
Women receiving a bonus	79.5%

All of the employees (men and women) who did not receive a bonus were ineligible for the bonus because they did not meet the payout criteria.

Proportion of men and women in each pay quartile

	Electronic Arts Limited	
	Men	Women
Upper	80.0%	20.0%
Upper middle	82.1%	17.9%
Lower middle	76.8%	23.2%
Lower	84.2%	15.8%

The tables show the proportion of men and women according to each quartile pay band. Pay is commensurate with the position in the company, experience and seniority. Given women make up 20% of the employees, they are proportionately represented in the upper quartile.

Beyond Pay

As our business grows, we want our impact on society to grow too, and to build an environment that reflects the changing demands of our workforce and our player population.

At Electronic Arts we have a longstanding commitment to fostering healthy and inclusive teams. We continue to invest in people practices to attract, develop, and retain talented people who each play a part in inspiring the world to play. From how we bring talent into the company to how we help people grow their careers in interesting ways, we strive to ensure that we have fair, and supportive practices that we can be proud of.

We regularly review our people programs and practices to ensure decisions are anchored in objectivity with an aim to keep them free from bias. We strive to create a work environment in which employees can do their best work. From our regular engagement efforts to the ways in which we build trust that employees can raise workplace concerns, to how we are evolving to meet the needs of our globally distributed workforce, we're working together to support our people and deliver on our business goals.

Employee Resource Groups

One of the many ways we create a welcoming community is through our Employee Resource Groups (ERGs). ERGs are open to all and help foster a culture of inclusion, belonging, and allyship at Electronic Arts. Through the ERGs, we celebrate our communities all year round with inclusive experiences focused on cultural celebrations, professional development, and social impact initiatives.

In 2017, we launched the UK chapter of EA's Women's Ultimate Team (WUT) ERG. Open to all, this group provides mentorship, networking, and career development opportunities for all members. The UK chapter of WUT hosts regular workshops and events and members also have access to global programming including a series where women leaders at EA share their journey and showcase their achievement, to inspire women to achieve their full potential.

EA SPORTS - Inclusion in our Games

In the past year, we launched the latest installment of the EA SPORTS FC franchise with EA SPORTS FC 25, and continued the legacy of championing women's football set by EA SPORTS FC 24 and previous EA SPORTS football titles. After the inclusion of women's national teams in 2016, women's club teams in 2022, and the introduction of women's football to Ultimate Team in FC 24, achieving full game mode parity between men's and women's football was the logical next step.

FC 25 saw women's football come to Career Mode for the first time, achieving parity with men's football across all game modes and further contributing towards EA SPORTS FC's commitment to grow the women's game.

This integration has had a profoundly positive impact on our players; after just 25 days of EA SPORTS FC 25 launching we saw -

- 403 million online FUT squads with +1 women's player item
- 772 million women's player items in online FUT matches

Outside the game, we became the title partner of the UEFA Women in Football Leadership Programme and were recognised as Football Business of the Year at the Women's Football Awards.

2025 will be another pivotal year for EA and women's football. As we look ahead to a big summer of football on the international stage and further installments in the EA SPORTS FC franchise, we will continue to work hand in hand with our partners and leading experts within women's football to help the sport evolve and thrive. EA

SPORTS FC is committed to being changemakers for the future of women's football, bringing unrivalled authenticity to millions of football fans across the globe, and truly representing The World's Game.

In December 2024, we announced the inclusion of the Professional Women's Hockey League (PWHL) in NHL 25. The first-ever PWHL integration featured the six teams of the league, showcasing the emergence and athleticism of next-generation elite talent.

For more information on EA's Commitments to our people and inclusive culture, please visit <https://www.ea.com/commitments/people-and-culture>

You can read our 2024 Impact Report at
<https://www.ea.com/en-gb/news/2024-impact-report>

I confirm the data reported is accurate for Electronic Arts Limited.



Lewis Payne
Director
Electronic Arts Limited