

Introduction

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 2022 and were calculated according to the rules defined in the regulations.

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 1265 employees of Electronic Arts Ltd (EA Ltd). We have previously reported separately for Codemasters Ltd. As of this reporting period, employees who were part of that entity are now included as part of Electronic Arts Ltd, and therefore feature in this report. Of the surveyed employees, 17% are women and 83% are men. Job functions range across marketing, sales, IT, development, HR, legal, finance, facilities and administration, as well as game development.

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 mean pay gap and bonus pay gap being in favour of men, but the median pay gap and bonus pay gap in favour of women. The data below illustrate this story.

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 male and female employees receiving bonus and
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

	EA Ltd
Mean pay gap	7.0%
Median pay gap*	-5.6%

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

Bonus gender pay gap

	EA Ltd
Mean bonus pay gap	15.4%
Median bonus pay gap*	-156.5%

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

In addition to base salary, employees are eligible to receive additional incentive compensation including 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 organization. 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

	EA Ltd
Men receiving a bonus	82.6%
Women receiving a bonus	82.5%

All of the employees (men and women) who did not receive a bonus were ineligible for bonus because they were new employees whose hire date did not meet the eligibility cut-off.

Proportion of men and women in each pay quartile

	EA Ltd	
	Men	Women
Upper	81%	19%
Upper middle	85%	15%
Lower middle	82%	18%
Lower	87%	13%

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 17% of the employees, they are proportionately represented in the upper quartile.

Career Development

EA has a strong Career Development Philosophy, whereby we actively promote career development as a continual process of learning, developing, growing and mastering new skills. EA employees are consistently given the opportunity to gain new capabilities, explore new careers and roles, and be recognised for their achievements and contributions. Managers are responsible for supporting, guiding, and challenging employees to achieve their goals. We focus on retaining our employees through tailored approaches. We believe a career really is more than just a promotion or job title; it's a journey of skill development, unique experiences, and growth.

Employee Resource Groups

Employee Resource Groups are a core component of our commitment to elevating and engaging diverse voices across the organization. To build a strong and supportive community of Women at EA, in 2017 we launched the UK chapter of EA's Women's Ultimate Team Employee Resource Group (ERG). This group provides mentorship and networking for all genders and part of that is providing guidance around career development to Women in our company. It has now grown to over 300 members. The UK chapter of WUT hosts regular workshops and events and members also have access to global programming.

Furthermore, we have invested in programmes that equip employees with the support, resources, and opportunity for personal and career growth to reach their fullest potential at EA.

Our ERGs also celebrate allyship, a critical component for connecting employees and creating a sense of belonging. Over the past four years, ERG membership and participation globally has grown to more than 3,000 members, many who belong to more than one ERG. As a company, we believe in being a force for change. Games can reflect a diverse world, with inclusive communities that engender connection, self-expression and inspiration. With millions of hours spent in play every day, games are a powerful platform for diversity and inclusion. Which is why, as a key employer within the gaming community in the UK, and because Women employees are underrepresented in gaming and the gaming industry generally, we invest in promoting Women within the Technology Industry.

EA SPORTS - Diversity, Equity and Inclusion in our Games

The inclusion of Women's club teams in FIFA 23 has highlighted that for EA, Diversity, Equity and Inclusion is about more than just a game. EA SPORTS is ingrained in football culture and for us it was vital that Women's club football became part of it. Women's football has been a part of the franchise since FIFA 16, which saw the inclusion of national teams.

Recognising the role we have in representing and elevating diversity and participation in football, at the Women's Football Summit held in London in October 2022, EA announced several initiatives that will extend beyond the pitch in the virtual and real worlds, including:

- 'Starting XI Fund,' an Accelerator Fund for Women's Football. We've committed an \$11M investment to continue elevating the Women's game going forward, which will incorporate in-game, league, club and athlete investments.
- Beginning in 2023, EA SPORTS will fund a Women's football internship programme with each new and existing Women's league partner, designed to inspire and empower young Women from diverse backgrounds to become involved in the world of football.
- A multi-year partnership with the UEFA Women's Champions League (UWCL), which will allow us to deliver a more impactful experience for Women's football fans around the globe, beginning with integration into FIFA 23.
- A multi-year partnership with DAZN to become the Global Broadcast Partner of the UEFA Women's Champions League.

To mark International Women's Day in March 2023, EA SPORTS commissioned artist Harkiran "Harky" Kalsi to design new and unique in-game kit and items for FIFA 23. The customized vanity items were created for players to acquire and wear in-game to show solidarity with the growth of women's football across the globe, and is just one example of the ways in which we support women's equality on and off the field.

For more information on EA's Commitments to Diversity & Inclusion, please visit www.ea.com/about/diversity-and-inclusion

You can read our 2022 Impact Report at www.ea.com/en-gb/news/2022-impact-report

I confirm the data reported is accurate for EA Ltd.

Derek Chan
Director
EA Ltd

