2021 Impact Report

Electronic Arts

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A Message from Our CEO, Andrew Wilson

At Electronic Arts, we believe games can bring us together, connect us, and enrich our lives. In the past year, that's become more meaningful than ever as we have seen the power our games have to drive inspiration, learning and social connection across geographies, generations and cultures.

Throughout an unprecedented year, we continued our efforts to build more diverse and inclusive teams and games, support our global communities, and minimize our environmental footprint. In this 2021 Impact Report, we outline our commitments, actions, and achievements - none of which would be possible without our amazing people. Despite being physically apart, we collectively achieved great things on this journey to inspire through our actions and create a positive impact in our world.

Our ability to further our positive impact starts with ensuring the Electronic Arts workplace culture is one of respect and allyship, where our people feel empowered and their well-being is prioritized. We expanded employee health and wellness resources and benefit programs, including $32.5 million in support payments for pandemic-related expenses. We continue to invest in the development of policies, practices and tools to create a fair and safe work environment. We support and encourage everyone to speak up and report misconduct. When we learn of behaviors inconsistent with our values and policies, we investigate every single concern and take immediate action. There is always more to do in building a truly inclusive and respectful workplace that spurs creativity and innovation, and we remain committed to this work.

Diversity, equity, and inclusion are at the core of who we are and how we run our business. In FY21, we strengthened our inclusive recruiting strategies which brought in more diverse applicants. As a result, we hired from underrepresented groups at rates greater than our current representation levels. We also achieved gender pay equity globally, racial/ethnicity pay equity in the United States, and we believe that our policies and practices support equitable pay around the world – including regions where we do not have full access to race and ethnicity data.

We bring these same principles to supporting our communities, and our commitment to action strengthened throughout the year. Our teams led the way in making games more inclusive and accessible for players of all abilities by allowing royalty-free use and access to our innovative accessibility-centered technology patents. They gave back to diverse communities through virtual volunteerism and charitable donations, including over $1.4 million in corporate donations to organizations working to end systemic racial injustice and protect human rights.

We are proud of the progress we continue to make in our journey to drive meaningful impact in our industry and beyond. We continue to hold ourselves accountable to these commitments as we aim to build a brighter future together through play.

Best Regards,

Andrew Wilson

We are a company driven by our core purpose and beliefs, with diversity, equity, and inclusion at the core of who we are."

Our Business

Electronic Arts is a global leader in digital interactive entertainment. Headquartered in Redwood City, California, Electronic Arts is publicly traded on the NASDAQ Global Select Market [NASDAQ: EA].

We develop, market, and distribute games, content, and services that can be played and watched on game consoles, PCs, mobile phones, and tablets. Electronic Arts is recognized

for a portfolio of critically acclaimed, high-quality brands such as Apex Legends, Battlefield™, Dragon Age™, EA SPORTS™ FIFA, F1, Madden NFL, Need for Speed™, Plants vs. Zombies™, and The Sims™.

Our team of artists, storytellers, technologists, and innovators are committed to delivering amazing games and content. Our strategic pillars include:

- Creating amazing games and content
- Offering services that extend and enhance the experience
- Connecting more players across more platforms with more ways to play

Read more about our financial results in our Annual Report.

Business Snapshot

$5.629
Billion Total Net Revenue

$4.016
Billion Live Services & Other Net Revenue

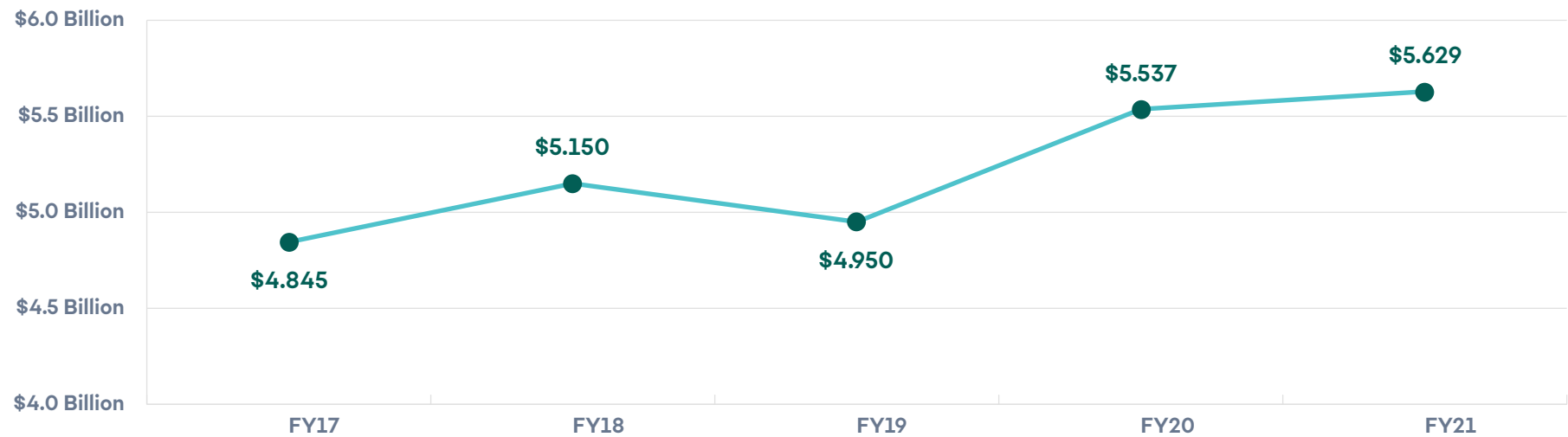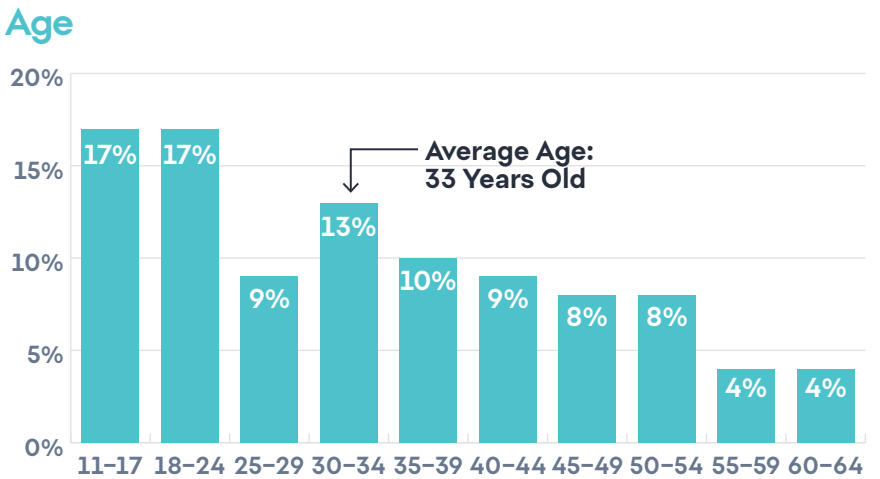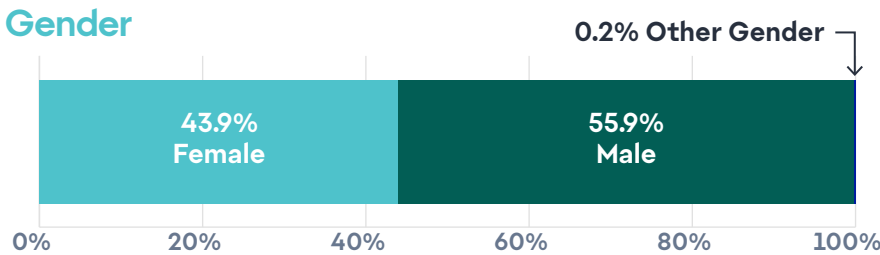**$2.87**
Diluted Earnings Per Share

$1.934
Billion Operating Cash Flow

Net Revenue FY17–FY21

	FY17	FY18	FY19	FY20	FY21
	$4.845	$5.150	$4.950	$5.537	$5.629

Market Demographics: Our Opportunity

The global market for our products and services is diverse. We believe that a diverse, equitable and inclusive workplace that creates representative games and promotes positive play will engage a greater audience and lead to growth in our business.

Gender

0.2% Other Gender

43.9% Female	55.9% Male	

0%   20%   40%   60%   80%   100%

Age

Average Age: 33 Years Old

Age	%
11–17	17%
18–24	17%
25–29	9%
30–34	13%
35–39	10%
40–44	9%
45–49	8%
50–54	8%
55–59	4%
60–64	4%

Data presented is market data and not representative of EA's current player base. Our player demographic study is conducted every two years. This internal Electronic Arts estimate was derived from internal and third-party data gathered in calendar year 2019.

Recognition

We are honored to share awards and recognition received in our fiscal 2021:

World's Most Admired Companies
Fortune

Top Companies for Technical Women
Anita B

**Best Places to Work in Austin
Best Places to Work in LA**
Built In

Best Places to Work for LGBTQ Equality
Human Rights Campaign Foundation

World's Most Attractive Employers in South Korea
Universum

Reporting Approach

This Impact Report is an update to our first report issued in November 2020. To compile this report, we referred to the Sustainability Accounting Solutions Board (SASB) Materiality Map. Unless otherwise indicated, information is from fiscal year 2021 (April 1, 2020–March 31, 2021). We gathered information from internal data reporting and subject matter experts and verified data through our internal audit processes.

Chapter 01

Building Diverse and Healthy Teams

We believe we are at our best when we listen, learn, and empower each other. We strive to create a workplace that is diverse, equitable, and inclusive, where people have the opportunity to fulfill their potential. This philosophy is central to all our people practices and our culture.

Building a Positive Workplace

Our people are at the heart of all we do, and we seek to create a creative and collaborative environment where everyone has the opportunity to thrive.

Our people practices focus on:

1. Diversity, Equity and Inclusion
2. Talent Acquisition
3. Learning and Development
4. Engagement and Culture
5. Compensation and Benefits

Number of Employees FY17–FY21

Line chart titled "Number of Employees FY17–FY21" with y-axis from 8,000 to 12,000 and x-axis FY17 to FY21. Data points: FY17 = 8,851; FY18 = 9,330; FY19 = 9,782; FY20 = 9,832; FY21 = ~11,000.

Promoting Diversity, Equity and Inclusion

Shaping the Future of Our Organization

Creating amazing games and services starts with a workplace that is as diverse as the communities we serve. At Electronic Arts, we know that a diverse and inclusive workforce is key to our success and our global reach requires a workforce that reflects and respects the different identities and experiences of our players.

We celebrate diversity of thought, cultural differences, lifestyle, age, background, experience, religion, sexual orientation, economic and social status, gender identity and marital status, among other aspects of life. We invest in diversity, equity, and inclusion across our business to empower our people, actively foster inclusion and shape the future of Electronic Arts.

We are working to embed inclusion across our systems, processes, and culture to:

1 Attract, develop, and retain great talent that can thrive and do their best work

2 Develop relatable content and games

3 Enable expansion into new and diverse markets

4 Bridge to better representation that authentically reflects players around the world

Each Electronic Arts Business Unit has an Inclusion Action Plan designed to cultivate a more inclusive employee experience with leadership accountability. Our Global Diversity Council, led by our CEO, governs our commitments to equity, inclusion, and diversity. The Nominating and Governance Committee of our Board of Directors oversees our commitments and progress.

Equality Town Halls

We believe that building an inclusive culture requires ongoing conversation and connection. Electronic Arts regularly brings the company together to discuss important and timely topics centered around equality, and how they connect to our business strategy and culture. Our Equality Town Halls aim to create a safe environment where employees and leaders can share lived experiences, engage in meaningful dialogue and build awareness around these important issues.

We are committed to a respectful workplace and create safe places and ways for employees to raise concerns. Read more on page 38.

Juneteenth

In June 2020, we held our first Juneteenth celebration with a day of virtual volunteerism, activities, discussion, immersive workshops, and community building. 5,358 people attended events and volunteers contributed 379 hours of their time in June to support social justice organizations.

Building Great Games and Culture through an Inclusive Workforce

Our commitment to diversity, equity and Inclusion in our workforce is part of our culture and core to our values.

We continue to work to attract, hire, develop, and retain diverse teams, and have increased the proportion of underrepresented talent in several areas, including:

- Overall female talent grew from 23.9% to 24.5% since our last report in November 2020

- The percentage of Senior Vice Presidents and up that are women grew from 16.7% to 25% over the last three years

The percentage of Senior Vice Presidents and up that are women grew from 16.7% to 25% over the last three years

Workforce Representation

Global	Overall	People Leaders	Technical Roles
Women	24.5%	22.3%	18.2.%

US	Overall	People Leaders	Technical Roles
White	53.9%	59.4%	53.3%
Asian	22.1%	18.8%	24.9%
Hispanic or Latino	8.4%	6.2%	7.1%
Black or African American	3.6%	3.0%	2.9%
Two or More Races	4.4%	3.8%	3.8%
American Indian or Alaska Native	0.3%	0.1%	0.2%
Native Hawaiian or Other Pacific Islander	0.2%	0.1%	0.1%
Under Represented Talent by Ethnicity*	16.9%	13.2%	14.2%
Unknown	7.1%	8.6%	7.5%

*A combined total of Hispanic/Latinx, African American/Black, Two or More Races, American Indian/Alaska Native, and Native Hawaiian/Other Pacific Islander.

Representation data as of 3/31/21 and with reference to SASB categories and associated definitions.
Does not include workforces of recently acquired companies (e.g., Codemasters, Glu).

Our Plan to Accelerate Progress

We continue our progress toward cultivating a diverse workforce through three major components of our strategy:

1. Inclusive People Systems and Practices

Evaluate people processes with diversity, equity and inclusion at the center:

- Evaluate our holistic sourcing and hiring processes

- Expand upon the places we proactively look for talent

- Create a more inclusive planning and development process

2. Belonging Culture

Create an inclusive culture that welcomes different viewpoints and enables employees to do the best work of their careers:

- Encourage and advocate for allyship

- Leverage Employee Resource Groups

- Build our future talent pipeline through strategic partnerships and social justice initiatives

3. Leadership

Equip leaders with training and education that increases understanding and provides them with the tools and behaviors to be inclusive managers:

- Hold leaders accountable to lead inclusively and develop others through our performance review process and reward mechanisms

- Equip our leaders with common knowledge, language and expectations on DEI topics
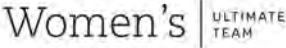
Equitable Pay

Part of our commitment to equity, inclusion, and diversity is compensating our employees fairly based on the work that they perform. We are proud to have achieved, with respect to base pay, gender pay equity globally and race/ethnicity pay equity in the United States. We have achieved this by implementing strong practices at each stage of the compensation process, only adjusting the base pay of approximately 1% of our employees over the last three years. We are also broadening the scope of our review to our incentive compensation programs, which will add an analysis of both employee bonuses and stock compensation. Our commitment to fair compensation is detailed in our pay equity statement.

Employee Resource Groups (ERGs): A Critical Resource

Our employees are the ambassadors of our culture and we are committed to elevating and engaging diverse voices across our community. Our ERGs are a critical part of our diversity, equity and inclusion strategy, bringing together employees with common interests or backgrounds to develop themselves personally and professionally, as well as support Electronic Arts goals and objectives. Our ERGs also celebrate allyship, a critical component for connecting employees and creating a sense of belonging. Over the past 4 years, ERG membership and participation has grown to more than 3,000 members, many who belong to more than one ERG. Employees led, listened and participated in over 150 events such as global Juneteenth celebrations, Pride Tea Talks and a UK Black History Month celebration, creating a more inclusive workplace. Members of our ERGs are also an important resource for our development teams, as we collectively champion equity, inclusion and diversity in our games and services. [SEE PAGE 19].

Our ERGs

Logo	Group	Members
Women's ULTIMATE TEAM	**WOMEN'S ULTIMATE TEAM (WUT)** Women's affinity group—our first and largest ERG	**1,803** members
PRIDE	**PRIDE** LGBTQ+ affinity group	**877** members
SOMOS	**SOMOS EA** ("We Are EA" in Spanish) Hispanic and Latinx affinity group	**560** members
Beat!	**BEAT!** (Black EA Team) African American and Black affinity group	**873** members
aspire	**ASPIRE** (Asian and Pacific Islanders Represent) Asian and Pacific Islander affinity group	**815** members
A B L E	**ABLE** Champions the inclusion of people with disabilities; created by and for people with disabilities	**743** members
MOSAIC	**MOSAIC** Enables smaller offices/studios to engage and contribute to the objectives of relevant affinity groups for their location	**183** members

Talent Acquisition

Building Our Company with Great Talent

Our people drive the future of Electronic Arts, and our talent planning and hiring strategies are aligned with our strategic vision. We are building a diverse and talented workforce to shape the future of our business, and are committed to investing in the development and growth of the next generation of diverse talent through community outreach and STEAM (Science, Technology, Engineering, Arts and Mathematics) education.

We are dedicated to recruitment, hiring and development practices that promote the growth of underrepresented talent. Inclusion-based strategic partnerships, events and conference sponsorships and participation help us engage diverse talent inside and outside our organization. Last year, more than 700 Electronic Arts employees participated in 27 events focused on hiring from underrepresented communities, including: Executive Leadership Council Conference, Grace Hopper Celebration, and Out & Equal.

Substantially all of our hiring includes diverse candidates in the initial pool, and we go further by zeroing-in on two later stages of the hiring process that our research shows best drives hiring outcomes:

- **Recruiter Review:** The stage at which our talent acquisition team reviews and assesses candidates and provides recommendations to the hiring manager.

- **Hiring Manager Interview:** The slate of candidates that the hiring manager interviews.

To address these critical stages, all business unit leaders, as well as the talent acquisition leadership, have aspirational targets for each of these two stages of the hiring process. These targets are treated consistently with other annual goals established by business unit leaders. These targets are required to (1) reflect increases from current rates in the percentage of underrepresented talent included at these two stages and (2) be expected to result in the year-over-year increases in underrepresented talent across our workforce. Leaders are held accountable to these targets through monthly and quarterly progress reports.

Electronic Arts makes clear that all people managers are expected to lead inclusively and develop others, and their performance on these measures can impact their compensation. This strategic focus on hiring has led to year-over-year increases in the percentage of underrepresented talent at each of these critical stages and we have seen positive hiring outcomes at all levels of the company, including executives. Since 2019, we have experienced year-over-year increases in open positions filled with underrepresented talent, and have consistently hired at rates above our current representation rates.

Next-Generation Development and Recruitment

We engage a diverse community of next-generation leaders in our local communities to create more equitable opportunities for underrepresented talent. Our outreach includes Historically Black Colleges and Universities, Hispanic Serving Institutions, and partnerships with organizations such as the Jackie Robinson Foundation and the Hispanic Scholarship Fund. In fiscal year 2021, Electronic Arts hired 277 student interns and 120 new graduates through next generation intern and university graduate traineeship and apprenticeship programs.

To continue a vibrant program through the pandemic, we created a virtual intern program across our global footprint, enabling our interns to connect and learn through programs developed to enrich their experience.

Advancing Female Talent in Our Industry

We strive for gender equality and support advancement of women across our organization and industry. We participate in conferences that aim to develop women leaders in technology, such as the Simmons Institute for Inclusive Leadership, Professional Business Women of California, Pakistani Women in Computing, and Diversity Women, sending employees as speakers and participants, and to recruit talent.

120

new graduates were hired through university graduate traineeship and apprenticeship programs.

Girls Who Code

Electronic Arts invests in the development of the next generation of female tech talent, including through our partnership with Girls Who Code. This year, we hosted the seventh summer immersion program, which helped introduce more than 600 girls to coding. We signed Girls Who Code's #HireMe pledge to promote career opportunities to its alumni network. 11 alumni have joined Electronic Arts as interns, and one as a full-time Software Engineer.

Learning and Development

A Learning Environment

We invest in developing and retaining employees through access to professional growth resources, skills learning, and other job-specific and

95%

of executives trained on the foundations of DEI.

general knowledge training. Electronic Arts Learn, our learning management system, provides online resources with leading industry vendors and proprietary learning materials.

Last year, we quickly adapted to online training to support employee development during the pandemic. The program was welcomed by our employees. We saw a 313% increase in training registrations in FY21 and employees logged more than 160,000 training hours in fiscal 2021.

Developing Technical Expertise

We provide access to a number of online learning resources with leading industry vendors such as Game Development Conference (GDC) Vault, and develop bespoke learning materials for EA's proprietary Frostbite game engine and tools, serving our game developers at EA.

We hold learning summits, workshops and conferences throughout the year, such as:

- Animation Conference 2020 was a multi-week event that connects EA's animation community through cross functional and studio collaboration and networking

- What IF is our technology expo that celebrates and rewards technical innovation. Developers showcase their working inventions for all of EA to experience

- AnalyticonX Ideas Jam challenged our analytics community to propose ideas within this year's theme, "Innovating the Player Experience"

- Machina is EA's internal conference on artificial intelligence and machine learning

Developing Leaders

Creating great games begins with developing strong leaders. We believe that leading people is an honor, privilege, and a great responsibility, which is why we are committed to cultivating strong leaders and people managers across our organization.

This commitment includes programs for existing people managers, as well as programs for developing future leaders within the company, such as our Global Mentoring and Sponsorship Programs. These programs contribute to our culture of learning and stewardship and support the acceleration of personal and career development. Sixty-four percent of our executive leadership is internally developed talent.

People Manager Resources:

- Clear descriptions of the leadership behaviors expected of all people managers

- New manager onboarding that covers manager mindset, manager expectations, coaching, and feedback

- In-person learning experiences focused on advocacy, development, and performance improvement

- Additional training through online manager development offerings

Engagement and Culture

Building Culture through Inclusion Training

Our culture is built by all of us at Electronic Arts, so we offer inclusion training and resources for all levels of the organization. Inclusion training is provided to employees, including workshops on unconscious bias, building cultural capabilities, psychological safety, inclusive team building, and ways to foster belonging. We have tools such as Globesmart to increase skill in creating a culture of belonging and an inclusive environment. We level-up select leaders as culture champions, who learn more about how to become better advocates for inclusion and promote best practices within Electronic Arts.

For our senior leadership, we provide an Executive Diversity, Equity and Inclusion Experience. This multi-month program for all VP+ employees focuses on race, gender, culture and engagement. Created in partnership with Duke Corporate Education, more than 100 global executives have participated in the program.

Engaging Our Employees through Listening

At EA, we believe that meaningful conversations are deeply valuable in fostering a high-performance culture. We deploy regular engagement surveys, conduct quarterly performance conversations between managers and employees, and leverage internal data to promote and measure employee engagement, organizational health, and manager effectiveness.

All regular, full-time employees are asked to complete an Engagement Survey twice per year. This survey helps EA understand how to improve the employee experience. In 2020, 84% of employees responded to the survey and 84% stated that they are happy working at Electronic Arts, which is several points above our industry peer average.

We also deploy manager surveys to create space for employees to provide feedback on their managers, and for people managers to understand what their employees need and expect. This past year, 88% of employees felt recognized for their contributions by their manager, up from 83% in a 2019 survey.

88%
of employees agree that EA prioritizes diversity, equality, and inclusion.

86%
of employees believe they have a voice at EA.

84%
of employees are happy working at EA, which is several points above our industry peer average.

Compensation and Benefits

Caring for Our People

Now more than ever, employee wellness is a critical aspect of creating a safe and productive workplace. Electronic Arts provides comprehensive benefits and awards packages to support the physical, mental, and financial health of our people. Our benefits are customized to local markets and vary by location with the goal of supporting our employees' physical, mental, family and financial health. Benefits offered may include:

Physical Health

Global Fitness Benefit: Employees receive free or subsidized access to a fitness facility or other movement-based activities.

Ergonomics Program: We believe employees should be comfortable while working from home or in the office. The Ergo program helps to assess and recommend solutions to address specific needs.

Mental Health

Mental Health Platform : This important platform ensures access to coaching, counseling, and other mental health resources.

Bereavement Leave: Employees may take up to 20 days of paid time off for the loss of a loved one.

Bereavement Trust: In the event of an employee's death, immediate family can receive a $25,000 trust to care for surviving minor children under the age of 18.

Family Health

Vacation & Holidays: EA encourages employees to stay at the top of their game by planning holidays and taking much deserved vacation.

Caregiver and Parental Leave: New parents and caregivers may receive up to 12 weeks of paid leave for the birth or adoption of a child or to care for a critically ill family member.

Financial Health

Competitive Incentives: Eligible employees may receive annual bonus and stock-based compensation.

Retirement Contribution Match: Our company match is dependent on EA's financial performance.

Ownership: Eighty-three percent of EA employees participate in EA's equity programs, including EA's Employee Stock Purchase Plan, which allows eligible employees to purchase EA stock at a discount.

Supporting Our People During the Pandemic

EA took action to invest in the health and well-being of our employees, including:

- The majority of our teams worked from home for the entirety of fiscal year 2021

- Unlimited paid sick time during the first seven months of the pandemic

- Flexible work hours to care for children

- Direct access to medical advisors to ensure access to reputable sources

- Allowing for 80 hours of paid time off for caregiving reasons relating to the pandemic

- COVID-19 support payments totaling approximately $32.5 million to assist with work from home costs, caregiving, and other pandemic-related expenses

- Additional mental and physical health services such as ergonomic assessments and direct information from medical advisors

- Additional rewards for certain essential on-site workers

Positive Play

At Electronic Arts, we believe in the power of positive play. Gaming communities should be positive, fun, fair, and safe for all. We have guidelines to help make sure our games and services are an enjoyable experience for all players, and our community of gamers is one we all want to be part of.

In 2020, we developed a Positive Play commitment to promote positive behavior in our games, and take clear steps against those fostering toxicity in our communities.

We continue to invest in Positive Play, building a dedicated team and bringing resources together to deliver on our vision and create incredible experiences for our players. In FY21, we:

- Introduced our Positive Play Charter, which outlines how players enjoy and create positive experiences with our games and communities

- Operationalized our commitment and created a full-time Positive Play team including a new senior executive role to lead our efforts

- Conducted research with 4,000+ multiplayer gamers to better understand their game experiences—from the features they love to the tools they want. This input has and continues to inform our positive play strategy

When we find content in conflict with our Positive Play Charter, we remove it, and we may issue a warning or place restrictions on player accounts and revoke access to EA Services.

Five Pillars of Positive Play

1. **Safety**: Players respect each other and play in a safe gaming environment.

2. **Fairness:** All players can have fun in a level gaming environment.

3. **Inclusion:** Our games are inclusive, diverse, and playable: uniting global players of all abilities through play.

4. **Connection:** Players can play with friends or create new, meaningful connections.

5. **Balance:** Players should enjoy our games as part of a balanced lifestyle.

Safety

Discrimination, harassment, and other harmful behaviors have no place in our games. Our objective is to promote a safe environment for our players while minimizing friction. We monitor gameplay for disruptive behaviors through reporting tools and feedback mechanisms in our games and services. We then take action as needed to ensure positive play. In 2021, we simplified the process for players to report concerns and incidents of disruptive behavior.

We also address disruptive behavior in our games and services by improving moderation tools. For example, we deploy tools and detection models designed to flag offensive or inappropriate language that does not

align with our Positive Play Charter, while factoring in the game-specific context and intensity. When we find content in conflict with our Positive Play Charter, we remove it, and we may issue a warning or place restrictions on player accounts and revoke access to EA Services.

Fairness

We promote fairness in our games and services by investing in resources and technologies to maintain a level game environment and deter unfair behavior. If we find unfair behavior in our games, we will take action against it. We also intentionally encourage fair play with priming statements that remind players of our standards. For example, in Apex Legends, priming statements were added before matches begin to encourage player positivity and resilience whether they win or lose.

Inclusion

Games are for everyone, and we believe that inclusion transforms the player experience. To inspire the world to play, we design worlds, stories, characters, experiences and services that resonate with all players and positively impact how we treat one another.

Inclusive experiences begin with inclusive design. Inclusive design is about designing for as diverse a range of people as possible. It is a philosophy that encourages us to consider how gender, age, sexuality, ethnicity, socio-economic background, culture and customs, body shapes and sizes, religious beliefs, and more shape the way we interact with the world. At Electronic Arts, we work hard to design games and services that welcome diverse people to engage authentically with our organization, products, and services. We consider cultural, social, and other needs such as usability, accessibility, and clear and non-exclusionary language.

Our inclusive design practices started with our women's employee resource group (ERG) in 2017. Members created a set of five questions, designed to help developers create more inclusive characters and stories across our games. Over time, this framework has evolved as inclusive design has become part of our culture and embedded within our development teams. Our ERGs continue to be a resource for our development teams as we collectively champion equity, inclusion and diversity in our games and services.

Inclusive design is about designing for as diverse a range of people as possible. It is a philosophy that encourages us to consider the way we interact with the world.

We incorporate three inclusive design principles into our games:

1 **Inclusive:** Our games represent believable experiences that reflect the diverse communities we serve

2 **Playable:** Our games can be enjoyed and played by gamers of all skill levels and abilities

3 **Diverse:** Our games are welcoming of all people in ways that are meaningful to them

Our ERGs continue to be a resource for our development teams as we collectively champion equity, inclusion and diversity in our games and services.

In The Sims 4, players can choose the nuances of their visual identity, such as skin tone and hair type, and are able to create character relationships across gender, ethnic and racial identities.
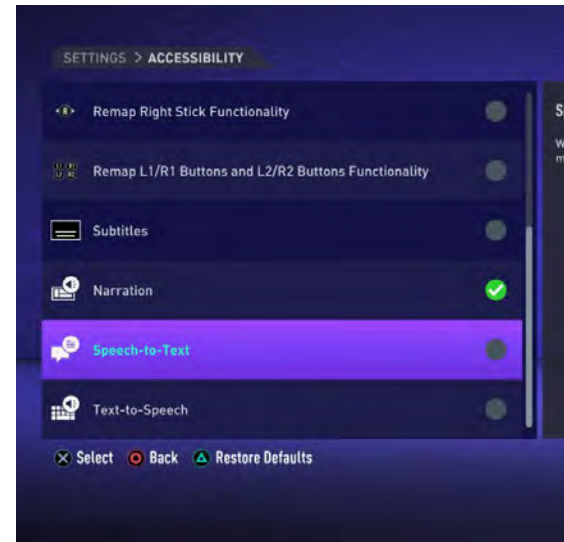
We have partnered with the UK-based charity SpecialEffect, who work with a team of therapists and technology specialists, to create gaming control setups for players with disabilities.
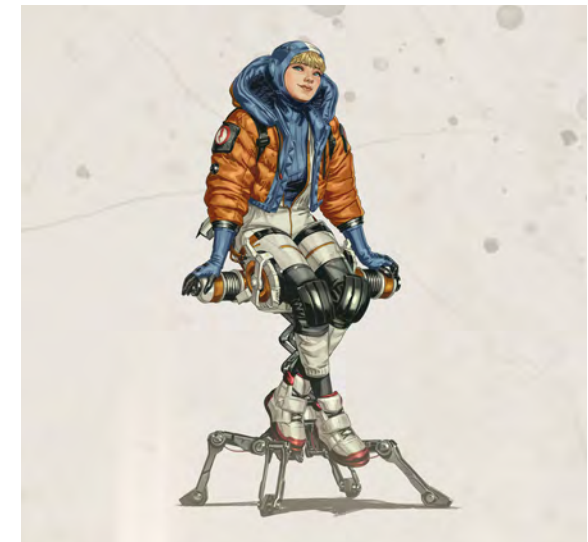
Apex Legends features characters with representation across ethnicity, culture, gender, sexual orientation and physical ability.

Connection

We believe games are a powerful way to bring people together. Over the past year, we have seen what a central role games play in keeping people connected. We are committed to developing resources that help players understand their role in playing positively and enable them to make meaningful connections. One way we do this is by giving players the opportunity to contribute to their communities outside the game. Last year, our FIFA team hosted the Stay and Play Cup, mobilizing players to raise $1 million USD for the GlobalGiving COVID-19 Relief Fund.

We also engage with our communities by working directly with groups and organizations, such as Brown Girl Gamer Code, Queens Gaming Collective, and Melanin Gamers, to increase the visibility of underrepresented gaming talent and communities in our marketing campaigns.

Balance

We believe that games should be part of a balanced lifestyle. As part of this belief, we look to empower players (and the people who support them) to better understand and manage how they play.

In November 2020, we launched a Parental Controls portal on EA.com to help parents make informed decisions that are right for their family. The portal includes information to help shape play by making choices on:

- Time Spent Playing
- Spending
- Social Communication
- Access to Games by Rating

FIFA Playtime

In FIFA, our largest game, we built FIFA Playtime to provide players with resources that allow them to monitor their gameplay and in-game purchases and let them set limits on how they play. FIFA Playtime is grounded in research that shows that having access to more information helps players feel comfortable with how they play. When combined with smart prompts to guide choices, FIFA Playtime is designed to provide players with tools to facilitate a comfortable balance in their gaming.

Play Together, Play Smart

Our campaign with UK non-profit Internet Matters called Play Together/Play Smart promotes parents learning more about game play and using parental controls.

Chapter 03

Community Investment

Electronic Arts is committed to the communities in which we live, play and work. Our focus areas include social justice and racial equity, investing in the future of the next generation of playmakers, and responding to our communities' essential needs.

$3M

in financial support for non-profits during the pandemic and supported communities with food, supplies and game codes.

The pandemic has hit communities hard over the past year. During this extraordinary time, we scaled our efforts, stepping up to support essential needs and accelerating our investments in organizations working to advance equality and social justice. We also continue to support nonprofits focused on equality and inclusion across science, technology, engineering, arts and math (STEAM) education. In total, we donated around $8 million through company grants, EA's volunteerism grants and employee gift matching programs—a 122% giving increase over last year.

Supporting Our Global Communities through the Pandemic

To support our communities during the pandemic, Electronic Arts donated more than $3 million to nonprofits including GlobalGiving and Give2Asia. We also provided our local communities with food, supplies, game codes and more to keep people safe, healthy and connected. Employees cared for their neighbors by participating in EA donation drives and volunteer events. In addition, we empowered our global employees to give to nonprofits that were highly impacted by the pandemic and amplified their efforts with a 2:1 donation match from March through June 2020.

Campaign Against Living Miserably

In the UK, we supported mental health during the pandemic through our partnership with the Campaign Against Living Miserably (CALM.) A FIFA tournament was held with members of Parliament, with proceeds donated to CALM. We also donated billboard space to support an initiative by the UK government and CALM aimed at combating loneliness.

Supporting Social and Racial Justice

The events of the past year shined a light on the systemic racism and inequality that exist in our society. At Electronic Arts, we have long held the principles of diversity, equity and inclusion and are deeply committed to the movement for social and racial justice.

Last year, we contributed more than $1.4 million to organizations working to end systemic racial injustice, fight discrimination and protect human rights in the U.S. and around the world. Our employees have been critical partners in this effort, and our 2:1 donation employee gift match included these organizations. Social justice organizations receiving contributions from us include:

$1.4M

contributed to organizations working to end systemic racial injustice, fight discrimination and protect human rights.

Jackie Robinson Foundation

Electronic Arts has sponsored the Jackie Robinson Foundation (JRF) since 2012, which continues Robinson's commitment to equal opportunity by addressing the achievement gap in higher education. The foundation implements programs that provide scholarships, mentoring and support services for talented people from underrepresented communities. Since our partnership began, Electronic Arts has sponsored students affiliated with JRF and welcomed multiple interns each year.

Play to Make a Difference

We host and sponsor charitable player events to raise money for organizations that share our commitment to building a more inclusive world. As part of one event, our annual Play to Give, we donated $1 million to six of our social justice partners.

Accessible Play and Our SpecialEffect Partnership

We are proud to be part of a diverse and dynamic community of players around the world, and we are committed to improving access to gaming for everyone. This includes our new patent pledge aimed at allowing royalty-free use and access for the broader game development community to our innovative accessibility-centered technology patents. Through this pledge, we hope to encourage more developers to build new features that make video games more inclusive.

EA has a long-standing partnership with SpecialEffect, a non-profit who modifies and creates personalized gaming controls for individuals living with disabilities. This year, our UK, Sweden and Ireland offices teamed up in the #GameBlast20 fundraiser for SpecialEffect, raising funds and engaging our player community to support their mission.

Our People Give Back

We provide our people with a variety of opportunities to give back to their communities. While the past year has been challenging for in-person volunteering, our employees found ways to make an impact, and we amplified their efforts, resulting in a 92% increase in matched donations.

As part of our commitment to giving back, Electronic Arts launched a new benefit that offers employees up to eight hours of paid volunteer time off each year to eligible employees. In addition, the EA Dollars for Doers program provides additional support for employee volunteerism. Employees that log 40 volunteer hours over the course of the year can donate $1,000 to a nonprofit of their choice (up to $2,000 every fiscal year).

Matching Gifts

Electronic Arts provides a 100% match to any full-time employee's donation to a charitable organization, up to $5,000 US dollars (or equivalent). To support global communities impacted by the COVID-19 pandemic and racial and social injustice, Electronic Arts also provided a 200% match to employee donations March through June 2020.
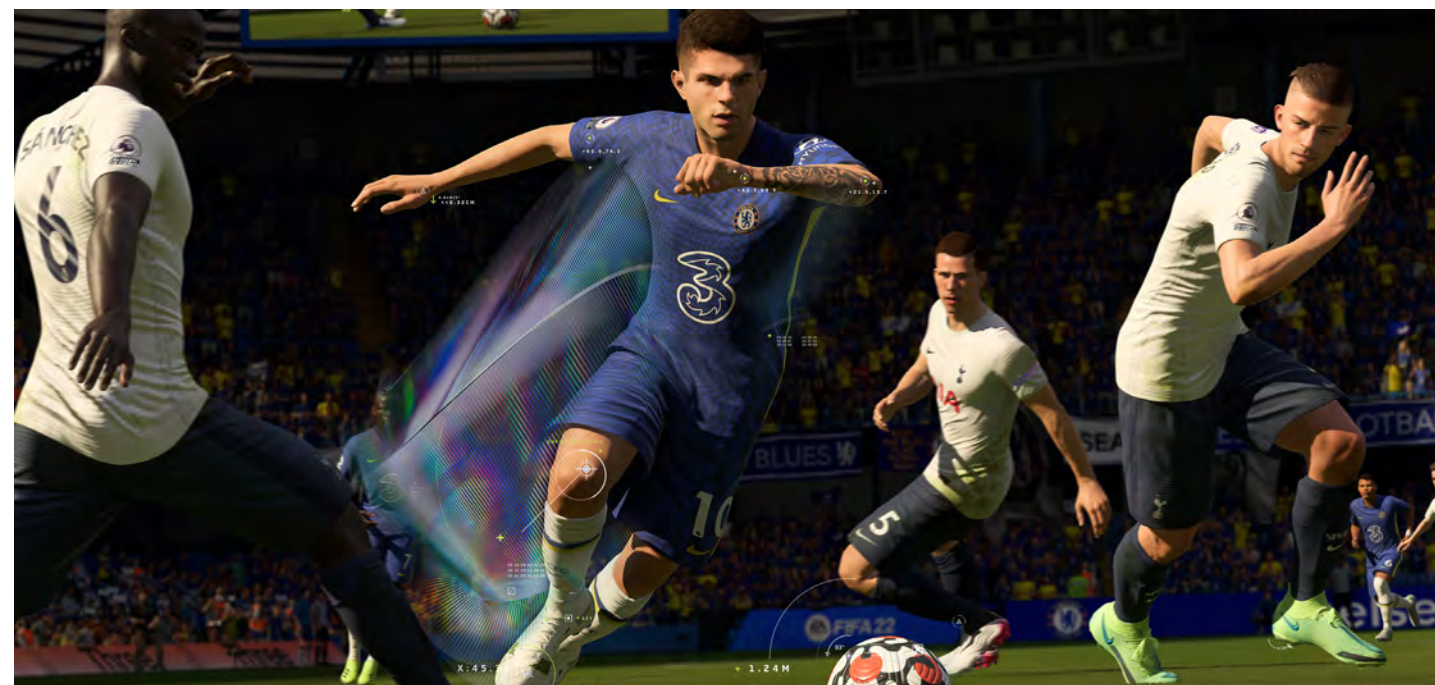
Investing in Privacy and Security

At Electronic Arts, care and transparency are important to how we collect, use, share, and protect our players' and employees' personal information. Privacy and security are critical to our business and our relationships with our players and employees. We are committed to thoughtful stewardship of their information.

Privacy

Our Global Privacy Principles follow globally recognized privacy tenets and best practices. These are designed to promote consistency while allowing agility across our business. We consider privacy implications at every stage of the product life cycle, from proof of concept to sunset of legacy systems. These efforts are overseen by our Chief Privacy Officer. Our Privacy Policy seeks to provide readily available transparency regarding our data practices.

Electronic Arts practices privacy by design in our games and services through tactical and strategic efforts. Our Legal Team reviews all games or initiatives that process player or employee personal information prior to launch or production. If a system will use player or employee data in a way that poses a heightened sensitivity to privacy, we conduct a thorough assessment to identify potential risks and actions that can mitigate or avoid potential concerns.

We do not design functionalities or "back doors" into products or services that would allow entities, including governments, to circumvent security features or otherwise compromise the security of our products and services in ways that could infringe on individual privacy rights. We also seek to protect against unauthorized access, use, destruction, modification, or disclosure of personal information through the constant vigilance and safeguards enabled by our Security teams.

We go beyond internal security efforts and work with external researchers to identify and fix potential issues in our products. We validate the information received through the Coordinated Vulnerability Disclosure (CVD) program to share relevant information among internal Electronic Arts stakeholders.

Physical Security and Business Resiliency

Our Global Safety, Physical Security & Business Resiliency (GSPS) practices support safety, security, and business continuity initiatives, including our successful transition to work-from-home in response to COVID-19 and our enterprise-wide response to non-IT incidents. Our Global Security Operations Center (GSOC) provides real-time monitoring of global developments and incident response. Our GSOC's approach is based on the ICS (Incident Command System) standard, and other functions within GSPS, such as travel risk management and business continuity, are managed with reference to recognized standards such as the ISO standards.

Electronic Arts practices privacy by design in our games and services through tactical and strategic effort
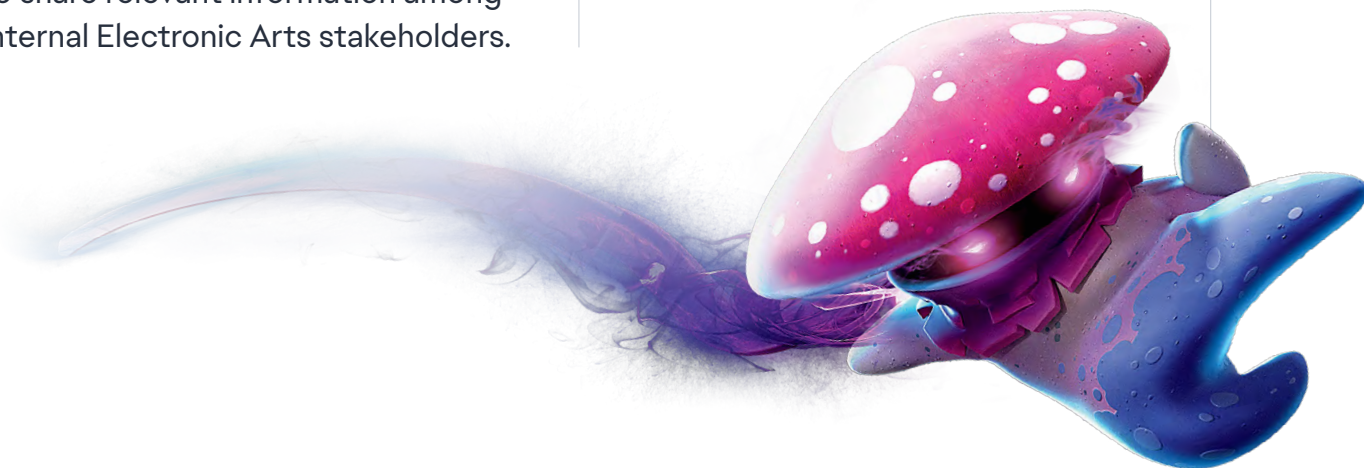
Global Privacy Principles

Transparency

- Strive to disclose how we collect, use, share, or otherwise process personal information in a way that is accessible and easy to understand

Notice, Consent and Choice

- Notify players and employees of our data practices, including the types of data we collect, where it is stored, how and why we use it, how to contact EA, and how to exercise data privacy rights

- Offer reasonable and appropriate choices on personal data use

- Obtain consent, where appropriate, before processing personal information

Data Privacy Rights

- Provide players and employees the right to access, update, correct, and request deletion of personal information

Security and Integrity

- Implement reasonable safeguards to protect against the theft, inappropriate use, or unauthorized disclosure of personal information

- Promote the overall integrity of information and systems

Accountability and Enforcement

- Provide reasonable ways to resolve complaints and disputes, and respond promptly to inquiries, requests, or complaints

Data Minimization and Purpose Limitation

- Strive to limit processing of personal information what is relevant or necessary to accomplish specific purposes disclosed to our players and employees

- Delete or anonymize data when it is no longer needed

IT-Security Management

Our in-depth security management system (SMS) is designed to protect, detect, and respond to security threats to Electronic Arts, our players and employees. We take a risk-based approach to addressing security threats that includes control layers across all aspects of our games, services, and infrastructure. Our SMS is based on standardized security frameworks from recognized organizations such as the International Standards Organization, the National Institute of Standards and Technology, and the Center for Internet Security.

Electronic Arts security practices and procedures are overseen by our Chief Information Security Officer. Our efforts include:

- Internal and external security risk assessments

- Adherence to a structured development lifecycle that incorporates security concerns

- Expert teams that continually test our defenses

- Technical controls designed to monitor and enforce compliance with security protocols

- Training to enforce, monitor, and encourage compliance with internal practices and procedures.

Electronic Arts also maintains controls and procedures designed to assess and mitigate risk with partners that are able to access sensitive or personal information, resources or data. For example, EA's Security Team performs a Security Risk Assessment on the processes and procedures of third parties that have access to player or employee personal information. Security risks are remediated, formally documented, and in some cases the business relationship may be ended or not pursued. Electronic Arts also maintains contractual arrangements with third-party data processors that

address measures designed to protect Electronic Arts' assets and data.

Embedding Security

All Electronic Arts employees are required to complete mandatory annual security training. These trainings raise awareness of security and our practices throughout the organization and empower employees to protect information assets and infrastructure.

Our in-depth SMS is designed to protect, detect, and respond to security threats to Electronic Arts, our players and employees.

Protecting the Environment

At Electronic Arts, we aim to operate sustainably and manage our environmental impact as we continue our digital transition.

Operating Sustainably

Climate change is a serious challenge that demands a comprehensive global response from every part of society. We are committed to doing our part by managing the impact of our operations and working towards the implementation of the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations.

We integrate environmental sustainability across our business operations in three key areas:

- Reducing our carbon footprint in the delivery of games and services

- Managing energy and water usage at our global offices and data centers

- Reducing the environmental footprint of our workplace and supply chain

In FY21, the percentage of our full games purchased digitally accelerated

Managing Our Impact

Electronic Arts' Nominating and Governance Committee ultimately oversees our efforts with respect to corporate responsibility, which includes environmental sustainability. The committee receives reports from management, as appropriate. In fiscal 2021 and early fiscal 2022 our environmental footprint changed as we shifted to a global work-from-home environment and completed significant acquisitions. We look forward to understanding the impact of these acquisitions, as well as future work models, and establishing baselines from which to measure our efforts.

Managing the Carbon Footprint of Our Games

Our continued digital transition has reduced the environmental impact associated with physical products. In FY21, the percentage of our full games purchased digitally accelerated, likely driven by factors associated with the COVID-19 pandemic. While digital adoption may decelerate in FY22, we believe that the significant increase in digital adoption we experienced in FY21 is likely a permanent change.

In addition, part of our strategy involves providing players with engaging services that extend and enhance gameplay. These live services require online hosting for longer periods of time, which has increased our business's reliance on computing power and associated resources. This impact is concentrated in our data centers.

Operational Footprint

North America

3
countries

6,500
employees

1,885,874
sq. ft. of facility space
(leased/owned)

62.61M
kWh of energy
used in FY21

66%
of portfolio energy use

32,729,336
gals. of water
used in FY21

15%
of total water is
consumed in high
stress water area

Europe

13
countries

3,000
employees

499,218
sq. ft. of facility space
(leased/owned)

29.14M
kWh of energy
used in FY21

31%
of portfolio energy use

2.29M
gals. of water
used in FY21

4%
of total water is
consumed in high
stress water area

Asia-Pacific

6
countries

1,200
employees

255,538
sq. ft. of facility space
(leased/owned)

3.56M
kWh of energy
used in FY21

3%
of portfolio energy use

.68M
gals. of water
used in FY21

NR*
of total water is
consumed in high
stress water area

Globally

22
countries

~11,000
employees

2.64M
sq. ft. of facility space (leased/
owned) included in energy inventory

95.31M
kWh of energy used in FY21

90%
of facility space covered
by energy inventory

99%
of Electronic Arts-Owned and
Electronic Arts-Managed servers
covered by energy inventory

32.73M
gals. of water used in FY21

19%
of total water is consumed
in high stress water area

FY21 energy and water inventories do not include data from recent acquisitions which we intend to integrate and include in our FY22 report. *Data not reported.

Our continued digital transition has reduced the environmental impact associated with physical products.

Understanding Our Emissions

Electronic Arts references the TCFD Framework and the World Resources Institute Greenhouse Gas (GHG) Reporting Framework, to identify the primary sources of our Scope 1 and 2 GHG emissions. If a material climate-related risk to Electronic Arts is identified, the risk will be reported to Electronic Arts' Audit Committee as part of its annual enterprise risk management processes and procedures led by our internal audit team.

Our Scope 1 emissions are mainly derived from fuel usage at Electronic Arts offices and data centers and fugitive emissions from refrigerant leakages. Our Scope 2 emissions are derived from electricity generation over which Electronic Arts has operational control, mainly in our offices and data centers.

Water Use for Data Centers

According to the World Resources Institute, all of our Electronic Arts-Managed data centers are located in areas with either low or low-medium baseline water stress. Some of our Electronic Arts-Owned data centers, located in our global offices, are located in major urban areas that may have higher water risk.

End-of-Life IT Management

We strive to make the end-of-life process for our technological equipment responsible. When possible, we donate technological equipment to educational and nonprofit organizations. When a donation is not possible—due to security concerns or damage to the equipment—we properly recycle it.

We participate in programs designed to manage e-waste to minimize the negative impact on the planet and human health. Our decommissioned technological equipment—servers, computers, laptops, and monitors—is mined for minerals and hazardous substances as well as reusable components before disposal in an environmentally safe manner.

Data Center Ownership Structure

Electronic Arts-Owned
Data centers owned and located in EA offices

Electronic Arts-Managed
Owned data centers over which EA has operational control and are housed in third-party locations

Hosting Providers
Data centers in third-party locations managed and maintained by third-party providers

Cloud
Data centers in third-party locations managed by third-party providers and used for point-in-time demand

A Robust Data Center Strategy

We take a holistic approach to data center management and implement strategies to drive efficiencies across our data centers over which we have operational control, and work with hosting and cloud partners committed to powering their data centers with renewable energy. In FY21, we gained better insight into energy usage from Electronic Arts-Managed data centers and now include energy consumption from these servers in our energy inventory.

Our key strategies:

1 Directly manage energy usage for Electronic Arts-Owned data centers, which constitutes about 2,400 servers, through practices designed to increase energy efficiency.

2 Continue to consolidate Electronic Arts-Managed data centers to fewer locations to drive utilization efficiency.

3 Increase usage of renewable energy at Electronic Arts-Managed Data Centers. Our Electronic Arts-Managed data centers are operated in partnership with companies that currently include renewables in their energy-use portfolio and have established goals for increased use of renewable energy in the future.*

4 Partner closely with cloud providers that have robust strategies to drive energy efficiency to help us to manage fewer data centers, driving efficiency and economies of scale. For example, data centers at Amazon Web Service (AWS) are 88% more energy efficient than on-premises data centers, according to their data.*

5 Partner with cloud providers with commitments to renewable energy. For example, Google Cloud, runs 100% on renewable energy today, and Amazon Web Services and Microsoft Azure, have committed to doing so by 2025.*

*According to partner and provider sustainability reports.

Our key cloud partners maintain renewable energy commitments.

Workplace Sustainability

We carefully manage our impact in owned spaces and work with site owners and managers to reduce our impact leased locations. Eleven of our offices are LEED-certified (or other green building certified) workspaces. Across our portfolio of owned buildings, we aim to reduce our energy water and waste consumption by:

- Using LED lighting and room sensors to reduce energy use

- Purchasing eco-friendly supplies, including 100% compostable products when possible

- Contracting green cleaning services and sustainable landscape services

- Promoting the reduction, reuse, and diversion of waste, including the elimination of single-use water bottles

- Increasing employee awareness and education around sustainability

Main Location Highlights

We take action to reduce our impact at our owned locations, including our global headquarters in Redwood Shores, California, and our studios and offices in Burnaby, British Columbia.

	Redwood Shores, CA	Burnaby, BC
Energy	• 550,000 kWh annual reduction from variable frequency drives for air conditioning. • 800 kWh annual reduction from several LED projects	• 820,000 kWh annual reduction from LED light retrofits, voltage harmonizer, and automated light sweeps
Water	• 5 million gallons of recycled water used annually for landscaping. • Drought-resistant plants for landscaping. • Low-flow toilets.	• We are continuing to evaluate water reduction efforts, such as drought-resistant landscaping and low-flow fixtures
Waste	• Approx. 90% of waste diverted from landfill to recycling and composting	• 30,906 pounds of waste diverted from landfill to recycling and compost • 100% compostable products (paper towels, toilet paper, food & beverage containers) are available campus wide • Cardboard recycling program saved ~160 trees this year and have recycled ~18,700 pounds of cardboard

241k

pounds of paper have been saved annually by our sustainability efforts
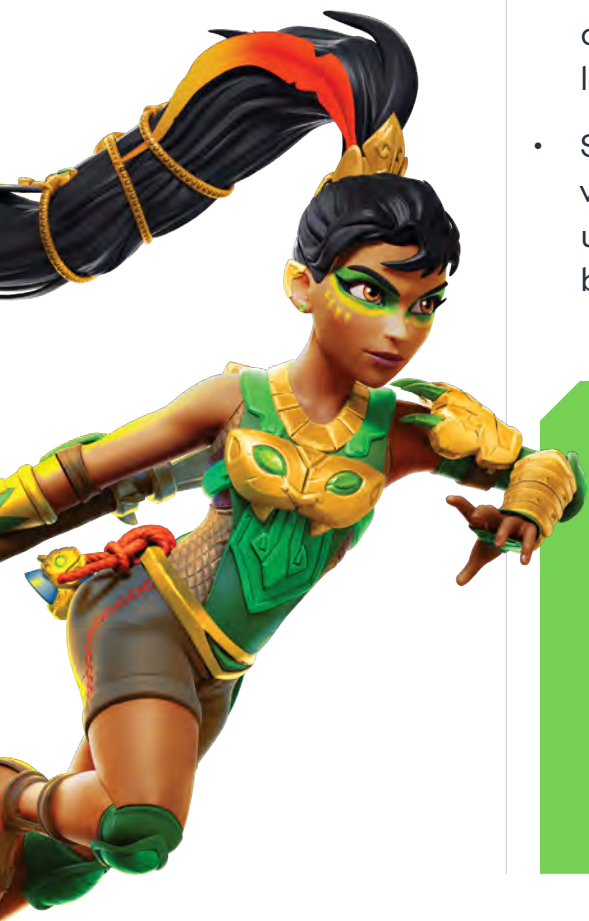
Building a Sustainable Supply Chain

We work to incorporate environmental considerations into our packaged goods supply chain. We've decreased the environmental impact of our physical products through digital transition and intentional actions, including:

- Printing legal notices on the back cover of games, which saves at least 238,000 lbs of paper annually.

- Shipping orders via corrugated wrap versus cartons, which decreases usage of corrugated materials by at least 10,000 lbs annually.

- Utilizing print suppliers with green certification from the Forestry Stewardship Council, the Rainforest Alliance, and the Sustainable Forestry Initiative.

- Eliminating use of pallet displays, including banding material.

- Decreasing retail display manufacturing by approximately 70 percent from peak.

- Converting packaging materials to biodegradable air pillows, saving at least 3,700 lbs of paper annually.

Environmental Compliance

We continuously monitor our compliance with all environmental laws and regulations. We have not had any significant environmental controversies resulting from our operations and have not incurred environmental fines, penalties, or levies. We comply with all water quality or quantity permits, standards, or regulations at our facilities.

Electronic Arts Global Green Team

Our Global Green Team consists of more than 600 people from all functions of the organization around the world. This group helps drive a broad range of internal and community-based environmental actions targeted at driving a sustainable future for employees, players, and the communities in which they live. The Global Green Team partnered with our ERGs to develop a speaker series for Earth Month designed to educate and raise awareness regarding climate justice and the ways in which climate change has a disproportionate impact on underrepresented communities.

Chapter 06

Enhancing Corporate Governance

Ethics and integrity are central to the way we do business at Electronic Arts. We are a values-driven company, and our corporate governance practices reflect our commitment to following applicable laws and NASDAQ governance standards.

Board Diversity

Our Board believes that complementary and diverse perspectives, whether based on business experience, diversity of background, including gender and ethnicity, or other factors contribute to the Board's effectiveness as a whole. The Nominating and Governance Committee and Board are committed to actively seeking highly qualified women and individuals from underrepresented communities to include in the pool of potential new directors. Currently, 62% of our Board identifies as female or as a member of an underrepresented community and the Board expects to continue adding female members and members from underrepresented communities, including a third female board member in the coming months.

62%

of our Board identifies as female or a member of an underrepresented community.

Our Board

Name	Diversity
Kofi A. Bruce	African American
Leonard S. Coleman	African American
Jeffrey T. Huber	
Talbott Roche	Female
Richard A. Simonson	
Luis A. Ubinas	Hispanic/Latino
Heidi J. Ueberroth	Female
Andrew Wilson	

Raise A Concern

We are committed to a safe, fair, and inclusive workplace at EA. For many years, we have invested in the policies, practices, tools and people who help create a fair and safe work environment where all of our workers can thrive. We take all concerns that are raised seriously, investigate them, and take action based on what we find. One of the ways we ensure our people feel safe and engaged at EA is enabling them to report issues, concerns or problems safely and securely through our Raise A Concern experience. This process and tool set starts with expectations articulated in our Code of Conduct and Respectful Workplace policies and provides employees and third parties a safe space to express concerns without fear of retaliation. Workers can report concerns through the avenue most comfortable for them: an online tool easily accessible through several channels, their manager, their People Experience partners, directly to the People Relations Team via a dedicated phone number and email address, or to any executive at EA. We investigate every report of misconduct, including those related to discrimination, harassment, and bullying, and we take enforcement very seriously. We have and will take intentional action when we learn of behaviors that are inconsistent with our values and Code of Conduct. And we look for patterns and develop insights from our work so that we can proactively educate our people on what constitutes a respectful workplace.

It is an ongoing journey to improve the work environment for everyone and we know there is always more that can be done. We don't shy away from this responsibility. We strive for accountability and to do what is right. We are committed and will continue to take actions to create and maintain the best possible work environment for everyone at EA to do the signature work of their careers.

Our Code of Conduct

Our Global Code of Conduct and Respectful Workplace policies apply to all employees, officers, and directors. New hires review and sign the Global Code of Conduct prior to beginning employment, and employees must annually acknowledge that they've followed, and will continue to follow it. Training on the Global Code of Conduct is conducted every two years for all employees. Our Raise A Concern online tool enables employees and third parties to report suspected violations for investigation and resolution.

We investigate every report of misconduct, including those related to discrimination, harassment, and bullying, and we take enforcement very seriously.
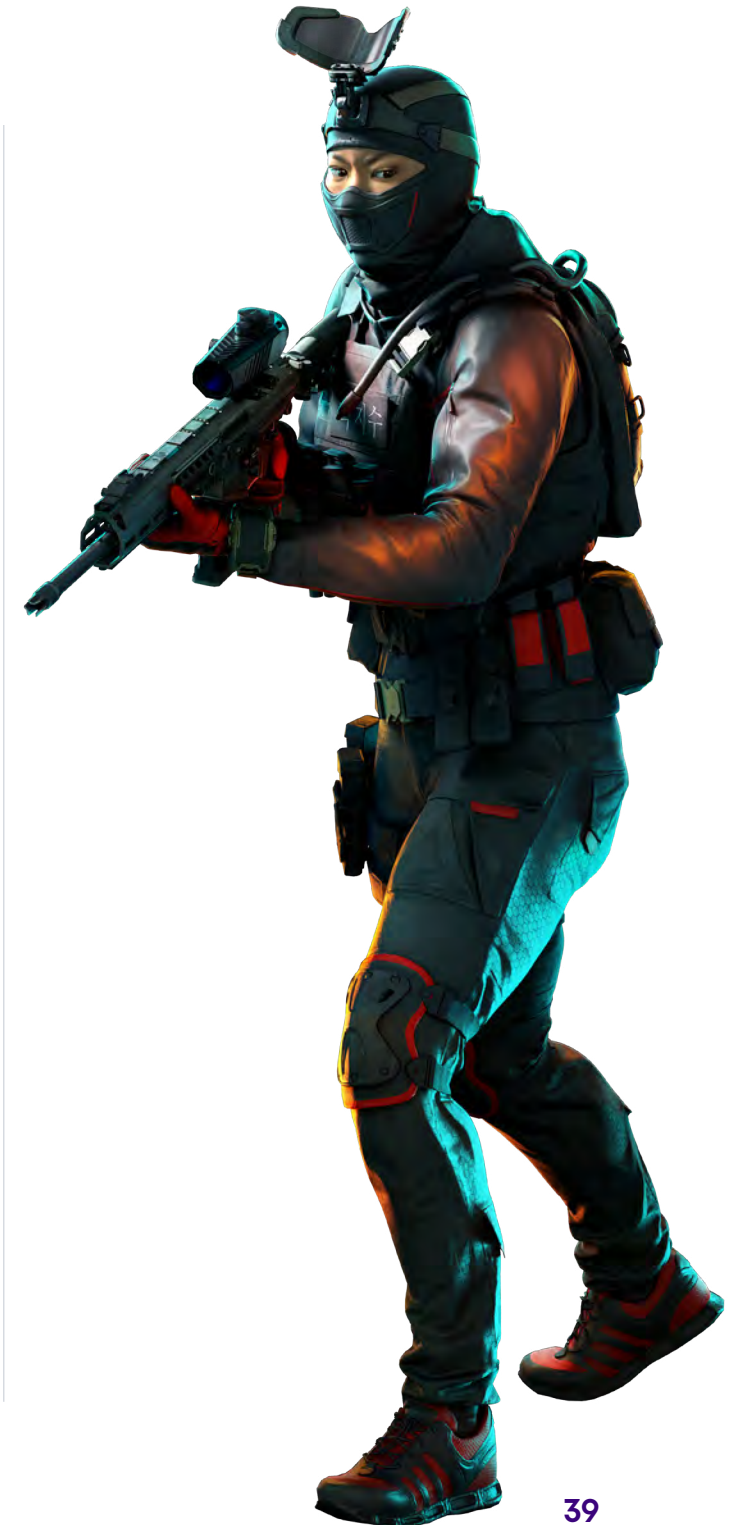
Ethics and Anti-Bribery

We are committed to acting fairly and ethically wherever and with whomever we do business. We have practices and procedures designed to promote compliance with all applicable anti-corruption laws and regulations, including the US Foreign Corrupt Practices Act, the UK Bribery Act, and all other national and local regulations where we operate. Our Anti-Corruption Policy applies to all employees and directors, and Agents or other consultants that represent Electronic Arts must also abide by these standards when conducting business with or on behalf of Electronic Arts.

Electronic Arts' General Counsel oversees compliance to our policies. We may require a written questionnaire or due diligence review prior to starting or renewing a business relationship above certain monetary thresholds with individuals or businesses in countries that pose a heightened risk of corruption, as determined by the Corruption Perceptions Index.

On a case-by-case basis we also perform due diligence and/or require written questionnaires before starting or renewing a business relationship below our internal thresholds or in lower-risk jurisdictions.

All Vice Presidents and above are required to complete online anti-corruption training. In jurisdictions that pose a heightened risk of corruption, such as China, this requirement is expanded to all Electronic Arts employees. Other select employees must complete the training based on the nature of their interactions with third parties, their roles, or the seniority of their positions. Violations of Electronic Arts' Anti-Corruption Policy are reported through the Raise A Concern online tool or through internal employee reporting mechanisms. Subject matter experts are also available to consult with employees on potential corruption-related matters.

We have practices and procedures designed to promote compliance with all applicable anti-corruption laws and regulations

Human Rights

We are committed to promoting and protecting human rights throughout our value chain. Our Global Human Rights Statement aligns with many of the common principles reflected in the United Nations Global Compact and the Universal Declaration of Human Rights and applies wherever we do business. Electronic Arts' Nominating and Governance Committee oversees the company's Global Human Rights Statement, policies and practices.

Diversity, Equity and Inclusion in Our Supply Chain

Our commitment to diversity, equity and inclusion extends to our supply chain. We strive for inclusive procurement practices that increase equity of opportunity for underrepresented communities. In 2021, we plan to enhance our practices, policies and technology to better promote purchasing from businesses owned by members of underrepresented communities.

Ethical Marketing

We are committed to marketing that is truthful, accurate and does not mislead consumers. Our advertising is clearly labeled, and we require that third-party partners, such as social media influencers and influential game streamers, label their content as marketing when partnering with Electronic Arts.

Political Advocacy

Electronic Arts strives to help policymakers understand our products and business. We engage in policy discussions and political processes when they matter to our business, customers or employees, but do not make direct political contributions to individual candidates, parties, committees or IRS Section 527 entities, or engage in activities intended to influence the outcome of campaigns or ballot measures. Our Political Activities Statement details more about our engagement in the political process.

We strive to promote purchasing from businesses owned by members of underrepresented communities.

About this Report

Electronic Arts Inc. (the "Company") published this report to provide an overview of our environmental, social and governmental ("ESG") efforts and commitments. This report is for the reporting year of April 1, 2020 through March 31, 2021. This report was created with reference to the Sustainability Accounting Standards Board (SASB) Standard for the Software and IT Services industry within the Technology and Communications sector.

This document and the materials or websites cross-referenced contain statements that are aspirational or reflective of our views about our future performance that constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as "anticipate," "believe," "expect," "intend," "estimate", "plan", "predict", "seek", "goal", "will",

"may", "likely", "should", "could" (and the negative of any of these terms), "future" and similar expressions to identify forward-looking statements.. The forward-looking statements in this document and the materials or websites cross-referenced concern the Company's goals, progress or expectations with respect to corporate responsibility, sustainability, employees, culture, inclusion and diversity, environmental matters, policy, procurement, and business risks and opportunities. Forward-looking statements inherently involve risks and uncertainties that could cause actual results to differ materially from those predicted in such statements. Forward-looking statements are not guarantees or promises that goals or targets will be met. The Company undertakes no obligation to update any forward-looking or other statements, except as required by law.

Historical, current, and forward-looking ESG-related statements

in this document may be based on standards for measuring progress that are still developing, controls and processes that continue to evolve, and assumptions that are subject to change in the future.

The information included in, and any issues identified as material for purposes of, this document may not be considered material for Securities and Exchange Commission reporting purposes. In the context of this report, the term "material" is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.

Website references and hyperlinks throughout this document are provided for convenience only, and the content on the referenced third-party websites is not incorporated by reference into this report, nor does it constitute a part of this report. The Company assumes no liability for the content contained on the referenced third-party references.
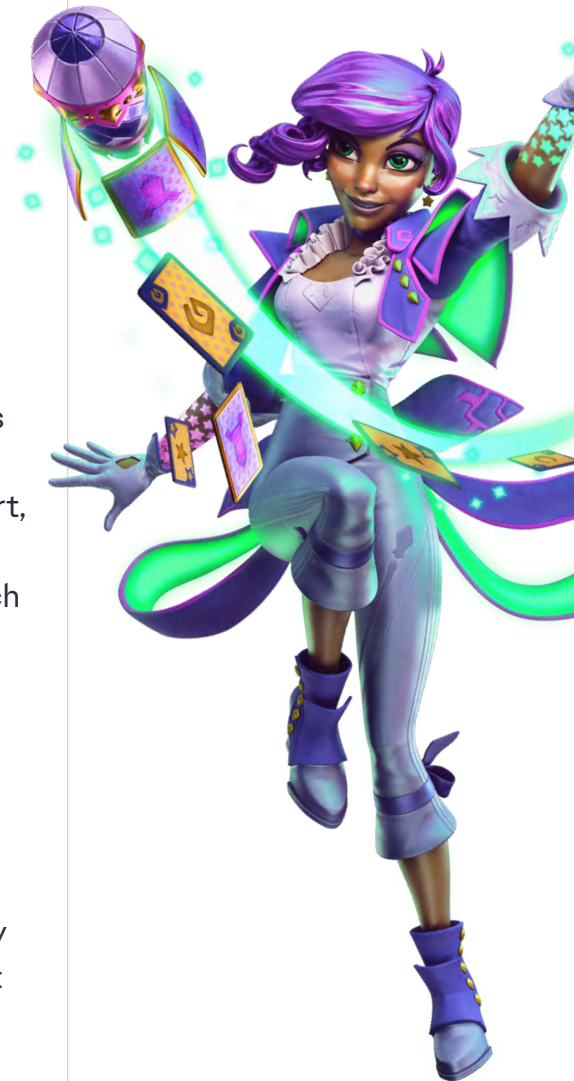
Appendix

The following table cross-references the Sustainability Accounting Solutions Board accounting metrics with where that information can be found in the 2021 Impact Report.

Software and IT Services: Sustainability Accounting Standard

Topic	Accounting Metric	Category	Unit Of Measure	Code	EA Data Response	Reference
Environmental Footprint of Hardware Infrastructure	1. Total energy consumed. 2. Percentage grid electricity. 3. Percentage renewable.	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	1. 343,126 GJ fiscal year 2021 (electric and natural gas), which represents ~90 percent of our facility square footage and approximately 99% of EA-owned and managed servers. 2. All of the energy used in our EA-owned facilities is grid purchased. 3. Our partners at EA-Managed data centers currently include renewables in their energy-use portfolio and have established goals for increased use of renewable energy in the future.	"Operational Footprint" on page 31
	1. Total water withdrawn. 2. Total water consumed, percentage of each in regions with high or extremely high baseline water stress.	Quantitative	Thousand Cubic Meters (m³), Percentage (%)	C-SI-130a.2	1. Total water use of 124,371 m³ in fiscal year 2020, which represents ~89 percent of our facility square footage. 2. EA consumes 23,659 m³ of water in high or extremely high water stress areas. This is 19% of total water consumption. Regionally, this consists of 18,607 m³ (15%) in North America and 5,052 m³ (4%) in Europe. Water consumption in high / extreme water stress areas in Asia-Pacific is not reported.	"Operational Footprint" on page 31
	Discussion of the integration of environmental considerations into strategic planning for data center needs.	Discussion and Analysis	N/A	TC-SI-130a.3	Please see the Protecting the Environment section of our Impact Report.	"A Robust Data Center Strategy" on page 33
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	Quantitative	Reporting Currency	TC-SI-520a.1	Zero. Material legal proceedings are disclosed in our SEC filings.	Annual Report 10-K

Topic	Accounting Metric	Category	Unit Of Measure	Code	EA Data Response	Reference
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy.	Discussion and Analysis	N/A	TC-SI-220a.1	EA is committed to marketing its games and services in a matter that is truthful, not misleading, and accurate.	"Ethical Marketing" on page 40 "Global Privacy Principles" on page 27 Privacy and Cookie Policy
	Number of users whose information is used for secondary purposes.	Quantitative	Number	TC-SI-220a.2	Our Privacy and Cookie Policy details our specific standards and actions.	"Privacy" on page 26 "Global Privacy Principles" on page 27 Privacy and Cookie Policy
	Total amount of monetary losses as a result of legal proceedings associated with user privacy.	Quantitative	Reporting Currency	TC-SI-220a.3	Please see our SEC filings for any material legal proceedings.	Annual Report 10-K
	1. Number of law enforcement requests for user information. 2. Number of users whose information was requested. 3. Percentage resulting in disclosure.	Quantitative	Number, Percentage (%)	TC-SI-220a.4	Our Privacy and Cookie Policy details how we handle requests from law enforcement.	Privacy and Cookie Policy
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring.	Discussion and Analysis	N/A	TC-SI-220a.5	Our User Agreement details the governing law and disclosure practices related to the access and use of software products.	Annual Report 10-K
Data Security	1. Number of data breaches. 2. Percentage involving personally identifiable information (PII). 3. Number of users affected.	Quantitative	Number, Percentage (%)	TC-SI-230a.1	Please see the Investing in Privacy and Security section of our Impact Report. Material data security events are disclosed in our SEC filings.	Annual Report 10-K

Topic	Accounting Metric	Category	Unit Of Measure	Code	EA Data Response	Reference
Data Security	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	Discussion and Analysis	N/A	TC-SI-230a.2	Please see the Investing in Privacy and Security section of our Impact Report.	"Privacy" on page 26
Recruiting and Managing a Global, Diverse, and Skilled Workforce	Percentage of employees that are: 1. Foreign nationals. 2. Located offshore.	Quantitative	Percentage (%)	TC-SI-330a.1	Approximately 64% of employees are located outside of the US.	Annual Report 10-K
	Employee engagement as a percentage.	Quantitative	Percentage (%)	TC-SI-330a.2	Please see the Building Diverse and Healthy Teams section of our Impact Report.	"Engaging Our Employees through Listening" on page 14
	Percentage of gender and racial/ethnic group representation for: 1. Management. 2. Technical staff. 3. All other employees.	Quantitative	Percentage (%)	TC-SI-330a.3	Please see the Building Diverse and Healthy Teams section of our Impact Report.	"Workforce Representation" on page 8
Managing Systemic Risks from Technology Disruptions	Number of: 1. Performance issues. 2. Service disruptions. 3. Total customer downtime.	Quantitative	Number, Days	TC-SI-550a.1	Please see our SEC filings for a discussion of material risks related to this subject matter.	Annual Report 10-K
	Description of business continuity risks related to disruptions of operations.	Discussion and Analysis	N/A	TC-SI-550a.2	Please see our SEC filings for a discussion of material risks related to this subject matter.	Annual Report 10-K

Electronic Arts

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