



Electronic Arts

2022

**Impact  
Report**

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“As we look to the future, we are committed to being agents of change by expanding the power of positive play for generations to come.”

## A Letter From Andrew Wilson, Our CEO

Our mission at Electronic Arts has long been to inspire people to tap into the positive power of play. **The most enduring impact is powerful: encouraging us to pay that goodwill forward into wider aspects of our lives.**

Play has always strengthened relationships new and old, helping us discover and build communities in which we feel a deeper sense of belonging. It continues uniting us today and will connect us in new and unexpected ways tomorrow.

This purpose drives our ecosystem of Impact, which we've outlined in this latest report. Our talented people are coming together to create the worlds, the stories, and the experiences to inspire nearly 600 million in our global network to make positive change in the communities where we live, work and play.

What you'll see are examples of how we're living our purpose and values every day. Our work to foster a safe and healthy culture – based on integrity and mutual respect – will never stop but rather constantly evolve to meet our growing, diverse employee and player base.

We remain committed to positive play, inclusive design and accessibility in our games and experiences. In addition to inclusive design tools to empower players to self-express and create content they identify with, we are driving innovation

for the broader industry with leadership commitments, such as the Accessibility Patent Pledge: where game developers can access royalty-free, accessibility-centered technology patents.

As the realities of climate change become ever-more present, we continue to integrate sustainability across our business. As our global community continues to move to digital, we're also seeing added environmental benefits through the reduction of packaging and distribution. More recently, we have advanced our understanding of our emissions and how we can reduce them, including using renewable energy. Ten of our data centers and four offices are now sourcing 100% renewable energy. We look forward to sharing more about our progress as we scale our efforts.

As I look across all that we do, I see our global community of players returning to games, again and again, to play, watch, create and connect with those they love. With this, I believe that the future of social impact will span both physical and virtual environments, and we hope to embrace this even more to achieve a deeper and wider impact for society.

At EA, we're passionate about expanding the positive power of play in gaming and entertainment experiences to drive interest and curiosity in STEAM (Science, Technology, Engineering, Arts, and Mathematics), particularly among

underrepresented groups. That's why we've committed \$5 million over five years via the John Madden Legacy Commitment to Education fund, and other avenues to support STEAM initiatives.

Our values fuel our creativity, pushing us to put our imaginations to work for the good of our teams, our players, and our world. I, along with EA's executive management team, continue to listen, learn, and grow with our diverse communities. As we look to the future, we are committed to being agents of change by expanding the power of positive play for generations to come.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Wilson'.

**Andrew Wilson**

## ESG Highlights and Commitments

**46**

**percentage point**  
increase in underrepresented talent in executive (VP+) roles over the last two years

**4K**

non-profits supported and

**\$9.5M**

in total giving through Social Impact efforts

Ten of our data centers and four of our offices are sourcing

**100%**  
renewable energy

**Progress in Company-wide representation**  
among women and underrepresented talent



Continued leadership in **Inclusive Design**



**Scope 1 and 2**

emissions disclosed for the first time

## Our Mission, Opportunity, and Strategy

Our mission is to inspire the world to play. We are a global leader in digital interactive entertainment, which is a top choice for play, an important way to connect with friends, and a vehicle for self-expression.

The addressable market for our games and services is broad and diverse across lines of gender, race/ethnicity, geography, and generation. Players live in nearly every country in the world<sup>1</sup> and nearly half of the gaming population in top markets is female<sup>2</sup>. We continue to see Gen Alpha and Gen Z turning to games as their primary source of entertainment. We believe that the future of entertainment is interactive and that the consumption of entertainment and sport is deeply social.

We anchor our business strategy on delivering amazing content and services to more players whenever and wherever they want to play. Our goal is to build from this core alongside these secular shifts and invest in new areas of opportunity which we believe will translate into sustained growth. These include:

- Providing creation tools for the community to engage more deeply with our content and experiences
- Aggregating and distributing our content and experiences to more players, on more platforms, in more geographies, and more business models
- Harnessing the power of the social ecosystems in and around our games

<sup>1</sup> Newzoo Global Games Market Report 2021

<sup>2</sup> Newzoo "Zooming in on Female Gamers"



### Net Revenue FY18 - FY22



### Business Snapshot

**\$6.991B**

Total Net Revenue

**\$2.76**

Diluted Earnings Per Share

**\$4.998B**

Live Services & Other Net Revenue

**\$1.899B**

Operating Cash Flow

## Our ESG Approach

Our ESG approach supports our business strategy and is guided by our purpose, values, and stakeholder expectations. ESG covers a company’s non-financial practices around its people, customers and communities that investors have signaled they use to make investment decisions.

The progress in this report reflects our long-term commitment to many ESG topical areas. We believe that a diverse and inclusive workforce that creates authentically representative games and services can expand the positive power of play and lead to growth in our business. Therefore, we aim to lead with respect to building diverse and healthy teams and promoting positive play in our games and experiences. These leadership opportunities are supported by programs to create positive social impact and manage our environmental footprint. All of our efforts are supported by foundational programs and practices related to privacy and security and corporate governance.

In early 2022, we conducted a materiality assessment which included third party peer and industry benchmarking, reporting frameworks review, and stakeholder interviews. The results inform our ESG approach, prioritization, and communication of progress through our Impact Report. We intend to complete the materiality assessment biennially to help us better understand the issues that matter most to our stakeholders so that we can engage and respond with transparency.

## Materiality Map



## Recognition

We're proud to be recognized for our efforts to expand the positive power of play while creating a workplace that is diverse equitable and inclusive, where people have the opportunity to fulfill their potential.



<p><b>World's Best Employers 2021</b> Forbes</p>	<p><b>Canadian Best Midsize Places To Work (Full Circle)</b> Gamesindustry.biz</p>
<p><b>World's Most Admired Companies 2022</b> Fortune</p>	<p><b>Best Places to Work in the UK Games Industry (Criterion Games)</b> Gamesindustry.biz</p>
<p><b>100 Best Places to Work in Austin 2022; 100 Best Large Companies to Work for in 2022 (Glu Mobile)</b> Built In</p>	<p><b>The Health and Wellbeing Award (Criterion Games &amp; Industrial Toys)</b> GamesIndustry.biz</p>
<p><b>Best Place to Work for LGBTQ+ Equality</b> Human Rights Campaign Foundation</p>	<p><b>Top Companies for Women Technologists</b> Anita B</p>
<p><b>U.S. Best Places to Work (Respawn &amp; Maxis)</b> Gamesindustry.biz</p>	<p><b>America's Best Midsize Employers 2022</b> Forbes</p>



01

# Building Diverse and Healthy Teams

We believe we're at our best when we listen, learn, and grow together. 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 culture.



## Our People

Our people create amazing games and services that are representative of our diverse player base and are expanding the positive power of play. This starts with a workplace that is diverse, inclusive, and encourages employees to show up as their authentic selves. At Electronic Arts, our people are the key to our success, and we're committed to:

<h1>1</h1>	<p><b>Integrating diversity, equity, and inclusion (DEI) in our people practices to drive results</b></p>	<h1>2</h1>	<p><b>A safe, healthy, and supportive culture that prioritizes engagement, listening, and action</b></p>	<h1>3</h1>	<p><b>Inclusive talent practices to support the development of our people and the growth of our business</b></p>
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### Highlights:

**Hired underrepresented talent above current representation rates** for the fourth consecutive year.

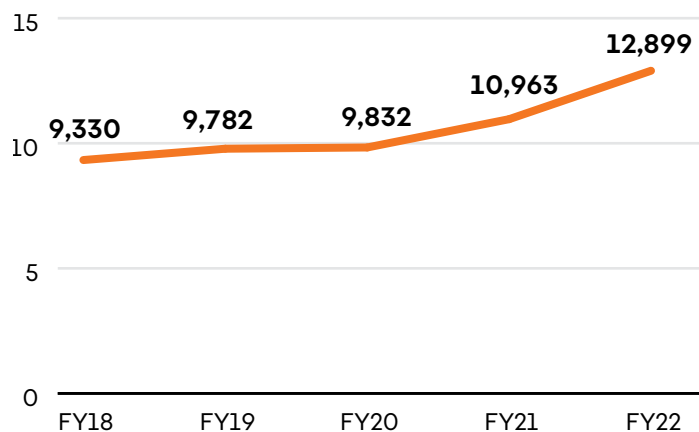
**Progress in company-wide representation** of women and underrepresented talent.

**46 percentage point increase** in underrepresented talent in executive roles (VP+) over the last two fiscal years.

**Continued to achieve base pay equity** on the basis of gender globally and race/ethnicity in the U.S.

### A Growing Workforce

As our workforce has grown, both organically and through acquisitions, we're proud that more people will benefit from our leading programs and practices.



## Diversity, Equity, and Inclusion in Our Workforce

Our business strategy, diverse player base, and global reach require a workforce that reflects and respects the different identities and experiences of our players. We invest in DEI across our business to empower our people, actively foster inclusion, and shape the future of Electronic Arts.

We work to embed inclusion across our systems, process, and culture to:

- Attract, develop, and retain great talent that can thrive and do their best work
- Develop relatable content and games
- Expand into new and diverse markets
- Authentically represent players around the world

## We're Committed to Making Progress Everyday

We will continue to build our teams, resources, and strategies for a best-in-class DEI practice, setting the standard in our industry, workplace, games, and services. We will lead with our actions, embedding DEI in our systems, tools, and practices across our operations. As we make progress, we remain committed to improving public disclosure with respect to our DEI aspirations.

## DEI Governance

Our Global Diversity Council guides our commitment to DEI. The Council is led by our CEO and includes members of our executive team. In FY22, we expanded the Global Diversity Council and added Executive Advisors to our employee resource groups to deepen leadership engagement. In addition, each member of our executive team maintains an Inclusion Action Plan for their business unit designed to cultivate a more inclusive employee experience with leadership accountability. The Nominating and Governance Committee of our Board of Directors ultimately oversees our efforts.



## Workforce Representation

Global	Overall		People Leaders		Technical Roles	
	FY21	FY22	FY21	FY22	FY21	FY22
Women	24.5%	25.5%	22.3%	24.7%	18.2%	19.4%
Men	75.5%	74.5%	77.7%	75.3%	81.8%	80.6%

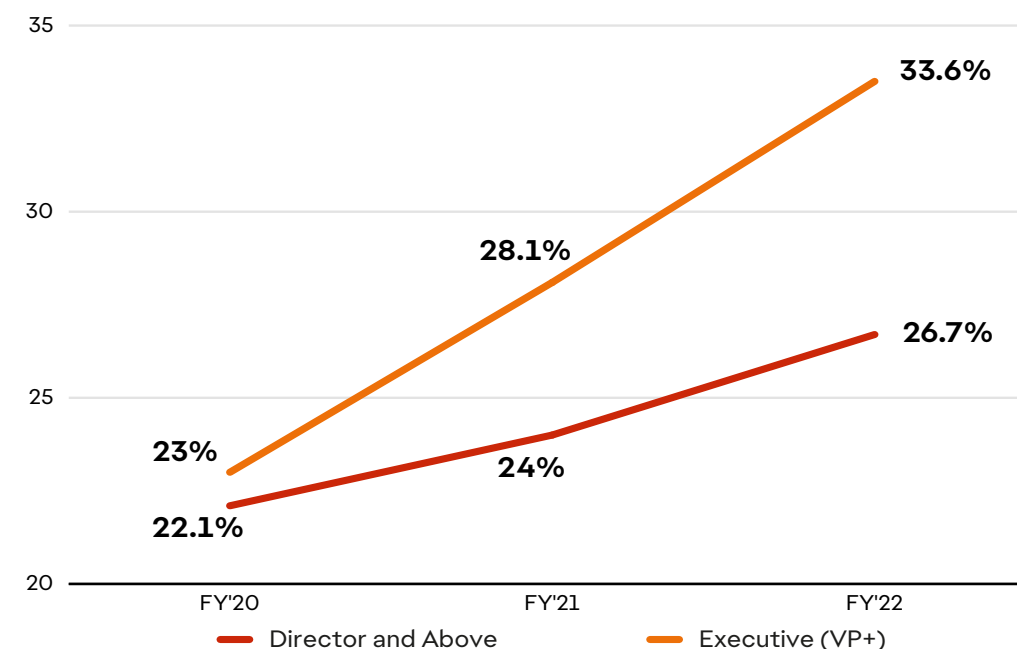
U.S	Overall		People Leaders		Technical Roles	
	FY21	FY22	FY21	FY22	FY21	FY22
White	53.9%	53.4%	59.4%	60.3%	53.3%	53.1%
Asian	22.1%	21.8%	18.8%	18.4%	24.9%	24.4%
Hispanic or Latinx	8.4%	8.7%	6.2%	5.5%	7.1%	7.7%
Black or African American	3.6%	3.8%	3.0%	3.3%	2.9%	3.1%
Two or More Races	4.4%	4.6%	3.8%	3.6%	3.8%	3.6%
American Indian or Alaska Native	0.3%	0.2%	0.1%	0.2%	0.2%	0.1%
Native Hawaiian or Other Pacific Islander	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%
<b>Underrepresented Talent By Ethnicity<sup>1</sup></b>	<b>16.9%</b>	<b>17.5%</b>	<b>13.2%</b>	<b>12.7%</b>	<b>14.2%</b>	<b>14.8%</b>

<sup>1</sup> Includes Black or African American, Hispanic or Latino, Two or More Races, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander.



## Leadership Growth

Over the last two fiscal years, we have sharply increased the percentage of our executive positions (VP+) with underrepresented talent. This strategic focus supports diverse talent across Electronic Arts by providing greater opportunity for advocacy and sponsorship. **Our progress demonstrates that underrepresented talent can thrive and achieve their long-term aspirations at Electronic Arts.**



# 1 Integrating DEI in Our People Practices to Drive Results

## Inclusive Hiring Practices

We have inclusive recruiting strategies that have led to **hiring underrepresented talent above current representation rates for four straight years**. These strategies as well as partnerships and events with nonprofits, colleges, and universities help us identify diverse talent inside and outside of our organization. In FY22, we expanded our Hiring for Results program to educate and train even more leaders on Electronic Arts' fair and predictable hiring process.

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 and our talent acquisition leadership have aspirations for each of these two stages of the hiring process. These aspirations are treated consistently with other annual goals established by business unit leaders. They are grounded in current representation levels and the hiring plans for each business unit. They are expected to result in year-over-year growth in underrepresented talent across our workforce. Leaders are held accountable 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.

## Next Generation Talent

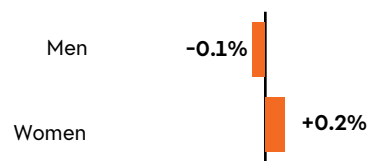
We believe that investments in next generation talent provide the opportunity to build and maintain a diverse workforce over the longer-term. We engage core schools and strategic partnerships to drive exposure to our career opportunities within untapped communities of underrepresented talent. Outreach includes Historically Black Colleges and Universities, Hispanic Serving Institutions, and partnerships with organizations such as the [Jackie Robinson Foundation](#), the [Hispanic Scholarship Fund](#), the [Reboot Coalition](#), and the [National Society of Black Engineers](#). In FY22, Electronic Arts hired 353 student interns and 175 new graduates. Forty two percent of our interns became full-time employees.

## Retaining Diverse Talent

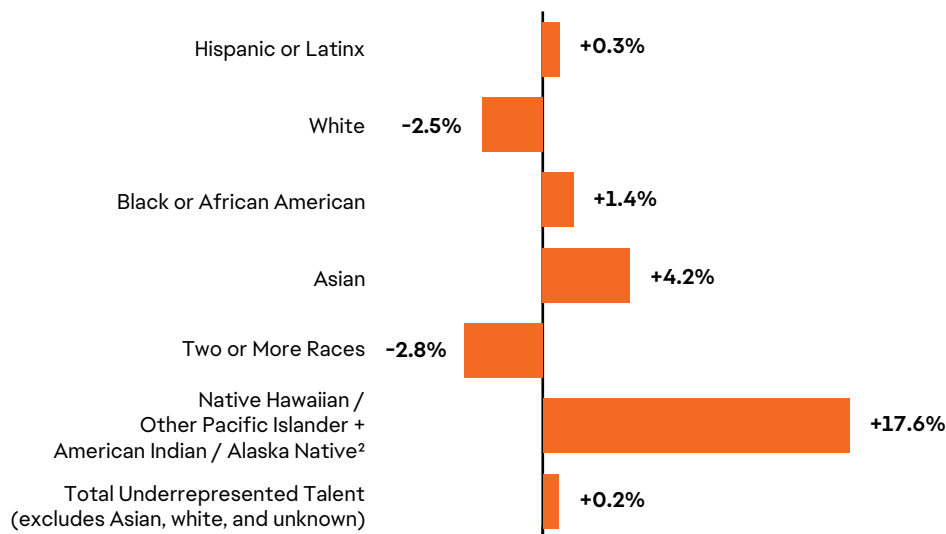
We focus on retaining our employees through tailored approaches and employ analysis, process, and tools to support career progression and retention of underrepresented talent cyclically. These practices include bias checks in our talent processes. We're proud to lead our industry in disclosure of our voluntary attrition data so that our stakeholders can track our progress around retention. We monitor this data to help us diagnose areas in which we must continue to improve. When we find areas that require our attention, we aim to identify root causes and solve for them in service of our teams.

## FY22 Voluntary Attrition<sup>1</sup>

### Global



### US Only



<sup>1</sup> The center line denotes average voluntary attrition at EA during FY22. Percentages on either side of the line show the difference from the average rate.

<sup>2</sup> In aggregate, this population comprises less than 0.5% of our workforce. A small number of departures can lead to a high percentage.

## Equitable Pay

Part of our commitment to equity, inclusion, and diversity is compensating our employees fairly based on the work they perform. Our commitment to equitable compensation is detailed in our [Pay Equity Statement](#). During FY22, our proactive programs and processes enabled us to continue to achieve base pay equity globally based on gender and based on race/ethnicity in the United States. We've applied Electronic Arts' pay practices and strong pay equity principles to new employees entering the company, including through acquisitions. We are proud that when people join Electronic Arts, they benefit.

## Employee Resource Groups




Employee resource groups (ERGs) are a core component of our commitment to elevating and engaging diverse voices across the organization. In FY22, we resolved to focus our ERGs in the following ways:

- Fostered communities of practice to support our DEI goals led by subject matter experts
- Developed pan-ERG programming with focus on intersectionality to drive impact and develop leaders
- Deepened leadership engagement including expanding executive leadership

## Creating Inspiring Experiences

We develop and share employee resources and programming to foster inclusion and belonging, leading to consistent scores for these measures in our employee engagement survey. For example, in FY22, we created company-wide signature heritage months to advocate, educate, and celebrate Allyship moments. And our Equity Town Halls offer a safe environment where employees and leaders can create awareness and engage in meaningful dialogue around important issues.

## Our ERGs

	<p><b>Women's Ultimate Team (WUT)</b> Women's affinity group—our first and largest ERG</p>	<p>~1600 MEMBERS</p>
	<p><b>PRIDE</b> LGBTQ+ affinity group</p>	<p>~850 MEMBERS</p>
	<p><b>SOMOS EA</b> (“We Are EA” in Spanish) Hispanic and Latinx affinity group</p>	<p>~450 MEMBERS</p>
	<p><b>Beat!</b> (Black EA Team) African American and Black affinity group</p>	<p>~550 MEMBERS</p>
	<p><b>Aspire</b> (Asian and Pacific Islanders Represent) Asian, Native Hawaiian, and Pacific Islander affinity group</p>	<p>~650 MEMBERS</p>
	<p><b>Able</b> Champions the inclusion of people with disabilities; created by and for people with disabilities</p>	<p>~550 MEMBERS</p>
	<p><b>Mosaic</b> Enables smaller offices/studios to engage and contribute to the objectives of relevant affinity groups for their location</p>	<p>~150 MEMBERS</p>

as of 3 / 31 / 22

2

## Creating a Safe, Healthy, and Supportive Culture that Prioritizes Engagement, Listening, and Action

We aim to create a work environment and culture in which our people can thrive and do their best work. We believe it is imperative to support our employees through the entire employee lifecycle. We aim to build a reciprocal relationship in which we consistently engage, listen, respond, and work together to create an Electronic Arts that supports our people and delivers on our business goals.

### Results from our Recent Surveys<sup>1</sup>

# 88%

felt recognized by their manager

# 87%

agree that Electronic Arts is committed to DEI as a priority

# 85%

agree their opinion matters to their team

# 81%

are happy working at Electronic Arts

<sup>1</sup> September 2021 Manager Survey and December 2021 Engagement Survey

## Engaging Our Employees Through Listening

At Electronic Arts, we believe that an engaging, high-performance culture has its roots in meaningful conversations. We deploy semi-annual engagement and annual manager surveys, conduct quarterly performance conversations between managers and employees, and leverage internal data to promote and measure employee engagement, organizational health, and manager effectiveness. **Eighty-one percent of employees responded to our December 2021 survey.**

### Listening and Action

Electronic Arts' culture of listening leads to decisions and actions that benefit our workforce and organization as a whole. Our employees' voices serve as important input into the decisions we make as a company. Key actions in FY22 that were informed by employee engagement include:

- Increased mental health benefits
- Pandemic support, both financial and with respect to sick and caregiver leaves
- Access to free COVID tests and periodic Q&A sessions with medical experts
- Healing sessions to provide professional support to our employees through world events and other triggering moments

## Raise a Concern

Our culture of listening and action also shows up in our “Raise a Concern” experience. This is the process by which employees can safely raise workplace concerns – including those related to discrimination, harassment, and bullying – without fear of retaliation. We offer employees a variety of ways to report concerns in a way most comfortable for them:

- An easily accessible online tool
- Their manager
- Their People Experience partners
- An Electronic Arts executive
- The People Relations Team via a dedicated phone number and email address

We review all reported concerns and take enforcement very seriously. We have and will take appropriate action when we learn of behaviors that are inconsistent with our values, Code of Conduct, and our Respectful Workforce Policy. In addition, we continue to invest in policies, practices, tools, and people to create a work environment where all our workers can thrive. In FY22 we expanded our Global People Relations organization—the team responsible for investigating concerns and recommending corrective actions. We also formalized the process by which our Board and its Committees oversee these programs and practices. We’re committed to being vigilant in maintaining a healthy working environment.





## Caring for Our People

Electronic Arts provides comprehensive benefits and awards packages customized to local markets to support the physical, mental, and financial health of our people. Benefits offered may include:

### Physical Health

**Global Fitness Benefit:** Employees can receive free or subsidized access to fitness facilities and subscriptions, home equipment, and other movement-based activities.

**Ergonomics Program:** Employees can have their workspace (home or in the office) assessed to receive comfort solutions based on specific needs.

**Health Coverage:** Employees have access to medical plans and supplemental insurance options to support holistic health.

### Mental Health

**Mental Health Platform:** Provides employees with 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.

**24/7 Crisis Support Line:** Employees have access to a 24/7 crisis support line in partnership with Modern Health.

### Family Health

**Vacation & Holidays:** EA encourages employees to stay on 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 Global Caregiver Leave and 4 weeks Global New Parent Leave.

### Financial Health

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

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

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

**Equity Vesting:** Upon death or qualifying disability, employee equity awards may vest to assist families in a time of need.

### Expanded Mental Health Partnerships

Recent events within the games industry and in our society have proven to be triggering for those who've experienced harassment, violence, or abuse in their lives or careers. We're committed to supporting the wellbeing and safety of our employees. We're hosting Healing Sessions for our employees to provide confidential, safe spaces with trained moderators to help identify ways to repair and heal.

### 3 Inclusive Talent Practices that Support the Development of our People and the Growth of our Business

Our people drive the future of Electronic Arts, and our talent planning, hiring, and development strategies are aligned with our strategic vision to create amazing games and services for our diverse player base. In FY22, we added the greatest number of employees in our history, through hiring and company acquisitions. This is an opportunity to shape the future of our company.

#### Learning and Development

We invest in developing and retaining employees through access to professional growth resources, skills learning, and other job-specific and general training. Electronic Arts Learn—our learning management system—provides online resources with leading industry vendors and proprietary learning materials. **In FY22, we saw a 27% increase in instructor-led virtual sessions and employees logged over 173,000 hours on our online learning platforms.**

#### Technical Training

We build technical onboarding and job-specific programs to help our employees onboard to technical roles and grow in their specific domains. We provide access to online learning resources with leading industry vendors. We also develop bespoke learning materials for our Frostbite game engine and tools, serving our game developers. We also hold workshops and

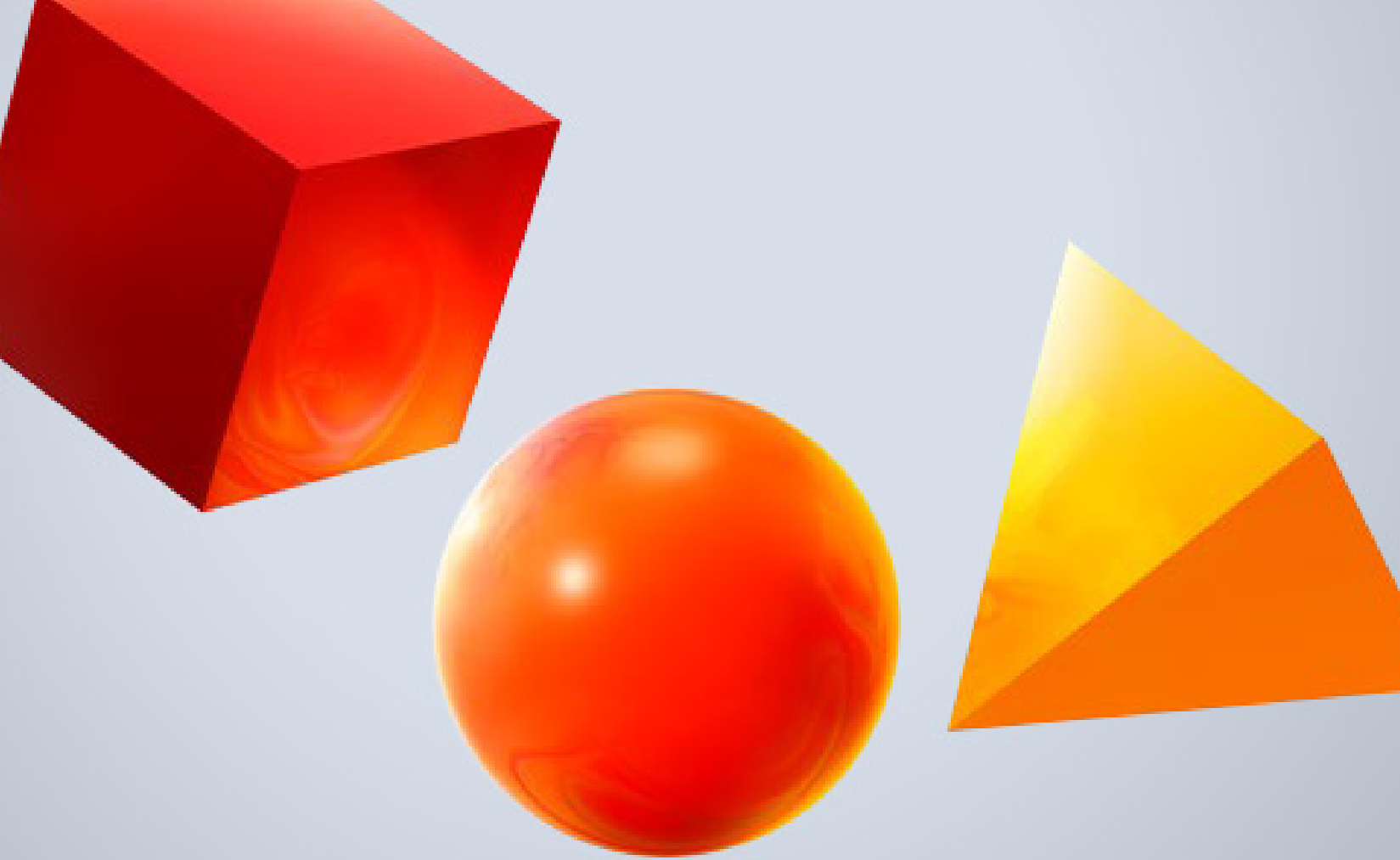
conferences throughout the year, such as Animation Conference 2021, a multi-week event that connects our animation community, and Machina, an Electronic Arts internal conference on artificial intelligence and machine learning.

#### Inclusion Training

We offer inclusion learning and skill-building for all levels of the organization, including workshops on psychological safety and inclusive leadership. 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 the Leadership Diversity, Equity, and Inclusion Experience program. This multi-month program for all top leaders focuses on race, gender, and accountability. Created in partnership with Duke Corporate Education, more than 95% of global leaders have participated.

#### Developing Leaders

Leading people is an honor, privilege, and great responsibility. We expect our leaders to build high-performing, diverse teams and provide them with development and tools to create an inclusive environment where everyone can bring their best selves to work. We support our people leaders through the Leader League program and aim to support emerging leaders through such programs as the EA Mentoring and Sponsorship program. In October 2021, we piloted the Next Level Leadership Experience program with a select group of employees to explore mindsets, capabilities, and tools leaders need to execute, innovate, and transform into the future.



02

# Positive Play

At Electronic Arts, we believe in the positive power of play. Gaming communities should be positive, fun, fair, and safe for all players. That's why we take intentional action to help our games and services be enjoyable for everyone.

## Five Player Needs for Positive Play

We know from in-game reports, survey data, and industry research that players and fans have essential needs when they choose to spend their time with us. We aim for:

- 1 **Safety**  
Players trust that Electronic Arts games will be safe, positive, and fun experiences, free from intentional disruption
- 2 **Fairness**  
We take steps to minimize the impact of cheating and promote fair play
- 3 **Inclusion**  
Our player experiences champion and exemplify inclusion, equity, and accessibility
- 4 **Connection**  
Our social experiences provide value to a global community of players through positive and meaningful connections
- 5 **Balance**  
Players should enjoy our games as part of a balanced lifestyle

## Inspiring the World to Play Together

In FY22, Electronic Arts continued to build on our commitment to positive play. Our goal is to create games, stories, worlds, and characters that are as diverse as the communities we serve, uniting players around the world and expanding the positive power of play. We invest in teams, resources, and technology to design inclusively, give players choices in how they play, and moderate for safety. We take swift action when something disrupts how players create, watch, play, or connect with each other, as outlined in our [Positive Play Charter](#).



## Safety

We use systems and policies that model safe online communities for our players. Every Electronic Arts game in FY22 was launched with in-game reporting for disruptive or inappropriate behavior. We monitor key in-game interactions for disruptive behavior through both proactive and reactive measures.

We deploy proactive tools, including filters that block offensive or inappropriate text in player chat or names before they reach players, while also considering game-specific context and intensity. We supplement our proactive measures with in-game reporting that allows players to report disruptive behavior to us. Where we find activity that conflicts with our Positive Play Charter, we remove it and take further action that is appropriate in the context. For example, we may issue reminders to players or restrict their accounts. We may also suspend or ban players.

### Apex Legends

After Electronic Arts provided feedback to the Apex community about behavior that violated our Positive Play Charter, the community improved itself without bans or other punitive measures. A study showed that 85% of players changed their behavior when we provided information about the rules.

### NHL 21

We implemented technology in NHL 21 that scanned uploaded content for language that violated our Positive Play Charter, and we removed it. These efforts led to a reduction in both repeat offenders and the severity of disruptive content.

## Fairness

We promote fairness in our games and services by investing in resources and technologies to maintain a level game environment and prevent or deter unfair behavior. We take action against any unfair behavior we find and intentionally encourage fair play with priming statements that remind players of our standards.



## Inclusive and Accessible Player Experiences

We design our games to make every player feel welcome, seen, heard, and supported. We've developed an Inclusive Design Framework to enable our teams to deliver experiences that embed inclusivity and authenticity throughout our products. Our dedicated inclusivity and accessibility team drives deep partnerships with our development teams through:

- Training programs and workshops
- Research and data
- Industry-wide collaborations
- Partnerships with non-profits
- Development of best practices

### Accessibility Patent Pledge

Our [Accessibility Patent Pledge](#) allows every developer and publisher in the industry to use our accessibility-centered technology, royalty-free. The end goal is to encourage our industry to make games more inclusive by removing unintended barriers for people experiencing a range of conditions who may benefit from accessible design.

The Accessibility Patent Pledge includes the Apex Legends Ping System, which improves communication for players with speech, hearing, and cognitive disabilities, and benefits players who prefer not to communicate verbally.



### Apex Legends

A study conducted by [Diamond Lobby](#) found that Apex Legends has the most diverse character base among 100 games released between 2017-2021. Of the Legends introduced in the game to date, half are female, one is non-binary, half are non-white and six are LGBTQ+.



### The Sims

In January of 2022, we unveiled customizable pronouns for Sims 4. The new features were introduced via a fireside chat with [It Gets Better](#), a non-profit empowering and connecting the LGBTQ+ community. The Sims Wedding Story pack also introduced Camille and Dominique—the first interracial LGBTQ+ couple to be featured in the game.



### Covet Fashion

Covet Fashion introduced new skin tones, facial features, makeup, and naming conventions, allowing fans to customize their play across gender, ethnicity and culture.

## Connection

We believe games are a powerful way to bring people together. Over the past two years, we've seen the central role games play in keeping people connected. We believe that our games and services can expand the positive power of play and enable meaningful connections among our players.

### EA Play Live Series

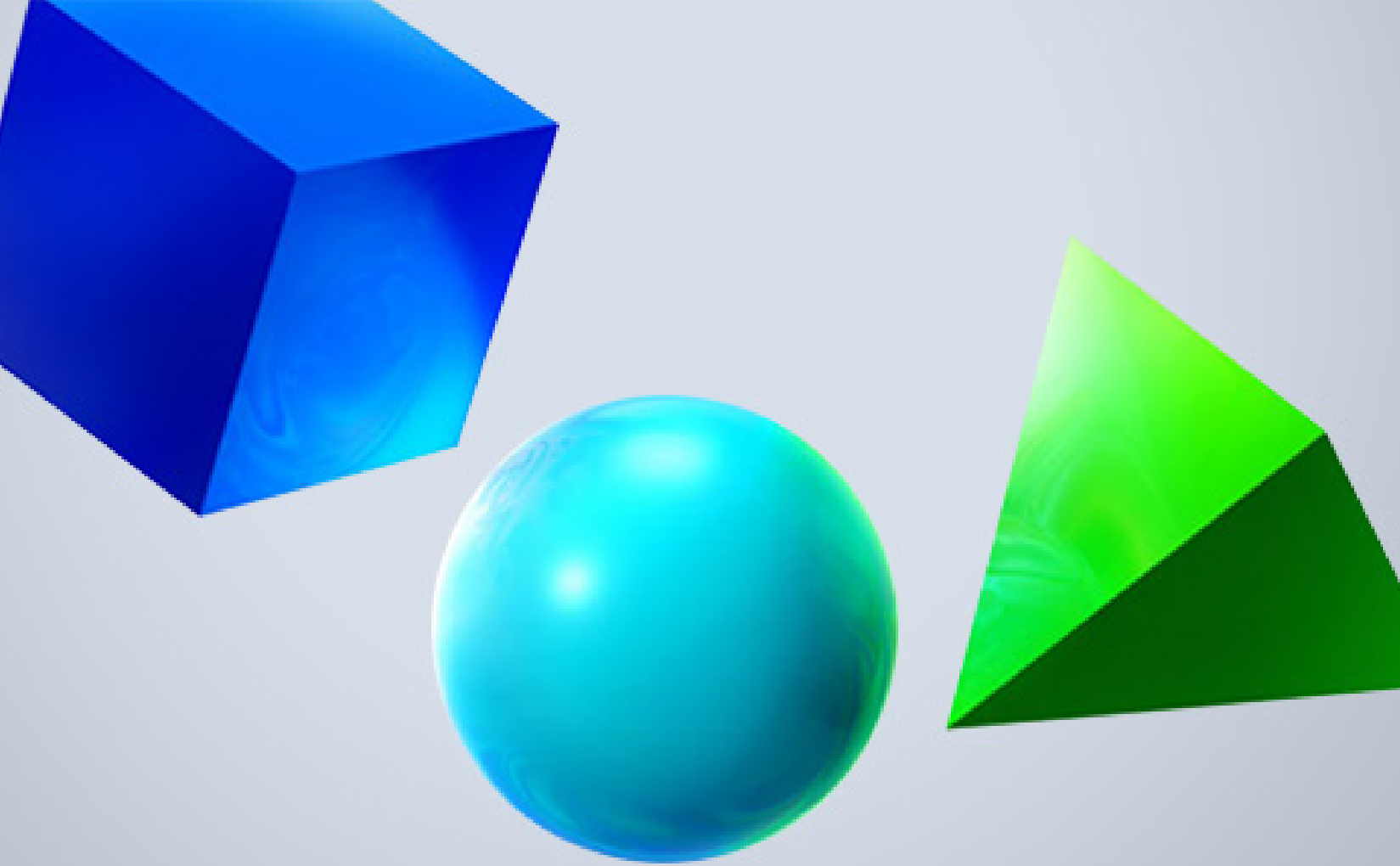
EA Play Live Spotlight is a series of four individual spotlight events. These events lead into a main event designed to connect players to the games they love and the people who make them. In these spotlights, players hear from talented developers behind original Electronic Arts games.

## Balance

We believe that games should be part of a balanced lifestyle. We look to empower players and the people who support them to understand and manage how they play. We maintain a parental controls portal on EA.com to help parents make informed decisions that are right for their family. In addition, our Play Together/Play Smart campaign with UK nonprofit Internet Matters, promotes parent awareness of positive game play and parental controls. Independent research showed that over half of parents surveyed set up parental controls on their child's console after learning how through the campaign.

### Oxford Internet Institute Research

We're committed to better understanding the impact of game play on player communities. We've participated in two independent studies by Oxford Internet Institute (OII), and provided their researchers with access to game telemetry data to better understand the impact of game play on player well-being. Our participation in the first study prompted broader industry participation in a second study with a similar focus. OII's studies follow open science principles, which ensure other researchers have access to the data involved in these projects.



03

# Social Impact

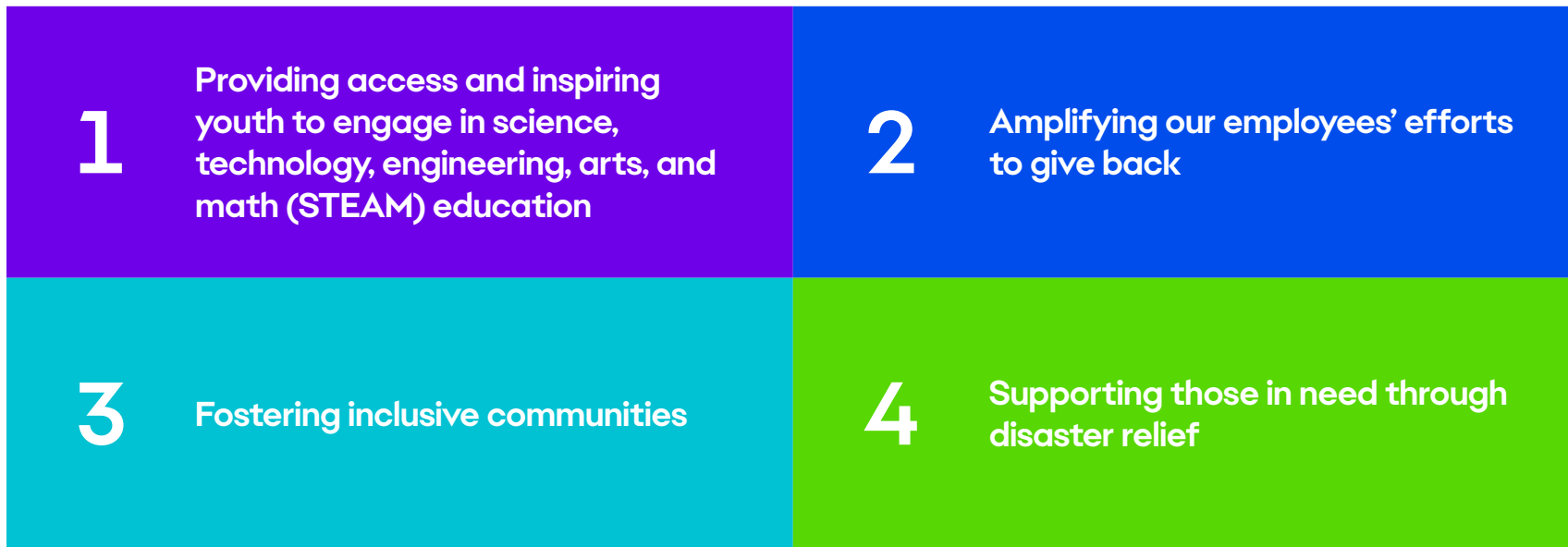
Electronic Arts is committed to having a positive impact on the communities in which we live, play, and work by inspiring youth through STEAM education, amplifying our employees' efforts to give back, fostering inclusive communities, and supporting those in need through disaster relief.



## Making an Impact in Our Communities

By acting on our purpose to expand the positive power of play, we aim to drive change in our communities— especially for underrepresented youth. In FY22, we invested almost \$8 million through philanthropy and matching gifts, and also supported our non-profit partners through in-kind donations and employee volunteer time. Our social impact commitments focus on four strategic areas:

### Four Pillars of Our Social Impact Efforts



### Electronic Arts' Impact in Our Communities

**\$9.5 million**  
in total giving

**\$7.7 million**  
in company grants, sponsorships, and matching gifts

**\$1.8 million**  
in employee gifts

**6,428**  
total volunteer hours

**4,359**  
non-profit supported

**3,764**  
donated game codes

## Supporting STEAM Education

Electronic Arts is committed to developing opportunities for the next generation by investing in STEAM education through non-profit partnerships, programs, and financial support. In FY22, we donated over \$1 million to organizations that bring STEAM to underrepresented youth:

- [EVERFI US/UK](#)
- [DigiBC/EVERFI Canada](#)
- [Digital Schoolhouse](#)
- [Girls Who Code](#)

### Digital Schoolhouse

In a new partnership with [Digital Schoolhouse](#), we brought STEAM learning to primary-aged school children in and around London. The fun, interactive workshop is designed to help teachers engage students with the basic principles of coding and computer science. The workshop enables students to work with Knockout City to explore what it takes to teach an AI to play dodgeball through online and offline exercises. The program is freely available to all schools in the Digital Schoolhouse network.

## Play to Learn

In 2016, we launched Play to Learn, a digital education initiative in conjunction with EverFi, which brings STEAM education to middle school and high school children. Since its inception, Play to Learn has impacted over 60,000 students in more than 500 schools throughout North America. In FY22, we expanded this partnership to more schools and geographies. The program has created significant positive results, including:

### Increased Knowledge

Play to Learn students' assessment scores increased by

**86%**

### Increased Interest in STEAM Careers

**45%**

of students saw a career they could imagine having through STEAM

### Strong Educator Support

**94%**

of teachers agree that their students were engaged with the course content

## Our People Give Back and Create Impact

We provide our employees a variety of ways to give back. We offer up to eight hours of paid volunteer time off each year to eligible employees. In addition, our 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 non-profit of their choice<sup>1</sup>. We also provide a 100% match to any eligible employee applicable donation to a non-profit organization. At key points during the year, we'll provide a 200% match<sup>2</sup>, like our Giving Tuesday initiative which provides a 2:1 match to employee giving over the course of one week.

This year, we donated nearly \$2.6 million to over 4,000 charities through these employee support programs, and over 6,400 hours of volunteer time were logged by our employees.

<sup>1</sup> Up to \$2,000 per fiscal year

<sup>2</sup> Up to \$5,000 US dollars or equivalent

## Fostering Inclusive Communities

Continuing our commitment to support organizations working to end systemic injustice, fight discrimination, and protect human rights, we contributed more than \$1.5 million to organization such as: [Ditch the Label](#); [Girls Leadership](#); [Global Giving](#); [Human Rights Campaign](#); and [Players Coalition](#).

### The John Madden Legacy Commitment to Education

Coach John Madden was a pioneer in every aspect of American football—from the gridiron to the booth. He was a lifelong learner and shared our passion for education and creating opportunities for young people in underrepresented communities. **To honor his legacy, we created the John Madden Legacy Commitment to Education, committing \$5 million over five years to support the following:**

## \$2.5 million

to four non-profit organizations focused on STEAM education: [College Track](#), [Mission Bit](#), [StreetCode Academy](#) and [Girls Who Code](#)

## \$2.5 million

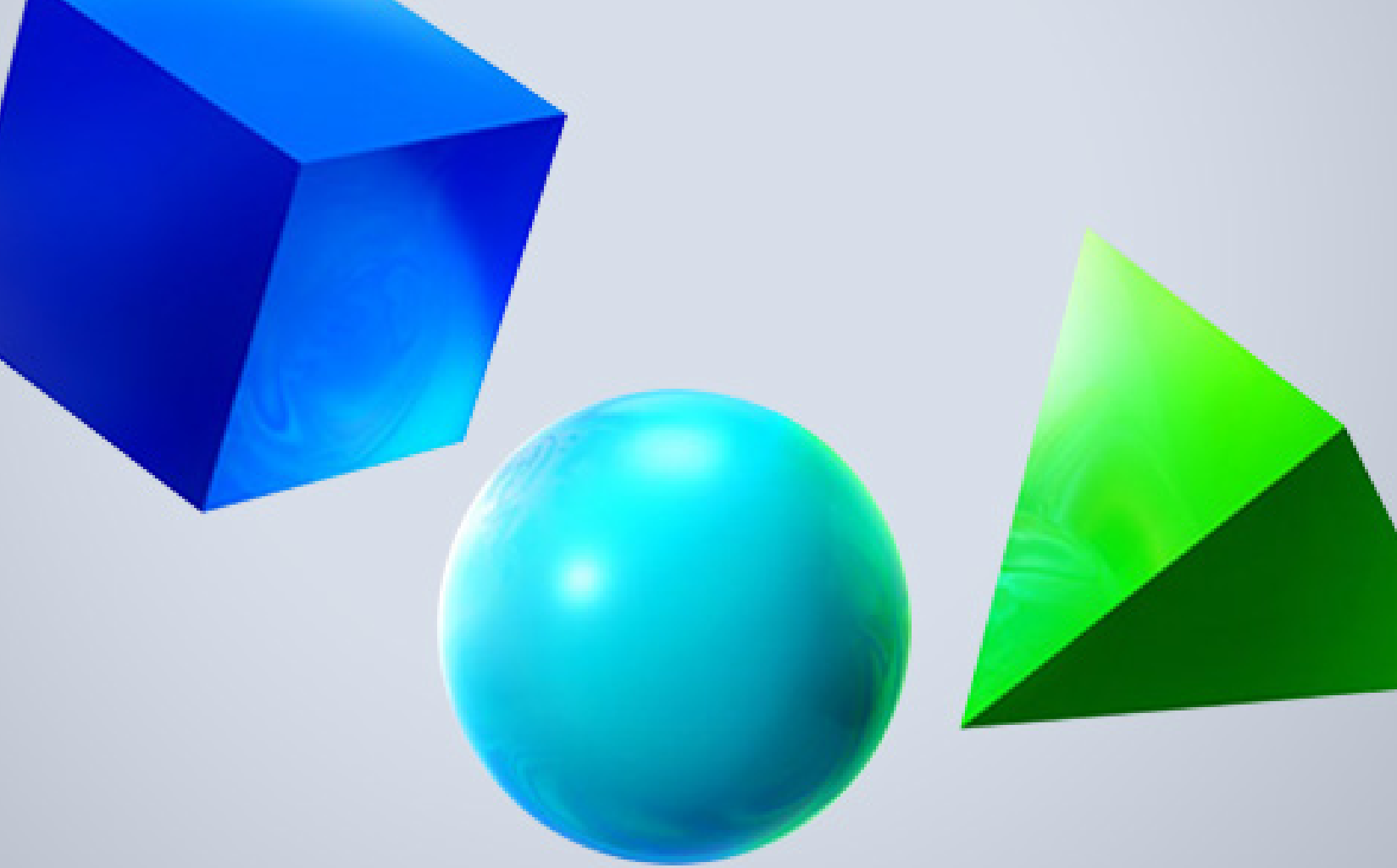
to the creation of the EA Madden Scholarship in partnership with the [United Negro College Fund](#), which will support students at 12 Historically Black Colleges and Universities.

## Supporting Those in Need

In response to natural and man-made disasters, we partner across the enterprise to provide relief, alleviate harm, and focus on the positive power of play through matching gifts, corporate and employee-led grants or donations, employee volunteering, and in-game activations.

### Support for Ukrainians

In response to the crisis in Ukraine, we stopped direct sales of our games and content in Russia and Belarus and provided \$500,000 to [UNICEF](#) and [War Child](#) for relief efforts. These funds are providing mental health support to hundreds of thousands of children and their caregivers and bought supplies for 25 Blue Dot Hubs, which have aided refugees with a safe place to rest and play. We empowered our employees in Poland and Romania to allocate funds directly to local nonprofits. We also committed another \$500,000 in employee-led, local grantmaking in Romania, Poland, and other European sites in response to the needs of refugee families and children.



04

# Environmental Sustainability

At Electronic Arts, we're committed to operating sustainably and are actively investing in our understanding of, and ability to manage, our carbon footprint.

## Operating Sustainably

We strive to operate in a sustainable manner and are working to integrate environmental sustainability across our business with a focus on:

- Measuring and managing our carbon emissions across Scope 1, Scope 2, and Scope 3
- Understanding the risks and opportunities to our business associated with climate change
- Managing energy and water usage in our operations and at our global offices and data centers

## Measuring & Managing Our Impact

Our environmental footprint has continued to evolve as players increasingly purchase our games and services digitally and as we evolve into new ways of working. We're continuing to build our ability to understand and measure our impact across our strategic focus areas—particularly our emissions. In FY22, we scaled our sustainability function with a new role dedicated solely to environmental sustainability. **Resulting from these efforts, we're disclosing our Scope 1 and Scope 2 emissions for the first time as well as some preliminary Scope 3 categories.**

Our Nominating and Governance Committee ultimately oversees our environmental sustainability efforts, including climate change mitigation, and receives reports from management as appropriate.

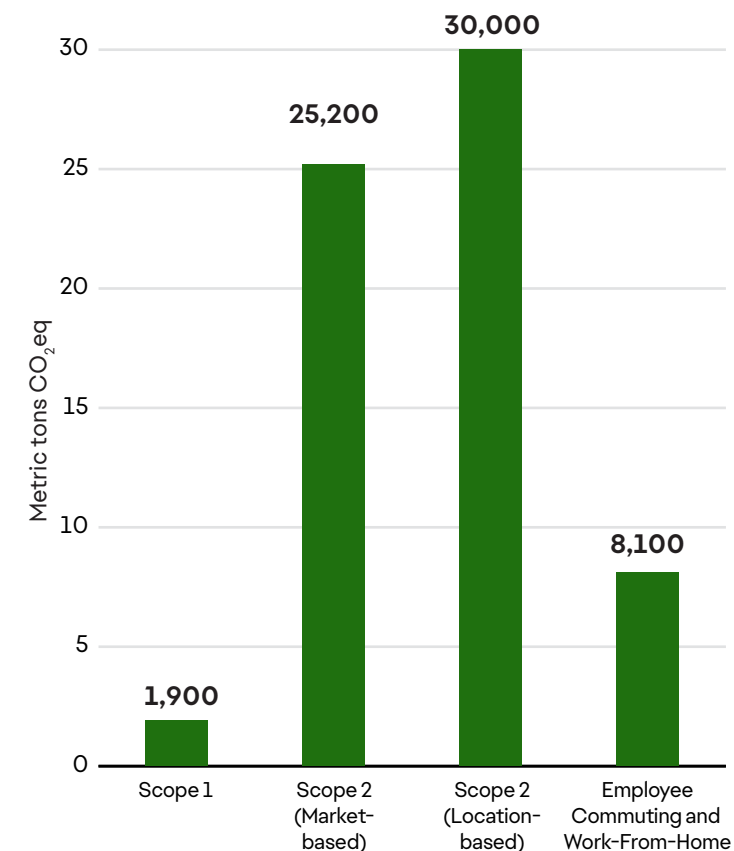
Climate-related risks are also included in our annual enterprise risk management processes which, if material, are reported to the Audit Committee.

Electronic Arts references the TCFD Framework and the World Resources Institute Greenhouse Gas Protocol reporting framework to measure our greenhouse gas (GHG) emissions. Our Scope 1 emissions are mainly derived from fuel usage at Electronic Arts offices and fugitive emissions from refrigerant leakages. Our Scope 2 emissions are predominantly derived from electricity generation in our offices and data centers where we have operational control. **We intend to evaluate climate-related risks and opportunities through the TCFD framework, and publish an initial TCFD report in FY23, sharing identified risks with our Board and its Committees, as appropriate.**



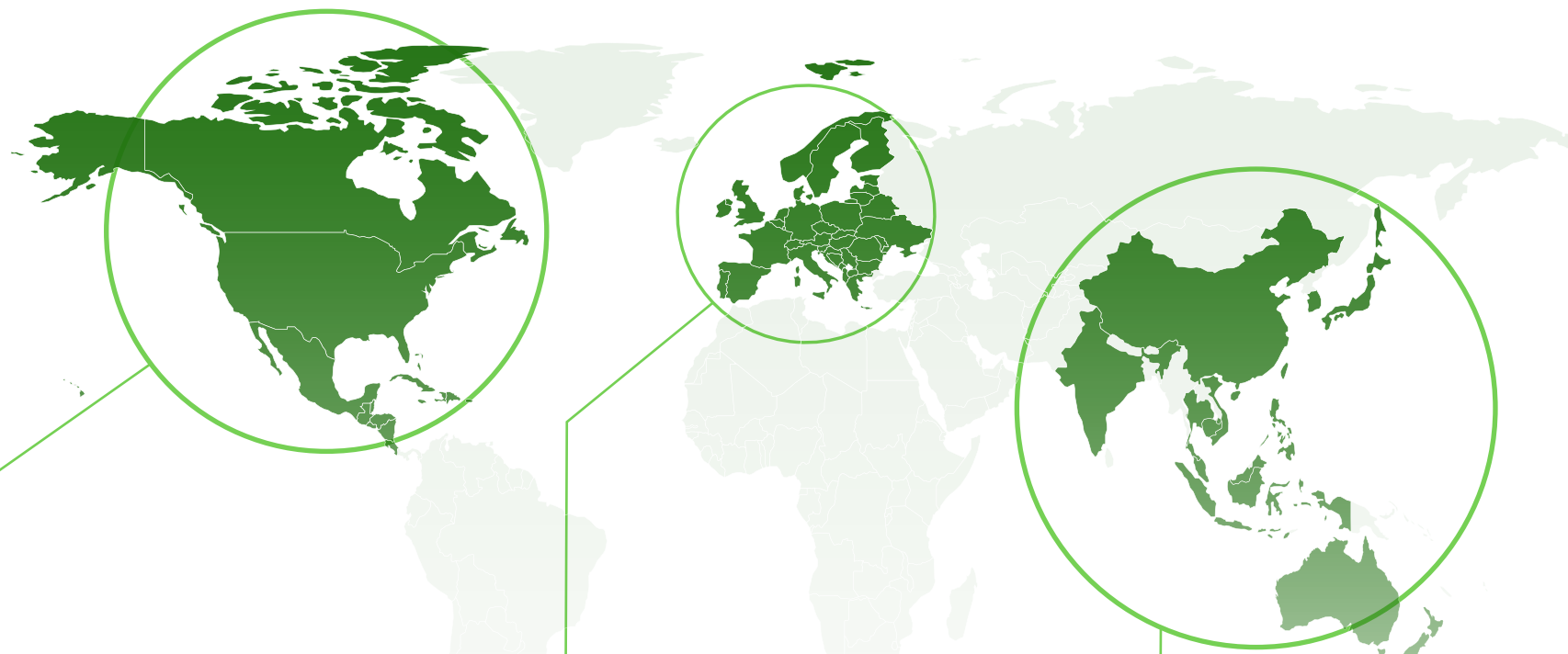
We'll continue to do our part to mitigate climate change by managing carbon emissions across our operations. **We are committed to using FY23 as our baseline year for Scope 1 and 2, working towards measuring additional Scope 3 categories, and evaluating commitments around greenhouse gas (GHG) reduction and mitigation.**

### FY22 GHG Emissions\*



\* Data may not be indicative of our FY23 baseline year as we improve our practices and methodologies

# FY22 Operational Footprint



## North America

**3** countries  
 38M gals of water used  
**208,800** sqm of office space (leased/owned)  
**58,400** MWh of energy used  
**70%** of portfolio energy use  
**7%** of offices with solar or other renewable energy  
**11%** of total water is consumed in high stress water area

## Europe

**13** countries  
 18.2M gals of water used  
**67,000** sqm of office space (leased/owned)  
**19,000** MWh of energy used  
**23%** of portfolio energy use  
**26%** of offices with solar or other renewable energy  
**16%** of total water is consumed in high stress water area

## Asia-Pacific

**6** countries  
 5.2M gals of water used  
**33,900** sqm of office space (leased/owned)  
**5,900** MWh of energy used  
**7%** of portfolio energy use  
**25%** of offices with solar or other renewable energy  
**54%** of total water is consumed in high stress water area

## Globally

**22** countries  
 ~**12,900** employees  
**309,800** sqm office space (leased/owned) included in energy inventory  
**30%** of offices have green certifications  
**83,300** MWh of energy used  
**17%** of offices with solar or other renewable energy  
**14** offices and data centers sourcing 100% renewable energy  
**61.4M** gals. of water used  
**16%** of total water is consumed in high stress water area

Certain reported numbers are greater than FY21 primarily as a result of integrating acquired companies and improvements in methodology.

## Driving Awareness of Climate Change through Our Games

In March 2022, we partnered with impact-driven football brand PARK to create a week-long FIFA gaming event to draw attention to climate change. FIFA Ultimate Team players could play against a team of all goalies called “The Stoppers,” a tie-back to the action needed to mitigate climate change. For each match played, carbon credits were purchased. The campaign engaged 1.3 million total players—higher than typical engagement for these types of campaigns.

## A Robust Data Center Strategy

Electronic Arts’ approach to data center management is holistic. We implement strategies to drive efficiencies across the data centers over which we have operational control. In addition, we simultaneously work with partners committed to powering their data centers with renewable energy as well as those using no or low water for cooling.

Our key strategies:

- 1 Directly manage energy usage for Electronic Arts-Owned data centers, which constitutes approximately 8,000 servers.
- 2 Continue to consolidate Electronic Arts-Managed data centers to fewer locations while driving utilization efficiency.
- 3 Increase usage of renewable energy at Electronic Arts-Managed data centers. Many are operated in partnership with companies that currently include renewables in their energy-use portfolio and have committed to increased use of renewable energy.<sup>1</sup>
- 4 Partner closely with providers that have robust strategies to drive energy 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.<sup>1</sup>

- 5 Partner with cloud providers with climate change mitigation commitments which is one strategy to indirectly address our Scope 3 purchased goods and services emissions. For example: Google Cloud is carbon neutral today, and Amazon Web Services and Microsoft Azure have committed to do so by 2025.<sup>1</sup>

## Data Center Structure

### EA-Owned

Owned servers located in EA offices

### EA-Managed

Owned data centers over which EA has operational control of its servers but 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

<sup>1</sup> According to partner and provider sustainability reports.

## Water Use

We make an effort to conserve water in our primary uses, including data center cooling, landscaping, and human use in our offices. We reference the World Resources Institute's Aqueduct tool to identify water-stressed regions in which we operate. Twenty-two percent of our global offices—which include our Electronic Arts-Owned servers—are in major urban areas that are considered to be in high or extremely high water risk regions. All other offices and all of our Electronic Arts-Managed data centers are located in areas with either low or low-medium baseline water stress.



## Greening Our Packaging

We incorporate environmental considerations into our packaged goods practices. The environmental impact of our physical products has decreased as players increasingly purchase games and services digitally. We've also reduced our impact by taking intentional actions, including:

- Printing legal notices on the back cover of games, reducing paper use annually
- Shipping orders via corrugated wrap versus cartons, which decreases usage of corrugated materials
- Utilizing print suppliers with green certifications from the Forestry Stewardship Council, the Rainforest Alliance, and the Sustainable Forestry Initiative
- Eliminating use of pallet displays, significantly from peak usage
- Decreasing retail display manufacturing
- Converting packaging materials to biodegradable air pillows, reducing the potential for plastic pollution

We also perform sustainability diligence on our packaged goods distribution partners. We gather information on their environmental management, including third-party certifications, materials sourcing, processing practices, and waste management to inform our decision-making.

## Investing in Renewable Energy

We continue to look for opportunities to use renewable energy sources to power our operations. Currently, four of our office locations have on-site solar and two have on-site geothermal.

**Ten of our data centers and four of our offices are sourcing**

**100% renewable energy.**



## Making a Difference in Our Facilities

We carefully manage our impact in owned spaces and work with site owners and managers to reduce our impact in leased locations. **Fifteen of our offices are LEED-certified or other green building certified workspaces.** We're taking actions to drive energy efficiency, water conservation, and waste reduction.



### Energy

We've reduced energy use by installing variable frequency drives for air conditioning, LED projects, voltage harmonizers, and automated light sweeps and sensors.

**Example:** Our Codemasters headquarters in the UK—which we own—has on-site solar that generates more than 230MWh annually.

### Water

We've reduced water use through xeriscaping, use of recycled water for watering, and low flow toilets.

**Example:** To commemorate the legacy of John Madden, we replaced the grass field at our Redwood Shores headquarters with artificial turf, which eliminates a significant amount of water use at our headquarters.

### Waste

We've reduced waste through recycling, composting, and purchasing eco-friendly supplies, including compostable products and packaging.

**Example:** EA Burnaby has 100% compostable products (paper towels, toilet paper, food and beverage containers) available campus wide, along with easy-to-access composting bins.

### Transportation

We've supported employee action through electric vehicle chargers and greener transportation options.

**Example:** EA Burnaby sponsored Hub Cycling to support new infrastructure and promotion of cycling as a main form of transportation.

### New Locations

We're integrating sustainability into decision-making about the spaces we occupy. Our teams intentionally include environmental performance in the selection criteria, prioritizing buildings that maintain current LEED Gold standards or equivalent.

**Example:** Our new site in Hyderabad, Telangana is pursuing LEED Gold certification and features large green spaces that promote biodiversity – it's expected to be one of the most environmentally sustainable office buildings in the region.

## End-of-Life IT Management

We strive for responsible end-of-life processes for our hardware. Our decommissioned technological equipment is mined for minerals, hazardous materials and reusable components before disposal in an environmentally responsible manner. Many of our key offices participate in programs that manage e-waste to minimize the impact on the planet and human health. When possible, we donate hardware. When donation is not possible, we seek to recycle it.



## EA Global Green Team

Our Global Green Team consists of more than 600 people from all functions of the organization around the world. This internal 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.

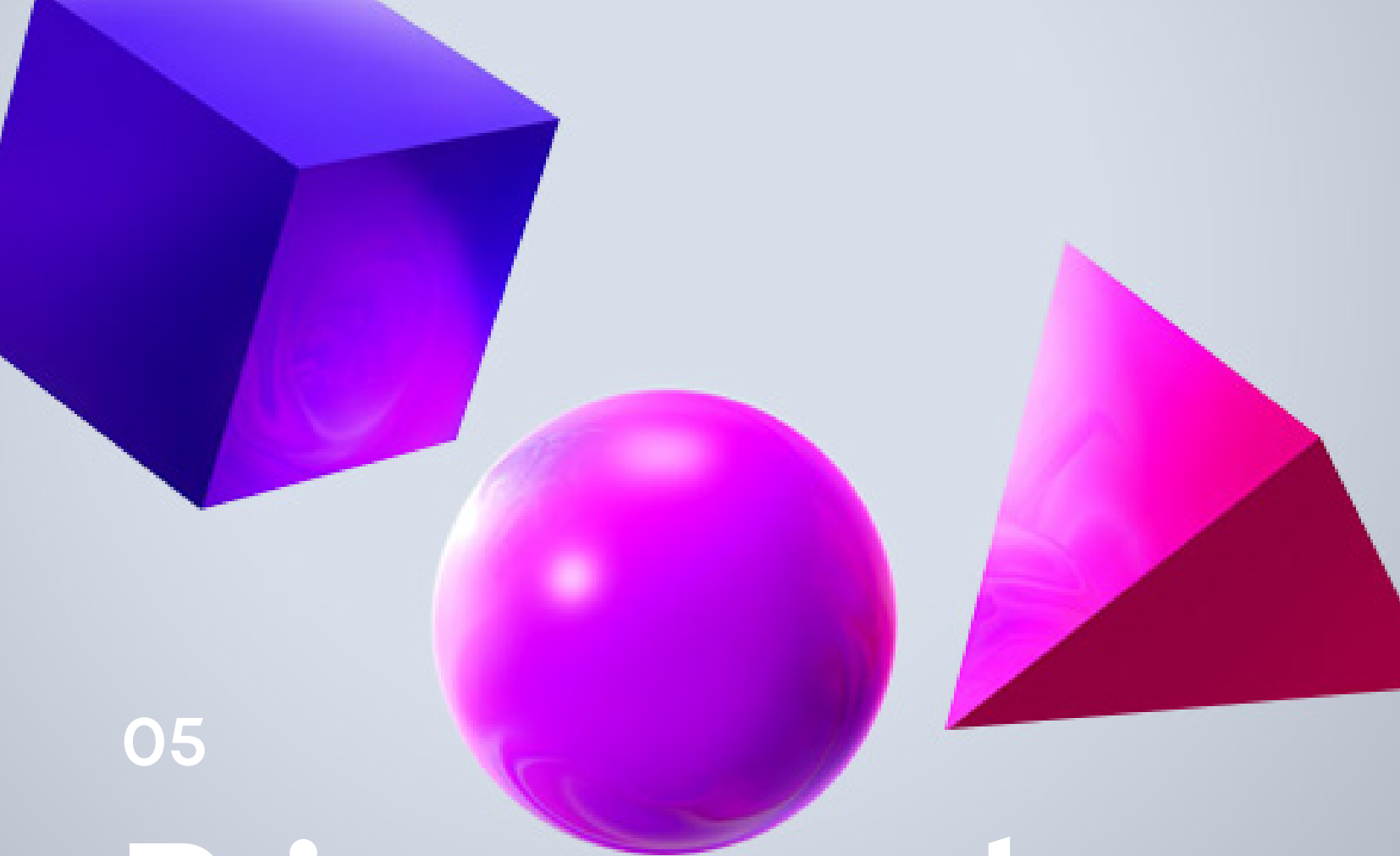
In FY22, The Global Green Team partnered with our ERGs to develop a speaker series for Earth Month designed to educate and raise awareness regarding climate justice and the ways in which climate change has a disproportionate impact on underrepresented communities.

## Environmental Compliance

We comply with all environmental laws and regulations in the regions in which we operate. We haven't had any significant environmental controversies resulting from our operations and haven't incurred environmental fines, penalties, or levies. We comply with all water quality or quantity permits, standards, or regulations at our facilities.

### Project Impact

In connection with our annual WhatIf Fair (a forum for employees to work on next-gen projects outside of their core roles), members of the Global Green Team created Project Impact. The team created a dashboard, designed for individual employee use, that models carbon emissions based on a combination of actual open source and estimated data. The dashboard displays real-time daily and annual carbon emissions estimates. The team's vision is to help their colleagues consider and potentially reduce their climate impact in choices that they make at work each day.



05

# Privacy and Security

At Electronic Arts, we recognize the importance of privacy and security when it comes to fostering strong relationships with our players and employees. We don't just look to build best-in-class privacy and security practices into our products and services, we build them into our culture.

## Privacy

Privacy-by-Design is more than just a concept at Electronic Arts. It's a practice that's embedded in our policies, processes, and operations. Following globally recognized privacy tenets and best practices, we contemplate privacy throughout the lifecycle of our games, services, events, and initiatives. The Global Privacy Program is under the oversight of our Chief Privacy Officer, who leads a cross-functional team in the review of all games or initiatives that process player or employee personal information.

Our players are increasingly conscious of how they want their data used and global regulations are becoming more prescriptive. In this environment, we work to create player-first privacy practices that identify potential risks and address potential concerns over the processing of personal information. Our Privacy Policy seeks to provide transparency regarding our data practices, and we look for ways to provide our players with controls over how their data is used. As always, we stand committed to our Global Privacy Principles, which follow internationally accepted best practices for processing personal information.

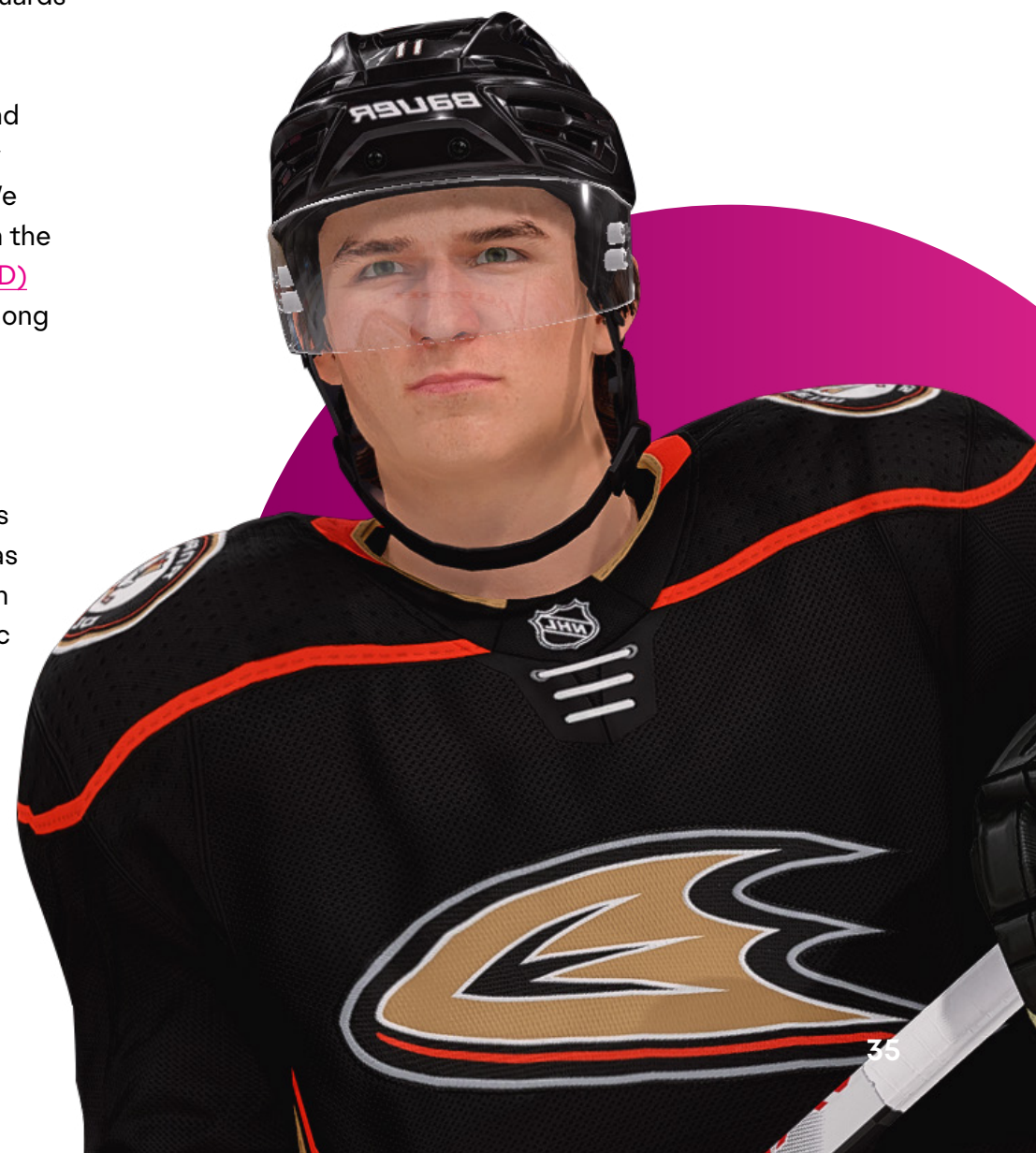
We also understand the importance of the interconnection between privacy and security. We don't design functionalities or "back doors" into products or services that would allow entities, including governments, to circumvent security

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.

Our Chief Privacy Officer and Chief Information Security Officer coordinate these efforts and provide regular updates to our Audit Committee. The full Board has ultimate oversight of risks associated with privacy and security and receives periodic updates on these risks and mitigation strategies.

Privacy-by-Design is a practice that's embedded in our policies, processes, and operations.



## Global Privacy Principles

### Transparency

- Strive to disclose how we collect, use, share, or otherwise process personal information in a way that's 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's relevant or necessary to accomplish specific purposes disclosed to our players and employees
- Delete or anonymize data when it's no longer needed



## Physical Security and Business Resiliency

Our Global Safety, Physical Security & Business Resiliency (GSPS) practices support safety, security, and business continuity initiatives, including the new ways in which we work 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 standards from recognized organizations such as the International Standards Organization.



## 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

We also maintain 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, our 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

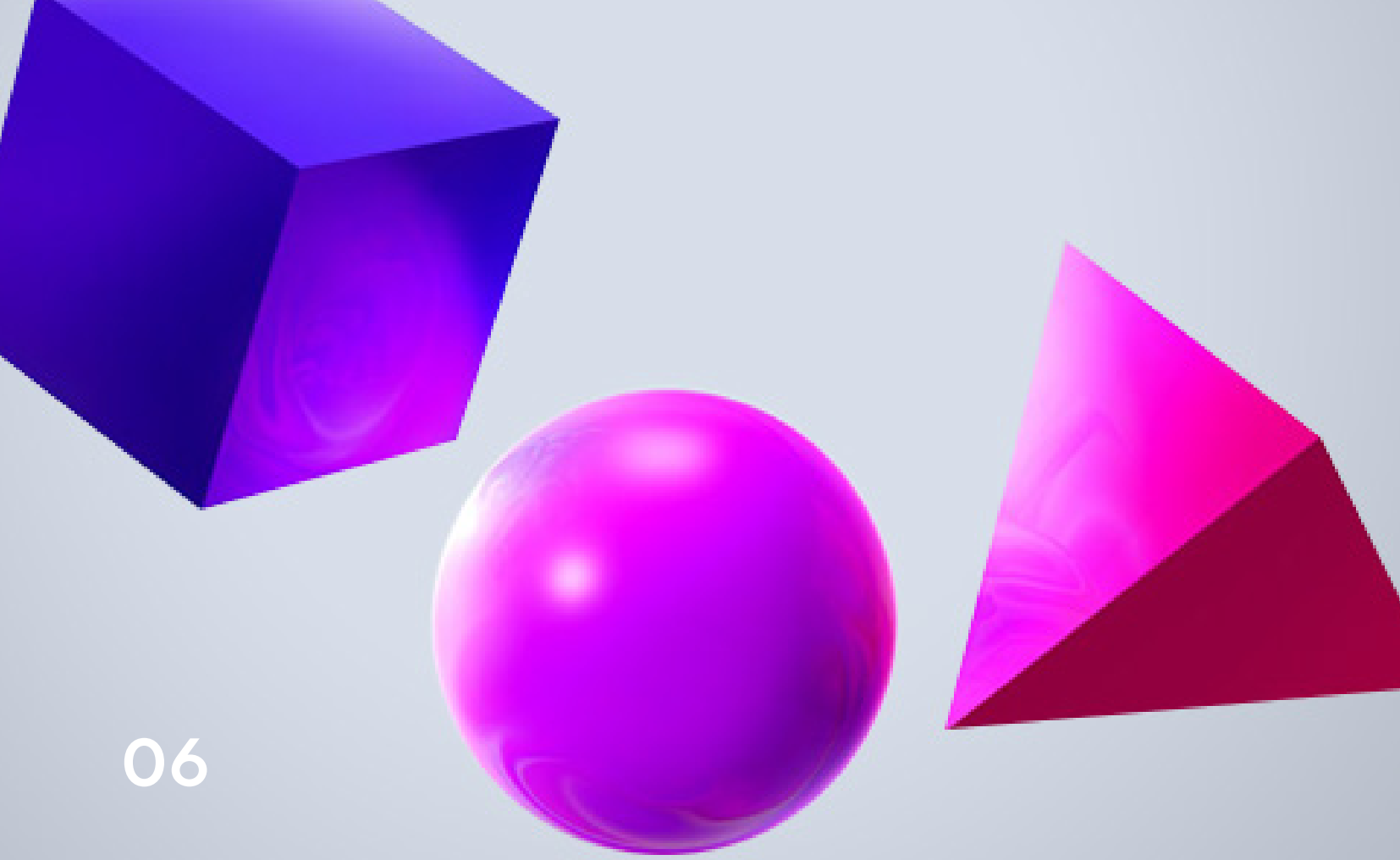
cases the business relationship may be ended or not pursued. We also maintain contractual arrangements with third-party data processors that address measures designed to protect our assets and data.

## Embedding Security

We have an extensive network of guidelines and playbooks to ensure adherence to relevant security protocols throughout our operations. Examples of these include:

- Our **Global Information Security Policy**, which defines information security practices and procedures aimed at protecting critical information and assets.
- Our **Personal Information Guide**, which provides employees with knowledge of when they are handling personal information of players, employees or partners and guidelines on what processes they need to follow with that information.
- Our **Confidential Information Guidelines**, which defines categories of confidential information and provide guidelines on how to handle it.

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



06

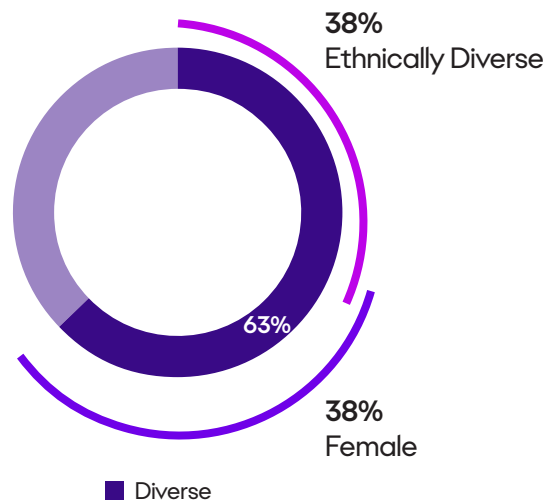
# Governance

Strong governance practices are central to the way we do business at Electronic Arts. They're foundational to our ability to execute our business strategy and advance key impact initiatives. We're a values-driven company, and our practices reflect our commitment to consider the views of our stakeholders and act with integrity.

## Board Diversity

We value the diverse perspectives created through business experience, gender, race, ethnicity, and culture—all of which contribute to the Board’s effectiveness. The Board routinely assesses and refreshes its composition and is committed to actively seeking highly qualified women and individuals from underrepresented communities to include in the pool of potential new directors.

In FY22, two new directors joined our Board as independent directors: Kofi Bruce and Rachel Gonzalez. Mr. Bruce and Ms. Gonzalez bring unique perspectives and skills that align with our business strategies and focus areas—such as financial expertise and experience in risk management, digital commerce, corporate governance, and ESG—and contribute to the diversity of our Board.



## Board Oversight of ESG

The Board of Directors oversees ESG matters directly and through its committees, informed by reports from our management team that are designed to provide visibility into our programs and practices.

### Overall ESG Performance

- The Nominating and Governance Committee reviews and surfaces our progress to the full Board. The review includes market developments, frameworks, and stakeholder views.

### ESG-Related Risks

- The Audit Committee reviews material risks related to ESG issues through our annual enterprise risk management process and on an as-needed basis.

### Diversity & Healthy Teams

- The Board reviews material human capital management programs, practices, and strategies at least twice annually—including organizational health.
- The Nominating and Governance Committee reviews our initiatives related to diversity, equity and inclusion at least twice annually.
- The Nominating and Governance Committee reviews efforts to maintain a safe and healthy culture—including key cultural indicators—at least twice annually.
- At least annually, the Compensation Committee reviews our commitments to pay equity.

### Privacy and Cybersecurity

- The Board of Directors has ultimate risk management oversight of privacy and cybersecurity.
- The Audit Committee receives quarterly updates and reviews steps taken to mitigate risks.

### Environmental Sustainability

- The Nominating and Governance Committee oversees our commitment to environmental sustainability.

### Political Activities

- The Nominating and Governance Committee oversees how we interact with the political process.



## Stakeholder Engagement

We engage our diverse stakeholders to inform our ESG priorities. In addition to completing our first formal materiality assessment this year, we engage our key stakeholders year-round through feedback mechanisms designed to help us understand the issues that matter most to them.

### Key Stakeholders

<p><b>Investors</b> We act with transparency and listen to our shareholders</p>	<p><b>Employees</b> Our employees' voice actively helps shape our culture</p>	<p><b>Players</b> We seek to provide the best experience possible</p>	<p><b>Government</b> We engage in policy discussions and political processes that matter to our business and customers</p>	<p><b>Communities</b> We partner with nonprofits and other organizations to make a difference</p>
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### Examples of Engagement Methods

<p>One-on-one calls and meetings, analyst reports, conferences, and event participation</p>	<p>Twice-annual engagement surveys, quarterly town halls with executive team, ERG participation, regular manager 1:1s</p>	<p>Consumer research and surveys, social media interactions, events, interactions via our worldwide customer experience team</p>	<p>Trade association memberships, advocacy efforts</p>	<p>Social impact initiatives, campaigns, giving, and volunteerism</p>
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## Ethics and Compliance

We are committed to following applicable laws and regulations in the countries in which we do business. Our Chief Legal Officer oversees compliance with our policies and applicable laws and regulations. Employees and third parties are encouraged to raise concerns they may have about ethics or policy violations. These concerns can be raised through our Raise a Concern program.

### Code of Conduct

Our Global Code of Conduct guides us in our daily interactions with each other, our players, our business partners, and other third parties. The [Global Code of Conduct](#) (the Code) applies to everyone who works at Electronic Arts, at every level, in every location around the world. Our Board of Directors must also follow the Code. Those who work on our behalf, including contractors, are expected to uphold our high standards and follow the Code when conducting business with, or on behalf of Electronic Arts.

New hires are expected to review the Code prior to beginning employment, and all employees must acknowledge that they've followed and will continue to follow the Code annually. Employees complete training on the Code every two years.

## Selected Key Policies

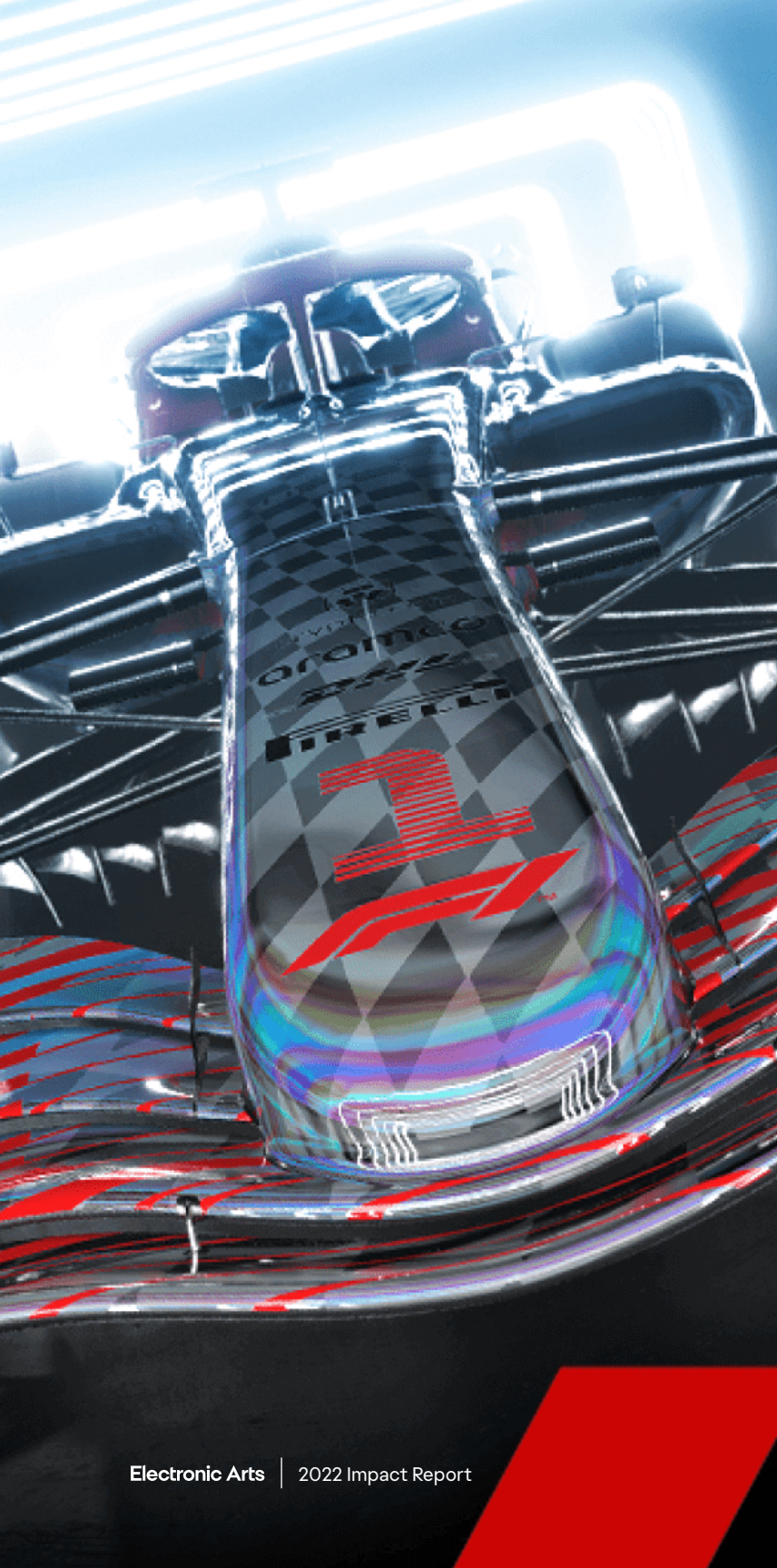
Building from our Code of Conduct, we maintain a set of policies that guide employees to act ethically and with integrity. This policy structure facilitates our foundational governance efforts.

### Respectful Workplace

We seek to provide a work environment that promotes dignity and respect, promoting an environment without bullying, harassment, and discrimination. All employees must complete regular training with respect to the maintenance of a respectful workforce.

### Conflict of Interest

We strive to avoid actual conflicts of interest and the appearances of a conflict so that personal interests do not interfere with obligations to be loyal to Electronic Arts and act in its best interests. The policy offers guidance in managing actual and potential conflicts of interest, such as outside work projects, meals, entertainment, and gifts. Employees are required to disclose potential or actual conflicts of interest in the Global Conflict of Interest Online Tool.



### Antitrust and Competition

Playing fairly includes competing fairly. We compete vigorously with fairness and integrity. We follow antitrust and competition laws in all our business dealings around the world which preserve the free-market system.

### Anti-Corruption and Anti-Bribery

We conduct business with integrity, and we set standards for our employees to follow the anti-bribery and anti-corruption laws everywhere we do business. Our policy is to never give or accept anything of value to obtain preferential treatment or to influence an official action. We have practices and procedures designed to promote compliance with all applicable anti-corruption laws and regulations where we operate, including the US Foreign Corrupt Practices Act and the UK Bribery Act.

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, this requirement is expanded to all Electronic Arts employees located there. 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 our 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.

### Human Rights

We're 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. More detail can be found in our [Global Human Rights Statement](#).

## Ethical Marketing

We're committed to marketing that's truthful, accurate, and doesn't 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. We are responsible stewards of player data and adhere to our [Global Privacy Principles](#).

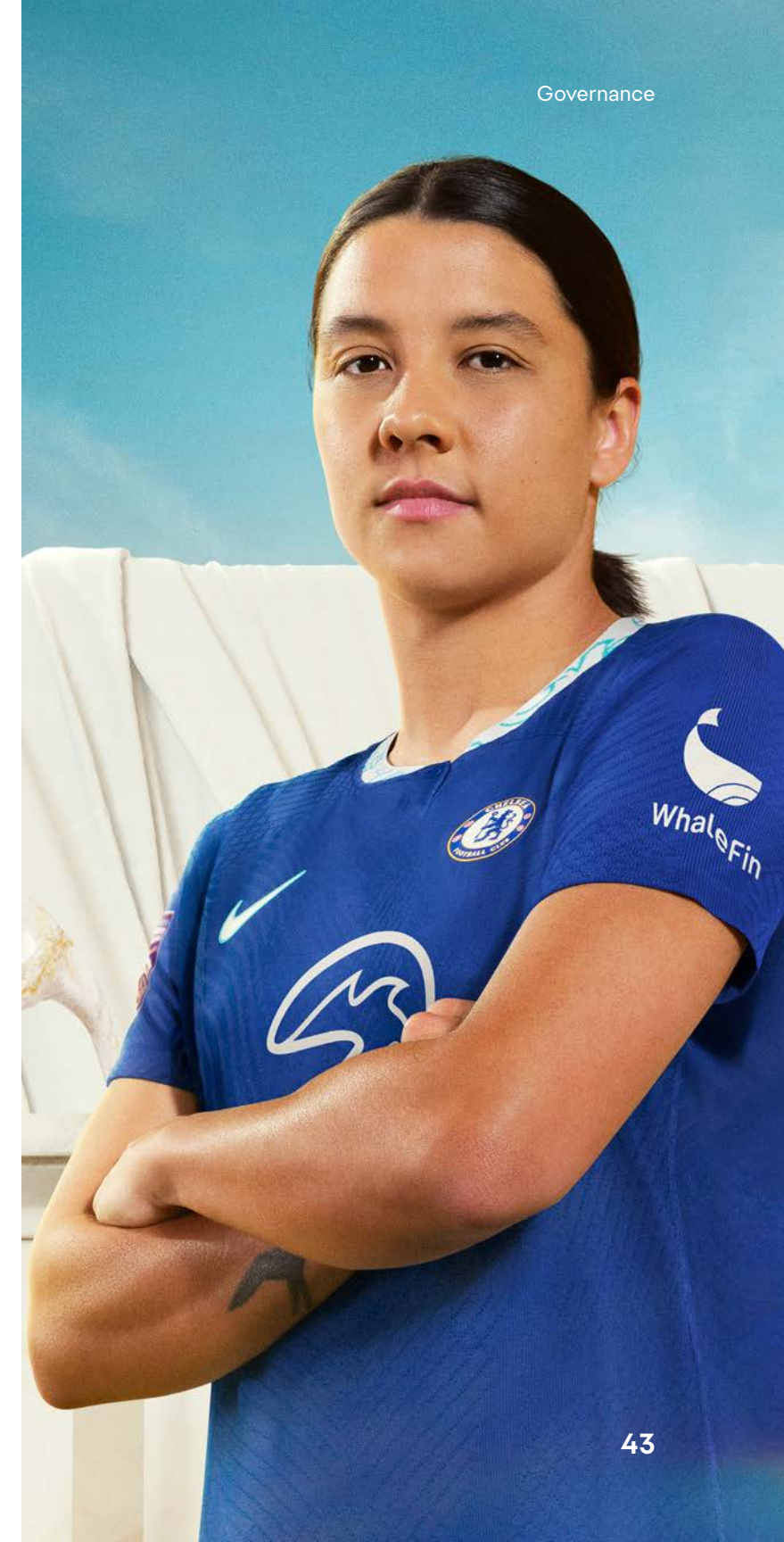
## Political Advocacy

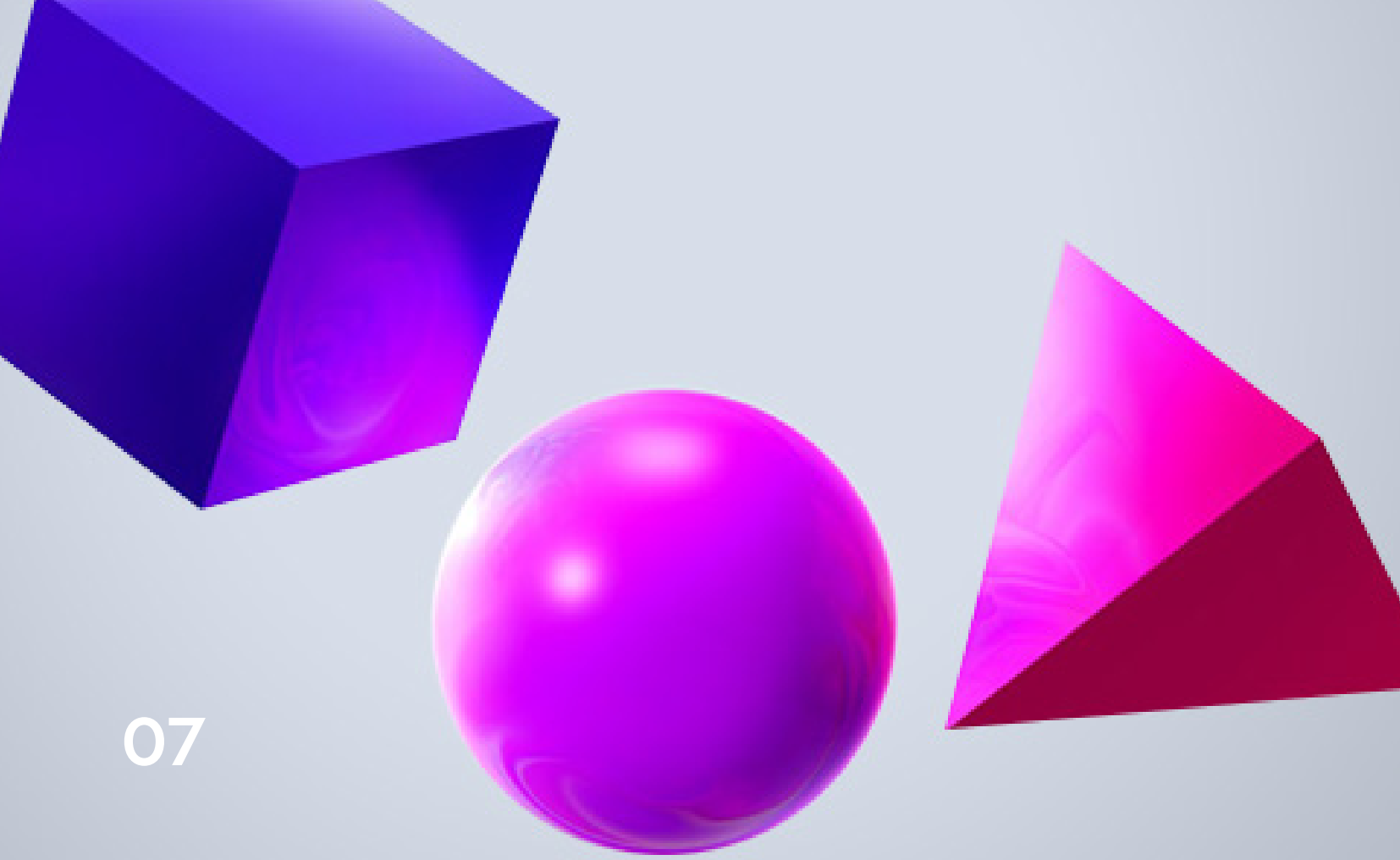
Electronic Arts strives to help policymakers understand our products and business. We engage in policy discussions and political processes when they matter to our business, customers, or employees. We don't make direct political contributions to individual candidates, parties, committees, or IRS Section 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.

## Supplier Diversity

Our commitment to diversity, equity, and inclusion extends to our supply chain. We maintain a global database of diverse suppliers certified by third-party organizations and a Supplier Diversity Portal. These efforts are designed to surface underrepresented suppliers to decision-makers, facilitating a diverse supply base, and offering greater equity of opportunity for them to do business with us. Through direct contracting or subcontracting, we aim to increase our engagement with suppliers that are 51% owned and operated by traditionally underrepresented ethnicities, women, LGBTQ individuals, veterans, people with disabilities, as well as small businesses.

**“Spending with women-owned businesses increased by 18% from FY21 to FY22.”**





07

# SASB Index

## 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. 392,500 GJ fiscal year 2022 (electric and natural gas), which represents 100% of our offices and Scope 2 data centers and includes data from recent acquisitions.  2. 87% of the energy used in our offices and Scope 2 data centers is grid purchased.  3. 13% of the energy used in our offices and Scope 2 data centers is renewable. Many of 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 29
	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 (m <sup>3</sup> ), Percentage (%)	C-SI-130a.2	1. Total water use of 232,800 m <sup>3</sup> in fiscal year 2022.  2. EA consumes 36,900 m <sup>3</sup> of water in high or extremely high water stress areas., which is 16% of our total global water consumption. Regionally, this consists of 15,200 m <sup>3</sup> (6.5% of total consumption) in North America, 11,200 m <sup>3</sup> (4.8% of total consumption) in Europe, and 10,500 m <sup>3</sup> (4.5% of total consumption) in Asia-Pacific region.	“Operational Footprint” on page 29
	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 30

Topic	Accounting Metric	Category	Unit Of Measure	Code	EA Data Response	Reference
<b>Data Privacy and Freedom of Expression</b>	Description of policies and practices relating to behavioral advertising and user privacy.	Discussion and Analysis	N/A	TC-SI-220a.1	Please see the Enhancing Corporate Governance section of our Impact Report.	"Ethical Marketing" on page 43
	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.	<a href="#">Privacy and Cookie Policy</a>
	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.	<a href="#">Annual Report 10-K</a>
	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	In the ordinary course of our business, we receive an immaterial number of law enforcement requests which we process, and respond to, with reference to pre-established guidelines, and in compliance with law. In fiscal 2022, we received requests with respect to fewer than 100 accounts. Our guidelines led us to respond to approximately one-quarter of these requests.	<a href="#">Privacy and Cookie Policy</a>
	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	Core products and services that we offer directly to players are not subject to government-required monitoring, blocking, content-filtering or censoring in any country.	<a href="#">Annual Report 10-K</a>
<b>Data Security</b>	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.	<a href="#">Annual Report 10-K</a>
	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 35-37

Topic	Accounting Metric	Category	Unit Of Measure	Code	EA Data Response	Reference
<b>Recruiting and Managing a Global, Diverse, and Skilled Workforce</b>	Percentage of employees that are: 1. Foreign nationals. 2. Located offshore.	Quantitative	Percentage (%)	TC-SI-330a.1	Approximately 64% of employees are located outside the US.	<a href="#">Annual Report 10-K</a>
	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 10
<b>Intellectual Property Protection and Competitive Behavior</b>	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.	<a href="#">Annual Report 10-K</a>
<b>Managing Systemic Risks from Technology Disruptions</b>	Number of: 1. Performance issues. 2. Service disruptions. 3. Total customer downtime.	Quantitative	Number, Days	TC-SI-550a.1	During fiscal 2022, we achieved over 99.65% service availability.	<a href="#">Annual Proxy Statement</a>
	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.	<a href="#">Annual Report 10-K</a>



## 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, 2021 through March 31, 2022 unless otherwise stated. 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. In addition, any statements that refer to projections about our future performance, trends, initiatives, uncertain events and assumptions, and other characterizations of future events or circumstances are forward-looking statements. These forward-looking statements, and the materials or websites cross-referenced are aspirational, are not guarantees of future performance, and reflect management’s current expectations. 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 and data in this document may be based on standards, practices and methodologies that are still developing, controls and processes that are evolving, and assumptions that are subject to change in the future.

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

The background features a large, semi-transparent cyan sphere in the upper center. To its left is a large, dark blue polygonal shape. To its right is a large, bright green polygonal shape. The bottom right corner is a solid dark green area.

**Electronic Arts**

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