

Impact Report 2024



FY24 Highlights

Our values as a global company continue to drive us to foster an inclusive, engaging workplace, create worlds and experiences where everyone can be welcome, safe, and included, invest in the next generation of innovators and artists, and address our climate change impact.

Top-100 Sustainable Company from Barrons

5-Year growth trajectory for underrepresented talent in executive (VP+) and Director-level roles

100% carbon neutral in North America and Europe

\$5.6M and **17,300+** volunteer hours invested in communities where we live, work and play

4 new patents added to our industry-leading accessibility patent pledge

93% renewable electricity attributable to our operations

Our People & Culture

We strive to foster an inclusive, engaging workplace environment where our diverse and healthy teams create worlds, characters and stories that reflect and resonate with our global audiences.



5-year growth trajectory

for underrepresented talent in executive (VP+) and Director-level roles

+440,000 hours

of online learning, including enrolling in **22,000 Udemy courses**, and **425 hours for leadership training**

continued to achieve base pay equity

on the basis of gender globally and race/ethnicity in the U.S.

Positive Play

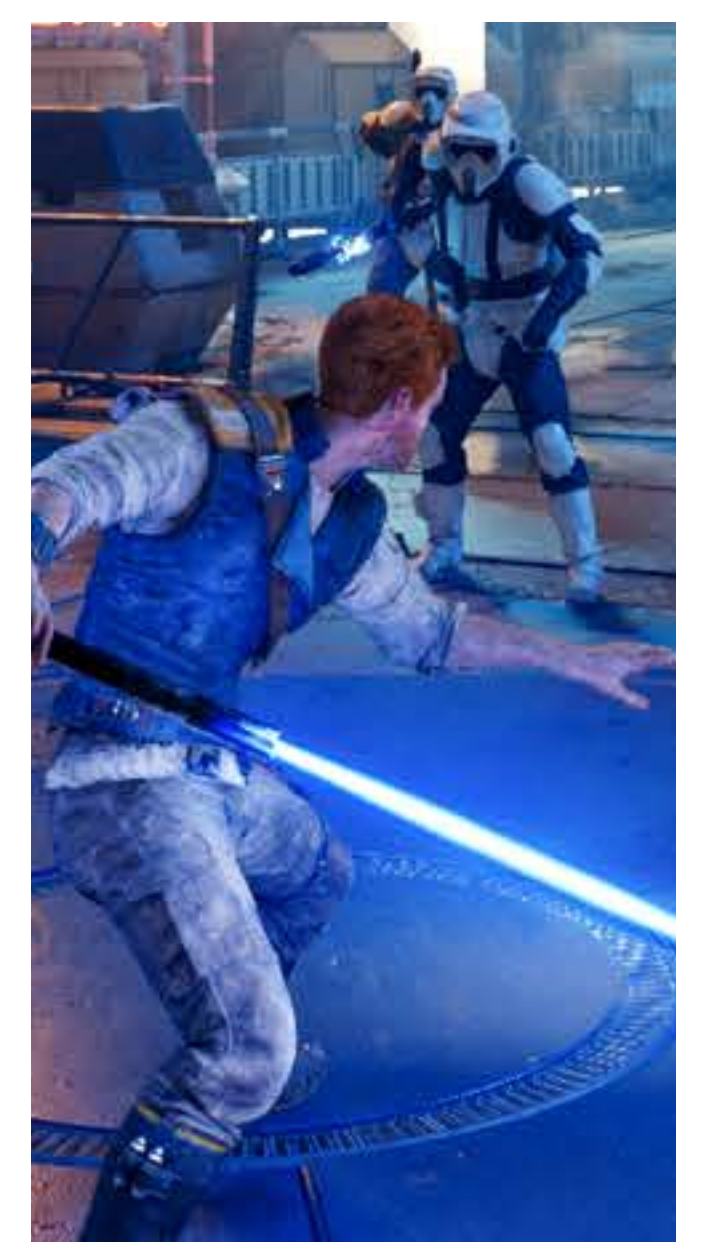
We strive to create worlds and experiences where everyone can be welcome, safe, and included. This year, our commitment to positive play was strengthened by the integration of women's teams in EA SPORTS FC, collaboration with cultural experts for authentic representation in The Sims 4, and accessibility enhancements in Star Wars: Jedi Survivor. Our new partnerships with The Family Online Safety Institute and Tech Coalition provided more opportunities to innovate with others on online safety.



EA SPORTS FC



The Sims



Star Wars: Jedi Survivor

Social Impact

We create access and opportunity in the communities where we live, work, and play—helping more people unlock their potential and bridging opportunity gaps in STEAM education. Together with our partners, we're driving positive impact in and beyond our games to build a future where everyone can play, learn, and thrive.

\$5.6M in total charitable giving

42% of EA's giving invested in STEAM education and partnerships

17,300+ employee volunteer hours contributed

170,000+ people reached in the first year of FC FUTURES through global investments in community-level football

Environmental Sustainability

We are committed to addressing our climate change impact to safeguard the planet and preserve a world where everyone can play.



100% carbon neutrality for our North American and European operations

93% renewable electricity attributable to our operations

7% decrease year-over-year in total carbon emissions