

# Electronic Arts Ltd. UK Gender Pay Gap Disclosure 2019



# Introduction

This report has been prepared in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures represented below reflect accurate employee data gathered on 5th April 2019 and were calculated according to the rules defined in the regulations.

Electronic Arts (EA) is a leading global publisher and developer of games, content and online services.

For the purposes of the UK Gender Pay Gap Disclosure, we are reporting on the scope of our entity in the UK, which consists of 352 employees of Electronic Arts Ltd (EA Ltd). They represent more than 4% of our total global employee base. Of the surveyed employees in EA Ltd, 28% are women and 72% are men. Job functions range across marketing, sales, IT, development, HR, legal, finance, facilities and administration.

EA Ltd's total compensation package for each employee is determined based on job function and experience level, regardless of gender, ethnicity or any other individual attributes. This is consistent with EA Ltd's practice of equal pay for equal work. However, because EA Ltd also employs more men than women, particularly at senior and higher paid roles, the calculations that EA Ltd is required to report under this regulation show a pay gap according to gender. The data below illustrates this story.

## Methodology and Metrics

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

1. average hourly pay gap between men and women reflected as median and mean
2. average bonus pay gap between men and women reflected as median and mean
3. proportion of male and female employees receiving bonus and
4. gender proportion in pay quartiles.

EA Ltd's gender pay gap report reflects data from all jobs, at all levels and all salaries within the company. The calculations are an average view of the pay for men and women in the workforce without taking into consideration job function, job level, qualifications and experience.

## Results

### (1) Gender pay gap in hourly pay

| Metric  | %     |
|---|-------|
| Median difference in hourly pay between men and women (lower) | 19.2% |
| Mean difference in hourly pay between men and women (lower)   | 12.2% |

### (2) Bonus gender pay gap

| Metric   | %     |
|--|-------|
| Median difference in bonus pay between men and women (lower) | 46.7% |
| Mean difference in bonus pay between men and women (lower)   | 49.5% |

## Results

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

Based on present workforce makeup, there are currently more men in more senior roles with higher target bonus percentage, which explains the disparity reflected in bonus pay.

### (3) Proportion of male and female employees receiving a bonus payment

| Metric | %   |
|--------|-----|
| Male   | 85% |
| Female | 91% |

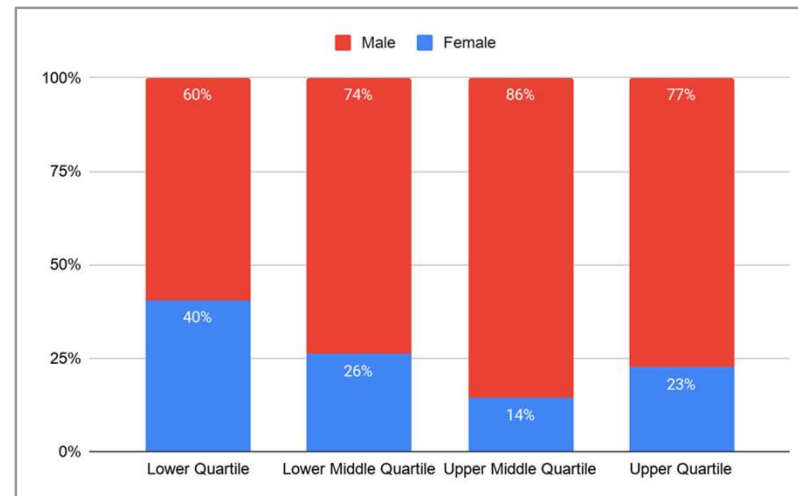
*All of the employees (male and female) who did not receive a bonus were ineligible for bonus because they were new EA Ltd employees whose hire date did not meet the cut-off date for eligibility.*

## Results

The graph below shows the proportion of male and female employees according to each quartile pay band.

Pay is commensurate to the position in the company, experience and seniority, the under representation of women at higher levels of the company results in an overall disparity in pay based on gender.

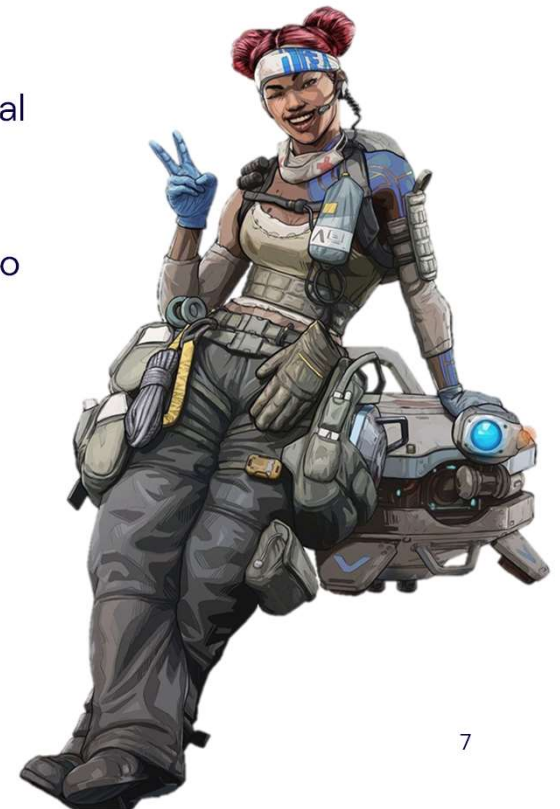
### (4) Proportion of male and female employees in each pay quartile



## Key Findings

We recognize the need for more opportunities for women to take more senior roles in the company. Reaching a more balanced representation across all levels and functions of the company is a priority for EA as a global organisation. We have made positive strides through our focus on talent acquisition, career development and promotion. As the UK business represents nearly 4% of our global workforce, the pace of change is likely to be commensurate with the overall volume of our UK hiring requirements.

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## Key Findings

To increase diverse representation through talent acquisition, we seek qualified women and underrepresented populations at all levels. Through targeted talent acquisition strategies and events, we are building and cultivating relationships with underrepresented communities, including women. Our executive recruitment team works to attract diverse candidates into more senior roles and technical positions that generally reflect higher industry-average pay.

To cultivate future talent, we actively focus on building pipelines of diverse talent starting with inspiring interns and graduate students to join a career in game making. We offer and facilitate studio Open Days, Work Experience and Game Jams for secondary school students in the local community to participate and get early exposure to career possibilities in science, technology, engineering, arts and mathematics.



## Key Findings

In EA's financial year FY19, approximately corresponding to the reporting period to 5th April 2019, 42% (5 of 12) of UK Intern hires were female; and 43% (3 of 7) of UK graduate hires were female.

To increase representation through talent development, we have studied and identified root causes that are limiting our representation at senior levels. We have targeted actions to encourage and support women in applying for and growing towards senior leadership roles.

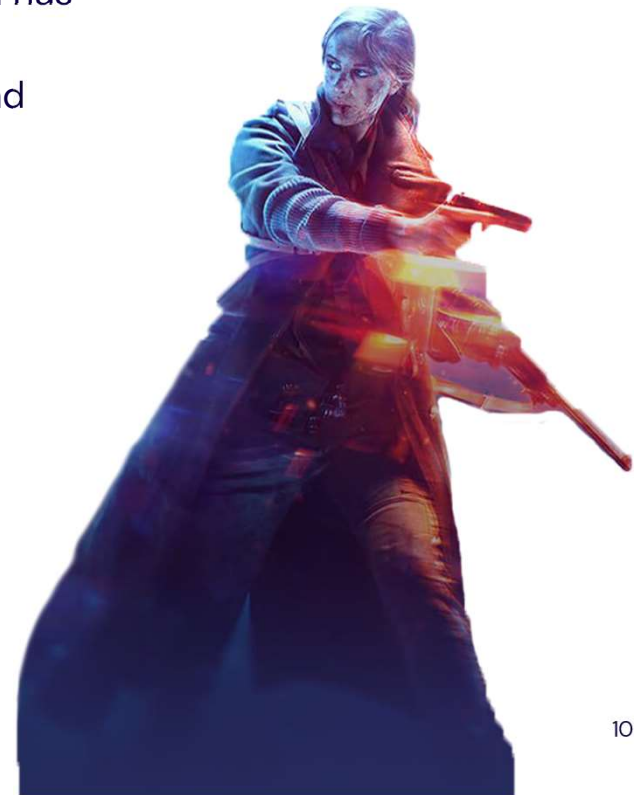
To build a strong and supportive community of women at EA in the UK, in 2017 we launched the UK chapter of the global Women's Ultimate Team Employee Resource Group. This group provides mentorship and networking for men and women to bolster the advancement of women in our company. Furthermore, we have invested in programs that equip employees with the support, resources, and opportunity for personal and career growth to reach their fullest potential at EA.

## Key Findings

As a global company, EA believes in equal pay for equal work and has made efforts across its global organisation to promote equal pay practices. EA is committed to continuing to assess pay equity and aims for equal pay for equal work across our global organisation.

EA is a leader in games with representation featuring diversity in leading characters and experiences that engage wide-reaching communities. Diversity is deeply rooted in our teams and our creative process.

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# EA's Commitments to Inclusion and Diversity

## At EA, we believe in the potential of every human being.

We celebrate diversity of thought, cultural differences, lifestyle, age, background, experience, religion, economic and social status, gender identity and marital status.

Building a culture of inclusion allows us to create experiences for our people, culture, and community.

Our mission is to inspire the world to play and we view inclusion and diversity as a business imperative. We realize that an inclusive culture fuels our creative process and enables us to deliver amazing games and experiences for our players every day.

**Electronic Arts**



We strive to embrace diversity in both our games and our workforce. By investing in internal and external initiatives, we are creating opportunities for every employee to maximize contribution and reach their full potential to deliver an amazing player experience.

EA's diversity and inclusion framework creates opportunities for every employee to maximize their contributions, enables a culture of innovations, and strengthens the communities in which we live, work, and play.

We believe in being a force for change. Games can be a reflection of a diverse world, with inclusive communities that engender connection, self-expression and inspiration. With millions of hours spent in play every day, games are a powerful platform for diversity and inclusion.

Which is why, as a key member of Ukie and a leading player in both the UK and global games industry, we do all we can to help make the sector an inclusive and welcoming place for people of all backgrounds. In 2019 we encouraged our UK employees to participate in the new **UK Games Industry Diversity Census**, which produced the most detailed analysis of workforce diversity in our sector ever. This census was an important first step to understanding how and where change needs to be made

## #RaisetheGame

EA is also one of the five founding partners of the [#RaisetheGame pledge](#). #RaiseTheGame is a collaborative and high-impact pledge to improve diversity and inclusion in the games industry – creating cultures where everyone belongs, and ideas can thrive.

Alongside founding members Facebook, Jagex, King and Xbox, and more than 55 other industry companies, we have committed to providing annual updates on our progress across the three main pledge pillars:

**1.**

Creating a diverse workforce by recruiting as fairly and widely as possible

**2.**

Shaping inclusive and welcoming places to work, by educating and inspiring people to take more personal responsibility for fostering and promoting diversity and inclusion

**3.**

Reflecting greater diversity within games at every level from game design and development through to marketing and community engagement

EAs inclusion training program brings awareness to the forefront of employee interactions in the workplace. The program launched globally in the reporting period, during which more than two-thirds of all global employees took the course.

Furthermore, EA is committed to engaging and investing in the communities in which we live, play and work. We proudly support charitable organizations focused on underrepresented communities with the core objectives to drive inclusion, education and strengthen communities. We are proud to support organizations such as the [UN He for She](#) campaign that serve to champion gender equality in all aspects of society.

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

I confirm the data reported is accurate for EA Ltd.



**Derek Chan**  
**Director**  
**EA Ltd**

