Electronic Arts Ltd. -- UK Gender Pay Gap Disclosure
Published: 1st April 2019

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 2018 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. As of the publication date, we have studios and offices in 46 locations around the globe, employing more than 9,800 employees.

For the purposes of the UK Gender Pay Gap Disclosure, the scope of reporting is our entity in the UK which consists of 332 employees of Electronic Arts Ltd (EA Ltd), representing slightly more than 3% of our total global employee base. Of the surveyed employees in EA Ltd, 30% are women, and 70% are men. Job functions range across marketing, sales, IT, development, HR, legal, finance, facilities and administration.

We believe EA Ltd has achieved pay equity by role and level between men and women. However, because EA Ltd. also currently 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 wage difference based on gender. The data below illustrates this story.

Methodology & Metrics

In accordance with the calculation guidance outlined in the Gender Pay Gap reporting regulations, the four metrics reflected include: (1) average hourly wage 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, educational training, and years of experience.

(1) Average Hourly Wage Pay Gap

Median difference in hourly wage between men and women (lower)	***19.7%***
Mean difference in hourly wage between men and women (lower)	***15.4%***

While EA Ltd has achieved salary parity based on role and level, there are currently more men than women employed at senior and higher paid roles. And, as the reporting methodology does not account for cohort segmentation, the numbers reflected show a wage difference based on gender.

(2) Average Bonus Pay Gap

Median difference in bonus pay between men and women (lower)	***48.9%***
Mean difference in bonus pay between men and women (lower)	***45.4%***

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. In addition to base salary, employees may be eligible to receive additional incentive compensation including performance bonus. As is common practice in the software and technology industry, bonus eligibility and bonus target as a percent of base salary and payouts 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.

The reporting methodology reflects the difference in average bonus pay across all job levels and all salaries within the organization, including more junior levels of employment that have lower bonus targets. 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 based on gender.

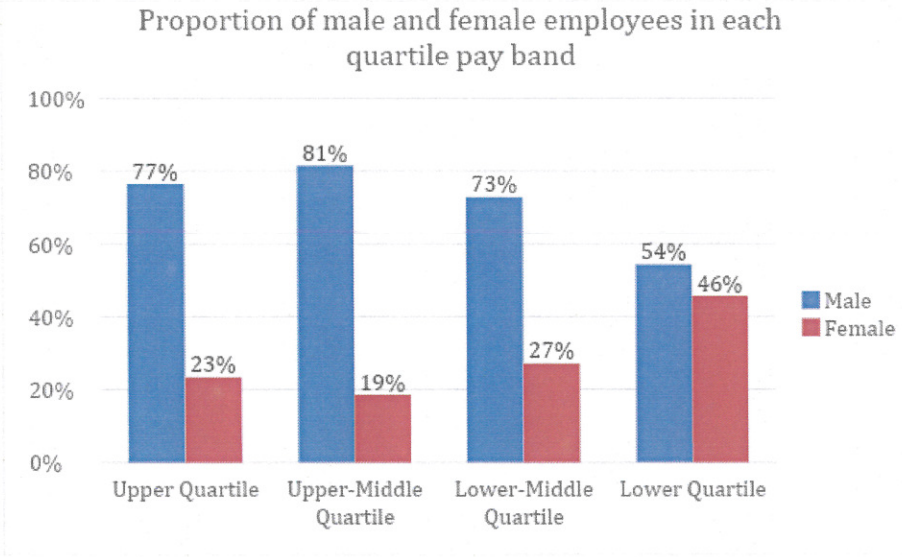
(3) Proportion of male and female employees receiving bonus

Male	**78%**
Female	**71%**

EA Ltd is committed to investing in our employees to reach their full potential in the workplace, and we strive to reward employees for performance and contributions to the company. For the employees who were bonus eligible in the reporting period, all of them (men and women) received a bonus. All of the employees (men and women) who did not receive a bonus in the reporting period were ineligible for bonus because they were new joiners to the UK business whose hire date did not meet the cut-off date for eligibility to bonus in the period.

(4) Pay Quartile Gender Proportions

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



As at the snapshot date, EA Ltd employed more men in senior roles than women, and more women than men in the lower levels of the company. Although EA Ltd has achieved salary parity, because pay is commensurate to the position in the company, years of experience, and level of seniority, the underrepresentation of women at higher levels of the company results in an overall disparity in pay based on gender.

Based on trends in hiring and promotions since the reporting period (data at March 2019), we have been successful at increasing the proportion of the female population at three of our more senior pay grades.

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 just about 3% of our global workforce, the pace of change is likely to be commensurate with the overall volume of our UK hiring requirements.

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 work 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.

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.

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's Commitments to Diversity & Inclusion

At EA, we believe in the potential of every human being. Diversity and inclusion are at the core of who we are, in the culture of our company and the game experiences we create. We celebrate diversity of thought, culture, lifestyle, age, background, experience, religion, economic and social status, gender identity and marital status.

We view diversity and inclusion as a business imperative. Our games reach 350 million players across the world. We create and deliver games and experiences across multiple genres that aim to delight a broad spectrum of interests. The diversity in our player community and our games is a direct reflection to the values of diversity and inclusion that we embrace in our culture, in our workplace, and in every step of the creative process.

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 & Inclusion (D&I) framework consists of three areas of focus -- People, Culture, and Community -- with efforts focused on workforce demographics, workplace environment and team health, and marketplace and employer recognition.

People

We embrace values of diversity and inclusion at every step of the employee journey -- from talent attraction, to development, to retention of top talent. We are investing in internal and external initiatives that empower our employees, celebrate, diversity, and actively foster Inclusion at EA and in our communities.

We have increased targeted recruiting efforts focused on outreach to underrepresented communities. We have invested in internal workplace initiatives focused on career growth and personal development. And we are continuing to improve policies and benefits that support our employees and cultivate a diverse and inclusive workplace.

Culture

As a global organisation, our culture celebrates openness, values constructive dialogue amongst our teams and people, and thrives on curiosity. EA offers Employee Resource Groups (ERGs) which are voluntary, employee-led affinity groups that bring employees together to foster equality in our workplace, the communities in which we operate, and in our games. ERGs are open to any employee, regardless of background, location, or function. To date, we have launched ERGs at 23 global office locations across North America, Europe, and Asia.

EA's Inclusion training program brings inclusion and 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.

Community

We believe that games should be a reflection of a diverse world, and inclusive communities that engender connection, self-expression and inspiration. With millions of hours spent in play every day, we recognize that games are a powerful platform for creating and supporting inclusive communities.

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. The Sims' cultural freedom for characters, including same-sex relationships, gender customization options and more. Our BioWare games like Dragon Age: Inquisition and Mass Effect Andromeda with relationships across gender, ethnic and racial identities. Powerful female characters in games like Star Wars Battlefront II, Mirror's Edge, Battlefield 1. Diverse characters and teams in EA SPORTS games, including Women's National Teams in FIFA, the WNBA in NBA LIVE, and Alex Hunter as the lead character in The Journey.

EA continues to be progressive in our policies supporting inclusivity in our global player community. The EA User Agreement upholds our principle of inclusion and does not tolerate harassment, discrimination, hate speech in conversation or content in our games, or in our player communities. We are committed to upholding our values of diversity and including through support of the LGBTQ community, supporting same-sex marriage, and standing against forms of discrimination or hate speech.

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.

Matt Wisbey
Director
EA Ltd