

Introduction

This report has been prepared to comply with the Employment Equality Act 1998 (Section 20A), the Gender Pay Gap Information Act, 2021 and the (Gender Pay Gap Information) Regulations 2022 (“the Regulations”). The figures below set out Electronic Arts (EA) Ireland’s employee data gathered and calculated, in compliance with the Regulation’s rules. There are seven broad reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employ/ees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles

EA Ireland Ltd is a leading global publisher and developer of games, content and online services. For the purposes of the Ireland Gender Pay Gap disclosure, we are reporting on the scope of our entities in Ireland, which currently consists of 309¹ employees. Of the EA Ireland Ltd employees included within the GPG calculation, 32% are Women and 68% are Men. Job functions range across customer support, development, quality, IT, fraud, HR, finance and facilities. The total compensation package for each employee is determined based on job function, performance, experience level, and time in role regardless of gender, ethnicity or any other individual attributes. Therefore, there is no difference in pay in respect of like-for-like work, between the genders. This is consistent with EA Ireland Ltd’s practice of equal pay for equal work in line with the relevant equal pay legislation. EA Ireland Ltd employs more Men than Women. The variation in pay is mainly due to the fact that, proportionately, a higher percentage of Women are employed at the Upper Quartile, compared to the percentage of Women at the Lower Quartile. Their wages are naturally commensurate with their level. The calculations that we are required to report under this regulation does not show a material gender pay gap. The data below fully explains these findings.

Context to Gender Pay Gap Reporting

The national gender pay gap in Ireland is currently 14%^[2], meaning that on average, nationally, Men are paid 14% more than Women. The Gender Pay Gap Information Act was enacted in

¹ The average headcount at the snapshot period of reporting (01st June 2022) was 368

² www.cipd.ie/news-resources/practical-guidance/employment-law/factsheets/gender-pay-gap-information-act-regulations#gref

July 2021, and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022. From 2024, organisations with greater than 150 employees will be required to report their data.

EA's Commitments to Inclusion and Diversity

Diversity is deeply rooted in our teams and in our creative process. To us, pay equity means that our employees are paid equitably for their work. This is regardless of their gender, race/ethnicity, or other characteristics that are not relevant to their role or their performance in their role. When we review employee pay, we also consider factors like job function, job level, individual performance, experience and location.

At EA, we celebrate diversity of thought, cultural differences, lifestyle, age, background, experience, religion, sexual orientation, economic and social status, gender identity and marital status, among other aspects of life. We invest in diversity, equity, and inclusion across our business to empower our people, actively foster inclusion, and shape our future. Our mission is to inspire the world to play and we view inclusion and diversity as a business imperative. We realise that an inclusive culture fuels our creative process and that it enables us to deliver amazing games and experiences for our players every day. EA is a leader in games, with representation featuring diversity in leading characters, and experiences that engage wide-reaching communities.

As part of our commitment to building more diverse and healthy teams, we're constantly looking at how we can continue to embed principles and practices of inclusion across our systems, processes, and culture. Part of this commitment focuses on compensating our employees fairly based on the work that they do. It also means being transparent about our approach and being accountable for it. Ensuring we're as consistent as we are fair in our approach to compensation is a priority at every stage of the compensation process, from the moment we hire, to annual raises, to promotions. We analyse compensation during our annual review cycles and when promoting employees. In addition, we annually partner with an independent outside firm to review employees' pay, which promotes fairness and reduces the risk of unconscious bias in our compensation philosophy and practices. When we find compensation that deviates from what we would expect to see based on our practices, we take action.

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

1. Attract, develop, and retain great talent that can thrive and do their best work.
2. Develop relatable content and games.
3. Enable expansion into new and diverse markets.
4. Bridge to better representation that authentically reflects players around the world.

It is evident from the results of this report that reaching a balanced representation across all levels and functions of the company has been a priority for EA as a global organisation. We have made positive strides through our focus on talent acquisition, career development and

promotion. Across our global business we have hired underrepresented talent above current representation rates for the fourth consecutive year. In particular, we have made progress in company wide representation of Women and underrepresented talent with a 46 percentage point increase in executive talent (VP+) over the past two fiscal years.

We continue to invest in diversity, equity and inclusion through multiple initiatives:

- We proactively monitor and report on representation data at all levels of the organisation.
- DEI is a priority topic at executive and company-wide meetings, demonstrating and setting the tone for our commitment.
- Our entire leadership team has undergone training as allies and partners and continues to sponsor and volunteer to drive DEI initiatives across the business.
- We continuously update our recruitment process to include inclusive practices.
- We facilitate the use of current flexible working benefits across all staff where appropriate.
- Our approach to Talent & Performance management centres around inclusive-focused goals and targets.
- Throughout the year, we offer DEI signature events and programs to engage all employees in learning and allyship.
- We have strategic partnerships in place with external organisations that promote and empower Women's professional development.
- We employed our first-ever Chief Diversity Officer to continue building on our strong foundational efforts and strengthen our progress.
- Each Electronic Arts Business Unit has an Inclusion Action Plan designed to cultivate a more inclusive employee experience with leadership accountability. Our Global Diversity Council, led by our CEO, governs our commitments to equity, inclusion, and diversity. The Nominating and Governance Committee of our Board of Directors oversees our commitments and progress.

Future considerations for EA Ireland Ltd

We are pleased at the good work that we have done, and have strived to ensure that like-for-like work is compensated in the same way. We do note that there are some differences in pay, which, as previously outlined and explained further below, is largely due to the fact that proportionately, there is a higher percentage of Women at EA who sit in the Upper Quartile, as compared to Women at the Lower Quartile. All those at a more senior level receive higher additional incentive compensation. This naturally impacts the average hourly pay.

To ensure EA Ireland Ltd continues to achieve a balanced representation across all levels and functions of the company, we are committed to focusing on the below activities as an area of priority:

- Communication of the gender pay gap and actions being taken on the same to employees.
- Provide an opportunity for all employees to understand our approach to Gender Pay reporting through Q&A sessions.
- Review our suite of protected leave policies to ensure they are compliant with relevant employment legislation.
- Continue to provide good support for parents returning to the workplace and continuing to review what we provide on an ongoing basis.

Methodology and Metrics

The reporting period for EA Ireland Ltd's 2022 Gender Pay Gap Data was June 2 2021 to June 1 2022, with the latter serving as the company's snapshot date in accordance with the reporting requirements. In accordance with the calculation guidance outlined in the Gender Pay Gap reporting regulations, the four metrics reflected include:

- Mean and median pay differences between male and female employees, including hourly pay and bonuses.
- Mean and median pay differences between male and female employees on part-time working arrangements.
- Mean and median pay differences between male and female employees on temporary contracts.
- The proportion of male and female employees who receive benefits in kind and bonuses.
- The number of male and female employees across four pay bands.

Results and Discussion

The results below are the figures for EA Ireland Ltd, and explain the difference for the variance in pay between Women and Men. Pay gap statistics are calculated relative to Men's earnings, therefore a negative figure implies that Women are the higher of the two earners.

The GPG guidelines developed by the Irish Government utilise a calculation methodology for both mean and median GPG which consists of both ordinary and bonus pay. In EA Ireland Ltd's case, bonus pay for a number of employees, predominantly in the form of Restricted Stock Unit (RSU) grants, are key contributors towards the mean and median GPG figures, particularly for employees who joined EA during the reporting period and received an RSU grant.

Gender Pay Gap in hourly pay

Mean Pay Gap	-16.84%
Median Pay Gap	-8.90%

The gender pay gap here can be attributed to the fact that there are proportionately more Women in the Upper Quartile than the lower Quartiles, which has an impact on the mean and median pay gap. Furthermore, the GPG figures are influenced by a number of high earning Women who joined part way through the reporting period, and therefore have a high hourly rate.

This means that when looking at the percentages alone, using the calculations prescribed by the Irish Government, it could be perceived that Women are paid more than Men. However, to clarify; in reality, all employees, irrespective of their gender, all Men and Women are paid the same amount for like work.

Bonus Gender Pay Gap

Mean Bonus Gap	-2.30%
Median Bonus Gap	-39.03%

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 organisation. Bonus targets are defined by job role, job level and location and are equal by gender.

Part-time Employees Gender Pay Gap

Mean Pay Gap	-77.37%
Median Pay Gap	-3.93%

Part-time employees represent a small proportion of overall headcount in EA Ireland. While median GPG for part-time employees is relatively small at 3.93% in favour of Women, mean GPG is a significantly higher figure at -77.37% in favour of Women. However, this figure is skewed by a population of Women in part-time roles who receive bonus payments in the form of RSU grants compared to other part-time employees, who do not. As a result, the average pay calculation for Women increases significantly compared to Men, creating a skewed mean GPG figure.

Fixed-term/Temporary Contracts Gender Pay Gap

Mean Pay Gap	7.57%
Median Pay Gap	19.56%

Please note that a large number of fixed-term/temporary workers in EA Ireland Ltd consist of former employees on Regular Full Time (RFT) / permanent contracts who have resigned from their RFT role to take up a new role within the Company under a Temporary Fixed Term (TFT) arrangement. As a result of this cohort of employees' existing tenure, entry level salaries will vary across the group.

Proportion of Men and Women receiving benefit in kind and bonus

Proportion Paid Bonus Female	96.67%
Proportion Paid Bonus Male	97.64%

All eligible employees who did not receive a bonus payment during the reporting period either joined the Company after the cut off date for bonus eligibility, or in the minority of cases, did not receive a bonus due to underperformance.

Proportion Paid BIK Female	95.83%
Proportion Paid BIK Male	96.85%

Proportion of Men and Women in each pay quartile

The tables show the proportion of Men and Women according to each quartile pay band. Pay is commensurate with the position in the company, experience and seniority.

Quartile	Women (%)	Men (%)
Upper Income	34.04	65.95
Upper-Middle Income	34.41	65.59

Mid-Lower Income	31.18	68.82
Lower Income	28.72	71.28

EA Ireland Ltd demonstrates strong consistency in the representation of Men and Women employees across each of the four pay quartiles compared to overall gender representation (32% Women, 68% Men). This shows that progression pathways remain consistent for Men and Women employees within the Company.

It is common for Women's representation to be higher than overall representation at lower and mid-lower quartiles, before reducing significantly in upper and upper-middle quartiles, which typically represent management and senior management grades³. This is predominantly caused by Women's ability to participate in the labour market which is often constrained by the fact that statistically they generally spend more time on unpaid work, four times as much on care work (time spent to care for a child or another adult).⁴ However, this is not the case with EA's 2022 GPG data, with Men and Women representation in all pay quartiles consistent with the overall figure. In fact, proportionately, there is a higher percentage of Women in the Upper Income band, as compared with the Lower Income band (a difference of just over 5%).

Career Development

Locally, EA Ireland Ltd has a strong Career Development Philosophy, whereby we actively promote career development as a continual process of learning, developing, growing and mastering new skills. Employees within EA Ireland Ltd are consistently given the opportunity to gain new capabilities, explore new careers and roles, and be recognised for their achievements and contributions. Managers are responsible for supporting, guiding, and challenging employees to achieve their goals. 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. We believe a career really is more than just a promotion or job title; it's a journey of skill development, unique experiences, and growth. From an EA Ireland Ltd's perspective, we have designed an internal employee development program "Ride Along" so that employees have a valuable opportunity to take ownership of their career and learn new skills for their current and future roles. The Ride Along program gives employees in EA Ireland Ltd the opportunity to explore internal career options, by temporarily joining a team and working on different assignments in one of these departments.

³ <https://ig.ft.com/gender-pay-gap-UK/>

⁴ <https://www.ibec.ie/influencing-for-business/labour-market-and-skills/gender-pay-gap-report>

Employee Resource Groups

To build a strong and supportive community of Women at EA Ireland Ltd, in 2015 we launched the Ireland chapter of EA Ireland's "Lean In" Women's group, which in 2017 evolved to align with the global Women's Ultimate Team Employee Resource Group (ERG). This group provides mentorship and networking for both Men and Women and part of that is providing guidance around career advancement to Women in our company. It has now grown to nearly 60 members. 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. Our ERGs are a critical part of our diversity, equity and inclusion strategy, bringing together employees with common interests or backgrounds to develop themselves personally and professionally, as well as to support Electronic Arts' goals and objectives. Our ERGs also celebrate allyship, a critical component for connecting employees and creating a sense of belonging. Over the past four years, ERG membership and participation globally has grown to more than 3,000 members, many who belong to more than one ERG.

We believe in being a force for change. Games can reflect 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 employer within the gaming community in Ireland, and because Women employees are underrepresented in gaming and the gaming industry generally, we invest in promoting Women within the Technology Industry through inviting industry speakers such as Brenda Romero, an American game designer and developer in the video game industry and BAFTA special award winner to attend our Galway location to promote Women in gaming.

EA SPORTS - Diversity, Equity and Inclusion in our Games

The inclusion of Women's club teams in FIFA 23 has highlighted that for EA, Diversity, Equity and Inclusion is about more than just a game. EA SPORTS is ingrained in football culture and for us it was vital that Women's club football became part of it. Women's football has been a part of the franchise since FIFA 16, which saw the inclusion of national teams.

Recognising the role we have in representing and elevating diversity and participation in football, EA are launching several initiatives that will extend beyond the pitch in the virtual and real worlds, including:

- 'Starting XI Fund,' an Accelerator Fund for Women's Football. We've committed an \$11M investment to continue elevating the Women's game going forward, which will incorporate in-game, league, club and athlete investments.
- Beginning in 2023, EA SPORTS will fund a Women's football internship program with each new and existing Women's league partner, designed to inspire and empower young Women from diverse backgrounds to become involved in the world of football.

- A multi-year partnership with the UEFA Women's Champions League (UWCL), which will allow us to deliver a more impactful experience for Women's football fans around the globe, beginning with integration into FIFA 23.
- A multi-year partnership with DAZN to become the Global Broadcast Partner of the UEFA Women's Champions League.

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

You can read our 2022 Impact Report at ea.com/en-gb/news/2022-impact-report

I confirm the data reported is accurate for EA Ireland Ltd, for our snapshot date of 02nd June 2021 to 01st June 2022.

Imelda Grimes

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EA Ireland Ltd

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