

## Introduction

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 entities in the UK, which consists of 1,185 employees of Electronic Arts Ltd (EA Ltd). While we previously reported separately for Codemasters Ltd, employees who were part of that entity are now included as part of Electronic Arts Ltd, and are therefore featured in this report. Of the surveyed employees, 18% are women and 82% are men. Job functions range across marketing, sales, IT, development, HR, legal, finance, facilities and administration, as well as game development.

A lot has changed over the last 12 months. We've grown, evolved, and learnt a lot in the process. Whilst our business is built on an ethos of innovation, we know that organisational change takes longer. In the UK, we are in an exciting stage of our ambitious journey and will continue to work hard to foster an open, fun, and inclusive working environment for all.

From a perspective where the gender pay gap is to be minimised (or as close to nil as possible), there has been positive movement in three of the four metrics. Mean hourly pay gap has shifted to favour women rather than men, but to a lesser extent than favouring men in the previous year. Mean bonus GPG is the only metric of the four where the gap has increased.

Furthermore, there has been progress towards equal representation of men and women in each quartile. Whilst we believe there is more work to be done in this area, this is the start of a long term approach.

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 2023 and were calculated according to the rules defined in the regulations.

The 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. While we are reporting a pay gap, the picture is mixed, with the bonus pay gap being in favour of men, but the mean and median pay gap and bonus pay gap in favour of women. The data below illustrate 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 men and women employees receiving bonus.
4. Gender proportion in pay quartiles.

The 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. The analysis is based on how employees identify themselves according to our HR record-keeping system.

## Results

### Gender pay gap in hourly pay

	Electronic Arts Limited
Mean pay gap	-5.5%
Median pay gap*	-1.4%

*\*a negative pay gap figure indicates that the value for women is higher than the value for men*

### Bonus gender pay gap

	Electronic Arts Limited
Mean bonus pay gap	32.3%
Median bonus pay gap*	-2.0%

*\*a negative bonus pay gap figure indicates that the value for women is higher than the value for men*

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 therefore equal by gender.

### Proportion of men and women receiving a bonus

	Electronic Arts Limited
Men receiving a bonus	81.0%
Women receiving a bonus	78.5%

All of the employees (men and women) who did not receive a bonus were ineligible for bonus because they did not meet the payout criteria.

### Proportion of men and women in each pay quartile

	Electronic Arts Limited	
	Men	Women
Upper	80%	20%
Upper middle	81%	19%
Lower middle	79%	21%
Lower	85%	15%

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. Given women make up 18% of the employees, they are proportionately represented in the upper quartile.

### Beyond Pay

As our business grows, we want our impact on society to grow too, and to build an environment which reflects the changing demands of our workforce and our player population.

In the past 12 months we have invested in our People Team, enabling us to progress and formalise a more inclusive People Strategy including our approach to recruitment, progression and retention. We have expanded our Talent Acquisition function to include a dedicated team of Talent Sourcers who work to find a diverse pool of candidates that match the skill requirements for each role. They bring specific expertise to uncover talent pools, including women, that can be included with our more traditional sources. Alongside this, our Next Gen Talent team continues to focus on attracting more women candidates at an Early Career Talent level.

We want to provide flexibility, competitive salaries and benefits, career development and an employer brand that our people are proud to talk to their friends and family about. We are passionate about equality and believe our People Strategy will continue to change the perception of the gaming industry to one which is equally appealing for everyone, everywhere.

## **Employee Resource Groups**

We're proud of the excellent work our Employee Resource Groups (ERGs) deliver. Our ERGs are a core component of our commitment to elevating and engaging voices across the organisation. Each ERG engages its membership to support our DEI strategy through community-building, professional development, social impact efforts, learning opportunities and allyship. In 2017, we launched the UK chapter of EA's Women's Ultimate Team (WUT) ERG. This group provides mentorship and networking for all genders and part of that is providing career development to Women in our company.

It has now grown to over 350 members. The UK chapter of WUT hosts regular workshops and events and members also have access to global programming including a series where women leaders at EA share their journey and showcase their achievement, to inspire women to achieve their full potential.

## **EA SPORTS - Diversity, Equity and Inclusion in our Games**

With the launch of EA SPORTS FC™, the next chapter in The World's Game, EA has continued to champion women's football within the game. With women's national teams first appearing in 2016 and women's club teams joining in 2022 – celebrated at our first ever Women's Football Summit – the introduction of women's football to Ultimate Team was the logical next step. Championing the highest level of women's football by bringing it front and centre within our most popular game mode.

With the launch of EA SPORTS FC 24, we built the world's biggest football community, designed to engage, entertain, and represent fans all over the world and to celebrate the diverse football talent that they love. The addition of women in Ultimate Team brought the most players EA had ever introduced at one time, meaning even more content, talent, and choice for that community.

- Female players are now fully integrated across objectives, rivals and icons, with 74 teams and more than 1,600 players added, all now playable as mixed teams.
- The inclusion of the world's best professional female players to Ultimate Team has also extended to fan-favourite campaign, Team of the Year. With the introduction of standout performers from women's football nominated for the first ever EA SPORTS FC™ Women's Team of the Year taking place in January 2024.

EA is committed to being changemakers for the future of football, bringing unrivalled authenticity to millions of football fans across the globe, and ensuring that means a sustained movement to continue providing proper resources towards women's football.

We continue to look to our partners and the experts within women's football to help better understand what else is needed in the space. We know there's still more to be done and look forward to sharing more updates on our women's football strategy in the future.

For more information on EA's Commitments to Diversity, Equity and Inclusion, please visit [www.ea.com/about/diversity-and-inclusion](http://www.ea.com/about/diversity-and-inclusion)

You can read our 2023 Impact Report at [www.ea.com/en-gb/news/2023-impact-report](http://www.ea.com/en-gb/news/2023-impact-report)

I confirm the data reported is accurate for Electronic Arts Ltd.

A handwritten signature in blue ink that reads "Payne". The signature is written in a cursive style with a large initial 'P'.

**Lewis Payne**  
**Director**  
**Electronic Arts Ltd**