

ELECTRONIC ARTS (CANADA), INC.

Pay transparency report

Report prepared by the British Columbia government using data provided by Electronic Arts in compliance with pay transparency reporting requirements.

Electronic Arts (EA) is a global leader in interactive entertainment, headquartered in Redwood City, California. We are focused on building games and experiences that grow the global online communities around our key franchises and intellectual property while deepening engagement through interactive storytelling.

We have a longstanding commitment to fostering healthy and inclusive teams. We believe that a global workforce with a diversity of experiences, skills, ideas, backgrounds, culture, generations, and tenure power our culture of learning and generate ideas that create the immersive worlds, characters, stories, and communities that resonate with our global audience. We invest in people practices to attract, develop, and retain talented people who each play a part in inspiring the world to play. From how we bring talent into the company to how we help people to grow their careers, we strive to ensure that we have fair and supportive practices that we can all be proud of.

Our pay equity approach is part of our unwavering commitment to building a culture of inclusion at EA. Each year, we partner with an independent firm to review compensation practices, ensuring that employees performing similar work are paid equitably across gender, race, and other characteristics unrelated to job performance. Our programs and processes have enabled us to maintain base pay equity globally based on gender.

Our offices in Greater Vancouver represent the largest location in the company for development of our games and services, with the highest concentration of technical, design, research and development roles in the company. These roles have historically had a higher representation of male talent and are among the highest-compensated roles in our industry. While we've driven steady growth in the representation of women in these roles in British Columbia over the past 10 years, we recognize that there is still more work to be done.

To drive this change, we're actively investing in programs that help open pathways for women and underrepresented talent to enter technical careers. From scholarships, to mentorships, and internships, we are working to provide exposure, skill development and practical experience in fields like game development and software engineering. In FY24, we invested \$2.4 million globally in partnerships focused on STEAM education, reaching students of all ages with coding clubs, creative computing workshops, and resources for educators aiming to inspire interest in technology.

While we are committed to building a more diverse talent pipeline, creating lasting change in technical fields will require collaboration across industries, government and educational institutions, and other stakeholders. Our Impact Report, published annually, highlights our progress and commitment to building a workforce that mirrors the diversity of our global player community. By focusing on equitable pay, supporting emerging talent, and creating accessible pathways into technical roles, we aim to inspire the next generation of electronic artists.

Read more in our Impact Report: <https://www.ea.com/news/2024-impact-report>.

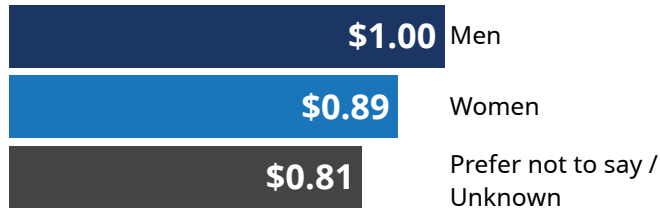
Employer details

Employer:	ELECTRONIC ARTS (CANADA), INC.
Address:	3000 ROYAL CENTRE, PO BOX 11130 1055 WEST GEORGIA STREET, VANCOUVER, BC
Reporting Year:	2024
Time Period:	January 1, 2023 - December 31, 2023
NAICS Code:	54 - Professional, scientific and technical services
Number of Employees:	1000 or more



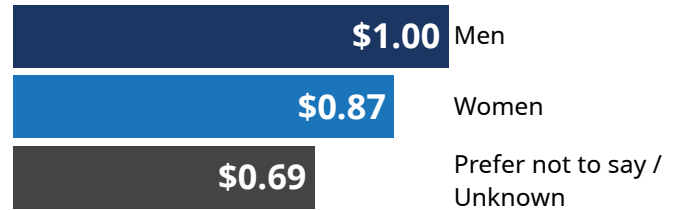
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 11% less than men's. For every dollar men earn in average hourly wages, women earn 89 cents in average hourly wages. *

Median hourly pay gap²



In this organization women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 cents in median hourly wages. *

Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 38% less than men's. For every dollar men earn in average overtime pay, women earn 62 cents in average overtime pay. *

Median overtime pay⁴



In this organization women's median overtime pay is 52% less than men's. For every dollar men earn in median overtime pay, women earn 48 cents in median overtime pay. *

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	-20
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In this organization the average number of overtime hours worked by women was 20 less than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	-11
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In this organization the median number of overtime hours worked by women was 11 less than by men. *

Percentage of employees in each gender category receiving overtime pay



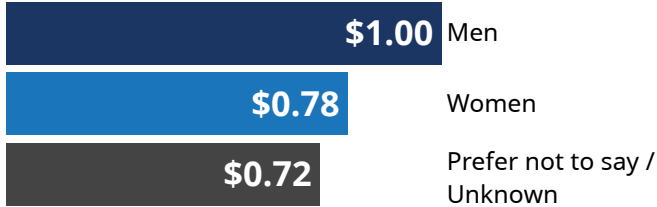
Explanatory notes

- "Mean overtime pay" refers to overtime pay when averaged for each group.
- "Median overtime pay" refers to the middle point of overtime pay for each group.
- "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
- "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



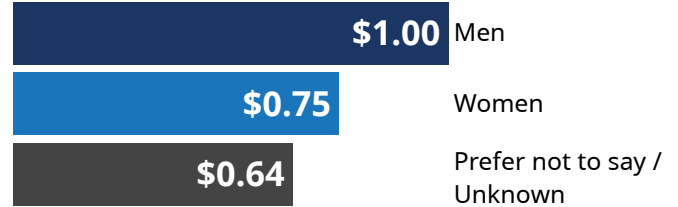
Bonus pay

Mean bonus pay ⁷



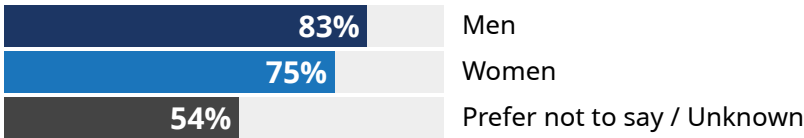
In this organization women's average bonus pay is 22% less than men's. For every dollar men earn in average bonus pay, women earn 78 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 25% less than men's. For every dollar men earn in median bonus pay, women earn 75 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 16% of the highest paid jobs and 34% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

In this report, the pay gap figures reflect average and median pay differences across all employees in British Columbia, calculated according to government-prescribed methods. These figures are calculated by aggregating the earnings of men, women, and employees who did not disclose their gender, without accounting for other factors that impact pay, such as differences in role, role level, experience, or tenure. As a result, the pay gap may appear larger in locations like Greater Vancouver, where there is a high concentration of technical roles - many of which historically had a higher representation of male talent and are among the highest-paying roles in the British Columbia labor market.

At EA, we focus on pay equity, and regularly assess whether employees are paid equitably for their work, irrespective of their gender, race/ethnicity, or other characteristics not relevant to their role or performance. We proactively address any discrepancies we may find.

Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.