

# The Way We Play

Global Code of Conduct

Electronic Arts



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# Message from the CEO

At Electronic Arts, we inspire the world to play by creating entertainment platforms where players and fans spend their best time with their best friends. We deliver leading-edge sports entertainment, design epic worlds, tell bold, blockbuster stories, and deeply connect hundreds of millions of people around the world.

Our values as a global company drive us to create a welcoming workplace and foster inclusive communities, and allow us to deliver amazing games and experiences at the heart of community, fandom, and cultural celebration. The Global Code of Conduct embodies that foundational value system through a set of standards that guide our daily work.

The Code covers a wide range of topics to ensure we lead from the front in all that we do: to safely and responsibly work with our valuable intellectual property and industry-leading technology; to work ethically with our globally recognized business partners; and to protect and support everyone we work with.

Please take the time to read and understand our Code of Conduct. If you have any questions or concerns, please reach out to your manager or the appropriate contact point listed in the Code. We will make every effort to provide the guidance you need.

Our Code is our guide to acting with integrity and playing fairly. When we follow it, we all contribute to our success as creators, innovators, and storytellers who entertain and connect the world.

**Andrew Wilson**

Chief Executive Officer



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# Our Purpose and Beliefs

At Electronic Arts, our Purpose & Beliefs define the values of our company – it’s not just about what we do, but how we do it. Creating next-level entertainment experiences that inspire players and fans requires people with a shared passion and unique perspectives. That's why we nurture environments where our teams can always bring their best—a place where creativity thrives, new perspectives are welcomed, and ideas matter. Together, through Creativity, Determination, Learning, Passion, Pioneering, and Teamwork, we make play happen.

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## We value

### Creativity

Striving to bring imagination, original ideas, and excitement to everything we do.

### Pioneering

Acting with the curiosity and courage that it takes to experiment, innovate, and lead.

### Passion

We are at our best when we pursue what we love, and have fun doing it.

### Determination

Bringing focus, drive, and conviction to our actions. Thriving on the journey, and being motivated to

achieve excellence.

### Learning

Listening, having humility, being open to new ways of thinking, and looking with a lens of inclusion. Challenging ourselves to grow and change as a company.

### Teamwork

Committed to each other, and to the accountability and integrity it takes to be a successful diverse team.

# Know the Code

At Electronic Arts, we have fun. We rely on our passion, creativity and innovative spirit to succeed and deliver on our commitment to each other and our players. Our Code is our guide to acting with integrity and playing fairly. When we follow it, we all contribute to our success as One Team.

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# About the Code

## What Is the Code?

The Code guides us in our daily interactions with each other, our players, our business partners and other third parties. Think of it as a user's guide—a good place to look for answers when we have questions. It offers resources, policies and contacts.

## Who Must Follow the Code?

The Code applies to everyone who works at EA, at every level, in every location around the world. Those who work on our behalf, including contractors, are expected to uphold our high standards. EAs Board of Directors also follows the Code.

We all have a shared responsibility to know the Code, follow it and ask questions when something isn't clear.

**Our Responsibilities:** As employees, we have a responsibility to:

**Act professionally, respectfully and ethically**—realize that every action we take on behalf of EA reflects on EA.

**Follow our Code, policies and the law**—know and uphold policies and laws that apply to our jobs, and watch for any activity that is not in line with them.

**Ask questions and share concerns**—keep an open dialogue to ensure that you make good choices, and let us know your concerns.

If you are a manager, you have additional responsibilities:

**Be an example for others**—always uphold our core values and our Code, expressing them continually through your words and actions.

**Guide employees**—answer questions and ensure your team members read and understand our Code and how it applies to them.

**Make yourself available**—create an inclusive environment where employees are comfortable asking questions and sharing concerns. Help them to resolve issues quickly, and keep an eye out for potential retaliation against employees who have raised concerns.

**Breaking the Code:** When an employee's action goes against one of EAs values, policies or the law, it breaks our Code. Ignoring someone else's misconduct also breaks our Code. We take misconduct seriously, so speak up if you become aware of possible wrongdoing. Any EA employee who doesn't follow the Code could face disciplinary action, including termination of employment.

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# Make Good Decisions

There may be times when you want to do the right thing, but you don't know which path to choose. When that happens, ask yourself:

## Is it legal?



✓ **Yes**

*Continue.*

⚠ **Not sure**

*Find out. Seek advice from the Legal Team.*

✗ **No**

**Stop. Don't proceed.**



## Is it consistent with EAs policies?



✓ **Yes**

*Continue.*

⚠ **Not sure**

*Consult our policies first. This Code can help guide you to the right answer.*

✗ **No**

**Stop. Get help before proceeding.**



## Would I be comfortable if my actions were reported in a newspaper or shared on social media?



✓ **Yes**

*Continue.*

⚠ **Not sure or** ✗ **No**

**Stop. Get help before proceeding.**

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If the path you take leads to "Stop," take a step back and reconsider your actions. And remember, if you are unsure, it's always best to ask for extra guidance.

# Speak Up

Speaking up for our Code is important. This means letting our co-workers know that we follow the Code and always hold ourselves accountable. It also means speaking up if we believe someone has broken the Code, or if we have a concern about our own situation. It helps protect everyone at EA, and it's the right thing to do.



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## Where Do I Start?

If you encountered a situation that you believe has impacted your or anyone else's experience at EA or their ability to be successful at EA, we encourage you to report these concerns to your manager or People Experience, or through EAs **Raise A Concern** program. The Raise A Concern program allows you to share concerns anonymously if you wish.

If you have concerns about EAs financial reporting or other

activities that you believe may be unethical or illegal, please share them with your manager, with **EAs Legal Team**, or through the EA Reporting Line. Like the Raise A Concern program, the EA Reporting Line allows you to share concerns anonymously if you wish. We provide other options in the **Resources section**.

No matter how you speak up, your concern will be addressed promptly. We take every concern seriously, and we will maintain confidentiality as much as possible.

**No Retaliation—Ever:** We want you to feel comfortable sharing your concerns—without worrying that you might face some kind of retaliation. If you raise a concern you genuinely believe to be true, we will ensure that raising this concern won't be used against you.

## Find Out More

[Raising Issues and  
Concerns Relating to  
the Code](#)

[EA Reporting Line](#)

[Resources](#)

# Our People, Building a Connected Culture

We cultivate a workplace where teams can thrive, bringing their skills and perspectives together to craft the worlds, characters and stories that connect us with players everywhere.

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# Our People and Culture

At Electronic Arts, we make play happen through a shared passion for innovation and creativity. Our success in interactive entertainment is powered by the ingenuity of our people. Our teams shape the immersive worlds, characters and communities that inspire and entertain millions of players worldwide. Through collaboration and continuous learning, our people, across geographies, experiences, skills, and backgrounds, drive innovation and shape the future of entertainment.

We continuously invest in best-in-class people practices throughout the employee lifecycle. This ranges from how we attract people, to expansive hiring practices that allow us to find the best talent, to learning and development which enables our people to grow their skills in our rapidly evolving industry, and to fair compensation and rewards that help us achieve industry-leading retention of talent. We foster a culture of innovation, continuous growth and excellence, providing our teams with the resources, opportunities and environment to thrive. Our shared creativity and teamwork fuel our success, bringing joy and connection to the world through play



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# Respect Each Other

At Electronic Arts, we value an inclusive community. We are proud of our employees and their various backgrounds, skills and cultures. This also includes differences in thought that foster creativity and innovation. We take every measure to ensure the EA workplace is never hostile or offensive for our employees and guests. Help us keep disrespectful and inappropriate behavior out of EA.

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**Treat Your Co-Workers with Respect:** Be courteous in how you interact with others in the workplace.

**Practice Fairness:** Base any decisions on hiring, promotions, compensation, development, termination or other aspects of employment only on relevant considerations. These include performance, qualifications, competence and talent.

**Learn to Recognize It:** We understand that disrespectful and inappropriate behavior can be verbal, physical or visual. It can include things like aggressive behavior, a racial slur, an ethnic

joke or posting or sharing offensive statements or images.

**Step Forward:** If you learn about conduct that goes against our commitment to fairness and diversity, let us know. If you see or experience disrespectful and inappropriate behavior of any kind in the workplace—whether it happens to you or someone else—don't ignore it.

By respecting each other, you help create a safe environment and prevent a potentially harmful situation for co-workers.



## Find Out More

[Respectful Workplace Policy](#)

[Equal Employment Opportunity and Non-Discrimination Policy](#)

# Working Safely and Securely

Your health and safety at Electronic Arts are important to us. Help us keep the workplace safe and secure by being aware of your surroundings and looking out for the people around you.

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**Follow Health Guidance:** EA follows local health and government guidance to protect our people and our workplace. We may put into place certain health and safety measures, and we expect you to follow them to help maintain a safe workplace.

**Take Care of Your Physical and Mental Health:** Your physical and mental health are very important to us, and we encourage all employees to take advantage of our physical and mental health resources that are available to you as needed.

**Prevent Abuse of Alcohol and Drugs:** Use care with legal substances like prescription medications—talk to People Practices if the medication you are taking could affect your performance or behavior. Be responsible in your consumption of alcohol if it’s offered at EA events. If you are under legal drinking age, you may not drink alcohol at EA events. Do not attempt to perform work for EA while impaired by alcohol or drugs. EA does not permit the use or possession of illegal drugs on EA property.

**Secure Our Facilities:** Please protect your identification, and do not allow unauthorized people to enter EA facilities. You may see or hear something that causes you concern for your safety or the safety of others. If so, contact Security personnel immediately.

**Watch for Workplace Violence:** Keep violence out of our workplace, on-site activities and EA-sponsored events. Violence might include physical assault, violent images or messages, threats, intimidation or property damage. Weapons are prohibited on EA premises.

EA has a global policy that outlines standard expectations about where we perform our work from. Our employees are expected to familiarize themselves with EA’s Work Model Policy and follow their designated work model.

**Find Out More**

Worker & Visitor  
Access Policy

Drug and Alcohol  
Policy

Respectful  
Workplace Policy

# Support Our Players

Our players count on us to protect them and the information they share with us. We do our very best to live up to their expectations.

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# Champion Positive Play

Our games and services should be fun, fair and safe for all our players. We have Positive Play guidelines to make sure our games and services offer an inclusive and enjoyable experience for our players.

Through these guidelines, we ask our players to treat other players as they would like to be treated, to keep things fair, to share clean

content and to follow local laws. If you observe a player going against any of these guidelines, you should report it.



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**Find Out More**  
[Positive Play Charter](#)

# Protect Our Players' Rights

Our players trust us when they give us their personal information. This trust is fundamental to our success in building lasting relationships with our players. We carefully follow our policies to ensure that player information is used consistently with the law and with EAs values. You must follow those policies and understand that breaking a promise to our players can be damaging to both EAs reputation and our player relationships.

Our players also deserve honest information about our products and services. We never mislead them. When marketing our games and services, be accurate and transparent. Label advertisements properly and

be sure all third parties, such as social media influencers, do the same.

If you have questions about these responsibilities, contact the **Legal Team**.



**Find Out More**

[Personal Information Guide](#)

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# Handle Our Assets With Care

Our physical and intellectual property are vital to our business. We create and use these assets responsibly and carefully. Help us make sure they are not lost, stolen, misused or wasted.



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## What Are Our Assets?

**Physical Properties:** These are tangible things such as buildings, office and mobile equipment and computers.

**Intellectual Properties:** These are the lifeblood of our business. They include:

- Game materials, including source code, game builds, art assets, scripts and design documents
- Proprietary technology, such as development tools, game engines, and libraries
- Marketing and creative materials, including branding and creative content

- Trade secrets and other proprietary information, including business and marketing plans
- Assets provided by third parties, such as development tools, hardware, game builds, and artwork

**Secure All Our Assets:** These assets belong to EA and create value for all of us. Help us secure all physical and intellectual property assets to prevent misuse, tampering or theft. EA systems must be used primarily for legitimate business purposes. Our computer and network security measures will support you in preventing unauthorized

access. If you become aware of any security-related incidents, report them immediately to the **EA Security team**.

**Protect EAs Intellectual Property (IP):** Always use our intellectual property properly. Check with the **Legal Team** before allowing third parties to use EA intellectual property. Respect the intellectual property of others; do not use others' intellectual property without their authorization or without permission from the Legal Team.

## Find Out More

[Global Information Security Policy](#)

[Acceptable Use of EA Systems & Assets Policy](#)

[Global Travel and Entertainment Spending Policy](#)

# Secure Our Technology

Electronic Arts provides us with technology we need to do our work, along with access to a variety of resources. Remember: Security is everyone's business—know and understand your responsibilities by reading our **Global Information Security Policy**.

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## Use Strong Authentication:

Use a strong, unique passphrase to secure your EA account. EA passphrases should never be shared with anyone or used anywhere else. **LastPass Enterprise** is approved for password storage. Never approve an Okta authentication request that you did not initiate. For any security concerns or questions, contact **EA Security**.

**Be Cautious with Email:** If an email or sender looks odd, do not open attachments or links and do not call any provided numbers. Use the Reporter app in Outlook desktop, web or mobile to report the email. **SafeLinks** will also check URLs for threats. Report anything suspicious to EA Security.

## Use Secure Networks:

When working remotely, use a secure wireless network and be aware of your surroundings and the information you are viewing. Please visit the **IT Remote Work Support** pages to stay up to date on remote work policies and best practices, including use of non-EA devices and authentication requirements.

## Use EA Systems, Devices and Software Responsibly:

Only use **approved applications** and platforms with sensitive EA data. Check with EA Security or Global Service Desk before using any non-approved applications or plugins. Downloading unofficial software can be dangerous and carries risks for EA. Check EAs **Acceptable Use of EA Systems & Assets Policy** for guidance on the use of EA systems.



## What Should I Do?

**Q: If I'm on the EA network and I click on a link that takes me to a website that doesn't look safe, what should I do?**

**A: If you are on the EA network and you click or open something online that seems suspicious, please contact the EA Security team as soon as possible.**

## Find Out More

[Global Information Security Policy](#)

[EA Security Portal](#)

[EA Security](#)

# Safeguard Our Confidential Information

As an Electronic Arts employee, you may be exposed to information or material relating to EA's business that is sensitive, confidential or not available to the public. It's your responsibility to protect such information from disclosure.

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Some examples of confidential information include:

- EA intellectual property
- Information about products, such as storylines or features
- Unannounced products, plans or projects
- Ship dates or release dates
- Financial, legal and business matters
- Business deals and transactions
- Personal information about EA employees or our players

Confidential information also includes information belonging to our vendors or business partners.

We understand it can be hard to keep quiet about the work we do and the things you learn through your job. But securing this information is critical to our business. Remember:

**Think Before You Share:** You should only access confidential information that is necessary to perform your job. You may share confidential information with those who have a legitimate business need to know, but never share such information with anyone else, either inside or outside of EA.

**Refer Requests for Confidential Information:** You may receive requests from the media or others outside of EA for confidential information about our people, products or performance. If this happens, don't respond. Instead, follow our **External Communications and Social Media Policy** to refer the request to the proper team.

**Watch for and Report Leaks:** You may learn that confidential information has leaked. If this happens, you should report your concerns immediately to your manager.

## What Should I Do?

**Q: I'm working on a new game that EA hasn't announced yet. A friend of mine who works on another team at EA asked for details about it and promised they wouldn't share them with anyone else. Can I provide these details to my friend?**

**A:** If you know your co-worker has a legitimate business need to know, then you may share this information. If you are uncertain about this, talk to your manager before sharing it.

## Find Out More

[Confidential Information Guidelines](#)

[External Communications and Social Media Policy](#)

[Personal Information Guide](#)

[Global Information Security Policy](#)

[Acceptable Use of EA Systems & Assets Policy](#)

# Communicate the Right Way

At Electronic Arts, our passion for play drives us. We enjoy talking about EA and our games to our friends, families and communities. We support this enthusiasm and ask that you follow these guidelines when you interact with third parties.

**Basic Communication Rules:** The External Communications and Social Media Policy describes practices we must follow when speaking about EA as part of our jobs. These practices include the following:

- Avoid sharing EA confidential information
- Avoid sharing personally identifiable information about people who work or provide services at EA
- Be respectful and professional

Also, avoid the following:

- Misinforming our players, our investors, the media or other members of the public
- Making promises that EA can't keep
- Inadvertently disclosing confidential information or intellectual property
- Making statements that go against our Code or values
- Implying that unethical or illegal activities are occurring

**Monitor Community Posts:** You may have a role interacting with our player communities. We encourage you to have fun with it and share your enthusiasm. But make sure your conduct and the language you use are respectful. And take action where appropriate to protect the safety and integrity of those communities.



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External  
Communications and  
Social Media Policy

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# Use Social Media Wisely

At Electronic Arts, there are some roles where social media is used as part of the job to interact and build long-lasting relationships with our players. You may also want to talk about EA in your own social channels. These guidelines will help you share your enthusiasm for play in the best possible way.

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## **Protect Our Reputation:**

Remember that anything you post on social media is public information, and the things you say reflect on EA. Please be thoughtful and make sure your posts reflect our values and you're not sharing confidential information.

**Express Yourself . . . But Don't Speak for EA:** Feel free to express yourself on social media. Just make sure to follow EAs **External Communications and Social Media Policy** when doing so. Posting something inaccurate or inappropriate could create a negative perception of EA. If

you endorse or comment on our products or services, you should clearly identify yourself as an EA employee and follow EAs Endorsement and Testimonial Guidelines in Marketing.

**Be Respectful:** We think of social media as a conversation where the goal is to be considerate and helpful. Keep this in mind when you post, and remember that you are responsible for the content of those posts. We want our player communities to be positive places, so avoid arguments and never post anything offensive.



## **What Should I Do?**

**Q:** I would like to write a recap of my first few months of working at EA and post it on social media. Would that be OK?

**A:** Yes. We support you publicly sharing your personal experience of working at EA, and social media is great for that. Just keep your posts respectful, and avoid sharing any information that is confidential or that could be used to identify other people who work at EA.

## **Find Out More**

External  
Communications and  
Social Media Policy

Endorsement and  
Testimonial Guidelines  
in Marketing

# Play Fairly

Our success is only meaningful when it's based on fair play. We rely on our drive, talent and strength as a team to deliver on our commitments to each other and our players.

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# Avoid Conflicts of Interest

A conflict of interest arises when you have a personal interest that may interfere with your obligation to be loyal to Electronic Arts and act in its best interests. Use EAs **Conflict of Interest Policy** as your guide when you disclose potential or actual conflicts of interest in the **Global Conflict of Interest Online Tool**.

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## What Activities Can Give Rise to a Conflict of Interest?

At EA, the most common activities that may create a conflict of interest are:

1. Working on Projects Outside of EA
2. Meals, Entertainment, Industry Events and Gifts
3. External Advisory Boards and Boards of Directors
4. Financial Investments
5. Personal Relationships

See EAs Conflict of Interest Policy for detailed information and guidelines on each of these topics, as well as other activities that may create a potential or actual conflict of interest.



## Find Out More

[Conflict of Interest  
Policy](#)

[Global Conflict  
of Interest  
Online Tool](#)

# Compete Fairly

Playing fairly includes competing fairly. We follow antitrust and competition laws in all our business dealings around the world. These laws can be complex, so it's important to understand how they apply to you. Use good judgment in any interaction with competitors and other business partners. If you need more specific guidance, contact the **Legal Team**.

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- Competitors:** Never discuss or reach agreement with a competitor on:
- Pricing of products or services or terms of sale
  - Pricing policies or strategies
  - Volumes, supply or production of any products or services
  - Dividing or allocating markets, customers, territories or contracts
  - Refusing to deal with a supplier or customer

If you gather information about our competitors, only use public sources. We never use customers

or other intermediaries to obtain this information, and we don't accept information we suspect was improperly obtained.

**Did You Know?** Special rules apply to dealing with console manufacturers because they both develop their own video games and manufacture the consoles on which we publish our games. You may discuss with them their publishing of EAs products, but don't discuss their publishing of their own or other publishers' video games.

## What Should I Do?

**Q:** I went to a developers conference where I met someone who works for another video game development company. We have similar interests and stayed in touch. They recently emailed me asking if I was interested in sharing information about pricing for a game EA is planning to launch in the fall. They offered to do the same for the game their company will be launching. Should I accept the offer?

**A:** No. We must never share pricing information with competitors. Our pricing information is confidential, and sharing this information with competitors may harm both EA and players. The confidentiality of our competitors' pricing information must also be respected. You should politely decline the offer and report the incident to the Legal Team.

## Find Out More

Antitrust & Competition Policy

# Prevent Corruption and Bribery

We conduct business with integrity, free from corruption or bribery. We follow the anti-bribery and anti-corruption laws everywhere we do business. We never give or accept anything of value to obtain preferential treatment or to influence an official action.

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## What Does a Bribe Look Like?

A bribe can come in the form of cash, lavish gifts or entertainment. It can also take the form of stock, discounts not available to the public, charitable or political contributions, or facilitation payments. A bribe can even be payment of travel expenses.

**Negotiate Carefully:** Use care in your negotiations with any business partner or competitor. Record transactions accurately.

No matter what local practices may be, you should never offer or accept anything that might give the impression of something improper. The same applies to anyone who does business on our behalf, such as suppliers, agents or consultants—we can be held responsible if they break the law.

**Use Extra Care with Government Officials:** We never give or offer anything of value that someone might perceive as a payment to influence government business

or gain improper advantage. That includes offerings to government-controlled businesses, political parties or candidates. And we never use an intermediary to make improper payments or bribes.

**Did You Know?** The consequences of violating anti-bribery and anti-corruption laws can be severe, including fines and jail time for anyone offering or accepting a bribe.

## Find Out More

[Anti-Corruption Policy](#)

[Global Travel and Entertainment Spending Policy](#)

# Keep Accurate Records

Electronic Arts' books and records offer a snapshot of our finances. These records must be accurate and complete. Falsifying or altering records is against the law and our policies. We count on you to be careful and accurate with financial records, including time records and expense reports.

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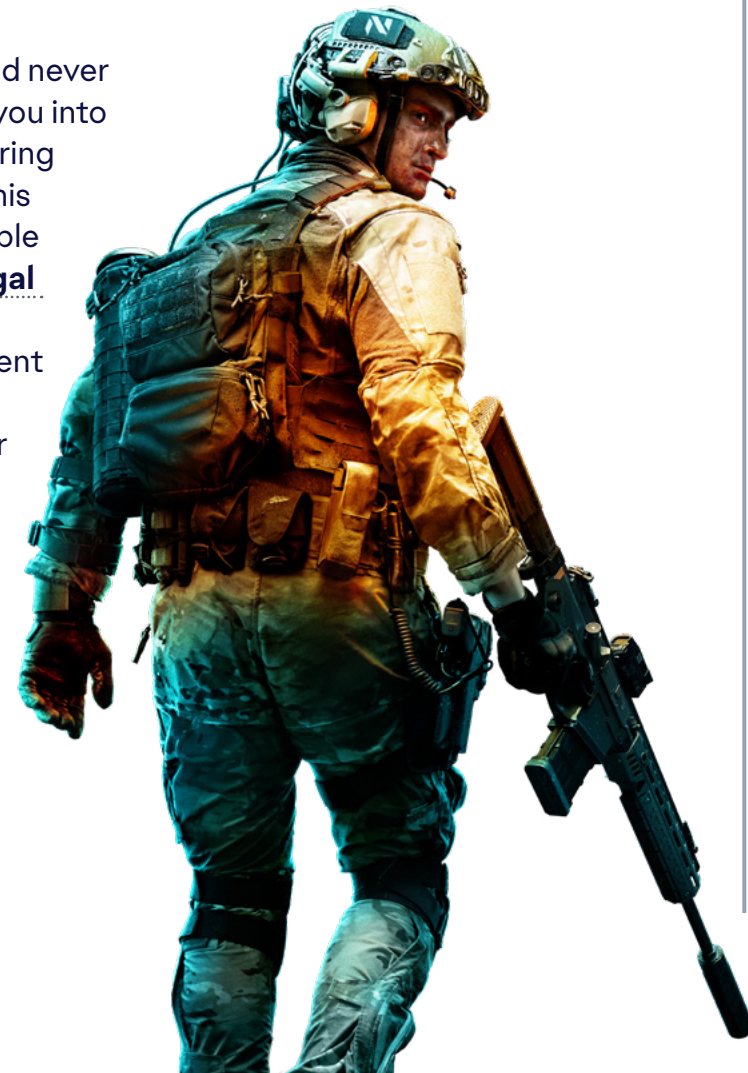
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There are special considerations for employees with financial reporting obligations. All financial records, including filings with the Securities and Exchange Commission, must be accurate and timely. Senior financial officers and the CEO must take special care to ensure their conduct is honest and ethical. They must abide by all public disclosure requirements by providing full, fair, accurate, timely and understandable disclosures. They must also comply with the **Conflict of Interest Policy** and all other EA policies and guidelines, as well as applicable laws and regulations.

**Did You Know?** You should never allow anyone to pressure you into falsifying a record or ignoring fraud. If you experience this situation, talk to your People Practices partner, the **Legal Team, Global Audit** or a member of the management team. Or refer to the **Resources** page for other reporting options.



## Find Out More

[Conflict of Interest Policy](#)

[Anti-Corruption Policy](#)

[Insider Trading Policy](#)

[Records Retention Policy](#)

[Resources](#)

# Avoid Insider Trading

In our jobs at Electronic Arts, we may have access to material, inside information—something the public doesn't yet know, but an investor would like to know before buying or selling EA securities. We are committed to preventing the use of material, inside information in connection with trading or tipping others who may trade. This is insider trading, and it's against the law.



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## What Kind of Information Constitutes Material, Non-Public Information?

Examples include:

- Information about key products, including updates on release dates
- Financial earnings or losses
- Important developments concerning our customers and business partners
- Executive leadership changes
- Pending mergers or acquisitions

**Don't Trade:** If you have material, non-public information about EA or any other company, you may not buy, sell or transfer that company's securities.

**Don't Tip Others:** Sharing material, inside information with friends and family, or anyone outside EA, is called "tipping." It's another type of insider trading that's illegal. You should not share this kind of information with other EA employees who do not need it to do their jobs.

**Trading Window:** If you regularly access material, non-public information, you may be included in EAs Trading Window. This window limits when you may trade EA securities. Talk to the **Legal Team** if you feel this may be the case. If you manage people who you believe should be added to the Trading Window, please make a request **here**.

**Find Out More**

[Insider Trading Policy](#)

# Follow Trade Laws

At Electronic Arts, we develop, market, publish and distribute our games globally. We must understand EAs trade control obligations with respect to every transaction.

**Find Out More**

Export Control  
and Economic  
Sanctions Policy

Know the Code

Our People, Building a  
Connected Culture

Support Our Players

Protect Our Business

Play Fairly

Resources

## Comply with Embargoes and Other Economic Sanctions

**Rules:** We may not offer products or services to any sanctioned or embargoed territory. This practice also applies to digital and online goods and services.

## Comply with Anti-Boycott

**Rules:** EA may not participate in unauthorized national boycotts. If you are asked to participate in an international boycott, contact the **Legal Team**.

## Comply with Export Controls:

EA rarely deals with items that require a government export license. But watch out for the possibility that we might obtain an export licensable item, like software that encrypts data. If you have questions about a particular item, you should contact the **Legal Team**.



# Closing Thoughts

Thank you for reading EAs Global Code of Conduct. Apply this Code to your daily work. Refer to it and let it guide your decisions. Remember, you represent the spirit of fair play at EA, and every action you take matters a great deal to EA and our relationships with our players.

If you have any questions about the information presented here, we encourage you to reach out to your manager, the People Practices team or the Legal Compliance Team. We also welcome your input or feedback on our Code or policies.

As you go back to work with this tool at your side, never lose sight of why we're here—to Inspire the World to Play and to deliver amazing experiences to our players around the world.

# Resources

If you have a question or would like guidance on any concern, you may always seek help from your People Practices partner, a member of your management team, or the Legal Team. You may also use the resources on the right.

## For help with:

## Contact:

|                                          |                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                          | Questions about EAs Code or policies                                                                                                                                                                                                                                             | <ul style="list-style-type: none"><li>• <u>Legal Compliance Team</u></li><li>• <u>EA Policies</u></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Know the Code                            | Concerns about feeling bullied, harassed, discriminated against; being treated in an unprofessional, disrespectful or unfair way; being treated differently for raising a sincere concern; or being in a situation where your engagement or ability to be successful is impacted | <ul style="list-style-type: none"><li>• <u>Raise A Concern</u></li><li>• You may also raise a concern to the <u>People Relations Team</u></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Our People, Building a Connected Culture |                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Support Our Players                      | Concerns about financial reporting, accounting, internal controls or federal securities laws, and possible misconduct                                                                                                                                                            | <ul style="list-style-type: none"><li>• <u>EA Reporting Line</u> (EAs third-party online reporting service)</li><li>• You may submit a report online or by telephone. Where permitted by local law, reports can be made confidentially and anonymously 24 hours a day, 7 days a week.</li><li>• Note that the online and telephone services may be limited in certain countries. You are always able to contact your People Practices partner, a member of the management team or the Legal Team.</li><li>• For concerns about financial reporting, accounting, internal controls or federal securities laws, you may also send an email to <u>Global Audit</u>.</li><li>• Nothing in EA’s Global Code of Conduct or in any EA Policy prevents any employee from communicating directly with the Securities and Exchange Commission about a possible violation of securities law.</li></ul> |
| Protect Our Business                     |                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Play Fairly                              |                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Resources                                | Media inquiries                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>• <u>Corporate Communications</u></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

We support the right of EA employees to speak out publicly on matters of public concern. Nothing in this Code or in any EA policy is intended to limit or interfere with any rights that EA employees may have under the US National Labor Relations Act.

Your rights as an employee and our rights as an employer are governed by the laws of the country of employment, the work rules at your location and your individual written employment contract, if any. When the terms of your employment are more specific than those contained in this Code, the more specific terms shall govern.

The background features a solid purple gradient. In the center is a large, semi-transparent blue circle. To the left of the circle is a semi-transparent blue triangle pointing right, and to the right is a semi-transparent blue triangle pointing left. These shapes overlap with each other and the background.

# Electronic Arts