

EA Ireland – Gender Pay Report 2023

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 from July 1 2022 to June 30 2023 gathered and calculated, in compliance with the Regulation’s rules. There are seven broad reporting requirements as outlined by the Irish Government which have been classified by male and female employees only:

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 employees
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 (GPG) disclosure, we are reporting on the scope of our entities in Ireland, which currently consists of 297¹ employees. Of the EA Ireland Ltd employees included within the GPG calculation, 35.02% are Women and 64.98% are Men. Job functions range across customer service, development, facilities, fraud, finance, HR, IT and quality. 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. Nonetheless, there is very little variation in pay between Men and Women. The calculations that we are required to report under this regulation do not show a material gender pay gap. The data below fully explain these findings.

¹ The average headcount at the snapshot period of reporting (01st June 2023) was 297

Context to Gender Pay Gap Reporting

The national gender pay gap in Ireland is currently 11.3%^[2], meaning that on average, nationally, Men are paid 11.3% more than Women. The Gender Pay Gap Information Act was enacted in July 2021, and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022.

Methodology and Metrics

The reporting period for EA Ireland Ltd's 2023 Gender Pay Gap Data was July 1 2022 to June 30 2023, 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.

² <https://www.ibec.ie/-/media/documents/media-press-release/ibec-gender-pay-gap-report.pdf>

Gender Pay Gap in hourly pay

Mean Pay Gap	-1.79%
Median Pay Gap	-0.82%

The gender pay gap demonstrated here shows a strong consistency in hourly pay across both Men and Women with minimal variation in pay. The mean GPG of -1.79% indicates that the *average* woman earns 1.79% more than their male counterparts while the median GPG of -0.82% indicates that at the *midpoint*, women earn 0.82% more than men.

When looking at the percentages alone, using the calculations prescribed by the Irish Government, it could be perceived that Women are paid slightly more than Men. However, to clarify; in reality, all employees, irrespective of their gender, are paid the same amount for like work. Any variations that do exist can be attributed as outlined above to bonus or additional compensation grants that were awarded to new employees during the reporting period

Bonus Gender Pay Gap

Mean Bonus Gap	-9.88%
Median Bonus Gap	7.74%

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.

Proportionately, there is a higher percentage of Women in the middle Income band, as compared with the Lower Income band (please see below) which impacts the overall mean bonus gap. This figure is also influenced by the presence of a number of Women at higher grades earning bonus payments, which is driving the average bonus up.

The median bonus gap here can be attributed to the fact that there are proportionately more Men across the Upper Income Quartile which has an impact on the median bonus.

Part-time Employees Gender Pay Gap

Mean Pay Gap	-76.55%
Median Pay Gap	-76.55%

Part-time employees represent a small proportion of overall headcount in EA Ireland. While median GPG for part-time employees is relatively substantial at -76.55% in favour of Women, mean GPG is also significantly high at -76.55% in favour of Women. However, this figure is skewed by a population of Women at higher job grades 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. When female employees at higher job grades with no male equivalent are removed from the calculation, a gap of 2.11% in favour of Women is present, demonstrating the skewed impact of employees at higher job grades on part-time GPG.

Fixed-term/Temporary Contracts Gender Pay Gap

Mean Pay Gap	8.86%
Median Pay Gap	0.33%

Please note that a large number of fixed-term/temporary workers in EA Ireland Ltd consist of former employees who previously held a Regular Full Time (RFT) / permanent contract. These employees transferred to open TFT positions in order to explore alternative career opportunities. As a result of this cohort of employees' existing tenure, entry level salaries will vary across the group. Additionally, there is a higher distribution of Men in the Q4 Upper Income Quartile compared to Women.

Proportion of Men and Women receiving bonus and benefit in kind (BIK)

Proportion Paid Bonus Female	97.12%
Proportion Paid Bonus Male	97.93%

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	95.19%
Proportion Paid BIK Male	98.96%

Private medical insurance and dental cover are optional benefits for our employees, therefore the BIK would only apply if the employee opts in.

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	33.78	66.22
Upper-Middle Income	37.84	62.16
Mid-Lower Income	37.84	62.16
Lower Income	30.67	69.33

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 (35% Women, 65% Men). This shows that progression pathways remain consistent for Men and Women employees within the Company.

It is common for Women's representation in other organisations 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 understood to be 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 2023 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 3%).

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>

EA's Commitments to Diversity, Equity and Inclusion

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.

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. We have continued to increase in company-wide representation among women and underrepresented talent with consistent growth in underrepresented talent in executive (VP+) and Director + roles for the past three years. Diversifying our leadership has yielded advocacy and mentorship which is demonstrated in our year-over-year results.

Our focus on our workforce and culture helps our teams create games and experiences that entertain our hundreds of millions of players around the world. We value diverse teams and strive to create a healthy, inclusive culture that helps our people do their best work. We're proud of our programs and practices that benefit our workforce, and we transparently report key performance metrics resulting from these programs. To work towards the aspirations for our people programs, we:

- Embed inclusion in our people practices to enable all to thrive and do their best work
- Foster a healthy, and supportive culture that prioritizes engagement, listening, and action
- Support the development of our people and the growth of our business
- Host global celebrations to recognize the heritage and contributions of our underrepresented communities ultimately helping to build a stronger community of allyship

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. This is regardless of their gender, race/ethnicity, or other characteristics that are not relevant to their role or their performance in their role. 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. When we review employee pay, we also consider factors like job function, job level, individual performance, experience and location. We analyse compensation during our annual review cycles and when promoting employees. In addition, on a global level, 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 including adjusting base pay for a small group of employees.

We focus on retaining our employees through tailored approaches and employ analysis, processes and tools to support career progression and retention of talent cyclically. These practices include analytics in our talent processes that help us diagnose opportunities for improvement. When we find areas that require our attention, we aim to identify root causes and solve them in service of our teams.

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.

Employee Resource Groups (ERGs)

ERG's are a core component of our commitment to elevating and engaging diverse voices across the organization. All ERGs are supported with executive leadership sponsorship and advisors. In FY23, our ERGs focused on professional development and social impact efforts. Each ERG engaged its membership to support our DEI strategy through community-building, business partnerships, and learning and allyship opportunities:

- ERGs hosted 29 professional development events focused on career advancement, psychological safety and cultural intelligence, resulting in over 3,200 hours of professional development impact.
- ERGs donated over \$49,000 through EA's employer match and volunteer rewards program.

Future considerations for EA Ireland Ltd

We are pleased with our performance to date on gender pay, and have strived to ensure that like-for-like work is compensated in the same way. We do note that there are some slight 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 middle quartiles (Q2&Q3). 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 latest gender pay gap data and actions being taken on gender pay 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 strong support for parents returning to the workplace while regularly reviewing what we provide on an ongoing basis to ensure we are market competitive. EA Ireland's Parental leave policy offers incredible flexibility, which enables parents to take time off in a way that reduces the financial burden.
- Continue to partner with EA Benefits to ensure we are exploring flexible work opportunities for employees, which supports a greater work/life balance. For example, in January 2023, EA Ireland Ltd implemented 'EA Caregivers Leave' whereby eligible employees may take up to 12 weeks' paid leave per year to care for a family member. This ensures that employees who are also primary carers are able to take a step back from work without financial or career impact.

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

You can read our 2023 Impact Report at <https://www.ea.com/en-gb/news/2023-impact-report>

I confirm the data reported is accurate for EA Ireland Ltd, for our reporting period of 1st July 2022 to 30th June 2023.

Danica Mitchell

Danica Mitchell
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EA Ireland Ltd
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