

BE IT RESOLVED: Shareholders request that Electronic Arts Inc. report to shareholders on the outcomes of the Company's diversity, equity, and inclusion efforts in its human capital management strategy, by providing comprehensive quantitative metrics and data on progress toward its goals. This includes, for example, the recruitment, retention, and promotion rates, as well as pay data of employees by gender, race, ethnicity, sexual orientation, age, disability and veteran status. The reporting should be done at reasonable expense and exclude proprietary information.

SUPPORTING STATEMENT: Quantitative data is sought so that investors are able to compare, understand, and assess the effectiveness of companies' diversity, equity, and inclusion programs.

WHEREAS: Video game makers face numerous social and governance risks, including workforce management and diversity which could impact their abilities to retain key talent. Electronic Arts has drawn a similar conclusion that not effectively managing its workforce, including diversity and inclusion, is a potential risk. Electronic Arts' proxy report states: "If we cannot successfully recruit, train, motivate and retain qualified employees, develop and maintain a diverse and inclusive work environment, or replace key employees following their departure, our ability to develop and manage our business will be impaired."

While the importance of workforce management, including diversity and inclusion, is recognized by industry analysts and Electronic Arts, investors have limited transparency into the Company's performance. Electronic Arts has committed to "inclusive design" and "designing for as a diverse a range of people as possible." In 2019, Electronic Arts estimated 43.9% of its customers are female, but reported in 2021 only 24.5% of its workforce is female. Electronic Arts has grown its workforce every year since 2017, but investors do not have a full picture of whether recruitment, retention and promotion rates have kept pace with the emergence of female and other diverse gamers.

Numerous studies have pointed to the material benefits of effective workforce management:

- Morgan Stanley has found that retention rate data above industry peer averages "can indicate the presence of competitive advantage."
- Companies in the top quartile for gender diversity are 21 percent more likely to outperform on profitability and 27 percent more likely to have superior value creation.
- A 2019 study of the S&P 500 found that the 20 most diverse companies had an average annual five-year stock return that was 5.8 percent higher than the 20 least-diverse companies.

While Electronic Arts has released limited data, it has not shared sufficient information for investors to determine the effectiveness of its commitments and overall human capital management programs. A report such as the one requested would assist shareholders in assessing whether Electronic Arts is bringing new talent into the company, whether these employees are retained, how effectively their talents are nurtured and whether there is overall improvement in its management of the workforce.