

EA CANADA'S SUPPLY CHAIN STATEMENT (FY 2024)

1. INTRODUCTION

Electronic Arts (Canada), Inc. ("**EA Canada**", "**we**" or "**our**") seeks to ensure that appropriate standards are maintained throughout our business and supply chain with respect to well treated and fairly compensated workers in accordance with all applicable laws.

This statement ("**Statement**") is published pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act ("**Act**") for the financial year ending 31 March, 2024.

2. CORPORATE STRUCTURE AND SUPPLY CHAIN

EA Canada is a wholly owned subsidiary of Electronic Arts Inc., a company incorporated in the United States and publicly traded on the NASDAQ stock exchange under ticker symbol "EA". Our principal activity is the development of video games and related services. The Electronic Arts Inc. group of companies ("**Electronic Arts**") offers a diverse range of genres including action, adventure, family, sports, racing, role-playing, shooters, simulation and strategy. Electronic Arts is committed to ensuring all Group entities operate in a consistent and effective way with regard to the risks of modern slavery, including forced labor and child labor as those terms are defined under the Act.

EA Canada produces video games through the development of intellectual property. EA Canada engages partners -- that is, entities and individuals outside of the company -- to provide assistance with the development of this intellectual property as well as the marketing and distribution of our video games. We refer to these engagements (and engagements by these partners of other individuals and entities) as our supply chain.

3. PREVENTING FORCED LABOR, CHILD LABOR AND OTHER FORMS OF MODERN SLAVERY IN OUR WORKPLACE

Electronic Arts prohibits conduct that intimidates others, coerces others or otherwise makes the workplace unsafe. We are committed to maintaining and improving our practices to ensure there is no modern slavery (including forced labor and child labor) in any part of our business or our supply chains. At Electronic Arts, we recognize the importance of combating human rights abuses and will not tolerate them in our business or supply chains.

Our commitment to fair treatment of workers and a respectful workplace is addressed in the Electronic Arts Global Code of Conduct and other internal policies. The Global Code of Conduct can be accessed at:

https://s22.q4cdn.com/894350492/files/doc_downloads/2023/06/Global-Code-of-Conduct_IR.pdf

The Global Code of Conduct applies to everyone who works at Electronic Arts and requires all Electronic Arts' employees to act responsibly, professionally and ethically, and to follow the law. The Global Code of Conduct instructs employees to report possible misconduct or illegal activity. An employee who doesn't follow the Global Code of Conduct could face disciplinary action, including termination of employment.

All Electronic Arts' employees are required to receive training on Electronic Arts' Global Code of Conduct. Electronic Arts' Global Code of Conduct course is available online in several languages. In this fiscal year, this course included a specific training module on respect in the workplace.

The Global Code of Conduct encourages employees to raise concerns without fear of retaliation by the company. Employees can report any Global Code of Conduct or human rights violations to their manager or Electronic Arts' Legal Compliance Team. Also, Electronic Arts maintains an ethics Reporting Line which is run by an external, independent third party. Employees may report concerns anonymously and toll-free by phone or online on the Reporting Line website (subject to local privacy laws). Customers, suppliers, partners, shareholders and other stakeholders may also use the Reporting Line to inform Electronic Arts of suspected ethical conduct violations.

At EA Canada, we do not believe there is a material risk of forced labor or child labor in our business or supply chain as those terms are defined in the Act. In this fiscal year, EA Canada did not identify any incidences of forced labor, child labor or other forms of modern slavery in our activities or supply chain. Consequently, we have not needed to take any remediation measures that would impact any vulnerable families that would depend on this type of labor for income. Beyond this, EA Canada has not specifically measured within this fiscal year its effectiveness in avoiding modern forced labor, child labor or other forms of modern slavery in its business and supply chain, but EA Canada will consider doing so in subsequent years.

In addition, Electronic Arts takes proactive steps to identify and prevent concerns in these areas at a global level, including the following:

- In this fiscal year, Electronic Arts Inc. continued to publish a global statement on human rights which applies to all of its subsidiaries including EA Canada which can be accessed at: <https://www.ea.com/about/global-human-rights-statement>
- This statement explains, among other things, that we will not use or tolerate forced labor, or employment under a certain age in our business.
- Electronic Arts requires suppliers and other partners in countries that are deemed to be high-risk based on the Corruption Perception Index to participate in a screening process which covers human trafficking and other compliance issues, and Electronic Arts screens other prospective partners on a case-by-case basis. If Electronic Arts becomes aware of a human rights issue involving an existing partner, Electronic Arts will review the matter and take further action as appropriate. These actions may include conducting an investigation and/or terminating the relationship with the partner. Electronic Arts offers training about this screening process to employees who engage partners on behalf of Electronic Arts in regions deemed to be high risk as discussed above.

This Statement is approved by the Board of Directors of EA Canada pursuant to the requirements in the Act for a report in respect of a single entity.



Date: May 16, 2024

Jacob J. Schatz

Director, Electronic Arts (Canada), Inc.