



1. SUSTAINABILITY REPORT

At EA Digital Illusions CE AB, Reg. No. 556710-6520 ('DICE'), we're committed to create extraordinary, interactive video game experiences. In a rapidly changing industry, we believe that having a strategy for sustainability is crucial for a long-term corporate success. In this report, established in accordance with the Swedish Annual Accounts Act (1995:1554), we're presenting the actions we undertake to ensure that our business remains sustainable with regards to the areas that follow.

2. BUSINESS MODEL

DICE, as part of Electronic Arts, Inc ('EA'), is a leading global interactive entertainment software company. We develop, market, publish and deliver games and services that are playable on a variety of platforms, including consoles, PCs, mobile phones and tablets. DICE has become synonymous with the highest pedigree of video games, spearheaded by the ever-successful Battlefield series and IP such as Mirror's Edge and Star Wars Battlefront.

We believe that we can add value to our network by making it easier for players to connect by offering choices of business model, distribution channel and device. Our games and services can be experienced on consoles, PCs, mobile phones, tablets, and reach our players through both digital distribution channels and retail channels. Players can access our games and services through traditional single-game purchase or through subscription offerings; and certain of our games and services are available through a "free-to-play" model whereby players download the game for free and engage with services provided on an ongoing basis. Our flexible take on our business model also increases our ability to better adapt to externalities, such as environmental and social challenges.

3. ACTIONS FOR SUSTAINABILITY

In the following sections we'll describe the actions we undertake, policies, development and consequences of our business in relation to environment, social conditions, human rights and how we combat corruption.

3.1 RESPECT FOR HUMAN RIGHTS

Since DICE business is conducted in Sweden, under Swedish law and regulations, the risk of us being complicit in human rights abuses in Swedish territory is something we consider as low risk. A potential risk is when we engage with outsourcing partners, however, all potential new vendors are being subject for due diligence where the vendors' respect for human rights is part of that review.

3.2 SOCIAL RESPONSIBILITY

We have a passion for giving back to the communities around us. These interactions build community amongst our players and unite them to donate to causes that resonate with their core values that help

to build further solidarity in our community. On a group level, we have an internal charity portal where we promote and encourage our employees to engage in and organize charity events for e.g., non-profit charity organizations of their own choice.

At DICE, we host several different charity events annually. We're frequently donating to organizations helping children and other vulnerable society groups in need and illness research institutes to mention a few.

3.3 WORKING CONDITIONS AND EMPLOYEES

As can be observed in EAs [EA's Proxy Statement and Annual Report for FY23](#), as of March 31st, 2023, EA globally employed 13,400 regular full-time employees. In Sweden, we employed approx. 632 employees as of March 31, 2023, and we have collective bargaining agreements with Unionen, Ledarna and the Swedish Engineers through our employers' organization Almega.

We believe that our ability to employ and retain qualified employees is a critical factor in the successful development of our products and services. Working conditions and employee health are important to us. For employees, we also offer a generous benefits program including health contribution.

To promote employee and team health at DICE, we leverage internal data, including employee engagement surveys, to promote and measure employee engagement, organizational health, and manager effectiveness. We believe that maintaining a safe and healthy culture is key to secure employee and team health in our company.

We have a clear work environment policy and every year all employees must participate in a code of conduct training. Our working environment at DICE is an important competitive factor and therefore a strategic issue for EA. This factor should have a positive impact on why people choose to apply to open positions at DICE and EA, work for us and choose to remain. EA aims to create a safe and healthy workplace for all employees throughout the company, with processes in-place to mitigate risks of occupational injury and work-related ill health.

3.4 DIVERSITY AND INCLUSION

We believe in the potential of every human being and celebrate all types of diversity at all EA locations globally. We build a culture of inclusion that allows us to create experiences for our people, players and partners through different initiatives and projects.

On a global level we undertake several actions to promote and ensure that we always foster these values. For example, we have Employee Resource Groups ('ERG') which are voluntary employee-organized groups uniting around a common affinity, experience, or interest to cherish a diverse and inclusive workplace. All ERGs are open to any employee regardless of background, location, or function. For example, we have an ERG committed to help increase the representation of women in games and the gaming industry as well as promoting and encouraging gender equality in our company.

On a group-level we also engage employee training programs, where we explore unconscious bias and identify how to be more purposeful with inclusive language and behaviors. We develop and share employee resources and programming to foster inclusion and belonging. By showing the positive impact inclusion has on our own performance and teams, we can continue to drive innovation at our company.

3.5 ENVIRONMENTAL IMPACT

We take responsibility to limit our impact on the environment and we aim to integrate environmental responsibility and sustainability into our operational, product and supply chain strategies. We reduce our carbon footprint by the manner through which we bring our games and services to players and by making environmentally conscious choices in our offices worldwide. Environmental stewardship not only aligns to our business objectives, but also contributes to actions needed to combat global climate change.

In October 2022, EA shared its third [Impact Report](#), which summarizes EA's key efforts related to diversity, building healthy communities, sustainability and more.

3.5.1 ENVIRONMENTAL PRIORITIES

EA's three key environmental priorities are: reducing the carbon footprint in the delivery of games and services, managing energy and water usage at our global offices and data centers, and making choices to reduce the environmental footprint of our workforce and supply chain. Further information is available on [EA's global webpage](#).

3.5.2 ENVIRONMENTAL COMPLIANCE

We continuously monitor our compliance with all environmental laws and regulations. We have had no significant environmental controversies resulting from our operations.

3.6 COMBATING CORRUPTION

We work against corruption in all forms and levels of our company. On a global level, we have an anti-bribery policy which must be accepted by all employees on an annual basis. The policy includes instructions on how potential gifts to employees must be handled, how to report suspected bribes and information about the team monitoring compliance of the policy on a global level.

On a group level, we have several other safeguards to help prevent corruption such as a code of conduct, a whistleblower hotline, and online trainings for employees. In our purchase streams we have incorporated mandatory control- questions to the EA business owners, to ensure we do not complicit in any corruption when conducting the business initiative.

We are committed to acting fairly and ethically wherever we do business and with whomever we do business. This means we always act honestly and with integrity. It also means we comply with the anti-bribery and anti-corruption laws of the countries in which we do business.

3.7 ESG RISK RATING

A respected provider of ESG ratings ranks [EA](#) as low risk, placing at number 27 of 1095 companies in the industry (where number 1 is the lowest risk)