



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 follows.

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 can be played 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 distribute our games and services through digital distribution channels as well as retail channels. As a company, we believe that having flexibility across platforms, distribution channels and business models is critical to maintaining and growing our player base, as well as increasing engagement with our games and services. We expect these models to continue to emerge in the future and we intend to evaluate these opportunities on a case-by-case basis, allowing us to adapt to changes in the industry. 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 of March 31, 2018, EA had approximately 9,300 regular, full-time employees globally. In Sweden, we have collective bargain agreements with Unionen and the Swedish Engineers through our employers organisation 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 and our working environment allows for our employees to have a work-life balance. For employees, we also offer a generous benefits program including health contribution.

In order to ensure employee- and team health at DICE, we have incorporated procedures to measure, for example, stress levels, employee satisfaction and overall team functionality. By frequently conducting health surveys, we can identify areas for improvement at an early stage. We believe that being proactive to the risk of growing an unhealthy working environment is key to secure employee- and team health in our company.

We have a clear work environment policy and every year all employees are required to 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, where risks of occupational injury and work-related ill health are prevented using proactive and early measures.

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, at all times, 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. 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.

3.5.1 DIGITAL BUSINESS

Our business is transforming as players increasingly engage with our games and services digitally instead of purchasing disc-based products through retailers. Delivering digital games to our players does not require the manufacturing, packaging and distribution of physical discs, which significantly reduces our carbon footprint and the waste generated by our operations.

Over the past 5 years, we estimate that our digital transformation has saved 20.3 million pounds of plastic packaging, 4.1 million pounds of paper inserts, and 53 million discs. Our digital transformation has also decreased the emissions and other harmful by-products associated with manufacturing and distributing packaged goods products.

Though, reliably delivering digital products and operating our increasingly digital business have increased our reliance on our data centers and the associated energy consumption. In order to reduce our environmental impact in this regard, we manage a significant portion of our data center usage through partners that have made a commitment to increasing the amount of renewable energy in their electricity supply. Several of our major owned and collocated data centers are sited on grids managed by providers that are committed to providing access to renewable energy, and we partner with cloud computing providers that power their clouds with energy from renewable sources.

3.5.2 SUPPLY CHAIN MANAGEMENT

While our business is transforming to digital delivery of our games and services, we continue to focus on the supply chain for our packaged goods business as an area through which we can make environmentally-conscious choices on a group-level.

Some of these choices include:

- Printing legal notices on the back cover of games, saving approximately 466,000 pounds of paper annually;
- Utilizing banding material for pallet displays instead of stretch wrap, eliminating 750,000 square feet of annual stretch wrap usage;
- Redesigning retail displays to reduce material by 10%;
- Shipping orders via corrugated wrap versus corrugated cartons, decreasing usage of corrugated materials by 70% or 20,000 pounds annually;

- Converting packaging materials to biodegradable air pillows, saving 7,352 pounds of paper annually; and
- Utilizing print suppliers with environment certifications.

3.5.3 GREEN INITIATIVES

On a group level, within our offices worldwide, we have taken steps to reduce our energy consumption and the associated emissions and water consumption; utilize eco-friendly products; promote reduction, reuse, and recycling; and bring awareness and education of sustainability issues.

In several of our locations worldwide as well as at our DICE office in Stockholm, we have taken the following actions:

- Installing low-energy LED light bulbs and measures to shut off common and public area lights and video equipment after hours;
- Using green cleaning products;
- Deploying 100% compostable products (paper towels, toilet paper, food, and beverage containers) company-wide;
- Instituting robust recycling programs that include the recycling of cardboard, glass, food waste, paper, plastic, metals, lamps, toners, electricity waste and batteries; and
- Increasing the number of electric vehicle charging stations for employees.

At DICE, we also have a green electricity agreement with our current provider, meaning that all electricity is generated through renewable energy sources; wind and/or hydroelectric power. We have also an advanced climate control system for ventilation and cooling to improve energy efficiency.

3.5.4 ENVIRONMENTAL COMPLIANCE

We continuously monitor our compliance with all environmental laws and regulations. We have had no significant environmental controversies resulting from our operations and have been charged no fines, penalties, or levies as a result of environmental matters. In addition, we have had no incidents of non-compliance with water quality or quantity permits, standards, or regulations at any of our EA facilities.

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.