

July 12, 2021

Mr. Luis Ubiñas
Chair, Compensation Committee
And
Lawrence F. Probst III, Chairman of the Board
C/O: EA Corporate Secretary, Stockholder Communications
Electronic Arts Inc.
209 Redwood Shores Pkwy.
Redwood City, CA 94065

Dear Mr. Ubiñas and Mr. Probst:

We request that you correct your recent [supplemental filing](#) dated July 8, 2021, in which you state that you “participated in conversations with organizations that are not EA stockholders,” and list the SOC Investment Group as one of these organizations, and further state that you believe “SOC Investment Group’s positions are not aligned with the views of the majority of our stockholders.”

Both assertions are wrong and misleading, and we request that you correct them in a public filing no later than July 16, 2021, and not otherwise communicate this misinformation to shareholders for the following reasons:

First, the SOC Investment Group is a shareholder of EA and has been so for over a year. Our shares are held through Amalgamated Bank. In addition to our direct holdings, we work with pension funds with more than \$250 billion in assets under management, many of whom are EA shareholders.

Second, your assertion that our views are not aligned with the views of the majority of EA shareholders is perplexing. In our [letter](#) to EA shareholders dated July 8, 2020, our primary critique was the frequency of special award grants to NEOs. At last year’s annual meeting, 74.1% of EA shareholders voted against your Say on Pay proposal. Within the broader Russell 3000 index, a mere 2.3% of companies failed their Say on Pay in 2020, making EA’s vote outcome one of the lowest of the 2020 proxy season. In detailing your outreach following the failed vote, on page 33 of your proxy statement dated June 25, 2021, you state “We heard from our stockholders that our grants of special equity awards were deemed too frequent.” This is the same critique we made in our letter. Given the company’s track record, the lack of any special awards in FY2022 hardly dispels the concern that the board will find “unique” circumstances to make such awards in the near future.

We look forward to hearing from you by July 16, 2021. Please contact my colleague Michael Varner, Director of Executive Compensation Research, at michael.varner@ctwinvestmentgroup.com with any questions.

Sincerely,



Dieter Waizenegger, Executive Director