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February 6, 2025

Jacob Schatz  
Corporate Secretary  
Electronic Arts Inc.  
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Redwood City, CA 94065  
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[stockholdercommunications@ea.com](mailto:stockholdercommunications@ea.com) & post mail)

Re: Proposal to 2025 Stockholders Meeting

Dear Secretary:

Enclosed please find my stockholder proposal for inclusion in our company's proxy materials for the 2025 annual meeting of stockholders and the letter confirming my shares. I will continuously hold these shares through the 2025 annual meeting of stockholders.

I encourage Electronic Arts Inc. engage with shareholders on important policy issues. Please set up an email to receive stockholder proposals, as the SEC and many companies do. I am available to meet you in person and via teleconference between 10am – 5pm Monday-Friday at 925-984-4909 or at [zhao.cpri@gmail.com](mailto:zhao.cpri@gmail.com) from today to March 5, 2025.

Yours truly,



Jing Zhao

Enclosure: stockholder proposal, letter of shares

## **Stockholder Proposal to dissolve the compensation committee**

Resolved: stockholders recommend that Electronic Arts Inc. (our company) dissolve the compensation committee.

### **Supporting Statement**

The American corporate boards and executives have become a class of oligarchy, as defined by Aristotle, according to his *Politics*. In this great classic, Aristotle demonstrated that in a stable community (polis), the ratio of the rich citizen's land to the poor citizen's land should not be over 5 to 1. Our company's CEO pay ratio is 172 to 1 in 2023 (2024 Notice of Annual Meeting of Stockholders and Proxy Statement p.53), jumped from 159 to 1 in 2022 (2023 Notice of Annual Meeting of Stockholders and Proxy Statement p.55), while our company's stock dropped from 147.74 four years ago on 02/07/2021 to 132.00 today (02/06/2025).

America's ballooning executive compensation is not sustainable for the economy, and there is no rational methodology to decide the executive compensation (our company's CEO compensation irrationally increased 24% from \$20,659,002 in 2023 to \$25,643,093 in 2024), particularly because there is no consideration of the CEO pay ratio in our executive compensation process. The Economic Policy Institute found that "From 1978–2023, top CEO compensation shot up 1,085%, compared with a 24% increase in a typical worker's compensation."<sup>1</sup> Human nature has not changed dramatically. The CEO pay ratios of big Japanese and European companies are much less than of big American companies. The increase of disparity of income has a direct negative impact on American social instability.

Adam Smith said: "Wealth, as Mr Hobbes says, is power." America has a long history to check and balance power. The public gives the board the power to run the corporate business without organized unions in most American companies and without employee representation in the board; and the board is nominated and elected undemocratically without any competition. To increase the executive wealth (compensation) irregularly, irrationally, and unreasonably is to abuse the power. Shareholders in JPMorgan Chase & Co., Intel, Netflix, Salesforce and other big companies rejected sky-high executive pay packages in 2022, 2023, and 2024.

It is obvious that the Compensation Committee used a wrong methodology such as excluding the most important CEO pay ratio factor, to make the simple executive compensation process very complicated to reach the wrong executive compensation results. The Compensation Committee is a waste of our company's resource, thus should be dissolved.

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<sup>1</sup>By Josh Bivens, Elise Gould, and Jori Kandra, September 19, 2024.