



UNIVERSAL MUSIC GROUP

ENVIRONMENTAL POLICY

UNIVERSAL MUSIC GROUP N.V.

Universal Music Group N.V. (UMG) is committed to sustainability in our business and across our industry. Reducing our business's negative environmental impacts is the first step in creating real, positive change in our company and across the music industry. We are also committed to creating opportunities for our stakeholders to take part in environmental action.

UMG aims to minimize its negative impacts on the environment through the following:

(a) Greenhouse Gas (GHG) Emissions Management

- Annually measure UMG's GHG emissions to inform our reduction strategies
- Achieve our GHG emissions targets, validated by the Science Based Targets Initiative, to reduce:
 - Absolute scope 1 and 2 GHG emissions 58% by 2032 from a 2019 base year, an ambition which is in line with a 1.5°C trajectory; and
 - Scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting by 62% per EUR value added¹ within the same timeframe

(b) Engagement and Collaboration

- Engage UMG stakeholders in our environmental efforts, including by incorporating our Supplier Social Responsibility Policy into all global manufacturing agreements
- Collaborate with stakeholders throughout our value chain on initiatives related to our GHG emissions

(c) Compliance

- Comply with all applicable environmental laws and regulatory requirements

(d) Continuous Improvement and Transparency

- Evaluate and improve our environmental performance on an ongoing basis
- Report our progress towards sustainability goals with transparency

¹ "Value added" is defined as EBITDA plus all personnel costs. EBITDA is defined in the Appendix to the Annual Report.