

## BEGGARS GROUP SUSTAINABILITY POLICY

Beggars Group is a record company incorporating five labels: 4AD, Matador, Rough Trade, XL Recordings and Young. Our aim is to discover, develop and market new and interesting music wherever we perceive excellence, originality and commitment. We employ over 200 people with offices in all major territories.

We recognise that the landscape within we operate in is changing rapidly, underpinned by the Paris Agreement of 2015. Taking action on sustainability issues is important to our stakeholders - including our artists and employees - and to the continued success of our business.

Our ambition is for UK-managed operations to become 'carbon negative' by the end of 2022, and US-managed operations by the end of 2024. We will concentrate action on the areas of our business that have the highest environmental impacts, including product manufacturing, distribution, business travel and energy consumption in the properties that we own.

Specifically, we are committed to:

- Measuring and reporting our scope one, two and three greenhouse gas (GHG) emissions annually
- Establishing a decarbonisation pathway aligned with climate science and reporting progress against this annually
- Identifying an internal price on residual GHG emissions that we cannot reduce
- Offsetting residual emissions using best-practice frameworks

We will achieve these commitments by:

- Engaging manufacturers, suppliers and industry groups on sustainability issues and driving tangible actions
- Reducing business travel related emissions
- Improving the sustainability credentials of products we produce
- Reducing energy use in our offices and studios
- Installing renewable energy infrastructure on buildings we own and switching to renewable tariffs
- Ensuring compliance with all applicable environmental legislation
- Communicating with and engaging employees on environmental issues

This policy will be reviewed on an annual basis and communicated to all employees, suppliers and partners. It will be made available to the general public through our website.

April 2022

