

MAKING IMPACTFUL MUSIC:

Warner Music Group's
2023 ESG Report

Highlights

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the full report



EMPOWER OUR PEOPLE AND CREATIVE TALENT

We hosted 11 songwriting camps around the world – creating opportunities and sparking connections for our artists and songwriters, with a focus on those from underrepresented communities. Camps included SheSounds in Spain which brought together more than 2,000 attendees and the M.S.G. Writing Camp in Los Angeles, which brought together over 50 Asian, Native Hawaiian, and Pacific Islander producers, songwriters, and artists. These camps foster inclusivity, build connections, and provide tools for artists and songwriters to build careers in the music industry.



2023 Las Vegas Songwriting Camp featuring more than 300 global songwriters, artists, and producers.

We focused on ways to better support the mental health and well-being of our artists and songwriters including partnering with Xception in the UK, launching WMG Care Denmark, and Warner Chappell introducing the Better Up program that provides personal coaching and mental resilience tools for songwriters.



Recognizing the transformative power of AI, we've focused on empowering our artists and songwriters who want to lean in and experiment with technology through partnerships with YouTube and Endel. We've also advocated for the responsible use of AI, including proper copyright laws and government protections for an artist's name, image, likeness, and voice (NILV) rights.

USE OUR INFLUENCE AND SCALE FOR GOOD

Our Social Justice Fund supported nonprofits like Gender Amplified, Black Lives in Music, Janelle Monáe's Fem the Future, Nile Rodgers' We Are Family Foundation, and other organizations that cultivate social justice through arts and culture, and foster diversity, equity, and inclusion in the music industry.



We continued to support Howard University's Warner Music / Blavatnik Center for Music Business, which offers robust one-year fellowships with a curriculum tailored to music career readiness training, master classes, fireside chats with business executives, and opportunities to network and build connections. From its founding in 2021 to June 2023, the Center has served over 3,000 HU students, provided full-time employment or internships to 75% of Center's fellows, and awarded over \$850,000 in scholarships to students pursuing music industry careers.

We continue to advocate for the Protect Black Art movement and the Restoring Artistic Protections (RAP) Act, which seeks to protect artists by limiting the discriminatory practice of using lyrics as evidence in court cases. The act was reintroduced at the U.S. federal level. \



REDUCE OUR IMPACT ON THE ENVIRONMENT



We committed to sourcing 100% renewable energy for all of our offices globally by 2030.

We've joined MIT, LiveNation, and Atlantic Records' Coldplay in a unique co-funded partnership to research for the first-time the environmental impact of live music events. The study aims to identify where the music industry can reduce the carbon footprint of live events and identify practical solutions to reduce the environmental impact of live music events at every level.



We innovated with Sonopress to create the industry-first EcoRecord, a greener vinyl that uses up to 85% less energy in the manufacturing process and replaces the use of polyvinyl chloride (PVC) with an innovative and recyclable material (PET).

We became a founding member of the Music Industry Climate Collective (MICC), which aims to use data, science, and collaboration to provide practical recommendations and science based strategies specifically tailored to the unique requirements of the music sector. MICC's inaugural initiative focuses on the development and implementation of comprehensive sector-specific guidelines for measuring Scope 3 greenhouse gas emissions within the recorded music industry. 🌈