






QURATE RETAIL GROUP'S CORPORATE RESPONSIBILITY COMMITMENTS






Protecting Our Environment

Priority topic	Year	Target	UN SDG*
 <p>Energy-Efficient Operations</p>	<p>2022</p>	<p>Scope 1 & 2 Greenhouse Gas Emissions Reduce scope 1 and 2 greenhouse gas emissions from operations worldwide by 14% from a 2018 baseline</p>	 
 <p>Waste Reduction</p>	<p>2025</p>	<p>Reduce single-use plastics onsite Eliminate all single-use plastic bottles from Qurate Retail Group corporate office locations worldwide by the end of 2021</p> <p>Increase On-site Packaging Recycling</p> <ul style="list-style-type: none"> Recycle 100% of paper, corrugate, wood, and plastic film at all Fulfillment Centers by 2025 Evaluate the feasibility of zero waste facilities in US Fulfillment Centers by 2022 (based on QVC UK standards) 	

*The United Nations Sustainable Development Goals (SDGs) encompass 17 goals that aim to align international efforts to leave a better planet for future generations.

 **Protecting Our Environment**

Priority topic	Year	Target	UN SDG*
 <p>Sustainable Packaging</p>	<p>2030</p>	<p>Improve Carbon Footprint through Source Reduction Reduce the average emissions intensity per package shipped by 5% compared to a 2018 baseline by 2022</p> <p>Improve Customer Education on the Recyclability of QRG Packaging Use the How2Recycle label on 100% of outbound over pack and all proprietary brands packaging in the US by 2025</p> <p>Increase the Recyclability of QRG Packaging</p> <ul style="list-style-type: none"> • All outbound over pack to be considered recyclable by 2025 • All proprietary brand packaging to be considered recyclable by 2030 <p>Use Recycled Content in QRG Packaging</p> <ul style="list-style-type: none"> • Increase the average % of recycled content by the following percentages for outbound over packaging by 2025 <ul style="list-style-type: none"> - 30% increase in recycled content in outbound fiber materials - 25% increase in recycled content in plastics • Increase the amount of recycled content for proprietary brands to the following minimum percentages by 2030 <ul style="list-style-type: none"> - 60% recycled content in fiber materials - 30% recycled content in plastics 	 

*The United Nations Sustainable Development Goals (SDGs) encompass 17 goals that aim to align international efforts to leave a better planet for future generations.



Championing Empowerment & Belonging

Priority topic

Year Target

UN SDG*



Diversity, Equity, and Inclusion (DE&I)

2025

Increase diverse representation in our supervisory and leadership roles

- 25% of leaders to be members of underrepresented racial/ethnic groups by 2025
- Double % of Black & Hispanic/Latinx leaders to 12% and 10%, respectively, by 2025
- Achieve gender parity (50% women) at the director+ level, worldwide, by 2023

Develop inclusive leaders who are accountable for DE&I results

- All leaders to set DE&I goals for their areas of responsibility by 2021
- All leaders to complete training on inclusive leadership, microaggressions/allyship, and anti-racism/racial equity by 2022

Advance inclusion and equity for our teams, customers, and communities

- All 25,000 team members to complete training on unconscious bias, microaggressions/allyship, and anti-racism/racial equity by 2022
- Rank in the top quartile for DE&I on team member engagement survey by 2025

Elevate underrepresented businesses and products to invite a broader consumer base

- Spotlight 500 underrepresented small businesses by 2025
- Develop and implement a vendor/supplier diversity program by 2021

Support community involvement through relationships that advance social justice

Hold ourselves accountable by being transparent on our efforts and progress

- Publish first Corporate Responsibility Annual Impact Report in 2021, including DE&I updates



*The United Nations Sustainable Development Goals (SDGs) encompass 17 goals that aim to align international efforts to leave a better planet for future generations.

QURATE RETAIL GROUP'S CORPORATE RESPONSIBILITY COMMITMENTS



Championing Empowerment & Belonging

Priority topic	Year	Target	UN SDG*
<div data-bbox="40 423 170 549" data-label="Image"> </div> <p data-bbox="189 445 370 525">Community Support</p> <hr/> <div data-bbox="40 620 170 745" data-label="Image"> </div> <p data-bbox="197 642 421 721">Thriving Entrepreneurs</p>	<p>2025</p>	<p data-bbox="575 459 1479 565">Commit \$100 million in total contribution between 2020 - 2025, with \$50 million directed towards women’s empowerment and entrepreneurship</p> <p data-bbox="575 612 1437 678">Complete 100,000 team member volunteer hours between 2020 - 2025</p>	<div data-bbox="1514 405 1669 558" data-label="Image"> </div> <div data-bbox="1678 405 1833 558" data-label="Image"> </div> <div data-bbox="1514 568 1669 721" data-label="Image"> </div> <div data-bbox="1678 568 1833 721" data-label="Image"> </div>

*The United Nations Sustainable Development Goals (SDGs) encompass 17 goals that aim to align international efforts to leave a better planet for future generations.