Qurate Retail Group’s Corporate Responsibility Commitments

Protecting Our Environment

<table>
<thead>
<tr>
<th>Priority topic</th>
<th>Year</th>
<th>Target</th>
<th>UN SDG*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy-Efficient Operations</td>
<td>2022</td>
<td><strong>Scope 1 &amp; 2 Greenhouse Gas Emissions</strong> Reduce scope 1 and 2 greenhouse gas emissions from operations worldwide by 14% from a 2018 baseline</td>
<td><img src="image" alt="Affordable and Clean Energy" /> <img src="image" alt="Climate Action" /></td>
</tr>
<tr>
<td>Waste Reduction</td>
<td>2025</td>
<td><strong>Reduce single-use plastics onsite</strong> Eliminate all single-use plastic bottles from Qurate Retail Group corporate office locations worldwide by the end of 2021</td>
<td><img src="image" alt="Responsible Consumption and Production" /></td>
</tr>
</tbody>
</table>
|                                |      | **Increase On-site Packaging Recycling**  
|                                |      | • 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.*
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| Sustainable Packaging | 2030 | **Improve Carbon Footprint through Source Reduction**  
Reduce the average emissions intensity per package shipped by 5% compared to a 2018 baseline by 2022 |
| | | **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 |
| | | **Increase the Recyclability of QRG Packaging**  
- All outbound over pack to be considered recyclable by 2025  
- All proprietary brand packaging to be considered recyclable by 2030 |
| | | **Use Recycled Content in QRG Packaging**  
- Increase the average % of recycled content by the following percentages for outbound over packaging by 2025  
  - 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  
  - 60% recycled content in fiber materials  
  - 30% recycled content in plastics |

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##QRATE RETAIL GROUP’S CORPORATE RESPONSIBILITY COMMITMENTS

###Championing Empowerment & Belonging

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| **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 | 5 GENDER EQUALITY, 10 REDUCED INEQUALITIES, 16 PEACE, JUSTICE, AND STRONG INSTITUTIONS |
| | | 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 | |

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<td><strong>Community Support</strong></td>
<td>2025</td>
<td>Commit $100 million in total contribution between 2020 - 2025, with $50 million directed towards women’s empowerment and entrepreneurship</td>
<td></td>
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<tr>
<td></td>
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<td>Complete 100,000 team member volunteer hours between 2020 - 2025</td>
<td>5</td>
</tr>
<tr>
<td><strong>Thriving Entrepreneurs</strong></td>
<td></td>
<td></td>
<td>3, 8, 17</td>
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