



A message from Steve, Simon, Max, Maurice, Masha, Guy & Carianne

Dear Colleagues,

Like you, we've been deeply saddened, moved and disturbed by the consequences that the fighting in Ukraine has had on millions of people, particularly innocent families, children, the elderly, and other vulnerable populations.

As this devastation and humanitarian crisis unfolds, Warner Music Group is committed to supporting the relief efforts. We're all hoping that this conflict ends as soon as possible and that the people in Ukraine can live in peace.

Thank you to everyone who has donated to contribute to these efforts thus far - the response to our contribution matching for the [International Committee of the Red Cross](#) (ICRC) has been great. We'll continue to match through the end of March.

In addition to our work with the ICRC, we've made donations to [Polish Humanitarian Action](#) and [Project Hope](#), which are both supplying refugees with medical provisions, food, and other basic items, while protecting the safety and dignity of displaced people.

We're also working to provide our Polish team in Warsaw with supplies and resources. Our colleagues there are among those helping to house and support Ukrainian refugees who were able to cross the border. We are grateful for and humbled by their efforts, and are in regular contact to stay apprised of the local situation.

We know that some of you have friends or family who have been personally affected and, even if you don't, this is all very disturbing. If you need to speak with someone or take time off to

process this, please contact your People team representative. If you are looking for ways to get involved, we encourage you to look for local donation drives. You can also purchase vital supplies for those in need via the [Afya Foundation's Ukraine Wish List](#).

We're continuing to pay very close attention as this situation develops. We will keep you updated on our humanitarian efforts.

Please take care.

CAROLINE
Mauri Masha
Paul Guy