

ARTISTS FORWARD 2022: A YEAR OF EXPANDING SUPPORT FOR SONY MUSIC CREATORS.

Throughout 2022, Sony Music's Artists Forward initiative delivered more benefits and services to on roster and legacy talent around the world—from new and expanded services to increased engagement on key issues that make a difference to you. Here's a look at how we've grown our support for SME artists this year and the impact it's having with our roster.

Greater numbers of SME artists and participants around the world are now eligible for our Legacy Unrecouped Balance Program, which has already paid through millions of dollars to thousands of our long-standing creators.

Creating more financial opportunity for our heritage artists globally is core to our mission with Artists Forward.

This year we expanded the pool of SME talent that can qualify to receive go-forward earnings, regardless of recoupment status, under our Legacy Unrecouped Balance Program — impacting hundreds of additional creators and participants around the world in the near term.

Previously covering those signed to SME prior to the year 2000 who hadn't received an advance since, global eligibility for pay-through on future earnings now extends to rolling annual groups of participants who have been signed for over 20 years without receiving an advance for more than 20 years.

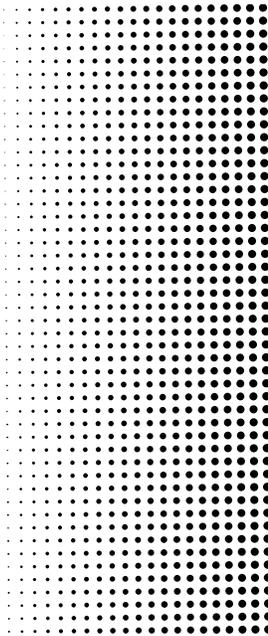
Our enhanced offering starts with eligible unrecouped artists and participants around the world who signed prior to the year 2001 and haven't received an advance since then — they will be able to receive pay through on any qualifying 2022 and future earnings. Over time, thousands of artists globally are poised to benefit from Legacy Unrecouped Balance support as they become eligible for the program.

We've helped artists in the U.S. realize close to \$500,000 in healthcare cost savings in just a matter of weeks since launching free artist healthcare advocacy services from Music Health Alliance.

Putting our artists and their wellbeing first in all steps of the creative journey is the driving priority of everything we do with Artists Forward.

As part of our Artist Assistance Program focused on wellness and information for SME talent, we've introduced free, confidential Artist Healthcare Advocacy support for on-roster and legacy artists in the U.S. through our partnership with the non-profit organization, Music Health Alliance (MHA). Qualifying artists can connect with an MHA healthcare advocate for help with navigating the process of obtaining and utilizing healthcare coverage, locating a doctor, managing healthcare bills, and more.

This is an exciting new offering that is open to qualifying artists with a focus on making it easier for artists to troubleshoot issues and better manage the process of receiving healthcare. It's already helping artists achieve hundreds of thousands of dollars in healthcare cost savings.



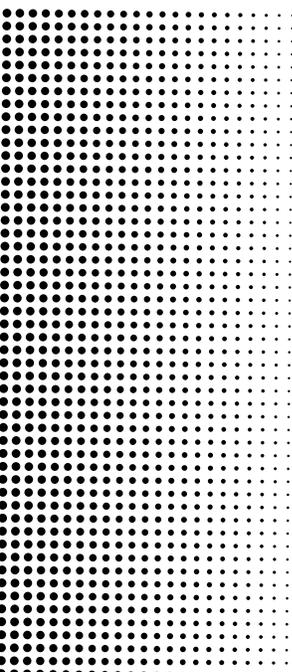
More artists around the world are making use of our free, confidential counseling services available in over 70 languages.

It's okay not to be okay.

That's why as part of our Artist Assistance Program we provide global on-roster Sony Music talent with access to professional counseling services at no cost for addressing stress, anxiety, depression, grief, family and relationship matters and more.

Since launching last year, we've provided over 100 artists around the world with information and support related to the program, which is offered through our partner Corporate Counseling Associates (CCA).

To date, dozens of artists from across more than 12 different countries have now used these services to either establish recurring sessions with a licensed therapist, or receive in-the-moment support in dealing with acute issues—and use of the program is completely confidential.



Artists and Participants have now withdrawn nearly \$50 million combined using our industry-leading Cash Out and Real Time Advances features.

It's all part of the rising adoption for our suite of Real Time Artist Tools.

Through our Artist Portal and Real Time Insights platforms, Sony Music offers music creators and their teams best-in-class payment capabilities, as well as up-to-the-moment updates on consumption of their content and audience engagement data. We call this our Real Time Artists Tools suite.

The Sony Music Artist Portal is a website and app for tracking and analyzing earnings, plus initiating withdrawals and advances of available funds as soon as they become available. Real Time Insights, a separate app from Sony Music, helps artists and their teams make decisions informed by advanced analytics that we provide instantly from the billions of global transactions we process every day.

With all of our artist tools we are focused on delivering fast, convenient, easy-to-use solutions in support of your career in a dynamic marketplace.

These are just some of the ways we've been working to support our creators through Artists Forward over the last 12 months. We look forward to accomplishing even more on behalf of Sony Music artists in 2023.

To learn more about the programs and resources we make available globally to Sony Music artists promoting all aspects of their career development, visit:



artistsforward.sonymusic.com