Warner Bros. Discovery Workforce Privacy Notice

Effective date: January 2023

1. OBJECTIVE

Warner Bros. Discovery and its broader group of affiliated companies Warner Bros. Discovery we our us are committed to fair data protection practices, including when Processing information about our Workforce (as defined below).

You can learn more about Warner Bros. Discovery affiliate companies by visiting our controller and affiliate site.

This privacy notice informs our Workforce of all possible Processing by, and on behalf of, Warner Bros. Discovery entities of personal information pertaining to the Workforce ices,

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business activities, including for financial purposes; and operating and maintaining TV, theatrical, and games accounting systems.

Managing our Workforce and service providers, for example, onboarding and exit management, recording hours of work and absence, compliance with service levels and performance;

Allowing you access to medical insurance, pension schemes and other benefits offered by Warner Bros. Discovery and other providers including management of employee transfers, travel and/or relocation (including immigration assistance), if applicable. Some benefits may require you to provide Personal Information concerning family members, partners or next of kin, in which case you must inform them before providing the Personal Information to us and obtain their consent if this is required by applicable law;

Rights management and placement of credits, if applicable; and

Arranging professional travel (including hotel accommodation) and relevant insurance.

(ii) To comply with a legal obligation including for:

Making deductions from payroll for tax and social security purposes and providing information to tax and social security authorities as required by law, if applicable;

Managing statutory sick pay and maternity/paternity/parental pay, if applica if applicable;

Protecting our legitimate business interests and legal rights. This includes but is not limited to, use in connection with legal claims, compliance, regulatory, auditing, investigative and disciplinary purposes (including disclosure of such information in connection with legal process or litigation, or where requested by law enforcement or other relevant third parties) and Processing in connection with ethics and compliance policies such as the Standards of Business Conduct and related reporting tools;

Managing the performance and security of our equipment, facilities, intellectual property and electronic platforms in accordance with our policies. This includes administering access rights, management and control of building and area access including access logs, monitoring compliance with information security and other Warner Bros. Discovery policies, operating CCTV and other recording software and systems, and where permitted by local law and in accordance with relevant policies, using Personal Information for investigations and disciplinary actions;

Ensuring the safety and protection of our Workforce and visitors;

Providing communication services such as email, telephone, and internet access;

Carrying out communications and engagement activities, including sending internal communications to Staff (including communicating with, and alerting, Staff during a crisis), Staff discounts, loyalty or affinity programs, and access loyalty ommunications to Sta

B. VIDEO AND ELECTRONIC MONITORING

Warner Bros. Discovery engages in video or electronic monitoring activities (video, still footage or other means of electronic monitoring such as badge readers) in its workplaces (including remote workplaces) and the Workforce understands that Warner Bros. Discovery engages in such monitoring practices. Surveillance tools may be used in any common areas for business purposes, including, without limitation, for safety, security purposes and productivity related purposes. Warner Bros. Discovery engages in workplace electronic monitoring and accesses information created, transmitted, or stored via its network for safety, security, compliance, and productivity-related purposes. Warner Bros. Discovery collects this information routinely and accesses it on an asneeded basis. Warner Bros. Discovery may employ special monitoring tools or change settings of existing monitoring tools as part of a reasonable investigation or to meet legal obligations. Signs indicating the presence of video monitoring may be posted at workplaces.

6. DATA RETENTION

Warner Bros. Discovery holds Personal Information only for as long as is necessary for the purposes for which the Personal Information is Processed. This means that the retention periods will vary according to the type of Personal Information and the reason that we have this Personal Information.

Generally, we will hold your Personal Information for the course of your employment relationship or engagement with us (except where applicable law only allows for a shorter period) and for a certain period after termination of employment or engagement. We have a detailed internal retention policy that sets out varying retention periods for different categories of Personal Information, depending on our legal obligations and whether there is a commercial need to retain the Personal Information. After a retention period has lapsed, the Personal Information is securely deleted, unless, where permitted under applicable law, it is necessary for the establishment, exercise or defence of legal claims. For further

EEA, or other jurisdictions that may require a transfer mechanism by contacting us at privacy.support@wbd.com.

Data sharing within the Warner Bros. Discovery family of companies

All Warner Bros. Discovery entities are part of the Warner Bros. Discovery group of companies operating internationally. All members of the group support and interact with each other to run their businesses and to set group-wide strategy. Certain Personal Information can be accessed by any of the Warner Bros. Discovery group of companies on a worldwide basis (such as corporate directory information) where there is a legal basis to do so. Other Personal Information will be Processed by your line managers, members of your local HR team and the Legal, Compliance, Financial, and HR shared services teams where relevant, necessary and legally permitted. Some of these Workforce and IT systems may be located outside of your country, including in the US. All access is subject to data security measures and internal controls established under applicable Warner Bros. Discovery policies and is restricted to what is relevant and proportionate for the relevant legitimate purpose.

Certain Personal Information is shared among Warner Bros. Discovery group of companies for group reporting, legal, management and regulatory purposes, including name, employee and ID numbers, birth date, gender, role information and salary information. Learn more about Warner Bros. Discovery companies by visiting our controller and affiliate site

Change of Control

In the event we go through a business transition such as a merger, acquisition, bankruptcy, reorganization, or sale of all or a portion of our assets, or a diligence process in connection with a potential business transaction, the information we collect and maintain may be disclosed, sold, or transferred as part of that transaction. If such transfer is subject to additional restrictions under applicable laws, we will comply with such restrictions.

Data sharing with third parties

We may share your information with various third parties as Warner Bros. Discovery group of companies needs to engage with these third parties to run every aspect of its business. Where necessary for the Processing activities set out herein, Warner Bros. Discovery shares Personal Information with:

- (i) Third party service providers which help Warner Bros. Discovery carry out its business activities, for example, IT providers (resources and support), training providers, security companies, benefits providers, payroll and other HR related service providers, travel/events/communication companies, hotel and transport companies etc. as well as any advisers (e.g., lawyers, accountants, auditors, etc.) and insurance companies;
- (ii) Business partners such as event partners, co-producers, broadcasters, licensees and distributors and awards organisers; and
- (iii) Other relevant third parties such as journalists, professional organisations, industry bodies, public/governmental agencies or authoriti5 Tm0 gut/F2 11.04 Tf1 0 0 1 193.94 174.7617.86

example details of an emergency contact, there may be some adverse consequences if you refuse to provide this.

10. CONTACTING YOUR CONTROLLER

To exercise any of the rights listed in section 9 above, or if you have any queries or concerns about the way that Warner Bros. Discovery Processes your Personal Information (or any questions about this privacy notice), or to contact your Controller or your Data Protection Officer, please email privacy.support@wbd.com. You can also contact your local People and Culture team with your queries or concerns, but use of the email address above will better direct your query to our Privacy team.

11. ETHICS AND COMPLIANCE CONTACT INFORMATION

Ethics and Compliance Office,
230 Park Avenue South, 12th Floor
New York, NY 10003
ethics@wbd.com
24-hour Compliance Helpline:
(800) 375-0288 OR (800) 398-6395 (calls can be made anonymously)

12. MODIFICATIONS TO THE NOTICE

residents and only to information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with California Workforce

information that has been de-identified or aggregated as provided by CCPA.

CCPA Metrics

Regulations require us to provide disclosure of metrics for the previous calendar year

deletion and correction requests made, the number fulfilled in whole, or in part, and the number denied. That information can be found by navigating to the CCPA Metrics Reporting page.

California Information We Collected

In the year before this section was last updated, we may have collected the following

Address and other identifiers
Unique and online identifiers
Biometrics

Internal research, analytics and development

Developing, maintaining, provisioning or upgrading networks, services, or devices

Auditing

systems for personal communications); information concerning health; and biometric information processed for the purpose of uniquely identifying an individual

We may have disclosed each of these categories of California Information to the following categories of third parties:

Affiliates These entities are associated with us through common ownership. For a list of affiliates, please visit the affiliates page

https://www.warnermediaprivacy.com/policycenter/b2c/affiliateslist/#affiliates.

Service Providers These entities Process information on our behalf for business purposes.

Other third parties to the extent necessary for purposes described in the Purposes for Collecting California Information section above, such as our agents and representatives, successors in interest, and as reasonably necessary to meet our legal obligations.

We may have disclosed each of these categories of California Information for the purposes described in the Purposes for Collecting California Information section above.

Selling and Sharing

Warner Bros. Discovery

and has not done so in the prior 12 months

context behavioral advertising. We also do not have actual knowledge of selling California Information of consumers under 16 years of age.

Your California Privacy Rights to Request Disclosure of Information We Collect and Disclose About You

If you are a California resident, the CCPA grants you the right to request certain information about our practices with respect to California Information. In particular, you can request the following:

collected

The categories of sources from which we collected California Information

The business or commercial purposes for which we collected or sold California Information

The categories of third parties to which we disclosed California Information

You can submit a request to us for the following additional information:

ornia Information, and the

category or categories of California Information sold to each

the category or categories of California Information disclosed to each

Your Right to Request the Deletion of California Information

Upon your request, we will delete the California Information we have collected about you, except for situations when that information is necessary for us to: provide you with a product or service that you requested; perform a contract we entered into with you;

maintain the functionality or security of our systems; comply with or exercise rights provided by the law; or use the information internally in ways that are compatible with the context in which you provided the information to us, or that are reasonably aligned with your expectations based on your relationship with us.

Your Right to Request the Correction of California Information

Upon your request, we will correct (or provide methods for self-correction) of the California Information we have collected about you, taking into account the nature of the California Personal Information and the purposes of the processing, except for situations when: there

agent. In the event your authorized agent is relying on a signed and notarized document of written permission from you, we may also need to verify your identity and/or contact you directly to confirm permission to proceed with the request. Once we have confirmed your

processing the request.

Your authorized agent can make a request by contacting us here or Employee Connections at (US): 818-954-4636 or (US Toll-Free): 888-875-4455.

Our Support for the Exercise of Your Data Rights

You have the right not to receive discriminatory treatment if you exercise any of the rights explained in this section of the privacy notice. We are committed to providing you control over your California Information, and we will not disadvantage you if you choose to exercise your rights.