

What is EthicsPoint?

EthicsPoint ("the Hotline") is a confidential reporting tool that assists Warner Bros. Discovery's and its affiliates and subsidiaries (collectively, "Warner Bros. Discovery") management and employees in combatting fraud, abuse, and other misconduct in the workplace, all while cultivating an environment that is consistent with Warner Bros. Discovery's core values.

Why do we need a system like the Hotline?

By providing this additional channel of communication, we promote ethical business practices.

Publicly traded companies are required by law to have a confidential and, in certain countries where permissible by law, an anonymous reporting tool to escalate accounting and auditing fraud, as well as acts of bribery and corruption, directly to the Audit Committee.

The Hotline therefore augments Warner Bros. Discovery's other efforts to foster a culture of integrity and ethical decision-making.

REPORTING GENERALLY

How can I report?

You may file a report through either the Hotline website or dedicated phone numbers.

What type of situations should I report?

The Hotline is designed for employees, agents, independent contractors and third-party vendors to report any violation of Warner Bros. Discovery's Code of Ethics or other concerns they may have.

If I see a violation, shouldn't I just report it to my manager, security or human resources and let them deal with it?

When you observe behavior that you believe violates our Code of Ethics, Warner Bros. Discovery expects you to report it. Ideally, you should bring any concerns forward to your direct manager, another member of our management team or your P&C partner. We recognize, however, that there may be circumstances when you are not comfortable reporting the issue in this way. It is for such circumstances that we have the Hotline. We would rather you report confidentially or, where permissible by law, anonymously, than keep the information to yourself.

For help determining a course of action, refer to the Code of Ethics or contact Ethics & Compliance at ethics@wbd.com.

Why should I report what I know? What's in it for me?

We all have the right to work in an environment that reflects Warner Bros. Discovery's guiding principles. With that right comes the responsibility to act in an ethical manner and to let the appropriate people know if someone is not. Corporate misconduct is a threat to the Company and it should be reported when observed.

Warner Bros. Discovery guarantees that there will be no retaliation or retribution from the Company (or any of its agents) against you for reporting an ethics concern in good faith.

Does management really want me to report?

Yes. In fact, we *need* you to report. You know what is going on in our Company— both good and bad. You may have initial knowledge of an activity that could be cause for concern. Your reporting can minimize the potential negative impact of that concerning activity on the Company and our people. Offering input may also help identify issues that can improve corporate culture and performance.

Where do these reports go? Who can access them?

Reports are entered directly on the Hotline secure server to prevent any possible breach in security. These reports are made available only to specific individuals within Warner Bros. Discovery who are charged with reviewing claims and carrying out any follow-up investigation based on the type of violation and location of the incident. Allegations of ethical misconduct are taken seriously. While the report itself and the fact of the filing of a report is held in confidence to the maximum extent possible, it may be necessary to interview employees and others regarding the underlying facts as part of the investigatory process. In addition, depending on the nature of the violation, the Warner Bros. Discovery board audit committee may need to be informed of the investigation and its ultimate result.

Isn't this system just an example of someone watching over me? Warner Bros. Discovery has made the Hotline system available to promote Warner Bros. Discovery's guiding principles and to assure a safe, secure and ethical workplace. You are encouraged to seek guidance on ethical dilemmas, provide positive suggestions or communicate a concern. Effective communication is critical in today's workplace and this tool is designed to enhance the free exchange of information.

SECURITY & CONFIDENTIALITY

It is my understanding that any report I send from a Company computer generates a server log that shows every website that my computer connects with, and won't this log identify me as a report originator?

The Hotline does not generate or maintain any internal connection logs with IP addresses so no information linking your computer to the Hotline is available. If you feel uncomfortable making a report on your work computer, you have the option of using a computer outside

of the Warner Bros. Discovery work environment.

Can I file a confidential report from home?

A report from home, a neighbor's computer or any Internet portal will remain secure and confidential. An Internet portal never identifies a visitor by screen name and the Hotline strips away Internet addresses so that anonymity is totally maintained. In certain countries outside of the United States, however, you may be contacted through the Hotline and ask you to provide your name because of local law requirements. Warner Bros. Discovery will still investigate your report whether or not you provide your name.

I am concerned that the information I provide through the Hotline will ultimately reveal my identity. How can you assure me that will not happen?

The Hotline is designed to protect your anonymity where you have withheld your identity. However, if you wish to remain anonymous, you, as a reporting party, need to ensure that the body of the report does not reveal your identity by accident. For example, be careful not to provide information that would make it possible to deduce who you are, such as "From my cube next to (employee name), I have observed her engage in wrongful conduct" or "In my 33 years at Warner Bros. Discovery, I have never seen that kind of accounting treatment."

For our offices in certain countries outside of the United States however, the Hotline may prompt you to provide your name because of local law requirements. Warner Bros. Discovery will still investigate your report whether or not you provide your name.

Are the toll-free phone numbers confidential too?

Yes. You will be asked to provide the same information that you would provide in an Internet-based report and an interviewer will type your responses into the Hotline website. The reports made by phone provide the same security and confidentiality measures. In certain countries outside of the United States, however, you may be contacted through the Hotline and ask you to provide your name because of local law requirements. Warner Bros. Discovery will still investigate your report whether or not you provide your name.

What if I want to be identified with my report?

There is a section in the report that allows you to identify yourself if you wish to do so.

TIPS & BEST PRACTICES

If I am aware of unethical conduct but it doesn't affect me, should I bother reporting it?

Yes. All unethical conduct at any level ultimately hurts the Company and all employees, including you. So if you know of any incident of misconduct or an ethical violation, consider it your duty to report it.

What should I do if I am not sure that what I have observed or heard is a violation of Company policy or is unethical but it just does not look right to me?

File a report. The Hotline can help you prepare and file your report so it can be properly understood. We'd rather you report a situation that turns out to be harmless than let possible unethical behavior go unchecked because you weren't sure.

What if my boss or other managers are involved in a violation? Won't they get the report and start a cover-up?

The Hotline and report distribution protocol are designed so that implicated parties are not notified or granted access to reports in which they have been named.

For our offices in certain countries outside of the United States however, it is required to notify an individual if s/he is named in a hotline report because of local law requirements.

What if I remember something important about the incident after I file the report? Or what if the Company has further questions for me concerning my report?

When you file a report on the Hotline, you will receive a unique user name or "Report Key" and will be asked to choose a password. You can return to the Hotline again either online or by phone to access the original report and add more detail or answer questions posed by a Company representative to add further information that will help resolve open issues. We strongly suggest that you return to the site in the time specified to answer any Company questions. You and the Company now have entered into a "confidential dialogue," where situations are not only identified but can also be resolved, no matter how complex.

Are these follow-ups on reports as secure as the initial report?

Yes. All correspondence is held in the same strict confidence as the initial report and will be treated under the umbrella of confidentiality and, where permissible by local law, preserving your anonymity.

Can I still file a report if I don't have access to the Internet from home?

Yes. You can file via a public location such as a library or an Internet cafe. And even if you don't have access to or are uncomfortable using a computer, you can call the Hotline toll-free phone numbers, which are available 24 hours a day, seven days a week.

