



WARNER BROS. DISCOVERY

Business Partner Statement of Ethics

We at Warner Bros. Discovery (the “Company”) act ethically, responsibly, and with integrity. We are open, genuine, and transparent in our work. We seek to build relationships with Business Partners (this includes vendors, suppliers, distributors, licensees, consultants, independent contractors and other third parties who provide goods or services to our businesses) who share these values and our commitment to operating with the highest standards of ethical conduct worldwide. This Business Partner Statement of Ethics (the “Statement”) sets forth the standards we apply to our work and our expectations for Business Partners doing business with or on behalf of the Company.

We expect that our Business Partners will conduct themselves responsibly with integrity, honesty, and transparency in accordance with applicable laws, regulations, and industry standards. Where the Statement sets higher standards than what the law requires, we expect Business Partners to adhere to the Statement. To the extent there is any inconsistency between this Statement and any provision of a Business Partner’s contract with the Company, the contractual provision will control. Our business units may have additional policies or requirements that apply to our Business Partners.

To help the Company comply with applicable laws and our own internal policies, we may ask existing and prospective Business Partners to: (1) provide certain information about their business operations for purposes of due diligence; (2) agree to certain contractual terms; (3) take relevant training (e.g., anti-corruption training); and/or (4) sign other agreements, such as certifications or non-disclosure agreements. While the exact requirements will vary depending on the nature of the relationship, we expect our Business Partners to participate in good faith in this process.

We ask that all Business Partners, including their workers and subcontractors, be familiar with this Statement and join us in our commitment to high ethical standards of business integrity.

Treat People Respectfully & Promote a Safe Workplace

We expect our Business Partners to share our commitment to treat workers with dignity; to employ them on the basis of their ability to perform the job; to provide a safe, secure and healthy work environment; and to treat workers fairly and in compliance with applicable laws and regulations regarding labor and employment.

Non-Discrimination and Harassment-Free Workplace. Promote an inclusive workplace free from all forms of harassment or discrimination by complying with all applicable laws relating to non-discrimination in hiring, employment practices, harassment, and retaliation. This includes prohibiting discrimination or harassment based on a person's race, color, national origin, religion, sex, age, sexual orientation, gender identity or genetic information, marital status, physical or mental disability, veteran's status, or other characteristics protected by law.

Safe and Healthy Work Environment. Perform all work with a commitment to compliance with applicable legal requirements regarding environmental, safety, and health. Implement best practices and appropriate procedures and controls to safeguard workers and subcontractors, as well as members of the public in areas where you operate.

Respecting Human Rights. Prohibit the use of any form of forced, bonded, or indentured labor. We expect all work to be voluntary, and all workers free to terminate their employment at any time. Comply with all applicable laws against slavery, forced labor, and human trafficking laws (e.g., the UK Modern Slavery Act), and enact practices to ensure compliance with such laws. Employee identification or passports and money deposits may not be withheld as a condition of employment. No recruitment, transportation, transfer, harboring, or receipt of persons may be conducted through threat, force, coercion, abduction, fraud, or abuse.

Environmental Responsibility. Follow applicable laws and regulations related to the environment and seek to minimize environmental impact in ways that are relevant to your business and to the communities you serve. This includes a commitment to operate and to provide products and services in an environmentally responsible and sustainable manner.

Follow the Letter and Spirit of Applicable Laws

We expect our Business Partners to be aware of and comply with all applicable laws and regulations in the countries and jurisdictions where they operate. Business Partners must commit to performing in ways that, at a minimum, meet the basic requirements of the below areas of law.

Anti-Bribery & Anti-Corruption. Commit to comply with all applicable anti-bribery and anti-corruption laws and prohibit all forms of bribery and corruption, including by any third party acting on behalf of a Business Partner. The Company strictly prohibits giving, offering, authorizing or taking bribes, including bribery of private individuals and government officials, and we expect our Business Partners to do the same. Do not provide any gift, payment (direct or indirect), business entertainment, or anything else of value to any government official, regardless of the value, in connection with work on behalf of the Company, unless we provide advance written approval.

Doing Business Across Borders. Adhere to all applicable laws and regulations related to working with governments, sanctions, anti-money laundering, anti-tax evasion. Also, comply with all applicable export, import and anti-boycott laws.

These laws regulate the export and import of certain goods, such as encryption hardware, software and technology, and prohibit certain actions that would support foreign boycotts. We expect that you will abide by these obligations at all times in connection with your work on behalf of the Company.

Fair Competition. Respect free and open competition in compliance with all applicable local and international antitrust or competition laws.

Intellectual Property. Safeguard our intellectual property rights and follow applicable laws regarding the protection of intellectual property rights. Do not use or distribute others' intellectual property without their authorization or beyond the extent permitted by law. Do not acquire proprietary or confidential information through unlawful or inappropriate means.

Data Privacy and Information Security. Maintain processes to protect confidential assets and the information of those with whom you do business. Protect the security and privacy of personal information that you collect, including information about Company customers, employees, and business partners. Ensure that only authorized personnel have access to Company information, and do not disclose our Company information to any third party without Company authorization, unless required by law. If any information the Company has provided or given you access to has been or is suspected to have been lost, stolen, or improperly accessed, used, or disclosed, immediately notify your Company primary contact.

Conduct Business with Transparency and Integrity

We expect our Business Partners to establish a culture of integrity and implement effective policies and procedures for conducting business ethically and transparently.

Financial Records and Public Disclosure. Maintain accurate books and records, in compliance with all applicable laws and established accounting policies. Do not submit or make false, artificial or misleading statements or entries to the Company's books, records, account documents, or financial statements and do not issue accounting documents, including invoices and other documents confirming that a transaction has been made, which do not reflect true information. Accurately disclose information regarding business activities, structure, financial situation, performance, labor, and health, safety, and environmental practices, in accordance with prevailing industry practices. Moreover, fulfill all obligations linked to counteracting tax fraud and money laundering, in particular those linked to running appropriate company accounts and updating the VAT and VAT EU status in appropriate registers and registration in the Central Register of Ultimate Beneficial Owners.

Conflicts of Interest. Avoid situations where personal interests might create or have the appearance of a conflict of interest. Do not use Company information for personal benefit or to promote a competing business or activity. You must immediately disclose to the Company any actual or potential conflicts of interest with the work you do for the Company resulting from any known personal or business relationships with our employees, other third parties (e.g., customers or suppliers), or our competitors.

Insider Trading. Do not buy or sell securities when in possession of material, non-public information, and do not share such information with others for any improper purpose. Unauthorized disclosure of such information is also prohibited.

Ask Questions & Report Concerns

For questions or concerns about compliance with any provision in this Statement, we encourage you to work with your primary Company contact.

If you have a concern about potential illegal or unethical conduct, or actions in violation of this Statement, in connection with your relationship with the Company, please report it to etyka.compliance@tvn.pl or visit wbd.ethicspoint.com.