

2023 SUSTAINABILITY REPORT





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A Message From Our CEO

Dear Stakeholders,

At Warner Bros. Discovery (WBD), we are committed to telling stories that reflect the full range of human experiences while shaping our culture in a meaningful way. We are pleased to deliver our Company's inaugural Sustainability Report, which details how we honor this commitment responsibly.

Through our work, we believe we have an opportunity and a responsibility to make a difference in our communities and the world at large — and our strong focus on environmental, social, and governance (ESG) policies and initiatives underscores this commitment.

Driven by our Company's Guiding Principles, we champion diverse voices, perspectives, and experiences in our workforce and around the globe. To this end, this year, we expanded our pipeline programs to include more regions, functions, and networks with the goal of nurturing the next generation of diverse creative talent. We invest in employee growth by providing training, coaching, and professional development opportunities designed to assist employees in aligning their individual learning with business goals. We also take seriously our responsibility to provide an environment and culture where employees feel safe, respected, and able to realize their full potential.

At WBD, we prioritize efforts to minimize environmental impacts across our workplace and productions, including lowering our greenhouse gas (GHG) emissions and increasing energy efficiency. In pursuit of these goals, we established the greenhouse gas emissions inventory for Scope 1 and 2 and five material Scope 3 categories, which we disclose in this report.

I am proud of what we have accomplished over the past nearly two years. While we have made great strides, we still have much to do, and we are more committed than ever to making a lasting impact through our collective efforts. With a strong foundation in place, we look forward to continuing to tell great stories that entertain, inform, and inspire, while building a strong legacy of social good that benefits our employees, our consumers, and the world.



David Zaslav
President and CEO
Warner Bros. Discovery



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About Warner Bros. Discovery

Formed in April 2022 with the close of the transaction combining the WarnerMedia business with Discovery, Warner Bros. Discovery, Inc. (the “Company,” “we,” “us,” “our,” “Warner Bros. Discovery,” or “WBD”), is a leading global media and entertainment company. We create and distribute the world’s most differentiated and complete portfolio of content, brands, and franchises across television, film, sports, news, streaming, gaming, and experiences (i.e., tours, theme parks, etc.). We bring together the scripted and the unscripted, the local and the global, the timely and the timeless.

We are home to a powerful creative engine and one of the largest collections of owned content in the world. Additionally, we serve audiences and consumers around the world with content that informs, entertains, and, when at its best, inspires.

OUR BRANDS

Available in more than 220 countries and territories and in 50 languages, we inspire, inform, and entertain audiences worldwide through our iconic brands and franchises, including Discovery Channel, Max, discovery+, CNN, DC, Eurosport, HBO, HGTV, Food Network, OWN, Investigation Discovery, TLC, Magnolia Network, TNT, TBS, truTV, Travel Channel, MotorTrend, Animal Planet, Science Channel, Warner Bros. Motion Picture Group, Warner Bros. Television Group, Warner Bros. Pictures Animation, Warner Bros. Games, New Line Cinema, Cartoon Network, Adult Swim, Turner Classic Movies, Discovery en Español, Hogar de HGTV, and others.

CURB YOUR ENTHUSIASM



WARNER BROS. DISCOVERY AT A GLANCE

Company Facts



220+

countries and territories

50

languages



~35,300

employees

Our Guiding Principles

At Warner Bros. Discovery, we are defined not only by the work we produce, but also by the way we get that work done. Our Guiding Principles are who we are at our core. They are values that anchor our decisions and how we show up. They guide our interactions with one another and determine the individuals who thrive here. They are unique to us and are what help us succeed as a team.

1 Act as One Team

Trust each other, succeed together, and grow together.

Collaborate across teams and make decisions that are best for WBD overall.

Prioritize growth, development, and well-being for our teams.

Respect and support each other and celebrate wins.

Create What's Next

Be curious, innovate, and focus on the future.

Drive change, embrace disruption, and never stop learning.

Use data and technology to transform what we create and how we tell stories and deliver.

Experiment, fail fast, acknowledge mistakes, and learn from them.

Empower Storytelling

Put creators, consumers, and partners at the center and share extraordinary stories.

Tell stories that entertain and inspire our viewers, our communities, and each other.

Foster creativity by giving the freedom to try new things and produce our best work.

Deliver the best experience; anticipate what consumers want and be fan-obsessed.

Champion Inclusion

Empower others, have courage, and pursue equity.

Amplify the voices of global storytellers to reflect audiences around the world.

Intentionally seek out diversity, remove barriers, and create space for all to share ideas and be heard.

Actively listen and lead with empathy, integrity, and transparency.

Dream It & Own It

Advocate the mission, move with speed, and drive results.

Have an owner's mindset; bring a perspective, take decisive rapid action, and manage spend responsibly.

Make clear choices, set ambitious goals, and be accountable for results.

Speak up and fearlessly challenge the norm.

TOKYO VICE | max





Our Approach to Sustainability

We are building on our strong legacies with the goal to do well as a business, while also doing good as members of communities around the world. We intend to build on our previous commitments and legacies as a champion for the diverse voices, perspectives, and experiences in our workforce and our world, and, ultimately, to foster a respected, successful, sustainable, and inclusive global media and entertainment company.

AND JUST LIKE THAT... | **max**

Identifying Environmental, Social, and Governance (ESG) Priorities

To guide our ESG strategy and reporting, in 2023, we completed an ESG materiality assessment, led by an external organization.

For the assessment, we collaborated with a third-party consultant to develop a list of key ESG priorities, determined by internal sustainability documents, relevant reporting frameworks, stakeholder priorities, and existing and upcoming regulations. We collected input from these sources through interviews and publicly available data. As a final step, we held meetings with internal leaders to create our list of priority ESG topics.

These topics align with our ESG priorities and initiatives from legacy programs, which we intend to build on as we move forward as WBD. They are a valuable guide for our ESG strategy and reporting.



ENVIRONMENT

- Climate Change Mitigation and Resilience
- Waste
- Water



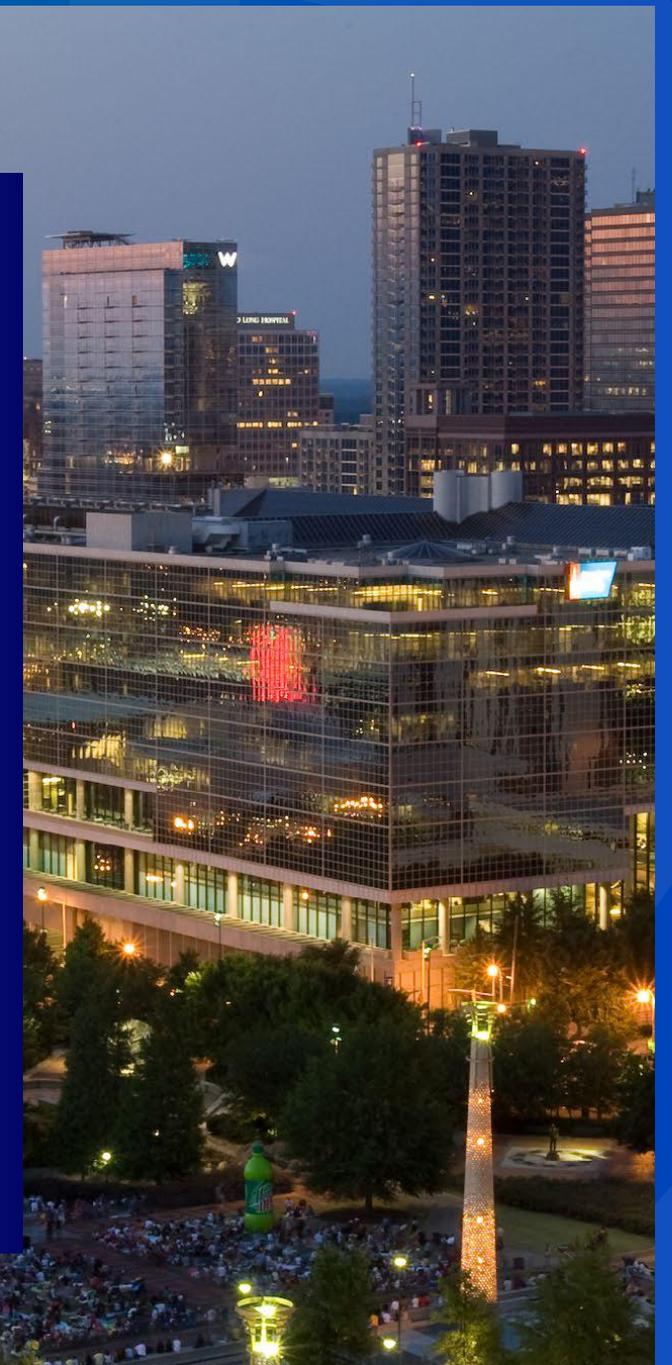
SOCIAL

- Community Engagement and Impact
- Talent Development and Retention
- Diversity, Equity, & Inclusion
- Fair Labor Practices
- Human Rights
- Talent Recruitment
- Workforce Health, Safety, and Wellness



GOVERNANCE

- Content Standards
- Ethical Business Practices
- Executive Compensation
- Leadership and Board Diversity
- Public Policy, Partnerships, and Government Relations
- Responsible Advertising and Marketing
- Responsible Sourcing
- Platform Access Controls
- Privacy and Data Protection



About This Report

This report highlights our commitment to sustainability and the different aspects of our governance, oversight, policies, programs, and performance around the issues determined to be material to the sustainability of Warner Bros. Discovery.

We are guided by our key stakeholders and third-party frameworks, including the Sustainability Accounting Standards Board (SASB) Media & Entertainment standard and the Task Force on Climate-related Financial Disclosures (TCFD). Unless otherwise stated, this report covers Warner Bros. Discovery’s performance in fiscal year 2023, ending December 31, 2023.

ESG Governance

The Warner Bros. Discovery Board of Directors (the “Board”) provides oversight of ESG activities through the Nominating and Corporate Governance Committee and the Audit Committee.

The Nominating and Corporate Governance Committee is responsible for overseeing and monitoring the Company’s strategy, policies, commitments, and initiatives with respect to ESG matters. The Audit Committee reviews the Company’s key public ESG disclosures, as well as the adequacy and effectiveness of applicable internal reporting and controls related to such disclosures. The Audit Committee also oversees key finance-related initiatives related to ESG. To ensure that ESG is appropriately managed throughout the organization, we have designed the governance structure on the right.

Awards and Recognitions

<p>2023 Forbes America’s Best Large Employers</p>	<p>2024 Newsweek’s America’s Greatest Workplaces for Diversity</p>	<p>2024 Built In’s 100 Best Places to Work in the U.S</p>	<p>2023 Street Law Corporate Champion Award</p>
<p>2023 Fortune World’s Most Admired Companies: #7 in Entertainment Industry</p>	<p>2023 RippleMatch Campus Forward Awards: Enterprise Early Career Programs</p>		<p>2023 Handshake Early Talent Award</p>



2023 Sustainability Report Highlights

OUR PEOPLE

~6,900

employees participated in development programs

12,000+

hours of tech training completed by employees

40 hours

immersive leadership DEI training through our Inclusion Journey for Executives

Launched

Inclusive Storytelling Guide, supporting diverse, equitable, and inclusive storytelling



OUR COMMUNITY



Launched Corporate Social Responsibility pillars to guide our social impact efforts

41,488

volunteer hours completed by employees

7,343

causes and organizations supported through employee giving and volunteerism

OUR PLANET



Established the greenhouse gas emissions inventory for Scope 1 and 2 and five material Scope 3 categories

44,841

MWh of renewable energy generated and purchased in Finland, New Zealand, Poland, the United States, and the United Kingdom with 1,035 MWh generated on-site

40

Environmental Media Association Green Seals, 28 with Gold Seal distinction (EMA's Green Seal recognition program honors progress in sustainable production)

GOVERNANCE



New employees required to complete training on Code of Ethics within first 45 days; all employees required to acknowledge annually and complete training bi-annually



Completed an ESG materiality assessment to guide our ESG strategy and reporting



Robust cybersecurity program based on industry-standard frameworks ISO 27001 and NIST



Our People

At WBD, we strive to create the world's greatest content across film, television, sports, news, and games — and creating the world's greatest content means having the world's greatest team. We are home to the best storytellers, creating world-class content for consumers around the world.

Our Board and leadership team believe that effective talent management and development are important to our continued success. To retain the best and brightest talent in the industry, our full Board conducts at least one meeting each year at which it reviews the Company's talent strategies, leadership development, and pipeline and plans for key executive positions. The Board has also tasked our Nominating and Corporate Governance Committee with overseeing the process of succession planning and our Compensation Committee with implementing programs to retain and motivate key talent. These committees receive updates from our Chief People and Culture Officer, who is responsible for overseeing the workforce, including building and nurturing a workforce prepared to meet the changing media landscape while fostering an industry-leading inclusive company culture globally.

Talent Recruitment

TALENT PIPELINE STRATEGY

Our multifaceted talent pipeline is built by our central Talent Acquisition Sourcing team, particularly within areas experiencing growth and/or attrition. This allows us to create a hiring forecast to fulfill upcoming talent needs and develop diverse and functional pools of talent with the skill sets needed across our technology, creative, and corporate businesses.

Championing inclusion is central to our talent-acquisition philosophy. It is woven into our end-to-end talent attraction strategy and recruiting processes, from our candidate sourcing strategies and recruiting processes to the partnerships, platforms, and tools we invest in.

To further drive meaningful impact, we have dedicated diversity sources and a Diversity Outreach team whose charter includes building diverse talent pipelines within areas of high growth, high attrition, or particularly low representation. We do so through strategic partnerships that enable us to engage and build brand affinity with top diverse talent, quickly and at scale. This is particularly true in highly competitive areas like gaming and technology, where diverse talent is in scarce supply and high demand. Some of our key partnerships include Grace Hopper (Anita B. Foundation), AfroTech, Latinas in Tech,

Women in Product, Out in Tech, National Association of Hispanic Journalists, National Association of Black Journalists, Asian American Journalism Association, American Black Film Festival, Vets in Tech, Disabled American, and The Association of LGBTQ+ Journalists.

One of our diverse pipelines is built by our Early Talent team, which focuses on top talent early in their career through bespoke intern and graduate programs. (See the [Diversity, Equity, & Inclusion — Pipeline Programs](#) section for more information.)

Promoting from within further enhances our talent pipeline and provides growth opportunities for employees, which is why internal employees may apply for all available positions. In 2023, 20% of global hires at WBD were internal candidates.

CORPORATE INTERNSHIP PROGRAMS

WBD has an award-winning global internship program, providing students with paid learning opportunities to experience firsthand what it's like to work with the best talent in the industry. Opportunities range from technology, design, distribution, marketing, publicity, development, production, news, games, and animation to corporate functions, such as finance, legal, and

INTERNSHIP PROGRAM — REACH HONORSHIP

WBD awards Reach Honorships, internship-scholarship packages, to graduating high-school seniors passionate about the business of media and entertainment. The program provides opportunities across more traditional business functions, such as finance, human resources, operations, marketing, and communications, to more technical or creative roles such as content development, post-production, and games.

Recipients of the Reach Honorships are awarded:

- Paid summer internships at WBD Studios in Burbank, CA, while in college
- A \$5,000 scholarship for tuition and related expenses paid directly to the college/university
- Professional development and mentor opportunities throughout the program

More information regarding the Reach Honorship Program can be found on [WBD's website](#).



WBD DAY OF SERVICE

17,000,0
PROJECT
ANGEL
FOOD ME



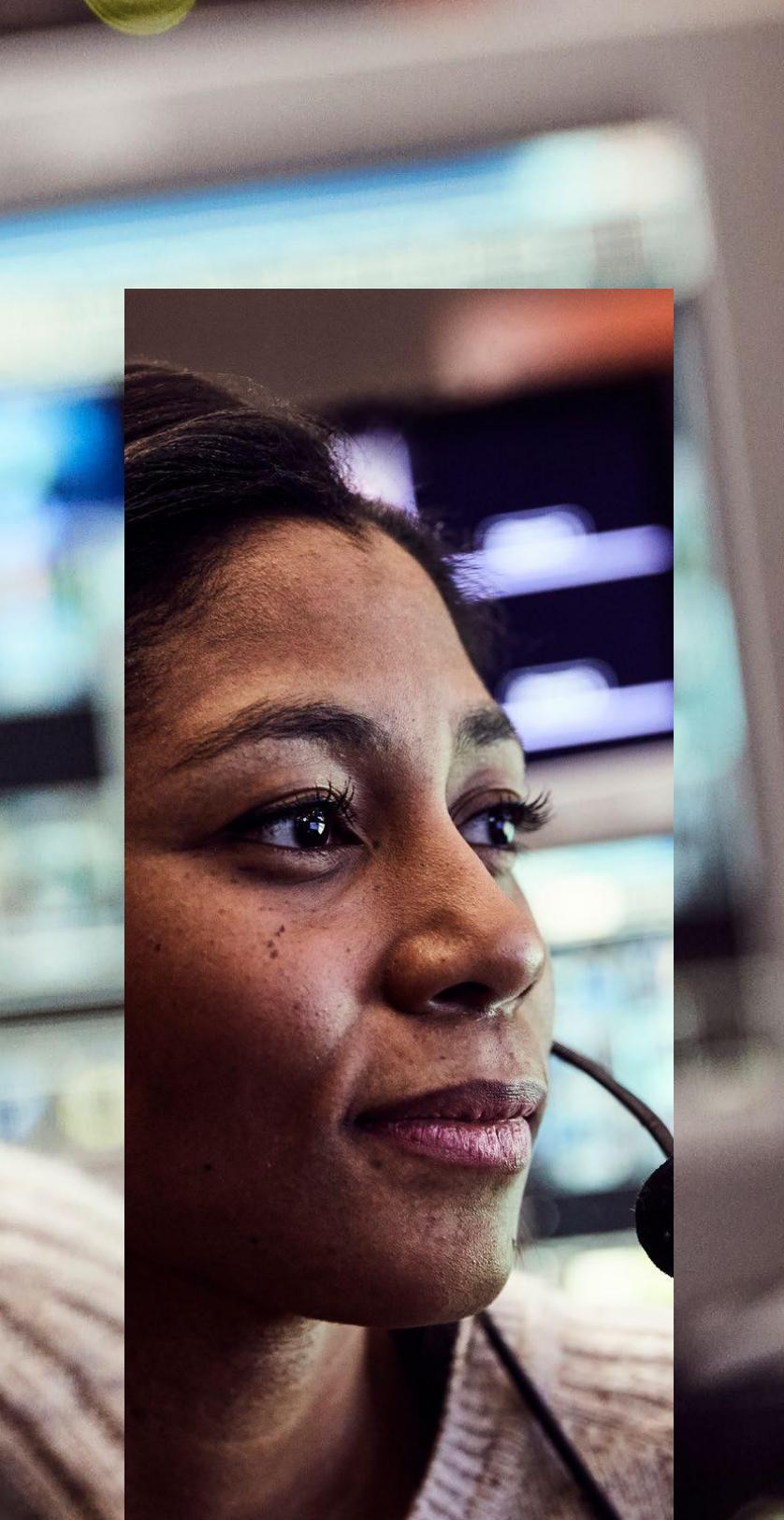
human resources. Internships at WBD, which are offered up to three times per year, go beyond 12 weeks of work. Students are truly immersed in the culture of WBD. Interns are hired by managers who curate assignments designed to give students real-world work experience. Beyond their day-to-day responsibilities with their managers and teams, interns are offered 12 weeks of programming that includes an executive speaker series, professional development seminars, mentorship, and networking opportunities. Graduating seniors are offered exclusive opportunities to interview and be selected for roles with hiring managers.

In addition to WBD's core summer internship program, WBD offers internship opportunities in the fall and spring. WBD also incorporates students from key partners (see the [Talent Acquisition Diversity Outreach](#) section). In addition, WBD's Legal Department hosts diversity Legal Fellows in the summer.

Compensation and Benefits

We are a talent-driven business, aiming to attract, develop, and motivate top talent throughout our Company. To support these objectives, our People and Culture programs are designed to provide competitive, locally relevant benefits, performance-based pay, and nonfinancial support and incentives.

WBD provides a comprehensive benefit package with industry-leading wellness and family-support programs across the globe, built around the five pillars of well-being: mental, physical, social, financial, and familial. In two locations in the U.S., we offer on-site childcare centers and emergency backup care to eligible employees. We also provide on-site medical and wellness centers in multiple sites across the U.S. and U.K., which offer convenient, confidential, and professional medical attention for a range of concerns, including preventive care, common illnesses, and travel medicine. Additionally, we offer leading tools and resources to support the mental health and well-being of our employees. See [Workforce Health, Safety, and Wellness](#) section for more information.



We provide an array of benefits and programs that support our employees in their personal and professional lives. Core benefits provided to regular, full-time employees include¹:



Local medical, dental, and vision programs in many countries around the world



Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA)



On-site wellness and fitness centers across several of our office locations



Family support programs, including on-site childcare in certain offices, backup childcare services, family caregiver leave, adoption, surrogacy, parental leave, and cryopreservation assistance



Leading tools and resources to support the mental well-being of our employees and their dependents, including mental health counselors and 24/7 access to free, confidential support through our Employee Assistance Program (EAP) administrators



Products and services to support financial well-being, including life, accident, and disability insurance plans, discount benefits, financial planning tools, a 401(k) savings plan in the U.S., and retirement/pension plans in more than 20 countries, with competitive contributions from the Company for employees at all levels



Flexible work arrangements around the globe, allowing employees to better balance work and personal commitments



Pre-tax commuter benefits, including mass transit, parking, and carpooling expenses



Tuition reimbursement up to \$10,000 annually for all eligible U.S. employees in good standing



Employee stock purchase plan, which allows certain employees globally (where legislation permits) an opportunity to buy WBD common stock at a discounted price through convenient after-tax payroll deductions with no commission charges

1. Temporary, seasonal, and production employees are eligible for medical and other benefits based on their employment type and union affiliation.

Employee Development

Professional development is integral to success at WBD. To allow employees to align their individual learning with business goals, we provide training, coaching, and professional development opportunities to employees across our business segments. Regardless of what stage an employee is at in their career, our professional development programs give our employees broader exposure to opportunities, as well as a chance to develop a network of peers and build on their strengths.

GLOBAL LEARNING, LEADERSHIP, AND ORGANIZATIONAL DEVELOPMENT PROGRAMS

The Global Learning, Leadership, and Organization Development team oversees our programs to inspire, equip, and empower our people to thrive.

The development of our people starts on day one when all hires begin with orientation and time to learn the ropes of their department. In the technology space, entry-level hires are provided with a mentor and programming for their first six months to ensure a smooth transition into the Company.

Employees' learning and development journeys are then supported through access to a suite of global programs and offerings, which are accessible and inclusive. All regular employees across all levels, including leadership, people management, and professional populations, can openly register and attend the sessions. We also offer a comprehensive suite of on-demand self-paced training.

WBD also works with multiple trusted suppliers located across the globe to deliver a robust array of training and development programs to employees at all levels, including leadership, people management, and professional populations. Additionally, we partner with external platforms, such as LinkedIn Learning, Coursera, Cloud

Academy, and Pluralsight, to upskill technical teams. In 2023, more than 12,000 hours were spent in tech trainings offered by our external platforms.

To support our training and development programs, we offer programming from a diverse collection of internal and external coaches and learning experts, each skilled in delivering practical, actionable solutions. These coaches lead programs such as:

- **Workplace Learning Communities:** Online learning hubs that bring our employees the latest tools, resources, articles, videos, and podcasts, as well as live webinars with top speakers and authors.
- **Development “Sprints” and “Workouts”:** Interactive programs led by external experts and coaches that are available to all employee levels and that address topics such as personal career development, energy management, team dynamics, and communication skills.
- **People Manager Development:** Programs that provide foundational people-management skills to set managers up for success, drive results, and empower their teams, which we encourage our new and experienced people managers around the world to attend. In 2023, approximately 1,400 people managers attended one of our people-manager programs.

- **Coaching:** Employees who have been nominated have access to a 1:1 coaching platform, “Better Up,” and more seasoned leaders have access to an impressive portfolio of hand-picked coaches who understand WBD’s culture and context. WBD has an annual license covering 550 employees, with 1,500 employees taking up the 4-month program. In addition to Better Up, WBD has more than 30 Executive Coaches who work with approximately 200 leaders at the Senior Vice President (SVP) level and above each year. These coaching arrangements vary in length and focus. WBD has a very diverse pool of coaches, enabling the team to meet very specific coaching needs.
- **Academies:** Continuous learning programs focused on the ongoing or evolving needs of a specified team, department, or organization and include exclusive learning material that fosters more robust development while also building a culture around learning and focusing objectives on the categorical needs of the organization.

In 2023, approximately 6,900 employees participated in various development programs, including global programs, such as Sprints, WBD Engage, Leadership Workouts, and Master Classes. Additionally, employees joined Live Webinars and Open Curriculum workshops.



LEADERSHIP DEVELOPMENT

We also invest in a robust array of internal and external comprehensive succession planning and development programs to prepare our talent for critical roles and leadership positions for the future. These programs include:

Better Up: A coaching platform offering unlimited access to more than 4,000 accredited coaches worldwide. WBD offers a 4-month program to 1,500 employees a year, supporting their personal development, well-being, and career.

Global VP Program: WBD Senior Leadership Program is a 4-month immersive program, including a 2.5-day in-person experience, coaching, and virtual group sessions. Leaders cover a variety of topics, including strategy, leading at scale, and creating inclusive teams. Typically, 70–100 leaders attend this program annually.



EMPLOYEE DEGREE PROGRAMS

We offer employee degree programs to help employees expand their knowledge and improve job and/or business skills. In the U.S., all eligible employees can put forth a request for employee degree programs or certifications.



PERFORMANCE REVIEWS

To foster employee development, WBD also provides regular employees with frequent performance reviews, including year-end reviews, to help set goals and ambitions for the upcoming year.

TRIXIE MOTEL



discovery+

Engagement and Retention

Employee engagement and retention is crucial to WBD. We aim to promote an open feedback culture and foster a thriving and continuously evolving workforce by establishing touchpoints through surveys spanning the entire employee lifecycle. This includes:

- Annual employee engagement survey
- Candidate experience survey
- Onboarding survey
- Exit survey
- Targeted ad-hoc surveys addressing specific initiatives

These surveys are strategically designed to foster open feedback and establish two-way communication between employees and leaders. The insights gained from these surveys offer valuable perspectives on a number of specific topics, including employee satisfaction, business ethics, and work environment, such as communication, leadership, work-life balance, and career development. To streamline this process, confidential responses and employee sentiments are aggregated and shared with leaders and People and Culture partners through a third-party reporting tool.

WBD's annual employee engagement survey serves as a key data point on employee satisfaction and provides a platform for employees to express their opinions on various aspects of their work environment. We work to ensure response confidentiality and data privacy. In 2023, 69% of employees completed the annual employee engagement survey. The overall engagement favorability score was 71%. Employees reported high levels of pride and satisfaction with the organization. In addition, ethics, respect, and role clarity were rated by employees as especially high.

WBD has a dedicated team tasked with formally tracking employee turnover. On a monthly basis, turnover data is analyzed, and comprehensive reports are shared with our senior People and Culture

Leadership team. This data, along with exit surveys, serves as an important factor guiding decision-making related to employee retention and other people-related strategies. Analyzing employee departures and combining that with the exit survey insights enables us to continually refine and enhance our approaches to talent retention.

Labor Relations

We recognize that we need all our creative partners to feel valued and rewarded, and that we must be flexible and adaptable to focus on telling great stories. As one of the world's leading producers of film and television content, WBD entities such as Warner Bros. Television, Warner Bros. Pictures, and HBO have for several decades been signatory to more than 110 entertainment industry collective bargaining agreements in the United States, which, on a daily basis, cover tens of thousands of WBD production employees across hundreds of its productions. WBD has deep historical and ongoing relationships with all of the industry guilds and unions and regularly interfaces with the unions, including the Writers Guild of America (WGA), Directors Guild of America (DGA), Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), International Alliance of Theatrical Stage Employees (IATSE), Teamsters, International Brotherhood of Electrical Workers (IBEW), Office and Professional Employees International Union (OPEIU), Service Employees International Union (SEIU), and UNITE HERE, as well as local unions such as the Animation Guild and Studio Security and Fire Association (SSFA). WBD also believes in fostering positive and direct engagement with our employees and creative partners, both union and non-union, in all locations in which we operate, including company-wide policies driven by our large employee populations centered in California and New York, two of the most progressive, employee-forward jurisdictions in the country. At all times, we adhere to all laws and regulations regarding freedom of association (including Section 7 of the National Labor Relations Act), privacy, and equal employment opportunity.



71%

overall employee engagement favorability score



PRETTY LITTLE LIARS: SUMMER SCHOOL | max

Protecting Human Rights

We respect the human rights and dignity of all, including laws that promote and protect human rights and prohibit slavery and human trafficking. These key principles are incorporated in [WBD's Code of Ethics](#), [Business Partner Statement of Ethics](#), [Production Ethics Code](#), and [Modern Anti-Slavery Policy](#), which are posted on our website. Our workplace policies and practices include equal opportunity, non-discrimination, and prohibitions against forced labor and human trafficking.

We encourage our employees and external stakeholders to report any suspicion or evidence of human rights abuses in our operations or in the operations of our suppliers to the People and Culture team or to our [Ethics Hotline](#).

Workforce Health, Safety, and Wellness

At WBD, we take our responsibility to provide a safe and healthy workplace for all our employees seriously. We realize the critical role health and safety plays in the daily lives of all our employees and how key it is to our Guiding Principles. Employees who are confident in their safety and health are free to unleash their full potential and creative vision to “Empower Storytelling” and “Create What’s Next.”

EMPLOYEE HEALTH AND SAFETY

Ensuring safety is an integral part of everything we do. The Warner Bros. Department of Safety & Environmental Affairs (S&EA) provides occupational health and safety and environmental compliance and subject-matter expertise to our corporate and production workforce. S&EA works with in-house departments and productions to create safety guidelines and monitors all Warner Bros. feature and television-productions worldwide. The [S&EA website](#) provides a resource for all Warner Bros. productions and facilities around the world. The website is regularly updated to include new safety, health, and environmental compliance policies and information.

At WBD, employees are responsible for acting in a way that protects themselves and others. Our employees are trained to know that situations that may pose a health, safety, or environmental hazard should be reported immediately, without fear of reprisal.

As stated in our [Code of Ethics](#), employees have the right and the responsibility to stop any work if they feel their safety is at risk. Employees are trained to notify their supervisor, People and Culture partner, or S&EA immediately about any unsafe equipment or any situation that could pose a threat to health or safety.

Given the transitory nature of production work, major studios across the industry collaborated to develop a standardized training program for union production employees. Celebrating its 20th anniversary in 2023, this program is funded by the studios through their collective bargaining agreements and overseen by the Contract Services Administrative Trust Fund. In Southern California, there are currently dozens of courses for union production employees on topics such as fall protection, aerial work platforms, and environmental safety, among others, that employees take based on the potential hazards related to their work. Crew members on U.S. productions outside Southern California have access to online and hands-on safety training provided by an industry management-labor Training Trust Fund.

At Warner Bros., a Production Safety Representative (PSR) oversees every television and film production, as assigned by the Vice President of Safety & Environmental Affairs. PSRs review scripts as necessary, provide guidance on stunt and special effects activity, arrange additional safety training, and, when necessary, safety equipment. They also advise on remediation of potential hazards, such as lead paint, asbestos, and engineering issues, as well as conduct a detailed safety orientation at the start of every production. If an accident happens during production,

the set medic or the employee's supervisor will complete an Accident Investigation report. Employees can also call the Anonymous Safety Hotline to report concerns.

The Warner Bros. Vice President of S&EA and the Executive Director of S&EA participate in a monthly Joint Labor Management Safety Committee meeting with union and management representatives active in industry health and safety. Additionally, representatives from the senior management team and the First Aid, Workers' Compensation, and Human Resources departments participate in monthly injury-trend analysis meetings in which they discuss the previous month's injuries or claims and any remedial actions necessary, such as additional refresher trainings or process reviews.

MENTAL HEALTH AND WELL-BEING

We are proud to provide employees with leading tools and resources to support their mental well-being. WBD's Employee Assistance Program (EAP) provides confidential assessment, referral, and short-term counseling to help employees and eligible dependents across the globe successfully cope with life's challenges and personal concerns. The EAP administrators provide 24/7 access to free, confidential support. In the U.K., mental health services are offered to all eligible employees and those involved in productions on-site.

We also have on-site wellness centers in our offices in New York, Los Angeles, Atlanta, and London and fully equipped fitness centers in our offices in New York, Los Angeles, and Atlanta, as well as at Warner Bros. Studios Leavesden.

Promoting a Respectful Workplace

WBD is dedicated to providing a work environment free from discrimination and harassment and in which employees and the non-employee workforce are treated with respect and dignity. We do not tolerate harassment or other abusive behavior; any unwelcome conduct is unacceptable.

It is the responsibility of each manager to ensure implementation of our policies to avoid any discrimination or harassment in employment. The [Code of Ethics](#) and [Equal Employment Opportunity Policy](#), posted on our website, outline our framework to report legal or ethical concerns. In accordance with our Anti-Harassment and Anti-Discrimination Policy, if an employee believes that they have been harassed, discriminated against, or subject to retaliation by a fellow employee or member of our extended workforce, agent, client, vendor, or customer of WBD, in violation of the foregoing policies, or if they are aware of such harassment, discrimination, or retaliation against others, they must immediately report such conduct to their manager, department head, People and Culture representative, or to the WBD Legal Department. The Company takes seriously allegations of misconduct and initiates investigations. All employees are expected to fully cooperate with internal and external investigations, audits, and other inquiries that are conducted by or on behalf of the Company. (See [Governance – Ethics Hotline](#) section for more information on how employees can report ethics concerns, including through our Ethics Hotline.)

SAY YES TO THE PROM



Diversity, Equity, & Inclusion

Delivering on one of our Guiding Principles to “Champion Inclusion,” WBD seeks to amplify the voices of global storytellers to reflect and represent our audiences around the world. Our DEI objective is to promote diversity, remove barriers, and create space for all to share ideas and be heard.

Creating a culture of equity, inclusion, and belonging is imperative to our Company’s success. Through embracing and empowering our talented, diverse workforce and creative teams, we seek to remove barriers to opportunity, open access to our industry at all levels, and make a positive impact in the communities in which we live and work by harnessing our power as a media company.

WBD’s robust Diversity, Equity, & Inclusion (DEI) program is overseen by our Chief Global Diversity, Equity, & Inclusion Officer. In July 2023, we reorganized our DEI Senior Leadership team by moving WBD executives into new roles, including our Group Vice President (GVP), DEI North America, who oversees DEI employee initiatives across North America; the GVP of DEI International; and VP of DEI Workforce and Strategy.

Under our Chief Global Diversity, Equity, & Inclusion Officer, there is a leadership team for the DEI group that focuses on all regions and their unique challenges: North

America, Europe, Latin America (LATAM), and Asia-Pacific (APAC). The designated leads for each region focus on partnering with internal and external stakeholders to address DEI efforts across all brands and business units within the region. They are tasked with building on the strong foundation of both legacy companies to develop initiatives that drive long-term value both locally and worldwide in coordination with our central strategy team. Together, these teams impact three key focus areas: Workforce & Strategy, Pipeline & Programs, and Content & Production. These teams also work closely with the WBD’s two DEI councils: Global Business Council and Creative Diversity Council.

In the past year, to build on established DEI training, the Company provided digital and in-person learning programs for all employees that included DEI lexicon and frameworks. All new employees receive mandatory DEI training. Additionally, bespoke workshops and training customized to specific needs and groups are available.

Learn more about how we are continuing our diversity, equity, and inclusion journey in our [Diversity Equity Inclusion 2023 Report](#).



DEI BUILDING BLOCKS

Our DEI Vision & Mission

Our vision is to **empower** our workforce and **storytellers** to help shape an **inclusive and equitable world for all**.

Our mission is to **create a culture of equity and inclusion** that **removes barriers to opportunity** and **opens access** to our industry at all levels.

DEI PILLARS



Intentionally Inclusive

We believe DEI is everyone's responsibility.

Our leaders and employees foster a culture of inclusion and belonging.



Pursuing Equity

We are committed to equity throughout the employee lifecycle.

Our policies and processes support DEI progress.



Authentic Storytelling & Inclusive Productions

We prioritize responsible representation in our content.

Our productions promote access, equity, and psychological safety.

SIX DEI INITIATIVES

Creative and Business Councils

Pipeline Programs

DEI Learning — Inclusion Journey for Executives

Business Resource Groups

DEI Global Data Gathering

Content Inclusion Framework



CREATIVE AND BUSINESS COUNCILS

We believe that we need to champion inclusion from the top. Through our Business and Creative Councils, which are made up of members of our senior leadership team, we create accountability and progress across all areas of our business. The Councils provide rigor around our DEI strategy by expanding governance and oversight of diversity efforts, as well as helping communicate our DEI progress company-wide and celebrating our successes.

The Business Council guides the corporate and operational aspects of our DEI strategy. They develop and implement inclusive initiatives that foster a culture of value and empowerment for all employees.

The Creative Council is composed of senior leaders from across the creative business of WBD and seamlessly integrates DEI principles into the creative and production process. They use their insights to support diverse storytelling and representation, empowering storytellers to amplify underrepresented voices and create content that resonates with everyone.

We have also developed internal programs within different business units of the Company dedicated to advancing diversity and inclusion.

Examples include:

The LIFT Program

A professional development opportunity for mid-level employees of color and/or women in the U.S. and the U.K. The program, which has 50 mentors and 50 mentees annually, addresses underrepresentation of these groups.

Connected Conversations

A series created in 2019 for employees across WBD's News and Sports brands to promote an inclusive space for perspectives and ideas about current topics.

CNN International Diversity Council

A council of employees and leaders from CNN International, CNN Digital, and CNN International Commercial working to strengthen editorial content, build on employee engagement and workplace culture, and improve representation.

WBD Sports' The People Advisory Council (PAC)

An award-winning internal organization focused on making a positive impact on diversity, equity, inclusion, and belonging. The PAC offers programs to develop employees and underserved communities.

SORT OF | **max**





BARGAIN BLOCK | HGTV

PIPELINE PROGRAMS

Our efforts to make diverse stories created by diverse voices are fueled by our increased investment in pipeline programs. In 2023, we focused on expanding the scope of global and regional programs for underrepresented creatives, which includes greater emphasis on training and placement in the WBD ecosystem.

Our initiatives include:

Talent Acquisition Diversity Outreach: Our Talent Acquisition Diversity Outreach team was established with the primary responsibility of recruiting diverse talent and building diverse talent pools. We utilize strategic partnerships across core functional areas, as well as in-house initiatives designed to attract underrepresented talent communities.

Investments in Tools and Technologies: We invest in a number of diversity-focused technologies, providing access to diverse talent databases and allowing us to further optimize our diverse talent pools.

Implement Selection and Assessment Processes: Our selection and assessment process is designed to eliminate bias throughout the recruitment process in a number of ways:

- **Required Interview and Feedback Training:** For all interviewers, covering the end-to-end WBD recruiting process and inclusive hiring philosophy: “The Hiring Playbook Simplified.”
- **Standardized Recruiting Loops:** Assessing candidates across a range of competencies aligned with the functional requirements of the role, as well as alignment with our Guiding Principles (core values).
- **“Blind” Debriefs:** Unbiased feedback sessions in which assessors are required to submit written candidate feedback and a recommendation for hire or no hire ahead of a formal debrief to avoid unintended influence from other interviewers.
- Offers are extended based on aggregate feedback and recommendations.

TALENT ACQUISITION DIVERSITY OUTREACH

One of the ways we build diversity in our entry-level candidate pipeline is through our corporate internship program. We form targeted partnerships with transformative industry partners in the U.S. and the U.K., including those partnering with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs), as well as organizations supporting young people of color, women, members of the LGBTQ+ community, and people with disabilities.

Key partners include:

The Emma Bowen Foundation, T. Howard Foundation, Hispanic Scholarship Foundation, Academy Gold, The Posse Foundation, Prep for Prep, Ladders for Leaders, BroadFutures, Entertainment Industry College Outreach Program (HBCU In: LA, ATL, NYC), AnitaB.org, Media Trust, MyGWork, Employability, Kick It Out, ReelWorks/ MediaMKRS, Rewriting the Code, CodePath, and The Center for Communication.

WBD leaders and teams partner with organizations that enhance our talent pipeline initiatives through board service and other engagements. Examples of our talent pipeline partnerships and initiatives, as well as ways we reach diverse talent are:

Early Careers Homegrown Sourcing Events

During our award-winning internship program, WBD hosted 840 students globally in 2023 and arranged 10 homegrown sourcing events featuring live and bespoke activities, such as Pathways to WBD, which invites students from our partnership organizations into our offices in New York City, Los Angeles, and Atlanta for an afternoon of networking and an executive speaker.

WBD Employer Brand Social Strategy “Life @WBD”

Through WBD’s social and content ecosystem, the Company shares authentic employee experiences with potential candidates by highlighting what is unique and differentiated with “Life @WBD.”

Diversity Outreach Through Creative Programs

WBD invested in an expansive range of creative programs to discover and engage underrepresented talent, such as:

- Curatorial Programming Fellowship (Canada)
- Animated Shorts Program
- Black Britain Unspoken
- Rocksteady Games Academy
- Black Brazil Unspoken
- Latin America Cartoon Network Animation Program



Through best-in-class talent development programs, mentorship, placement opportunities, and industry exposure, WBD Access serves as a powerful conduit connecting underrepresented talent (including directors, writers, producers, and digital creators) to content and brands.

Through this initiative, WBD teams have built meaningful partnerships with schools, festivals, and nonprofit organizations to deepen the Company’s reach into underrepresented communities, extend program offerings, and further support partners’ programming.

In March 2023, WBD Access rebranded and expanded the Access Directors Program to cultivate underrepresented and emerging talent, now led by WBD’s DEI team. To equip participants with skills and experience needed to succeed in the industry, the program provides opportunities to direct a full WBD television episode, work on WBD productions, and participate in a virtual curriculum focused on best practices and equity mindset.

Visit the [WBD Access website](#) to learn more.

INVESTMENTS IN TOOLS AND TECHNOLOGIES

WBD collects data related to DEI trends, which is analyzed by leadership team members on a quarterly basis. This proactive approach allows the Company to assess DEI trends at every step of the recruitment process, as well as in the engagement and retention strategy.

DEI LEARNING – INCLUSION JOURNEY FOR EXECUTIVES

In 2023, we introduced an impactful 12-month journey for our top leaders, consisting of 40 hours of immersive leadership training. The program consists of four modules: Finding My Why for DEI, Inclusive Leadership in Action, Leveraging DEI to Create Business Value, and Operationalizing DEI in Everything We Do. Through this initiative, which also includes Leading Inclusively Toolkits and a Leading Inclusively Playbook to institute best practices, we are not only shaping our leadership but also paving the way for a more inclusive industry.

40 hours

of immersive leadership training is provided through our Inclusion Journey for Executives, empowering leaders to excel in their professional journeys and drive impactful change.



BUSINESS RESOURCE GROUPS

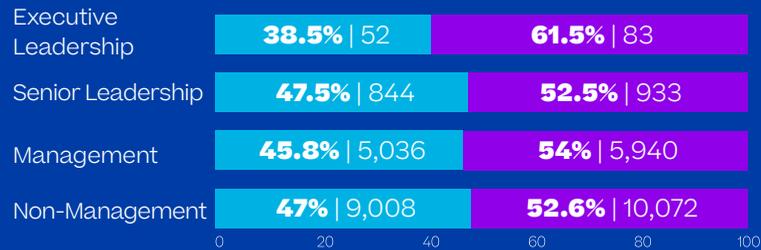
Business Resource Groups (BRGs) are an important part of WBD’s inclusion strategies focused on career, culture, community, and creating connections across the business. These voluntary, employee-led groups unite colleagues on the basis of common characteristics, life experiences, purpose, and interests, and they foster a diverse workplace and inclusive culture. Representing veterans, ethnic minorities, women, members of the LGBTQ+ community, and more, the BRGs build community, drive authentic inclusion, provide professional development opportunities, and engage employees globally.

As of December 2023, 16 BRGs across the globe include approximately 6,300 members and provide support in our local regions where we have offices globally.

 <p>Ascend Network of professionals who develop community, grow professionally, and build bridges across generational and departmental divides.</p>	 <p>Being Committed to promoting inclusivity across cultures, showcasing underrepresented voices, insights, and stories.</p>	 <p>BOLD Black Outstanding Leaders Delivering represents the Black community from across the African diaspora within the Company.</p>	 <p>Core Network administrative professionals who are the central support structure for the Company, with focus on personal and professional growth.</p>
 <p>DiverseAbilities Community for people with visible and non-apparent disabilities advocating for positive representation within the workplace and through our content to eliminate stigmas.</p>	 <p>Faith and Belief A community that welcomes and connects colleagues of all faiths, spiritual traditions, and non-religious beliefs to celebrate and learn more about each of them..</p>	 <p>GoGreen A network of change makers who focus their efforts on environmental awareness, sustainability, and global climate education.</p>	 <p>Honor Active duty and military veteran employees, their spouses, and family members, who support each other through shared experiences and values.</p>
 <p>IndigeNext Uniting Indigenous employees and allies to celebrate, learn, and promote authentic representation globally.</p>	 <p>Lingo Connecting employees through language learning, cultural exchange, and fostering inclusive communication worldwide.</p>	 <p>Pride Uniting LGBTQ+ employees and allies, fostering inclusion, support, and advocacy within the workplace.</p>	 <p>TechKnow Inspiring tech enthusiasts in media and entertainment through events, education, and partnerships.</p>
 <p>Vibras Empowering Hispanic-Latino/a/x diaspora through community connection, career development, and innovation.</p>	 <p>Village Inclusive network supporting working parents, caregivers, and families, promoting workplace flexibility and community empowerment.</p>	 <p>WAVE Warner Asian Voices Elevated celebrates Asian diversity, fostering cross-cultural awareness, and promoting equality through engagement.</p>	 <p>WOW Women of WBD is an inclusive community empowering women in media through collaboration, support, and equality initiatives.</p>

Our Global Team

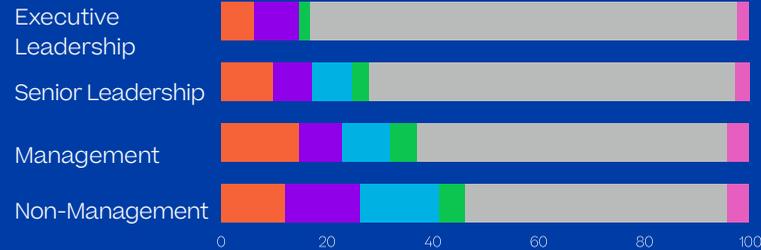
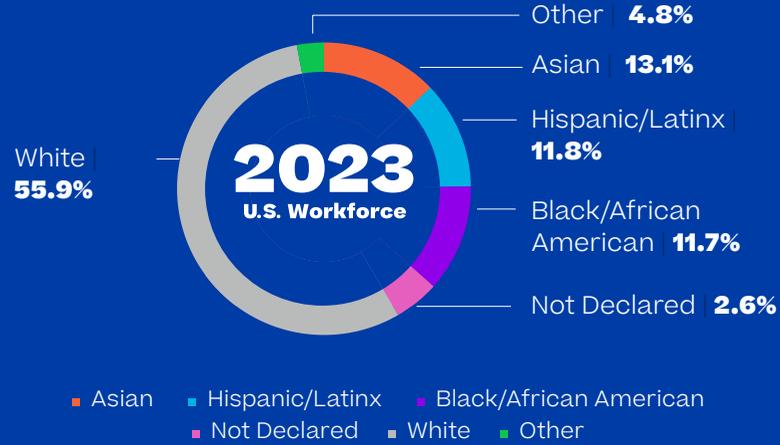
GLOBAL GENDER REPRESENTATION



Executive: EVP+ | Leadership: VP & SVP | Management: Manager and Director | Non Management: Individual Contributor

Date as of December 31, 2023. Figures may not sum due to rounding.

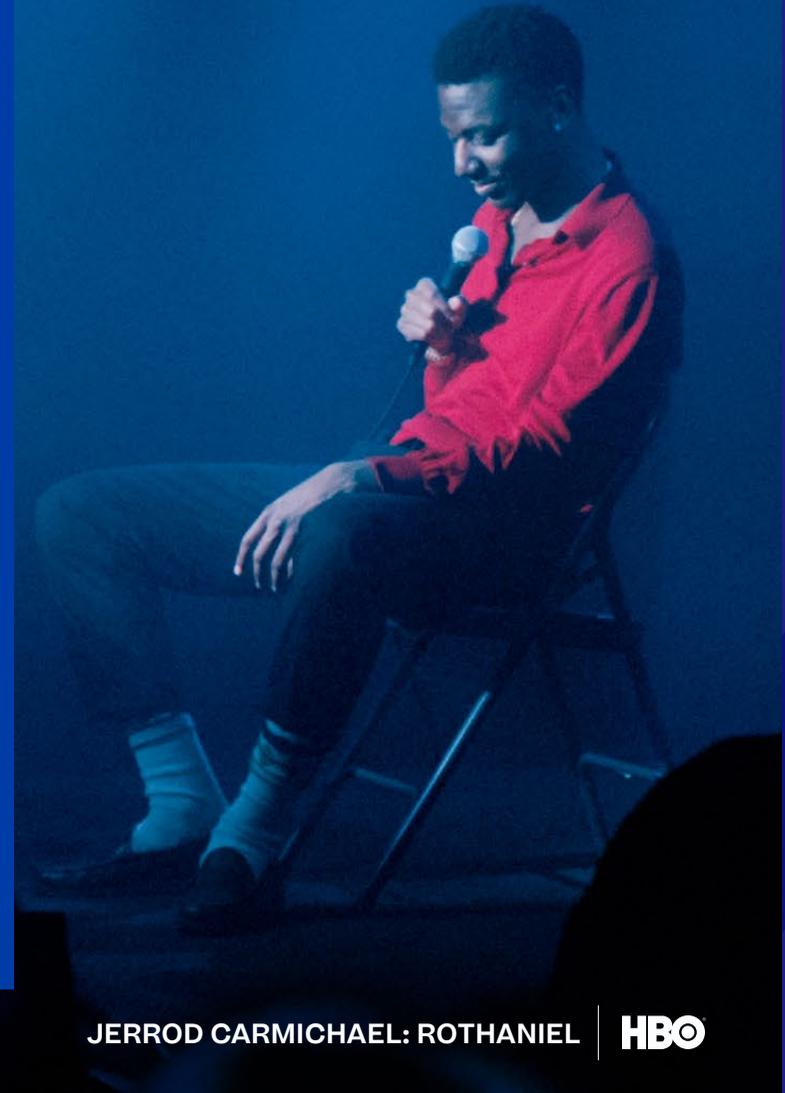
U.S. RACE/ETHNICITY REPRESENTATION



Note: Other Person of Color/Two or More: Middle Eastern, North African, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or More Races

Date as of December 31, 2023. Figures may not sum due to rounding.

Refer to our EEO-1 reports on our [website](#), reflecting the company's U.S. workforce as of December 31 of the most recent year that is available.



JERROD CARMICHAEL: ROTHANIEL | HBO

CONTENT INCLUSION FRAMEWORK

We strive to ensure our content advances the inclusion of underrepresented communities and diverse voices and perspectives so that it resonates with increasingly diverse and global audiences. We know that our content also has the power to address important social issues, so we seek to have a positive social impact where it is appropriate and possible, and we work to maintain our viewers' trust by exploring the issues and experiences that shape their worlds.

We believe authentic stories, as well as ethnic and gender representation on our productions, is key to helping create more inclusive content. In January 2024, WBD launched a website dedicated to supporting diverse, equitable, and inclusive storytelling. The Inclusive Storytelling Guide serves as a digital hub for DEI resources that is available to all internal creatives and creative partners to enable a proactive approach to content inclusion. The site also features regional pages with localized, topical resources, such as inclusive hiring practices for writers' rooms and productions crews, downloadable character and stereotype guides to help with scripts, pronoun identification

forms, general DEI learning, and request forms for workshops and more bespoke trainings. Content advisement is centralized on the site, allowing WBD producers, partners, and executives alike to request help if they have a concern about a script, a cut, or a casting breakdown and to quickly find the assistance they need. The website centralizes DEI resources for productions, resulting in accessibility and more inclusive storytelling.

PAY EQUITY

As WBD, we are taking the opportunity, as part of our integration, to review our policies, processes, and compensation structure to ensure they are robust and promote fair and equitable compensation practices. Through ongoing assessments and a commitment to continuous improvement, we foster an environment in which all employees are recognized and rewarded equitably for their contributions and expertise. One of our annual assessments includes reporting on the gender pay gap in the United Kingdom. For more information, see the U.K. Gender Pay Gap Reports on our [website](#).

TVN DEI INITIATIVES

TVN, a subsidiary of WBD, operates television channels and services in Poland and has established a number of initiatives to encourage inclusive storytelling:

TVN24 "Diversity Tracker": Initiative to increase the representation of women among guests on TVN24 programs. Since 2019, the percentage of female guests has increased from 20–25% to 35–40%, surpassing the world average and exceeding other news outlets in Poland. In 2022, this project received the Diversity Charter award from the Responsible Business Forum in the "DEI in Business" category under the "Innovative Approach" subcategory.

Mental Health Awareness: TVN24 received the Beautiful Brain Award from the National Consultant in Psychiatry in 2023 for its efforts to address mental health and their guidelines on coverage of stories about suicides, depression, and mental health issues.

Representation of Persons with Disabilities: TVN24 regularly covers stories about persons with disabilities by organizing broadcasted debates and preparing in-depth reports and live programs about different aspects of living with a disability. Persons with disabilities are not only subjects of current reporting but also are invited as experts in various fields.

Neurodiversity: TVN produced the Polish version of *The A Talks*, the groundbreaking French format featuring 50 individuals living on the autism spectrum trying their hand at journalism and interviewing well-known personalities. The Polish title *Autentyczni* (*The Authentic*) was aired in primetime in November and was very well-received by the audience. The program's launch was also accompanied by a social autism spectrum disorder-awareness campaign.

LGBTQ+: TVN24 is the only leading news channel in Poland that regularly addresses the challenges faced by the LGBTQ+ community. This includes the multi-awarded documentary *All About My Child*, a story about transgender children from the perspective of their parents.



Our Community

WBD is committed to positively impacting communities around the world. We use our platforms and content, as well as work with nonprofit partners, to nurture positive change one bold story at a time.

WBD has a team dedicated to global social impact that develops consumer- and employee-facing initiatives and campaigns, as well as skills-training programs to make an impact in the communities in which we live and work. In partnership with key nonprofit partners around the world, we advocate for action on the issues that are important to our customers, affiliates, and employees and provide critical resources to communities around the world.

WBD DAY OF SERVICE

Using Our Platform to Further Philanthropic Impact

By investing in our communities through corporate grantmaking and philanthropic giving, we aim to build community, empower storytelling, and amplify the WBD brand and mission.

EMPLOYEE-FACING CAMPAIGNS

Our employee engagement efforts help to enhance culture, connection, and community by integrating social impact and purpose into the employee experience. These initiatives allow employees to give back in their own ways, providing variety and flexibility in our offerings to enable employees to support the causes that matter most to them.

- **Donation Matching and Volunteer Rewards:** Eligible employees enjoy an annual company match of up to \$1,000 USD (or local currency rate) for the registered charities of their choice through their personal donations (\$-for-\$) and/or volunteerism (\$10/hour for every hour volunteered).
- **Emergency Response:** In response to disasters and crises, we launch special campaigns that highlight and support organizations on the ground responding with giving opportunities and special matching incentives.
- **Volunteer Time Off:** Eligible employees can use up to 40 hours each year of paid volunteer time during regular work hours to volunteer with a registered charity or accredited school through our global Volunteer Time Off Policy.
- **Seasonal Volunteering Opportunities:** WBD offers employees various volunteer and engagement opportunities throughout the year to recognize key service holidays and initiatives (e.g., Earth Day, Martin Luther King, Jr. Day).
- **Season of Giving:** Through our annual holiday program, we offer a variety of gift-giving opportunities and volunteer projects to employees in offices around the world. More than 16,700 employees participated in our 2023 Season of Giving campaign, supporting 5,200 charities and donating 3,000 gifts to children and families in need.
- **#GivingTuesday Holiday Giving:** To kick off the holiday season in a way true to our purpose-driven culture, on #GivingTuesday, employees globally receive donatable funds in their Giving Accounts on the WBD Impact Portal.
- **Say Yes to the Prom:** This initiative gives more than 1,000 high-school students across the U.S. the perfect prom look, as well as mentorship opportunities. Employees in select cities volunteer for the in-person events. In 2023, the Say Yes to the Prom Tour returned for its 12th year in Atlanta and Los Angeles.

In 2023, WBD employees completed

41,488

volunteer hours and supported...

7,343

causes and organizations through employee giving and volunteerism.

DAY OF SERVICE

During WBD's annual Day of Service, employees volunteer in communities in which they live and work around the world. The 2023 Day of Service was held in October with more than 3,700 employees across 31 countries taking part, spending more than 10,000 hours volunteering with 625 projects. Of the Company-organized projects, 9 in the U.S. and 17 projects outside the U.S. had an environmental focus. Examples of our Company-organized projects include:

BlueSkyLA: A tree-planting event aimed at improving the air quality of Los Angeles was held in advance of the 2028 Olympics.

Earthgonomic: Employees installed pollinator gardens at an under-resourced school in Mexico City.

Rise Against Hunger: Employees in Atlanta, Los Angeles, and New York assembled and packaged meals to address food insecurity.

Atados: In Brazil, employees mentored students from low-income backgrounds, providing inspiration on career choices, advice on how to prepare themselves for the workplace, and tips for professional success.

Medshare: Employees in Atlanta and New York assembled and packaged clean birthing kits to help mothers and babies in medically underserved communities around the world.

Children's Memorial Health Institute (Centrum Zdrowia Dziecka): In Poland, employees spent the day in the hospital, repainting rooms in the pediatric ward, as well as gardening, cleaning the playground, and organizing drawing workshops for younger patients.

National Museum of Marine Science and Technology: A beach cleanup and coral reef restoration event was held in Taipei.

Make-a-Wish: In India, five WBD locations took part in Day of Service activities, opening their doors to young patients for a day of fun and play at our offices.

Young Storytellers: Employees in Los Angeles facilitated a "Day of Story" storytelling workshop for students at an underserved elementary school.

Create-A-Project: Employees worldwide opted to Create-A-Project on their own with a focus on "Protecting the Planet."

MISSION-DRIVEN BANK FUND

WBD joined the Mission-Driven Bank Fund as a founding investor. The fund seeks to close the racial wealth and income gap by expanding financial access and creating a more inclusive banking system.



SOCIAL IMPACT CAMPAIGNS

To build brand affinity and impact, we create global-cause marketing campaigns, aligning WBD content, programming, and IP to social issues and NGOs providing critical resources to communities around the world.

Girls Empowerment: We cocreated a *Barbie* campaign with Save the Children and Mattel that also leveraged HGTV's *Barbie* programming. We raised funds for Save the Children's Girls Empowerment Programming and garnered more than two billion earned media impressions, including a *Variety* exclusive, and delivered more than 100 million impressions via the partner's and WBD's owned media.

Hunger: In partnership with Share Our Strength, via its No Kid Hungry campaign, we cocreated a multi-platform campaign for *Wonka* that leveraged the film's programming to raise funds to help end childhood hunger, generating more than 1.3 million meals for kids in need. The campaign also garnered more than 100 million impressions via WBD's and Share Our Strength's media platforms.



Corporate Social Responsibility (CSR) Pillars

Our social impact efforts are guided by our CSR pillars:
Helping Vulnerable Communities | Creating Career Pathways | Protecting the Planet

CSR PILLAR: HELPING VULNERABLE COMMUNITIES

WBD is committed to building a brighter future for vulnerable communities with the greatest needs. Areas of focus and examples of impact include:



Hunger: Through our partner Share Our Strength's No Kid Hungry campaign, we helped provide meals to children living with hunger through brand campaigns with WBD content, including *Shazam! Fury of the Gods*, *The Match*, *Rock the Block*, *Brother vs. Brother*, and *The Jennifer Hudson Show*. Over the course of our five-year support of No Kid Hungry, more than two billion nutritious meals have been delivered to children in communities across the U.S.



Mental Health: We launched a centralized mental health hub, [Where to Turn](#), to support relevant WBD network and platform content while providing viewers with resources to use if they are experiencing mental health difficulties, self-harm, domestic violence, substance abuse, or bullying.



CNN Impact Your World: "Impact Your World" is a CNN multiplatform initiative that provides the audience opportunities to aid communities around the world. In times of tragedy and trauma, people want to help, and CNN's "Impact Your World" is a trusted outlet providing ways to take positive action through donations or volunteering with vetted charities. The initiative also features ordinary people and celebrities who are rolling up their sleeves and making a difference for causes close to their hearts.



Emergency Response Campaigns: We supported communities in need following natural disasters in Turkey, Syria, and Hawaii by providing funding to and amplifying donation campaigns for our nonprofit partners, including Save the Children and International Rescue Committee.

CSR PILLAR: CREATING CAREER PATHWAYS

At WBD, we provide essential-skills training, education, and job opportunities to build career pathways into the entertainment industry for people of all backgrounds.

WBD Access to Action: This program provides individuals who have not traditionally had pathways into the entertainment industry with access to technical and crafts jobs and training opportunities on film and television productions. Candidates are sourced from local nonprofits in areas where productions take place in order to support local infrastructure.

CNN Academy: CNN Academy taps into the knowledge and expertise earned by CNN's 40-plus years at the forefront of international journalism, providing skills and training to empower the next generation of global journalists. In December 2023, the second annual CNN Academy simulation was delivered in Abu Dhabi against the backdrop of COP28, welcoming 110 participants representing 34 nationalities for a week of interactive workshops, field trips, simulated interviews, and press conferences and talks from some of CNN's leading on-air and behind-the-scenes talent.

SKILLS JAM Docuseries: WBD partnered with Skilled Careers Coalition, IGN Entertainment, and SkillsUSA to produce a new docuseries called SKILLS JAM, designed to help change perceptions around skilled-trades careers. SKILLS JAM chronicles the journey of five high school teams vying for a championship win at the 2023 SkillsUSA National Leadership & Skills Conference. The docuseries is intended to inspire and engage young people in skilled-trades careers and, ultimately, close the widening skills gap in the sector.

Film and TV Career Days: We produced Careers Days in the U.K., aligned with the global releases of *Barbie* and *Wonka*. Supported by industry talent and including pre-release movie screenings, both events welcomed more than 150 young people for workshops and panels to help inform and demystify career opportunities behind the scenes.



TVN Foundation: TVN — the leading broadcaster in Poland, owned by WBD — is deeply committed to inciting positive transformations and bolstering vulnerable communities. In 2001, it introduced the TVN Foundation, an institution devoted to assisting individuals and communities in need. The TVN Foundation has raised over \$70 million in aid to elevate the living standards and health conditions of Poles, extending aid to almost 26,000 individuals. A significant priority for the TVN Foundation is the medical treatment and rehabilitation of gravely ill children. The Foundation also undertakes renovations and construction assignments in medical centers across the country, as well as the purchase of ambulances and medical equipment. In the recent past, the Foundation's aid operations have also zeroed in on the mental health of children and adolescents in the wake of the COVID-19 pandemic.



CREWHQ

CREWHQ

We are making major strides to address skills shortages in film and television production, including launching a first-of-its-kind training and education center at Warner Bros. Studios Leavesden in the U.K. in June 2023. CrewHQ is an on-site training center designed to support existing crew, create career pathways for people of all backgrounds, and foster the next generation of talent. A dedicated team of industry professionals delivers activities focused on U.K. below-the-line crew serving WBD films and high-end TV divisions including Warner Bros. Pictures, Warner Bros. Television, and HBO. Our aim is to develop talent, retain crew, and create a diverse, skilled workforce using our studio facility, support services, and WBD productions to establish a unique sustainable pathway. 2023 highlights include:

GAME OF THRONES
HOUSE OF THE DRAGON

Delivered training to support *House of the Dragon* Season 2 in Wales, with more than 130 local people participating in training activities across various programs.

Barbie

Delivered a *Barbie* Career Day at BAFTA for more than 150 young people, featuring workshops and panel discussions to inform and demystify career opportunities behind the scenes.

Visit the [WBD CrewHQ website](#) to learn more.

RADA

Worked with RADA (Royal Academy of Dramatic Arts) to deliver a bespoke training program to empower women in mid-level roles to step up to next level.



Partnered with BFI on their 2023 Future Film Festival, running careers workshops and online sessions for young people in-person and online.

CSR Pillar: Protecting the Planet

WBD is committed to protecting the environment through social-impact initiatives. We believe that every action counts and can lead to a healthier planet for all.



WBD 2023 Earth Day Campaign

The goal of our Earth Day campaign was to empower employees to take action in their own lives to make a positive impact on the environment. In preparation for the day, we launched a communications campaign directed toward employees that included launching an internal sustainability webpage highlighting WBD sustainability efforts, eco-tips, resources, and environmental content.

We hosted 12 in-person volunteer events across 10 major global cities for employees, with 1,300 employee volunteers completing more than 3,000 volunteer hours. WBD was responsible for helping plant 3,500 trees and collecting 200 pounds of trash.



Encore

Through its Encore program, WBD companies and productions have been donating food and surplus materials to local community nonprofits in locations where we operate for over 25 years.

For example, in conjunction with HBO's limited series *The Regime*, WBD's production team focused on circular economy principles for production materials via redistribution to more than 20 different charitable organizations, diverted over 30 tons of food waste from landfills, and made tremendous community impact, including a real-world reforestation project that funded the planting of nearly 17,500 trees. To support emergency efforts following the 7.8 magnitude earthquake in Turkey and Syria that occurred during production, the production team also created a fundraiser collecting more than £10,000.



Our Planet

WBD is committed to identifying and integrating environmentally sustainable practices to support a more competitive business and a healthier environment for our employees, consumers, and communities.

Environmental Management

We prioritize efforts to minimize environmental impacts across our workplaces and productions. We focus on green buildings, reducing emissions, increasing energy efficiency and renewable energy, reducing waste, and managing water.

The WBD Board provides oversight of ESG activities, including climate-related issues, through the Nominating and Corporate Governance Committee and Audit Committee. Our EVP, Global Head of ESG, leads our environmental strategy with support from our ESG/CSR team.

To communicate and drive environmental action among our employees, we provide information on our internal sustainability webpage. We share tips for how employees can reduce their environmental impact, compost and dispose of waste properly, promote local environmental events that employees can get involved in, and highlight CNN's "[Life, But Greener](#)" website, which provides information that inspires and challenges people to lead more sustainable lives. Warner Bros. Studios Leavesden distributes a dedicated sustainability newsletter internally while also providing mandatory training to raise awareness of sustainability measures that staff can adopt. Given the transitory nature of media-production work and in an effort to keep employees safe, major studios across the industry in the U.S., including WBD, collaborate on a standardized training program for union production employees, including environmental safety training.

More broadly, our global, employee-led GoGreen Business Resource Group fosters environmental awareness and sustainability and global climate education across the Company. In 2023, our 10 GoGreen chapters produced employee engagement and education initiatives, such as:



New Zealand Chapter: Increased hybrid fleet vehicles by changing the fleet at three New Zealand sites from petrol and diesel to plug-in hybrid electric vehicles (PHEVs). By the end of 2023, there were 20 new hybrid cars and 9 remaining legacy petrol and diesel vehicles.



Dubai Chapter: Partnered with Emirates Environmental Group (EEG) to participate in environmental initiatives at the local level, including the EEG's "Clean UAE Campaign."



United Kingdom Chapter: Reduced the use of single-use materials in the Chiswick office.



2023 GREENHOUSE GAS EMISSIONS

Scope 1 and 2 Emissions

FY 2023	Greenhouse Gas Emissions (MT CO ₂ e)
Scope 1 ^{1,3}	46,443
Scope 2 Location-Based ^{2,3}	175,044
Scope 2 Market-Based ^{2,3}	170,355
Total Scope 1 and 2 Location-Based³	221,486
Total Scope 1 and 2 Market-Based³	216,797

Scope 3 Emissions Breakdown⁴

FY 2023	Greenhouse Gas Emissions (MT CO ₂ e)
Categories 1 & 2: Purchased Goods and Services & Capital Goods ⁵	1,341,464
Category 3: Fuel- and Energy-Related Activities	64,345
Category 6: Business Travel	31,481
Category 7: Employee Commuting	130,336
Total Scope 3 Emissions	1,567,625

1. The Scope 1 greenhouse gas (GHG) emissions inventory has been prepared using the guidance set forth in the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard, Revised Edition. Scope 1 represents direct GHG emissions that occur from sources that are owned or controlled by WBD.
2. The Scope 2 greenhouse gas (GHG) emissions inventory has been prepared using the guidance set forth in the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Accounting and Reporting Standard. Scope 2 accounts for GHG emissions from the generation of purchased electricity, steam, heating and cooling consumed by WBD.
3. In FY23, 373 productions were included in WBD's emissions.
4. The Scope 3 greenhouse gas (GHG) emissions inventory has been prepared using the guidance set forth in the GHG Protocol Corporate Accounting and Reporting Standard under which a company can choose which Scope 3 emissions to report.
5. For FY23, WBD reported purchased goods and services and capital goods together, as WBD's procurement system includes spend amounts for both categories and spend on capital goods cannot be disaggregated at this time.

Climate Action

WBD recognizes climate change as a critical global issue, and we endeavor to do our part to drive positive change. As a media company, our impact on this issue is limited. Therefore, we focus our efforts where we have the most significant opportunities for progress, balanced with investments in a range of critical ESG issues. We are committed to lowering our greenhouse gas (GHG) emissions, investing in clean energy, and telling stories that will inspire our audiences.

As WBD, we are focused on continuing legacy efforts to actively reduce operational emissions, identifying and implementing new initiatives (see [Sustainable Workplaces](#) and [Sustainable Productions](#)), while simultaneously building a longer-term, enterprise-level strategy for our future as a new organization.

MEASURING AND MANAGING OUR CLIMATE IMPACT

Throughout 2023, we worked with a third-party consultant to advise on risks and opportunities. Key activities included conducting benchmarking, interviewing internal stakeholders to gather insights, identifying disclosure opportunities, and recommending next steps. We established the greenhouse gas emissions inventory for Scope 1 and 2 and five material Scope 3 categories. Additionally, we worked to understand and plan for forthcoming climate-related disclosure regulations.

In 2024, we will continue our efforts to reduce emissions, for example, increasing energy efficiency and exploring renewable energy projects and the potential purchase of Renewable Energy Credits (RECs) and carbon offsets, where appropriate. We will also evaluate the opportunity to set enterprise-level GHG emissions reduction goals, supported by a roadmap to ensure we can deliver on our commitments.

We believe these efforts are important to the ongoing success of our business as a premier global media and entertainment company.

See Appendix for further details on the calculation and estimation methodologies, inclusions, exclusions, and data.

Sustainable Workplaces

WBD models our workplaces for optimal efficiency, health, and sustainability. We encourage employees to innovate and participate in environmentally friendly practices that promote more sustainable workplaces and more efficient business practices.

EFFICIENT FACILITIES AND GREEN BUILDINGS

WBD seeks opportunities to improve the resource-use efficiency of our facilities, including our corporate offices and studios. For example, we have a history of being dedicated to green building certifications. We maintain an ongoing membership with the U.S. Green Building Council, which provides us with new insights into green building practices. We currently operate 13 Building Research Establishment Environmental Assessment Method (BREEAM)-certified buildings located in the U.K. We also operate 8 Leadership in Energy and Environmental Design (LEED)-certified buildings and 1 WELL-certified building.

ENERGY EFFICIENCY AND RENEWABLE ENERGY

We strive to maximize the efficiency of our operations by working to employ innovative technologies and invest in renewable energy projects, where possible, that reduce our emissions and benefit our environment and business.

We have installed on-site solar at our workplaces to reduce our carbon footprint. In 2022, two on-site solar photovoltaic (PV) projects were completed at our facilities in Poland. Warner Bros. Studios Burbank has four solar systems installed that equals a combined 708 kW size. Additionally, in 2023, there were three

locations identified in the U.K. where renewable energy was part of the energy procurement process. This helped to offset 100% of electricity consumption at these locations, equivalent to nearly 30,000 MWh. In 2023, WBD generated and purchased 44,841 MWh of renewable energy in Finland, New Zealand, Poland, the United States, and the United Kingdom with 1,035 MWh generated on-site.^{6,7,8}

Across our studios and offices, our Global Real Estate and Facilities teams have implemented projects to improve energy performance in leased and owned spaces. These initiatives include lighting projects, HVAC projects, and electric vehicle (EV) charging stations.

Additionally, in 2021, the Warner Bros. Studios Burbank Transportation group transitioned to 100% renewable diesel (RD), made from vegetable oils, animal fats, and waste oils. RD burns cleaner, reduces emissions, and has a lower carbon footprint compared to conventional diesel and biodiesel. The group's entire diesel fleet runs 100% on RD.

REDUCING OUR CARBON FOOTPRINT THROUGH SITE CONSOLIDATIONS

WBD is in the process of reducing its building portfolio by more than 2 million square feet through the implementation of an agile

6. All contractual instruments used in the market-based method (MBM) are in alignment with the GHG Protocol Scope 2 Quality Criteria.

7. Approximately 1% of renewable energy was estimated by annualizing the actual data provided to account for a full year.

8. For market-based method (MBM) calculations, where contractual instruments and residual mix factors are not available, a grid average emission factor was used, which is based on average energy generation in a defined geographic location. The use of grid average factors in the MBM may result in double counting of renewable electricity between electricity consumers.

44,841

MWh of renewable energy generated and purchased in Finland, New Zealand, Poland, the United States, and the United Kingdom^{6,7,8}

1,035

MWh of renewable energy generated on-site^{6,7,8}

workplace strategy that accommodates a flexible work schedule for many employees. Global space consolidations will reduce the Company's carbon footprint.

Flexible working also leads to a substantial reduction in employee commuting, which positively impacts the global carbon footprint.

WASTE REDUCTION

WBD is committed to identifying ways to further reduce waste in our business operations. Our initiatives to reduce and divert waste around the globe save resources and reduce our GHG emissions. We focus on source reduction; reusing materials, including donating production materials and other lightly used materials; recycling materials; and composting organics and donating leftover food. We are working to reduce single-use materials and divert waste through recycling and composting across our studios and offices.

WATER MANAGEMENT

We are committed to identifying ways to reduce water use in our business operations. For example, at our Burbank studio, we utilize reclaimed water for our landscaping irrigation and cooling towers and are reducing consumption of reclaimed water by installing a water softener for a cooling tower. Additionally, there are stormwater infiltration systems in place that utilize slow infiltration that allows water to slowly seep into the ground.



230 PARK AVENUE SOUTH

DRIVING EMISSIONS REDUCTIONS AT OUR GLOBAL HEADQUARTERS IN NEW YORK CITY

Our New York City global headquarters at 230 Park Ave. South achieved LEED Gold-certification and WELL-certification. The project includes 70% ENERGY STAR-labeled equipment and appliances, at least a 20% reduction of the lighting-power density from efficient light fixtures, 51% energy savings from office equipment selections, and 35% water-use reduction from low-flow fixtures.

We also have measures in place to reduce landfill, food, plastic, and other waste at our headquarters. Our waste reduction programs include a container service, education signage, audits, composting, and removal of plastic bottles from vending machines and from the café.

ENVIRONMENTAL SUSTAINABILITY AT WARNER BROS. STUDIOS LEAVESDEN

Warner Bros. Studios Leavesden (WBSL) is committed to promoting good sustainability practices, to reducing the environmental impacts of their activities, and to assisting and encouraging clients and partners to do the same.

In 2020, WBSL established a Sustainability Action Plan, called The Big Picture, to identify a set of sustainability initiatives. Key initiatives include reducing emissions through purchasing renewable energy certificates and more; improving green spaces to improve ecology and biodiversity and create spaces that the community can enjoy; initiating sustainable resource-management projects; incorporating well-being initiatives; and raising awareness of sustainability measures through mandatory training and dedicated communications for staff.

In 2023, WBSL was awarded “Very Good” accreditation by the inaugural BAFTA albert’s Studio Sustainability Standard, a voluntary initiative to support film and TV studios to become zero-carbon, zero-waste facilities and to help productions in their own sustainability journeys.

To reduce GHG emissions on-site, WBSL has:



Nearly completed swapping out LED lighting in all studio areas. By the end of 2023, more than 96% of the complex is LED-operated. In some locations, lighting is also motion-sensor-operated.



Conducted a successful trial for solar-powered golf buggies and is conducting a trial for a solar-powered solution for electric utility vehicles.



Continued phasing out diesel vehicles. Five additional electric vehicles have been leased or purchased to replace old diesel stock vehicles.



Installed electric charging points in the Studio car park and two electric substations on the studio backlot.



WARNER BROS. STUDIOS LEAVESDEN

Sustainable Productions

WBD participates in sustainable practices, where possible, in order to lessen the environmental footprint of our productions worldwide. We make efforts across our internal productions across five key areas.



Fuel

A focus on enforcing no-idling policies; piloting cleantech equipment, like battery-powered generators; using power drops and grid ties, when possible, on location, avoiding or reducing diesel generator use; utilizing alternative fuels like biodiesel and renewable diesel; and pursuing electric vehicles to support production.



Materials

A focus on buying sustainable products, such as Forest Stewardship Council (FSC)–certified lumber for sets, compostable products, and recycled paper, as well as reducing waste by reusing and donating production materials and implementing virtual production practices like electronic document distribution.



Waste

A focus on reducing solid waste by reusing set materials throughout production and among WBD productions, recycling and composting materials, and aiming to avoid single-use or non-recyclable products on set.



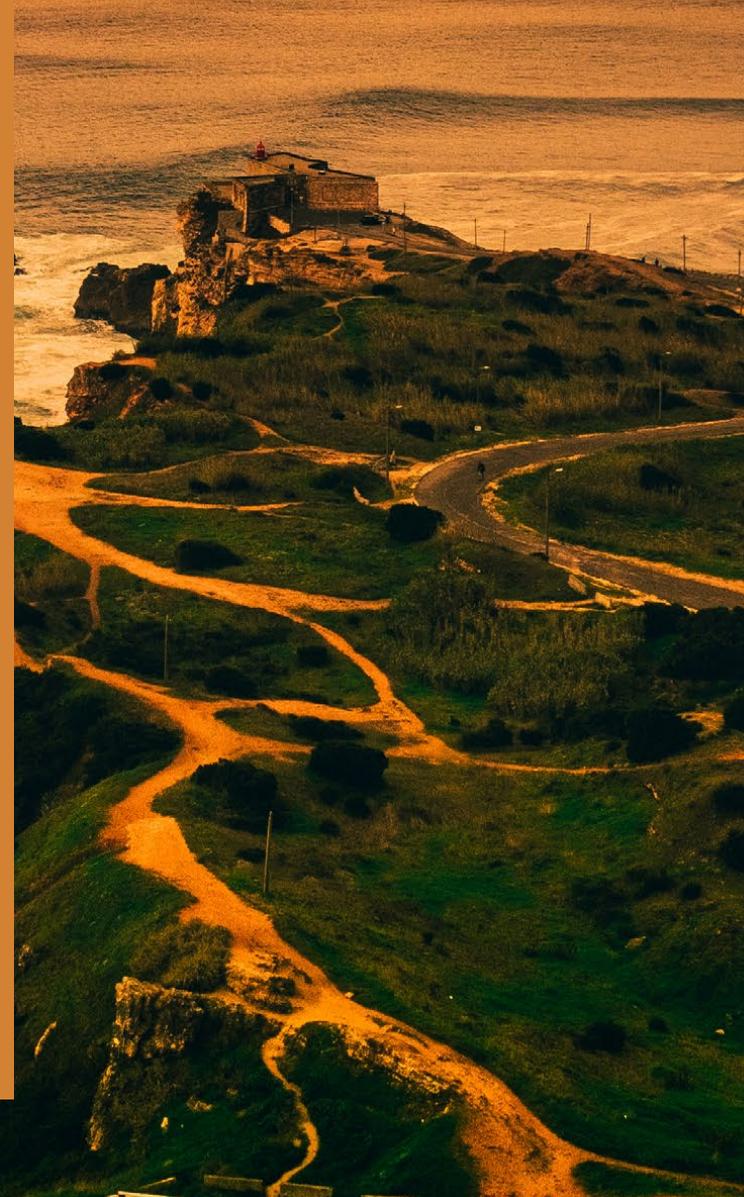
Electricity

A focus on reducing electrical demands by maximizing LED set lighting, powering down equipment when idle, automating efficiency through timers and programmable thermostats, and utilizing renewable energy when possible.



Reporting

A focus on calculating GHG emissions and setting environmental key performance indicators to measure our impact and identify our priority areas for improvement.





TRUE DETECTIVE: NIGHT COUNTRY | HBO

ENVIRONMENTAL MEDIA ASSOCIATION (EMA)

In 2023, WBD productions received a total of 40 EMA Green Seals, with 28 of those receiving the Gold Seal distinction, a higher tier recognition for productions that have implemented a greater number of green production practices. The EMA Green Seal is a recognition program honoring progress in sustainable production for movies, television shows, filmed commercials, and print advertising. Additionally, WBD received six EMA Award nominations and two awards for environmental storylines.

INDUSTRY ENGAGEMENT AND RECOGNITION

WBD is a member of the Sustainable Production Alliance (SPA), a consortium of the world's leading film, television, and streaming companies dedicated to advancing sustainability initiatives. We are also a member of *albert*, a U.K.-based, BAFTA-owned organization dedicated to empowering the industry to create content that supports a vision for a sustainable future and enabling the industry to make positive contributions to the environment. Consistent with local production requirements, all WBD U.K.- and Ireland-commissioned productions are asked to use the *albert* tools and methodologies to reduce their carbon footprint.

We are also a contributor to the [Green Production Guide](#), a set of tools and resources established in 2010 to help reduce our industry's carbon footprint and environmental impact.

EMBRACING SUSTAINABLE PRODUCTION

True Detective: Night Country is an HBO original starring Jodie Foster and Kali Reis that aired in January 2024 and addresses pollution, climate justice, and climate research. The show benefited from shooting in Iceland, which boasts a 100% clean energy grid. At the end of production, 76% of power came from the grid with virtually no emissions, while 15% of all emissions was from diesel generators.* After wrap, the production offset its emissions (calculated using the industry-standard PEAR tool) by contributing to an avoided nature loss project based in Alaska. In addition, the production team made other efforts to use alternatives to fossil fuels during production, including the use of 40 electric vehicles, including a few on-screen, and the use of a battery-electric generator. Sustainable behaviors off-

screen were also intentional, including reducing consumption of red meat, donating materials, and eliminating plastic water bottles.

Additionally, the production team for WBD's 2023 film *Barbie* made efforts to incorporate sustainability throughout the project. To reduce reliance on generators, approximately 85% of all power used during the U.K. shoot came from house power and the vast majority of this was used at Warner Bros. Studio Leavesden, which operates on a 100% renewable energy tariff. Further, production used many items that were handed down from other productions and were donated to various sources once they were at the end of their useful life within the industry. For instance, rigging silks that could not be used by Electrical any longer were donated to schools and art projects. The majority of costumes were purchased second hand and then returned to charity shops for resale. Production also donated personal protective equipment (PPE) that could no longer be used on production to support refugees fleeing Ukraine.

**Does not include emissions from air travel.*

ENVIRONMENTAL STORYTELLING AND CONTENT

Stories with environmentally-focused subject matter educate and inform audiences, encourage positive behaviors, and provide inspiration on topics such as the climate and sustainability. Our environmental content ranges from inspiring documentaries and docuseries, like CNN's *Call to Earth* and Discovery Channel's *Serengeti*, to scripted content and sports. No matter how big or small the message may be, we aim to incorporate environmentally-conscious themes in our stories that leave lasting effects on audiences.

TVN's co-production *Until the Last Drop* by Ewa Ewart conveys a strong message about the growing freshwater crisis. The award-winning documentary exposes the global cost and consequences of the destruction of nature and the inspiring story of how people are fighting until the last drop to protect rivers across the world. Additionally, TVN24 began airing a cyclical program on ecology called *Talks About the End of the World* in 2021. The program aims to highlight the impact of ongoing climate change on everyday life, society, and the future of subsequent generations, from the viewer's perspective. The goal is to increase ecological awareness and inspire changes in decisions and attitudes. Magdalena Łucyan, the co-author and host of the show, was nominated last year for the prestigious Journalist for the Planet award.

Cartoon Network (CN) Climate Champions is a multiplatform EMEA campaign that uses CN brands, animation, and storytelling to encourage kids across the region to take small steps in their own lives and collectively make a big difference in tackling climate change. In 2022 and 2023, the campaign was expanded to empower even more kids around the globe by focusing on three key pillars: inspiring the audience by giving prominence to real kids doing amazing things for the climate, connecting with kids in innovative ways on the platforms they love to spend time using, and making the campaign even more linked to their real lives. The initiative was propelled forward with multiple NGO partnerships and local activations, and 1.75 million challenges have been accepted on the microsite, with an additional 7 million missions accepted through the popular online kids gaming platform Roblox. CN Climate Champions has won numerous awards recognizing its purposeful and impactful work, such as a PRISM Award, a BIMA Gold Award, a Global Good Bronze Award, a SABRE Award, an IPRA Golden World Award, and a 2023 Shorty Impact Award.

WBD U.K. & Ireland is a signatory of BAFTA's albert Climate Content Pledge, a commitment from the U.K.'s biggest media organizations to shine a light and help audiences better understand what tackling climate change might mean to them, as well as creating content that inspires and informs sustainable choices. Our Climate Content Pledge commitment is exemplified by series like *Fifth Gear: Recharged* on discovery+, a much-loved motoring format focused on the benefit and appeal of electric vehicles; an editorial push around reuse, repurpose, and renovation through shows like *The Restorers*, *The Yorkshire Auction House*, and *The Repair Shop*; and a commitment to Formula E, with TNT Sports becoming the official broadcast home of the world's first all-electric FIA World Championship. TNT Sports also supports the world's largest climate-football campaign, culminating with Green Football Weekend, which mobilizes fans, clubs, leagues, and partners to take action on climate.

Warner Bros. International Television Production (WBITVP) Australia is focused on increasing showing sustainable and green practices on screen. For example, *Selling Houses Australia*, the number-one home renovation show in Australia, increasingly showcases sustainable options to the audience. From the types of materials used to repurposing old materials to make homes feel new again, audiences come away from the show with greener and cleaner ways to renovate their homes.

Against the backdrop of COP28 in the UAE, CNN Academy convened 110 budding journalists from around the world for a [Climate Storytelling simulation](#) — a hands-on experience in climate reporting. This exercise placed the participants in the throes of a simulated climate disaster within a fictional country, challenging them to utilize and sharpen their journalistic skills as the story evolved over the course of a week. The participants included a cohort from the first-ever [CNN Academy Global South Climate Storytelling program](#), supported by The Rockefeller Foundation.

SUSTAINABLE PRODUCTS AND PACKAGING

The Warner Bros. Studio Operations (WBSO) team encourages its suppliers to use environmentally-friendlier packaging for merchandise sold at its three Harry Potter London retail outlets (The Harry Potter Shop at Platform 9 ¾ - Kings Cross and Heathrow - and the Warner Bros. Studio Tour London: The Making of Harry Potter) and at its New York store. Examples of efforts the WBSO team is making to reduce the environmental impact of products include:

- Working with the supply base to switch to FSC-quality paper-based packaging in items such as swing tags or riders to hold badges and key rings.
- Reducing plastic packaging, where possible, by switching to paper-based or reusable packaging and, where plastic is used, encouraging that it is made from at least 30% recycled materials.
- Utilizing sustainable cotton on self-developed apparel lines.
- Encouraging the use of recycled polyester in place of polyester fabric in Softline products (e.g., apparel and stuffing in homewares, general textile products).



BARBIE



Governance

WBD incorporates ethics, integrity, and compliance into every aspect of our business, and we are committed to the highest ethical standards. Acting responsibly is a core value at WBD, and we are committed to fostering an ethical and compliant culture throughout our Company. This commitment has earned the trust of our employees, consumers, stockholders, suppliers, and business partners.

Corporate Governance

The Board of Directors of Warner Bros. Discovery represents and acts on behalf of the Company’s stockholders and is committed to sound corporate governance, as reflected through its policies and practices. The Board believes that strong corporate governance is essential to effective fulfillment of its oversight responsibilities and fiduciary duties.

Our Board regularly assesses our governance policies in light of legal requirements and governance best practices. Our corporate governance practices are embodied in our [Corporate Governance Guidelines](#), which provide a framework for effective governance of the Company.

The Board of Directors is composed of 11 directors. Ten of our 11 directors are independent, including our Board Chair. All members of our key Board committees – the Audit Committee, the Compensation Committee, and the Nominating and Corporate Governance Committee – are independent.

WARNER BROS. DISCOVERY BOARD OF DIRECTORS*



Samuel A. Di Piazza, Jr.

Board Chair,
Independent Director
Director since 2022



David M. Zaslav

President and CEO
Director since 2008



Li Haslett Chen

Independent Director
Director since 2022



Richard W. Fisher

Independent Director
Director since 2022



Paul A. Gould

Independent Director
Director since 2008



Debra L. Lee

Independent Director
Director since 2022



Kenneth W. Lowe

Independent Director
Director since 2018–2022; 2023



Dr. John C. Malone

Independent Director
Director since 2008



Fazal Merchant

Independent Director
Director since 2022



Paula A. Price

Independent Director
Director since 2022



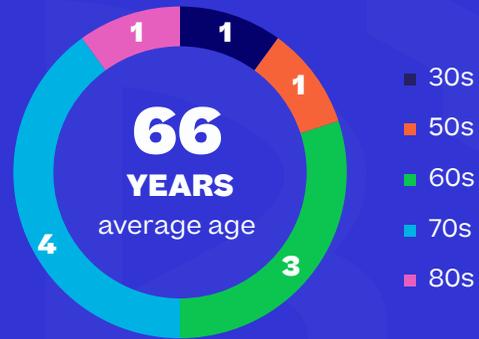
Geoffrey Y. Yang

Independent Director
Director since 2022

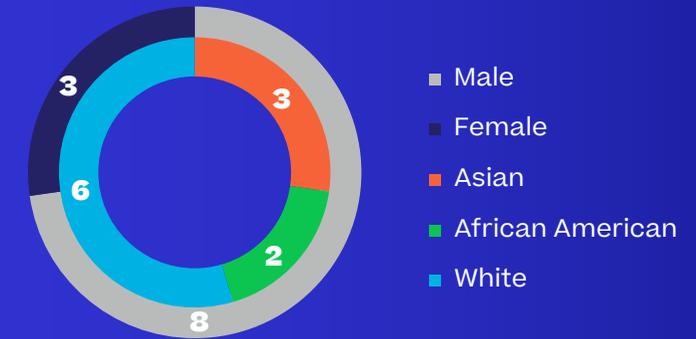
*As of April 4, 2024.

The WBD Board is composed of highly skilled directors who represent diverse backgrounds and viewpoints.

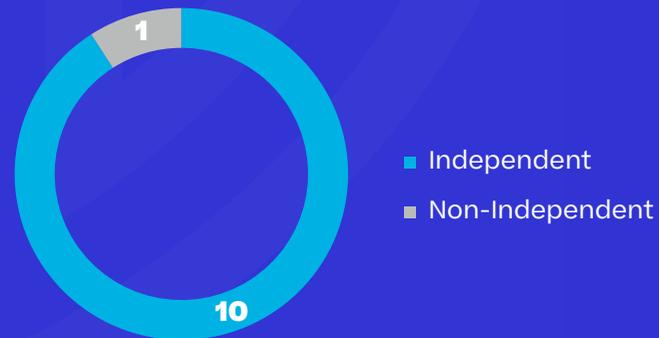
AGE OF INDEPENDENT DIRECTORS*



GENDER DIVERSITY, RACIAL/ETHNIC DIVERSITY



INDEPENDENCE



TENURE OF INDEPENDENT DIRECTORS*



To learn more about our Board and Corporate Governance Highlights, see our most recent Proxy Statement on our [website](#).

*Age and Tenure as of April 4, 2024.

**Includes prior service on Discovery, Inc. Board of Directors

BOARD'S ROLE IN RISK OVERSIGHT

● Board of Directors

Has an active role, as a whole and at the committee level, in overseeing risk management.

Regularly discusses with senior management the Company's competitive positioning, long term strategic plans, and key priorities.

→ Audit Committee

- Financial Reporting
- Internal Controls
- Cybersecurity and Information Technology
- Data Privacy
- ESG Disclosures
- Compliance and Ethics

→ Compensation Committee

- Incentive Compensation Plans
- CEO and Other Executive Officer Compensation
- Other Employee Benefit and Compensation Arrangements

→ Nominating and Corporate Governance Committee

- Corporate Governance
- Board Composition, Independence, and Potential Conflicts of Interest
- ESG Initiatives and Strategies
- Director Succession Planning

While each committee is responsible for evaluating certain risks and overseeing the management of such risks, our entire Board is regularly informed about such risks through committee reports and other presentations.

Ethics and Integrity

Our commitment to the highest ethical standards begins with leadership. Our Ethics & Compliance Program is overseen by our Legal Department, which is led by our Chief Legal Officer. Our Ethics & Compliance Program is supported by a team of experienced compliance officers and professionals, led by our Senior Vice President, Head of Global Ethics & Compliance, who reports directly to our Chief Legal Officer. The Audit Committee of our Board receives quarterly updates on compliance, legal, and other relevant topics provided by our Chief Legal Officer.

Our commitment to the highest ethical standards is clearly articulated in our [Code of Ethics](#), which contains the Company's standards for conducting business ethically and applies to all directors, officers, executives, and employees worldwide. It is available in 17 different languages to serve our global employee population. It establishes the expectation that every employee will conduct the Company's business according to applicable law and our core values of ethical conduct, tolerance, empowerment, respect, and teamwork. It covers topics such as promoting a safe and respectful workplace, anti-bribery and anti-corruption guidelines, and policies to protect the Company's reputation. These expectations are reinforced through ethics and compliance policies, processes, training, and communications, which comprise our comprehensive Ethics & Compliance Program.

ETHICS & COMPLIANCE PROGRAM

Our Ethics & Compliance Program ensures that how we do business is aligned with our Guiding Principles, Code of Ethics, and applicable laws and regulations in the countries where we operate.

The Program has three pillars:

- **Education and Awareness:** We use targeted, risk-based training and awareness tools to educate employees, raise levels of awareness and sensitivity to key risks, and provide best practices to guide decision-making and behavior.
- **Prevention and Detection:** We drive a culture of integrity at all levels of the business to prevent ethics, compliance, and regulatory problems and encourage employees to speak up at the earliest possible stage if they have concerns or become aware of issues that may violate our Code of Ethics or applicable law.
- **Response and Remediation:** We respond quickly and thoroughly to investigate and, where necessary, remediate identified issues and use metrics and other data to continually improve the effectiveness of the Ethics & Compliance Program and mitigate risk.

Each new employee — whether full-time, part-time, or a contractor — is required to complete training on and acknowledge the Code of Ethics at onboarding. Starting in 2024, every employee

is required to acknowledge the Code of Ethics annually. All employees receive periodic supplemental training or guidance on the Code of Ethics, either in whole or in reference to certain key topics, such as antitrust and competition laws, anti-bribery and anti-corruption, or sanctions and export controls.

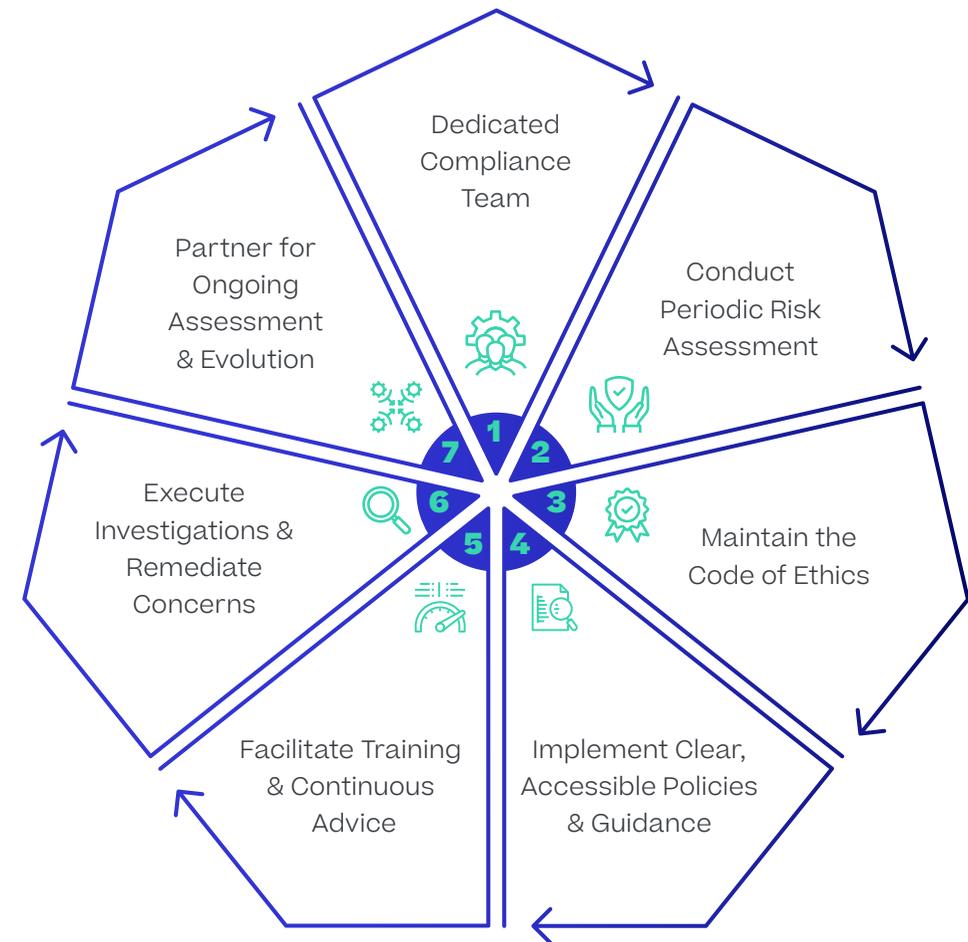
We also conduct targeted, function-specific training to empower individuals to recognize and mitigate risks specific to their roles and responsibilities. WBD provides online and live trainings to business partners to clearly communicate our values and expectations of ethics and integrity, in accordance with our [Business Partner Statement of Ethics](#). In addition, we provide periodic and tailored messaging throughout the year to drive awareness of specific policies, such as our gifts and entertainment policy around the holidays.

WBD conducts periodic Compliance Risk Assessments, including, but not limited to, anti-bribery and anti-corruption, antitrust, trade controls/sanctions, culture and tone, and/or conflicts of interest. The Ethics & Compliance Office conducts or coordinates with other stakeholders (e.g., Internal Audit) to conduct these assessments. The results drive enhancements to the Ethics & Compliance Program and related internal and financial controls. Compliance risk assessments may be performed in response to:

- trends identified in reports submitted to our Ethics & Compliance Hotline;
- material changes to business operations; or
- regulatory changes.

A key part of our Ethics & Compliance Program is our third-party risk management procedures, which establish the expectation of ethical business practices by our business partners and ensure that their values and business practices are aligned with WBD's. These risk-based procedures include screening and due diligence, contractual representations and warranties, training, acknowledgement of our Business Partner Statement of Ethics, and other detailed internal processes and approvals, which are required before the Company can undertake certain business activities. With respect to transactions involving consumer products, for example, WBD conducts sanctions and corruption screening and due diligence on its business partners, and the Company may require business partners to complete targeted fair-work and safe-environment questionnaires and submit social compliance audits concerning labor, health, safety, and environmental practices.

ETHICS & COMPLIANCE PROGRAM
Continuous improvement to empower success with integrity





Anti-Bribery and Anti-Corruption

The Company's Ethics & Compliance Office has responsibility for overseeing anti-bribery and anti-corruption compliance, under the advisement of our Chief Legal Officer. The Company is committed to complying with all applicable anti-corruption laws. We strictly prohibit giving, offering, authorizing, or taking bribes in any circumstance, as addressed in our global Anti-Bribery Anti-Corruption (ABAC) Policy, which prohibits facilitation payments, and our Gifts and Entertainment Policy.

Our Code of Ethics and ABAC policy also contain guidelines that address record keeping, approval procedures, and appropriate behavior related to anti-bribery and anti-corruption. WBD provides periodic supplemental, risk-based trainings on anti-bribery and anti-corruption. Our Third-Party Due Diligence & Oversight Guidelines outline our procedures to identify, onboard, and oversee third-party relationships consistent with our values and our Company policies.

Ethics Hotline

We foster an open environment in which employees and external stakeholders feel empowered to speak up and raise concerns. The Code of Ethics includes information about how employees can report ethics concerns. Employees can approach a member of management, a People and Culture partner, or the Ethics & Compliance Office. WBD is committed to fostering a culture where employees feel secure in reporting known or suspected

misconduct in good faith. Importantly, the Company unequivocally prohibits retaliation against any employee, regardless of their level or position, who responsibly discloses such concerns.

Additionally, any employee or external stakeholder (including suppliers, customers, and other third parties) can use our Ethics Hotline, which is operated by an independent third-party provider and is publicly available worldwide by phone and website. The hotline is proactively shared with all employees, including via publication in our Code of Ethics and on our Company intranet, and is also prominently featured on the Ethics page of our public-facing website so third parties are aware. Our Ethics Hotline facilitates anonymous reporting, where permitted by law, and all reports are treated confidentially.

WBD reviews every Ethics Hotline report and, where appropriate, takes necessary investigative and corrective actions. Upon receipt of a report, the Ethics & Compliance Office assesses the report and determines the appropriate stakeholder (e.g., Ethics & Compliance, Legal, and/or People and Culture) to manage and, if necessary, investigate and remediate, the alleged issue(s). Key metrics and information related to Ethics Hotline reports, other compliance matters, and labor, employment, and benefits matters are maintained by the Ethics & Compliance Office in consultation with other relevant stakeholders. Lessons learned from allegations and investigations are often integrated into future trainings, communications, and programmatic enhancements.

The Chief Legal Officer reports on Ethics Hotline and other ethics and compliance matters quarterly to the Audit Committee of the Board of Directors. WBD executive management and other relevant stakeholders also receive periodic reports during the year.

Supplier Diversity

WBD is committed to establishing and growing relationships with businesses owned and operated by underrepresented groups to fuel innovation, strengthening our corporate brand through inclusion of culturally diverse ideas, adding value to our operations, and creating positive economic impact in the communities and audiences we serve.

WBD's Supplier Diversity Program promotes, increases, and improves the participation of diverse businesses within our organizational supply chain and investment portfolio.

We identify a diverse supplier as an organization with at least 51% of ownership from designated diverse backgrounds, including ethnic minorities, women, LGBTQ+ individuals, veterans, and persons with disabilities, and work with various partners and organizations around the globe to facilitate an introduction to new, diverse suppliers. We also encourage diverse suppliers to connect with us directly through our [Procurement & Strategic Sourcing](#) and [Supplier Diversity](#) sites.

To ensure a successful partnership, all suppliers are thoroughly vetted and reviewed in line with our procurement practices. We facilitate an introduction of qualified diverse suppliers to the areas of our business in which they best align for future consideration and engagement. Through our supplier diversity network, we will connect and engage with diverse suppliers in an effort to grow and sustain a steady supply of talented partners.

Data Privacy and Cybersecurity

WBD views data protection as a foundational component of its trusted relationships with customers, business partners, employees, and talent around the world. To maintain that trust, the Company is focused not only on building and maintaining comprehensive security and privacy programs for legal compliance and risk management, but also on building and maintaining a company culture in which responsible stewardship of data is understood by every member of the WBD team to be a core value of the organization and a central tenet of how we do business every day.

WBD has dedicated teams of experts who are focused squarely on privacy and data protection. Our privacy lawyers within the Global Privacy Legal team (led by our SVP, Head of Privacy) work closely with operations professionals within our Global Privacy Services team (led by our VP, Privacy Operations Compliance & Project Management in the Global Corporate Operations organization), and our Product Compliance team (led by a SVP, Product Management within the WBD Global Product & Design organization). This tripartite structure of legal, operations, and product professionals provides the privacy program with the scope it needs to cover WBD's operations and businesses around the world. The Privacy Legal, Privacy Services, and Product Compliance teams work together to develop and maintain administrative, technical, and operational controls to handle personal data in a manner that is compliant with the law while also being fair, ethical, and transparent. These teams work collaboratively with each other and in partnership with our global business

teams, including the Global Information & Security team (led by our Global Chief Information & Content Security Officer), and internal business stakeholders, who act as data protection liaisons for their business teams.

The Privacy Legal, Privacy Services, and Product Compliance teams participate in monthly Privacy Operations Steering Committee meetings (led by the EVP, Legal, Streaming, Technology, Privacy, and Business Operations) and report up to a C-Level AI and Data Steering Committee. In addition, the Board has ultimate oversight of all enterprise risks, including data privacy and cybersecurity. The Board has delegated responsibility for cybersecurity and data privacy risks to the Audit Committee, which receives quarterly reports on relevant data privacy and cybersecurity issues and updates from our Global Chief Information & Content Security Officer and our Chief Legal Officer.

DATA PRIVACY AND SECURITY TRAINING

All employees, including part-time employees with access to our systems, are trained on privacy and data protection at onboarding and on an annual basis thereafter. Those with special responsibilities for data handling receive additional training relevant to their roles. Additionally, all employees receive annual cybersecurity training, as well as incident-specific training, as appropriate.

PRIVACY POLICY AND PROGRAM

WBD has a detailed privacy policy, which is translated into multiple languages and abides by legal requirements in each jurisdiction. We are committed to collecting and processing user data that is limited to the stated purpose,

through lawful and transparent means, with explicit consent of the data subject, where required. WBD is also committed to deleting data when it is no longer needed, as required by law. We provide multiple avenues for data subjects to contact us in the event they have concerns about their data privacy. We engage in privacy by design and review, and we analyze proposed products and data use cases for privacy issues and, if necessary, perform data protection impact assessments. We also include specific provisions in contracts with vendors and other service providers requiring them to comply with our Company's privacy and data protection policies.

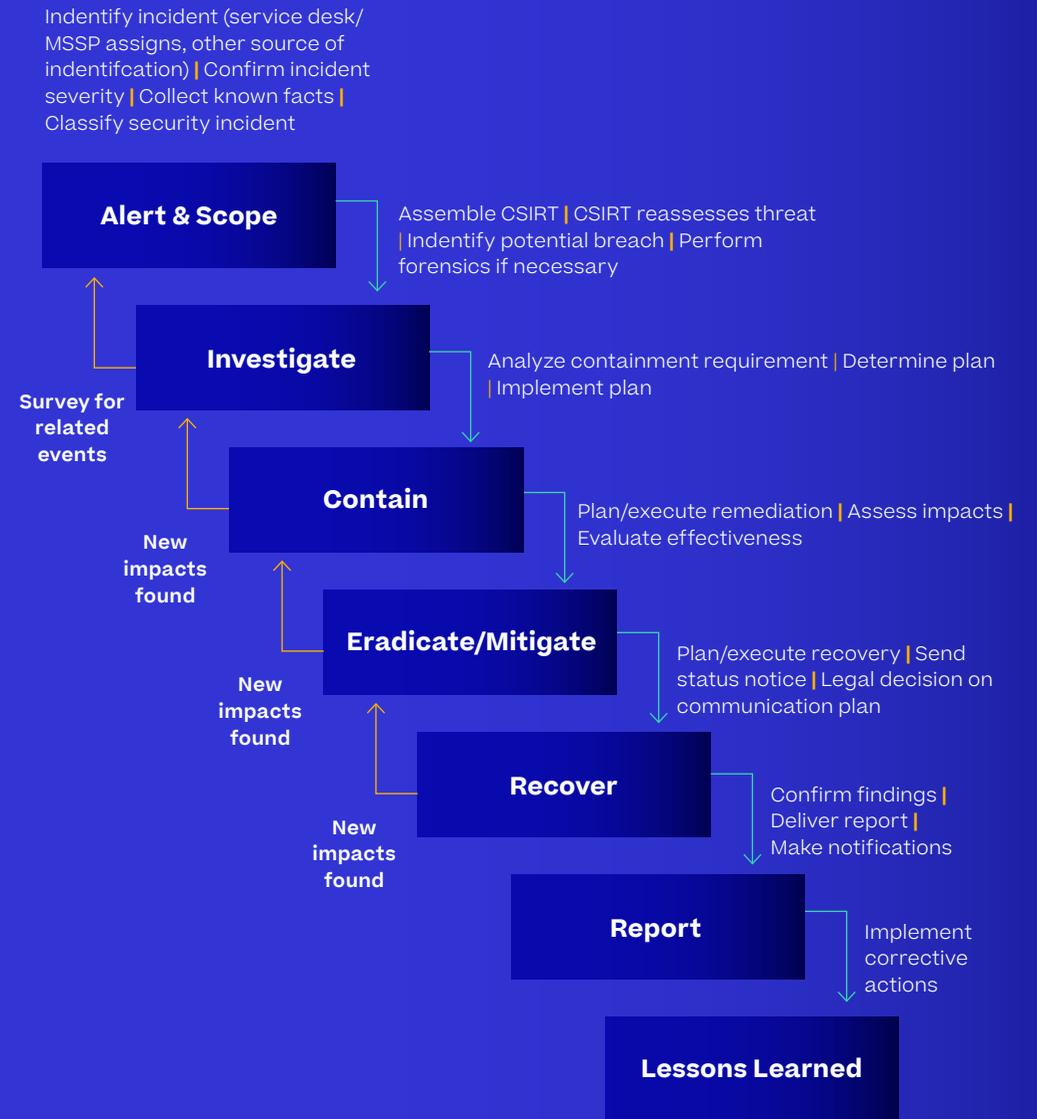
CYBERSECURITY PROGRAM

WBD's cybersecurity program involves a combination of well-defined processes, skilled personnel, advanced technologies, and a proactive mindset. It is based on best practices and industry-standard frameworks including ISO 27001 and National Institute of Standards and Technology (NIST) and comprises Information Security Governance, Risk, Data Security, Compliance, Application Security/Development Security Operations, Product Security, Cybersecurity Operations, IT Security Architecture and Engineering, Content Security, eDiscovery, and Forensics.

To ensure that employees are utilizing the skills they are trained on, we send out monthly phishing simulations that progress in their difficulty. Any employee that does not react appropriately to the phishing email automatically gets directed to a training page on the topic.

WBD has robust access control and encryption/de-identification techniques in place to protect user data. We conduct targeted attack and penetration testing throughout every year. In addition, we conduct an external attack and penetration testing across our network on an annual basis. WBD has intrusion-detection systems in place, with global monitoring across WBD's end points, and has a 24/7 automated alerting system in place, with five levels of alerts for potential cybersecurity breaches. In the event of a cybersecurity incident, the Company's Cybersecurity Incident Response (CSIR) plan, which uses a comprehensive and proactive process to manage and mitigate the impact of security incidents on the organization while continuously improving the organization's overall security posture, provides a transparent, standardized, and organized approach for handling cybersecurity-related incidents. The plan consists of seven phases, which is shown on the right.

CYBERSECURITY INCIDENT RESPONSE PROCESS



The plan outlines explicit roles and responsibilities, including for the Incident Commander, the Cybersecurity Incident Response team (CSIRT), Information Technology Infrastructure, Digital and Broadcast teams, Physical Security, Subject Matter Experts, and the Executive CSIRT members. The plan also outlines communication planning, legal protocols, and notification processes, including regulatory and SEC reporting.

To proactively protect against breaches, we conduct continuous internal monitoring, as well as have external partners that monitor the systems for any potential risks. We also conduct vendor due diligence and contractually require our vendors to notify WBD of any cyber breaches in which they are involved.

ENGAGING BROADER STAKEHOLDERS

Our commitment to data protection is furthered through participation in a variety of organizations and working groups centered on data protection, particularly on the privacy impacts of emerging and evolving technologies, as we seek to be actively engaged in the local, regional, and global conversations around privacy that impact our industry, our organization, and our customers in ever-evolving ways.

Political Spending and Engagement in Public Policy Matters

At WBD, we recognize that many federal, state, and local public policy decisions may affect our business, and we

believe that constructively engaging around these issues is in the best interest of the Company and our stockholders. We might participate in public policy advocacy to support the Company's positions and, as permitted by law and deemed appropriate by management, might contribute to candidates for public office and related organizations. Additionally, it is currently the Company's position not to engage in direct independent expenditures.

Our U.S. political activity is conducted in compliance with applicable laws and reporting requirements, as well as our Company's policies and principles. Political activity and contributions are carried out in the interests of the Company and are conducted without regard to the private political preferences of our Board or executive team.

Our Board is committed to ensuring transparency and accountability with respect to our political activities and contributions. Each year, the Nominating and Corporate Governance Committee of our Board reviews our policies and processes around political spending and public policy and makes recommendations for any appropriate revisions and enhancements needed to ensure the timely, complete, and useful information regarding the Company's political activities and contributions.

POLITICAL CONTRIBUTIONS

We do not contribute corporate funds to candidates for federal offices. Any monetary or other contributions by a WBD officer, director, or employee to such candidates or organizations must be made solely in the donor's personal capacity. Under no circumstances will such contributions be reimbursed by WBD, any of its subsidiaries or affiliates, or any other individual.



THE LEAD WITH JAKE TAPPER





WBD’s political involvement program is described in the Code of Ethics. Employees have the right to voluntarily participate in the political process, including making personal contributions and engaging in personal volunteer political activity; however, employees must always make it clear that the actions are not those of the Company. Some employees have restrictions on their personal political activities and must consult with Legal and the Ethics & Compliance Office before engaging in personal political activities.

As permitted by applicable law, we may contribute corporate funds to state and local political parties, candidates for state and local offices, and organizations that promote or oppose such candidates or state and local ballot initiatives. No state or local contributions may be made by the Company without prior written approval of the Executive Vice President of Public Policy and Corporate/Government Affairs. In addition, no single contribution above \$1,000 may be made without prior written approval from the Chief Legal Officer.

All corporate contributions are made based on corporate objectives and public policy priorities and not on the basis of the partisan affiliation of the candidate or organization. Information on our political contribution activity is available on our [website](#).

POLITICAL ACTION COMMITTEE

In accordance with regulations of the U.S. Federal Election Commission (“FEC”), we maintain the Discovery Communications, LLC PAC (the “WBD PAC”), a federal political action committee that accepts voluntary contributions from employees and, in turn, makes contributions to candidates for federal office. Contributions from the WBD PAC to candidates are

generally split between candidates for the two major parties over the course of an election cycle but are otherwise allocated based on our Company’s objectives and policy priorities and not on the basis of the partisan affiliation of the candidate or organization. Details on contributions made by the WBD PAC can be found on the FEC website (www.fec.gov).

TRADE ASSOCIATIONS

WBD belongs to a number of U.S. trade associations for various business-related reasons, such as networking with peer firms and helping develop industry best practices. While we pay membership dues, we do not control how such dues are spent, and we may not agree with the position or decision an organization takes on a given matter. Information on the trade associations we are a member of can be found on our [website](#). In March of 2025, we will report the non-tax-deductible portion of the dues for those named trade associations that we paid in the preceding calendar year that have been designated for lobbying expenditures by the trade association.

LOBBYING ACTIVITY

The Company employs and occasionally contracts for lobbying services to address issues of interest to the Company. These activities are conducted in compliance with all legal requirements. We report our lobbying activity related to the federal government of the United States, as required by law, to the Secretary of the Senate and to the Office of the Clerk of the House of Representatives. These reports are available on the websites of those entities. We also disclose state-based lobbying activities to the relevant agencies.

Responsible Content

As a global media and entertainment company that tells the world's stories through television, film, and online, WBD is committed to building trusted relationships with our customers around the world.

JOURNALISTIC INTEGRITY AND MEDIA ETHICS

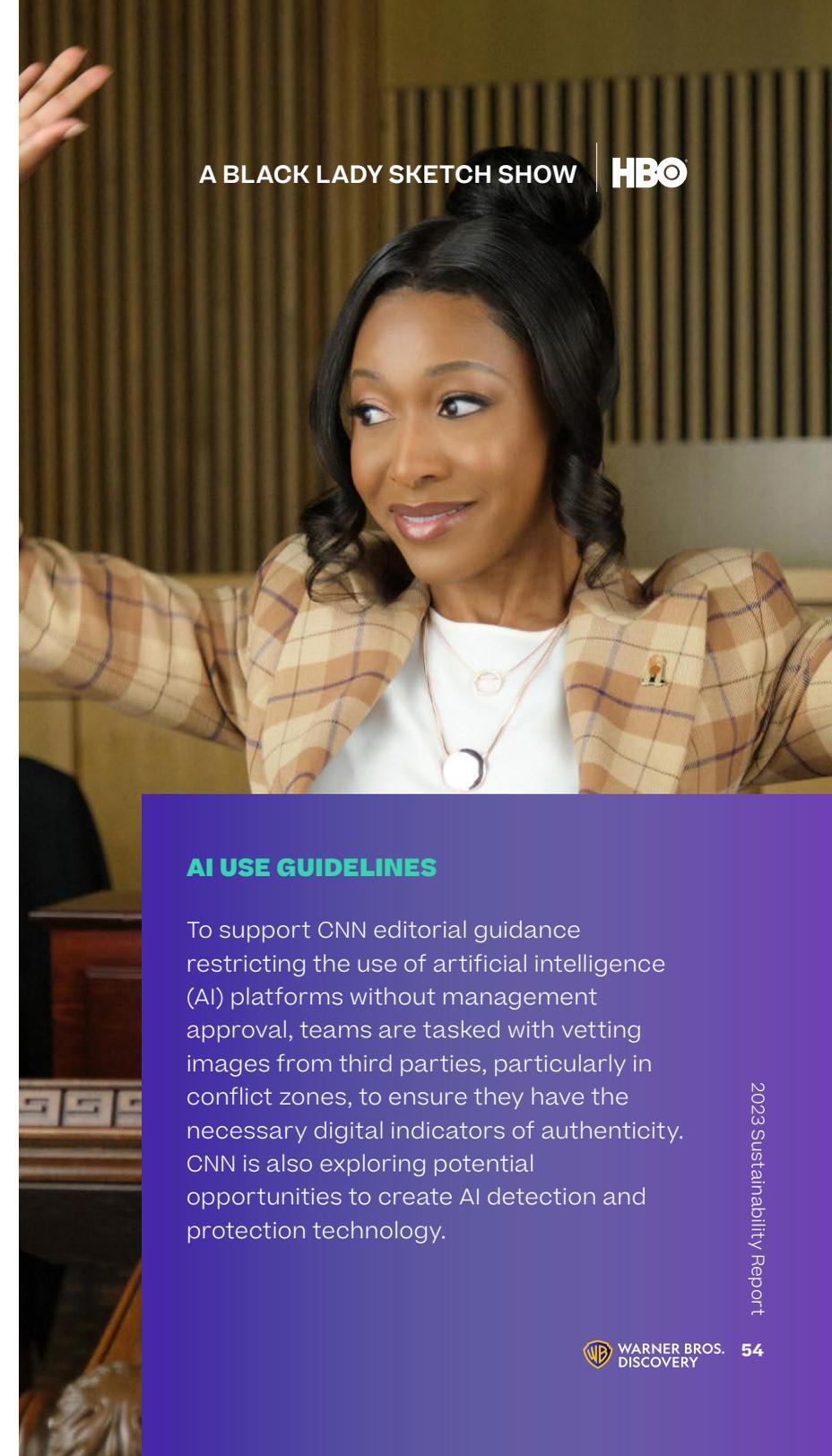
This trust is even more pivotal when it comes to the news we report through CNN and TVN24 — Poland's leading independent news broadcaster and a part of TVN Network. Our commitment to the independence of our editorial decisions from all internal or outside influences, including any political or commercial interests, is the bedrock of building this trust and our ability to provide accurate and useful information.

Whether on television or online, our journalists are required to abide by high standards of ethics and adhere to stringent standards of journalistic integrity. To set those standards, the Company has implemented a comprehensive set of policies and procedures that ensure pluralism in news media content and that uphold our editorial guidelines, which include being committed to accuracy, independence, and respect to fairness for all parties. They were recently updated to include guidelines restricting the use of artificial intelligence (AI) platforms without management approval. All relevant CNN employees must read and attest to their adherence to the Standard & Practices Policy Guide and relevant policies upon hire and annually thereafter. TVN24 employees must adhere to Guidelines for TVN News Journalists. They receive training on the documents, which include, among others, guidelines for news gathering and protecting individuals' privacy. Additional ad hoc trainings are also provided throughout

the year. In 2023, TVN24 journalists and editors received legal-orientated training sessions focused on how to navigate the challenges of reporting on both election campaigns and hate speech.

Both CNN and TVN24 have dedicated Standards and Practices (S&P) teams responsible for monitoring and ensuring that journalists adhere to the guidelines. At TVN24, this team attends all editorial meetings and has the authority to intervene if they observe deviations from the guidelines that might compromise the Company's standards. This team also holds monthly meetings to discuss crucial issues related to S&P policies with journalists directly. However, they discuss and monitor the S&P-orientated challenges daily. At CNN, the S&P team reports to the Executive Vice President of Integrity and Inclusion, who is responsible for ensuring CNN's brand integrity for television, digital, and sales is upheld and advises on everything from conflicts of interest and editorial fairness to reporting about sensitive or controversial topics and the language and images used.

Both CNN and TVN24 have launched fact-checking platforms in an effort to combat misinformation and disinformation. These platforms provide the audience with verified, in-depth articles related to potential false claims being made during a program or other public statements.



A BLACK LADY SKETCH SHOW | HBO

AI USE GUIDELINES

To support CNN editorial guidance restricting the use of artificial intelligence (AI) platforms without management approval, teams are tasked with vetting images from third parties, particularly in conflict zones, to ensure they have the necessary digital indicators of authenticity. CNN is also exploring potential opportunities to create AI detection and protection technology.



TVN24 is also monitored for accuracy through periodic audits by George Washington University and Cardiff University to provide management information and advice to maintain the highest standards of journalistic practices.

Concerns and grievances about CNN reporting are collected through a number of mechanisms, including email and voicemail. The concerns are reviewed and, when deemed appropriate, updates, clarifications, or corrections are issued.

RESPONSIBLE PROGRAMMING

WBD is committed to responsible storytelling and the production of impactful content. As discussed in the [Diversity, Equity, & Inclusion](#) section of this report, we strive for our content, ranging from our movies to our TV shows to our news coverage, to advance the inclusion of underrepresented communities and diverse voices and perspectives so that it resonates with our increasingly diverse and global audiences. We know that our content also has the power to address important social issues, so we work to maintain our viewers' trust by exploring the issues and experiences that shape their worlds, prioritizing the accuracy and integrity of our editorial practices, and contributing to positive social impact where it is appropriate and possible.

Our Studios & Networks S&P team issues policies and guidelines and works with entertainment producers and partners to address content issues, such as indecency, violence, sexual depictions, nudity, language, or content that is potentially offensive or inappropriate for the intended audiences. Responsible for reviewing, vetting, and advising on content shown on our platforms, the team

works to ensure that all content complies with applicable governmental regulations, cultural mores, voluntary content ratings, and our internal standards.

Responsible Advertising and Marketing

In our endeavor to bring quality programming to our viewers, we also strive to ensure that the commercial content and marketing initiatives align with our commercial clearance guidelines and our viewers' and advertisers' expectations for responsible advertising and marketing.

We require that our advertisers ensure that their commercial content complies with all applicable laws and regulations and industry self-regulatory guidelines and that any statements made in such content be truthful, not deceptive, and subject to substantiation upon our request. We work with our internal and external business partners to restrict advertising that might be considered inappropriate for younger audiences so that those ads do not appear in content directed at those younger viewers. We also ensure that other categories of advertising, such as beer and alcohol ads, are placed only in programming appropriate for the audience based on our commercial clearance guidelines using criteria such as brand sensitivities, ratings, audience demographics, program content, and other industry best practices. Additionally, WBD does not accept ads for certain categories, such as tobacco, weapons, pornography, or illegal drugs or services.

WBD reserves the right to review all advertising and to accept, reject, or require editing of any advertisement or promotional message for any reason whatsoever, including but not limited to, those it deems false, misleading,

deceptive, offensive, in poor taste, and/or inconsistent with editorial content. Furthermore, WBD regularly reviews ads, including those that viewers have flagged, to ensure compliance with our advertising guidelines and industry best practices.

Film Studio Tobacco Depiction Policy

WBD firmly believes in artistic freedom of expression and actively supports the creative vision of producers, writers, directors, actors, and others involved in making feature films.

Consistent with this belief, WBD's film studios, Warner Bros. Pictures, New Line Cinema, and DC Studios (together, the "Studios"), work closely with creative talent to produce and distribute for theatrical release feature films that appeal to a wide array of audiences. At the same time, the Studios strive to produce and distribute feature films in a responsible manner and remain sensitive to public concerns, industry practices, and public health regulations, as well as research in this area as they evolve over time. Accordingly, the Studios endeavor to reduce or eliminate the depiction of smoking and tobacco products/brands in their feature films, unless there is a compelling creative reason for such depictions.

WBD Studios' practices:

- The Studios do not enter into any product placement or promotion arrangements with respect to tobacco products/brands for any theatrical feature film they produce and distribute in the United States.
- The Studios endeavor to reduce or eliminate depictions of smoking and tobacco products/brands in any theatrical feature film produced and distributed in the United States that is expected to be rated "G," "PG," or "PG-13" unless

(a) the depiction involves a character who is a literary or an actual historical figure known to have used tobacco products; (b) the depiction is otherwise warranted for reasons of compelling literary or historical accuracy; or (c) the depiction is part of a conspicuous anti-smoking reference. Even within these three categories, the Studios consider ways to reduce depictions of smoking and tobacco.

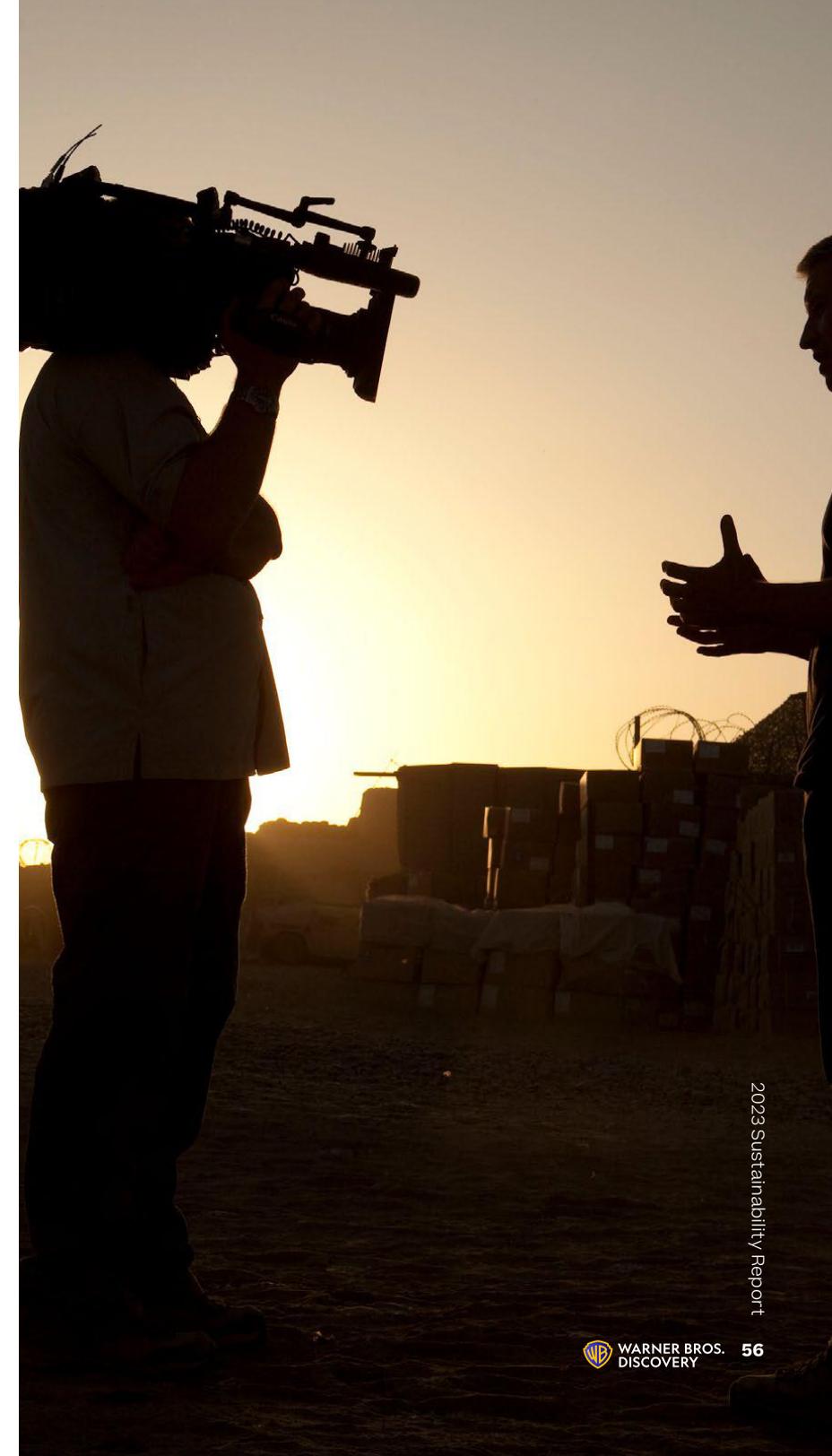
- The Studios endeavor to reduce or eliminate depictions of smoking and tobacco products/brands in any theatrical feature film produced and distributed in the United States that is expected to be rated "R" unless there are compelling creative reasons for such depictions.
- For any feature film produced by the Studios for theatrical release outside the United States or where the Studios' influence over the content of any feature film is limited (such as a film co-produced by third parties or films produced by third parties and only distributed by the Studios), the Studios discourage the depiction of smoking when they believe it is appropriate to do so.

Intellectual Property

Our intellectual property assets include copyrights, trademarks, patents, websites, and licenses of intellectual property rights from third parties.

We are fundamentally a content company, and the protection of our content and brands is of primary importance. To protect our intellectual property assets, we rely on a combination of copyright, trademark, patent, unfair competition, and internet/domain name statutes and laws, and contract provisions.

We seek to limit unauthorized use of our intellectual property through a combination of approaches. We have a



team dedicated to disrupting and curbing piracy and other forms of IP infringement and use external vendors to detect and remove infringing intellectual property.

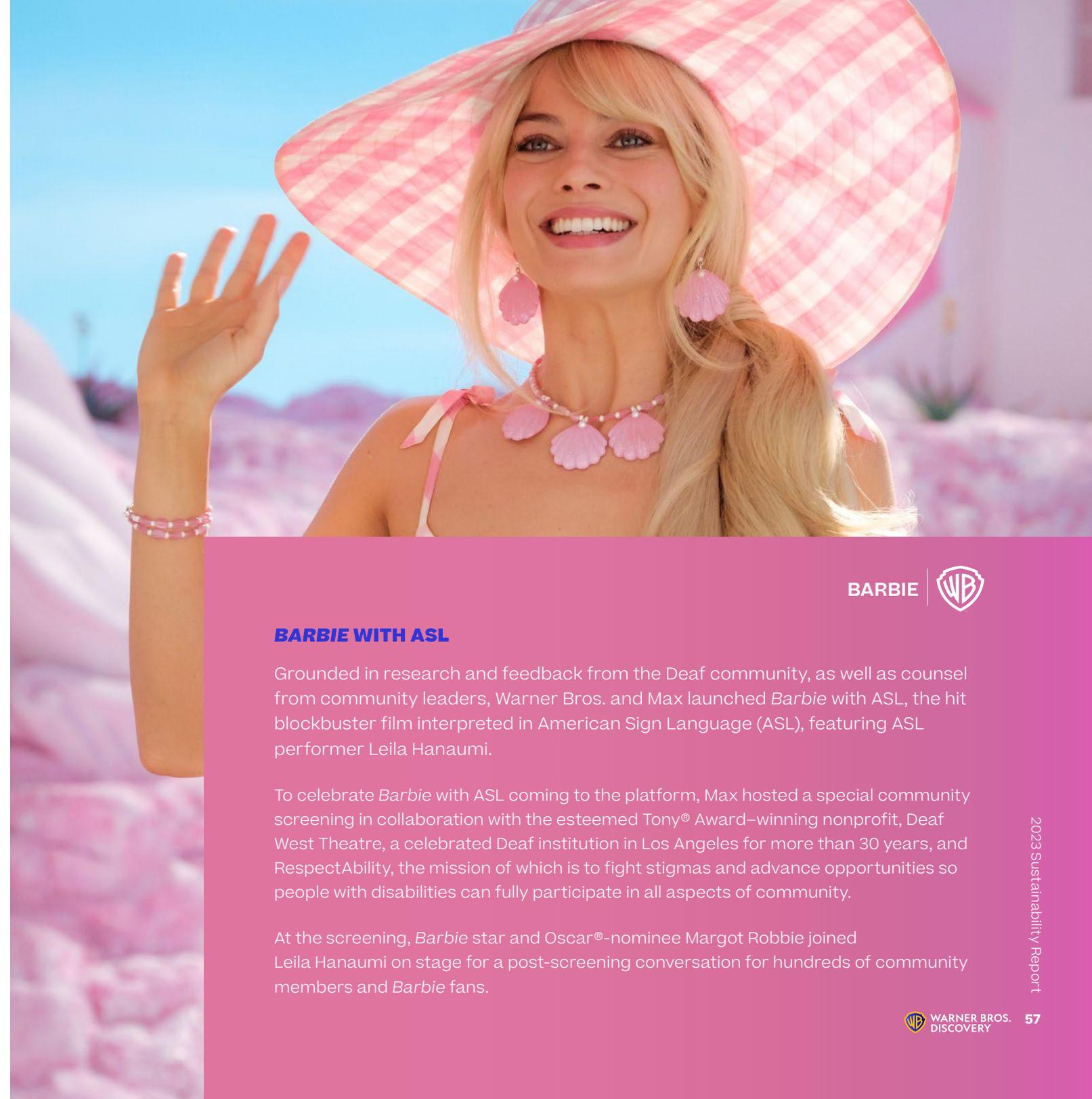
We also engage with intermediaries that facilitate anti-piracy best practices, leverage our membership in a range of industry groups, work with law enforcement and governmental entities like U.S. Customs & Border Protection and foreign counterparts, and initiate enforcement actions, including litigation, to address piracy and other forms of IP infringement.

Product Accessibility

We believe that everyone should be able to enjoy the entertainment we provide so we strive to ensure that our content, websites, events, sites, and applications are accessible to all, regardless of their ability. We are always working to facilitate and improve this accessibility, as well as the usability of our sites and applications.

Currently, we offer a range of tools and accessibility features, including audio descriptions, closed captioning, keyboard navigation, interoperability with popular screen readers, and other accessibility features. As this is an ongoing effort, we are always open to feedback from our users and viewers and are committed to working with the industry, community, and policymakers to deliver more inclusive and accessible entertainment to the world.

In 2023, Warner Bros. Studios Leavesden (WBSL) joined The Television Access Project (TAP), a TV industry working group that is focused on improving accessibility. Through working with TAP, WBSL is adopting the “5 A Structure,” which is guidelines for disability inclusion for U.K. production. To aid accessibility on WBSL’s studio site, fully electric doors were installed in 2023 in the multifunction area and will be installed in future developments.



BARBIE WITH ASL

Grounded in research and feedback from the Deaf community, as well as counsel from community leaders, Warner Bros. and Max launched *Barbie with ASL*, the hit blockbuster film interpreted in American Sign Language (ASL), featuring ASL performer Leila Hanaumi.

To celebrate *Barbie with ASL* coming to the platform, Max hosted a special community screening in collaboration with the esteemed Tony® Award-winning nonprofit, Deaf West Theatre, a celebrated Deaf institution in Los Angeles for more than 30 years, and RespectAbility, the mission of which is to fight stigmas and advance opportunities so people with disabilities can fully participate in all aspects of community.

At the screening, *Barbie* star and Oscar®-nominee Margot Robbie joined Leila Hanaumi on stage for a post-screening conversation for hundreds of community members and *Barbie* fans.



Appendix

Sustainability Accounting Standards Board (SASB) Index — Media & Entertainment Standard

Topic	Code	Metric	Response
Media Pluralism	SV-ME-260a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	See the Our Global Team section of this report. Refer to our EEO-1 reports on our website , reflecting the company's U.S. workforce as of December 31 of the most recent year that is available.
	SV-ME-260a.2	Description of policies and procedures to ensuring pluralism in news media content	See the Journalistic Integrity and Media Ethics section of this report
Journalistic Integrity & Sponsorship Identification	SV-ME-270a.1	Total amount of monetary losses as a result of legal proceedings associated with libel or slander	Material legal proceedings are disclosed in our annual 10-K and quarterly 10-Qs filed with the SEC.
	SV-ME-270a.3	Description of approach for ensuring journalistic integrity of news programming related to: (1) truthfulness, accuracy, objectivity, fairness, and accountability, (2) independence of content and/or transparency of potential bias, and (3) protection of privacy and limitation of harm	See the Journalistic Integrity and Media Ethics section of this report.
Intellectual Property Protection & Media Piracy	SV-ME-520a.1	Description of approach to ensuring intellectual property (IP) protection	See the Intellectual Property section of this report.

Code	Activity Metric	Response
SV-ME-000.A	(1) Total recipients of media and the number of (2) households reached by broadcast TV, (3) subscribers to cable networks, and (4) circulation for magazines and newspapers	See pages 5–8 of the Warner Bros. Discovery Annual Report on Form 10-K for the fiscal year ended December 31, 2023. (4) Circulation for magazines and newspapers is not applicable.
SV-ME-000.B	Total number of media productions and publications produced	See pages 5–8 of the Warner Bros. Discovery Annual Report on Form 10-K for the fiscal year ended December 31, 2023.

Task Force on Climate-related Financial Disclosures Index

Warner Bros. Discovery's (WBD) approach to disclosing climate-related risks and opportunities is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

CLIMATE CHANGE GOVERNANCE

a) Board Oversight

Our Board of Directors provides oversight of Environmental, Social, and Governance (ESG) activities, including climate-related issues, through the Nominating and Corporate Governance Committee and Audit Committee. The Nominating and Corporate Governance Committee is responsible for overseeing and monitoring the Company's strategy, policies, commitments, and initiatives with respect to ESG matters. The Audit Committee reviews the Company's key public ESG disclosures, including any climate-related disclosures, and the adequacy and effectiveness of applicable internal reporting and controls related to such disclosures. The Audit Committee also oversees key finance-related initiatives related to ESG generally and climate specifically.

The governance mechanisms into which climate-related issues are integrated include reviewing and guiding strategy and monitoring progress toward corporate targets. The Audit Committee discusses climate-related issues in connection with its review of the Company's annual report on Form 10-K. In addition, as needed or as requested by the Nominating and Corporate Governance Committee and Audit Committee, the EVP, Global Head of ESG, and/or other high-level executives with direct knowledge and oversight of WBD's ESG strategy schedule time allocated during the Nominating and Corporate Governance Committee and Audit Committee meetings to present on climate-related goals, initiatives, and progress. The presenters typically determined the focus area(s) of the presentation and allowed time for discussion and feedback from the Committees.

b) Management Role

Our Chief Executive Officer provides executive direction on ESG strategy, including the Company's management of climate-related issues. In addition, WBD's EVP, Global Head of ESG, who reports directly to WBD's Chief Legal Officer, has functional responsibility for ESG and is charged with evaluating and implementing the strategic direction of WBD's ESG and climate-related initiatives. The EVP, Global Head of ESG, is supported by other senior executives, including our Chief People and Culture Officer and Chief Global Diversity, Equity, & Inclusion Officer.

STRATEGY

WBD has identified climate-related risks that may have adverse effects on our Company. The nature of these risks depends on regulatory and market requirements, pressure to reduce our carbon footprint, and our ability to understand and respond to rapidly evolving developments. As described in our 10-K, our identified risks include the following:

Regulatory Risk: U.S. state and federal regulators, international regulators, investors, consumers, and other stakeholders are increasingly focused on environmental, social, and governance considerations. For example, new domestic and international laws and regulations relating to environmental, social, and governance matters, including environmental sustainability and climate change, human capital management, and cybersecurity, are under consideration or have been adopted. Many such laws, including new greenhouse gas emission regulations that have already been adopted in the State of California and in the European Union and have been proposed in other jurisdictions, include specific, quantitative disclosures regarding our global operations, both upstream

and downstream. These increased disclosure obligations have required and may continue to require us to implement new practices and reporting processes and have created and may continue to create additional compliance risk. They may also result in increased costs relating to tracking, reporting and compliance.

Reputational Risk: We have adopted several initiatives and programs focused on environmental, social, and governance issues, which may not achieve their intended outcomes. If we are unable to meet our enterprise objectives, or live up to evolving stakeholder expectations and industry standards for environmental, social, and governance issues, or if we are perceived by consumers, stockholders, or employees to have not responded appropriately with respect to these issues, our reputation, and therefore our ability to sell our products and services, could be negatively impacted. If, as a result of their assessment of our performance on environmental, social, and governance matters, certain investors are unsatisfied with our actions or progress, they may reconsider their investment in our Company. Providers of debt and equity financing may also consider our performance in these areas and the ratings of external firms (which we have limited ability to influence) in their decisions involving our Company, which could impact our cost of capital and adversely affect our business.

RISK MANAGEMENT

WBD recognizes climate change as a critical global issue, and we endeavor to do our part to drive positive change. As a media company, our impact on this issue is limited. Therefore, we focus our efforts where we have the most significant opportunities for progress, balanced with investments in a range of critical ESG issues. We are committed to lowering our greenhouse gas (GHG) emissions, investing in clean energy, and telling stories that will inspire our audiences.

As a newly formed organization, we are focused on continuing legacy efforts to actively reduce operational emissions, identifying and implementing new initiatives (see [Sustainable Workplaces](#) and [Sustainable Productions](#)), while simultaneously building a longer-term, enterprise-level strategy for our future as a new organization.

Throughout 2023, we worked with a third-party consultant to advise on risks and opportunities. Key activities included conducting benchmarking, interviewing internal stakeholders to gather insights, identifying disclosure opportunities, and recommending next steps.

WBD senior executives and Board of Directors are focused on managing and mitigating various risks to our business and financial performance, including climate-related risks. While each committee is responsible for evaluating certain risks and overseeing the management of such risks, our entire Board is regularly informed through committee reports and management presentations to the full Board about such risks.

METRICS AND TARGETS

Throughout 2023, WBD established the greenhouse gas emissions inventory for Scope 1 and 2 and five material Scope 3 categories. Additionally, we worked to understand and plan for forthcoming climate-related disclosure regulations.

Refer to the [Climate Action](#) section of the Sustainability Report for information on our metrics and emissions.

In 2024, we will continue our efforts to reduce emissions, i.e., increasing energy efficiency, exploring investments in renewable energy projects, and potentially purchasing Renewable Energy Credits (RECs) and carbon offsets, where appropriate. We will also evaluate the opportunity to set enterprise-level GHG emissions reduction goals, supported by a roadmap to ensure we can deliver on our commitments.

Scope 1 and 2 Calculation Methodology

WBD selected operational control as the approach for consolidating its organizational boundary. WBD includes emissions from operations across its global operating units (which includes subsidiaries that are 100% owned, directly or indirectly, by WBD). The facilities falling under WBD’s operational control comprise primarily of offices, warehouses and production studios across North America (NA); Latin America (LATAM); Europe, the Middle East, and Africa (EMEA); and Asia Pacific (APAC). Emissions were calculated for January 1 - December 31, 2023; for facilities that closed prior to the year’s end, estimations only occurred for the period the facility was under WBD’s operational control.

WBD’s Scope 1 inventory consists of emissions from the combustion of stationary and transport fuels such as natural gas, diesel, and petroleum at owned and leased facilities and in owned or leased vehicles, equipment, and private jets under operational control. Scope 2 includes emissions from the purchase of electricity, steam, heating, and cooling used on-site at the owned and leased facilities across WBD’s global facility portfolio that are under its operational control. Note that all Scope 1 and 2 emissions used Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC), Fourth Assessment Report (AR4).

Scope 1 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Stationary	Natural gas	Emissions from natural gas were calculated based on actual and estimated consumption for each facility where onsite natural gas usage was confirmed. Annual consumption of fuels at WBD facilities were multiplied by EPA GHG emission factors based on fuel type.	In instances where actual natural gas usage was unavailable but natural gas was confirmed to be used at the site, the average-data method was used: <ul style="list-style-type: none"> For sites in the U.S., square footage, facility type, and facility region were used to estimate total fuel consumption (therms) using EIA/CBECS intensity factors. For sites outside of the U.S., square footage and location were used to map each facility to an EIA/CBECS climate zone to estimate total fuel consumption (therms) using EIA/CBECS intensity factors. 	Activity data — Annual quantity of natural gas purchased	United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Table 1), April 3, 2023. International Energy Agency (IEA) Direct Combustion Emission Factors, 2023.		If there was no confirmation of natural gas used at the site, no estimations were performed and emissions were not calculated.
Stationary	Diesel	Emissions from diesel were calculated based on actual consumption for each facility where onsite diesel usage was provided. Annual consumption of fuels at WBD facilities was multiplied by EPA GHG emission factors based on fuel type.	In instances where actual diesel usage was unavailable but diesel was confirmed to be used at the site, the average- data method was used: <ul style="list-style-type: none"> The total diesel usage from each generator (from provided data) was averaged to estimate diesel use per generator. Based on the data provided, the diesel use per generator was multiplied by the number of generators indicated at that facility. 	Activity data — Annual quantity of diesel purchased	United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Table 1), April 3, 2023.		If no generators were listed for the facility, it was assumed that generators were not used and thus emissions were not calculated.

Scope 1 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Stationary	Propane	Emissions from propane were calculated based on actual consumption for each facility where onsite propane usage was provided. Annual consumption of fuels at WBD facilities was multiplied by EPA GHG emission factors based on fuel type.	N/A — no estimations were performed.	Activity data — Annual quantity of propane purchased	United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Table 1), April 3, 2023.		If propane usage was not provided, no estimations were performed and emissions were not calculated.
Fugitive	Refrigerants	Emissions from refrigerants were calculated based on the annual amount of refrigerant purchased for each facility. This was multiplied by the EPA GHG emission factor based on refrigerant type. Total capacity for refrigerants for each type of equipment used by location was multiplied by an annual leak rate and installation leak rate.	In instances where actual refill data was unavailable but the equipment was recharged during the year, the refill amount was estimated using the EPA average leakage rate and the frequency assumed was 1 year (i.e., entire reporting period).	Annual amount of refrigerant purchased or number of units, capacity, and type of refrigerant(s) used	United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Tables 11 and 12), April 3, 2023.		If no data was provided on the power, capacity, usage, or refrigerant of the equipment, then the equipment was not estimated and emissions were not calculated. If 0 usage was provided for the equipment then it was assumed that there was no leakage during the reporting year.
Fugitive	Fire suppressants	System type (fixed or portable) was used to estimate an annual leak rate which was multiplied by a GWP based on suppressant chemical.	N/A — no estimations were performed.	Number of fire suppression systems and their associated system type and suppressant chemical	Direct Fugitive Emissions from Fire Suppression (epa.gov)		If suppressant discharge was reported, it was assumed that this usage was for the entire year. Fire suppressant usage was not estimated. Equipment was only included in the calculation if it was confirmed that the equipment had been discharged during the year.

Scope 1 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Fugitive	Vehicle	Count of owned or leased road vehicles was multiplied by an assumed leakage rate of coolant annually.	N/A — no estimations were performed.	Number of owned and leased vehicles and average annual leakage rate	Direct Fugitive Emissions from Air Conditioning (epa.gov)		<p>Non-road vehicles, motorcycles, and forklifts were assumed to not use coolant and thus had no emissions related to refrigerants.</p> <p>All road vehicles were assumed to have an internal cooling system.</p> <p>All road vehicles were assumed to lose 20% of their coolant capacity in a year.</p> <p>All road vehicles were assumed to use HFC-134A coolant.</p>
Mobile	Diesel, gasoline/petrol, propane	Annual consumption of mobile fuel (fleet and private jets) was multiplied by EPA GHG emission factors by fuel type.	<p>In instances where only a portion of the fuel usage for the year was provided, the usage was annualized to account for the entire year.</p> <p>In instances where actual or estimated fuel usage was not provided, an average fuel usage for the year by the WBD fleet within a specific region was calculated and applied to fleet within that region that required the estimation.</p>	Activity data — Annual fuel usage for WBD owned or leased vehicle fleet and private jets	United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Tables 2, 3, and 4), April 3, 2023.		When vehicle type was not provided, vehicle type was assumed to be passenger cars.

Scope 2 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Facilities (Location-based)	Purchased electricity (Location-based method)	<p>Location-based method based on actual and estimated purchased electricity consumption for all facilities in the reporting boundary.</p> <p>Annual metered electricity usage for all facilities was multiplied by EPA Emissions & Generation Resource Integrated Database (“eGRID”) emission factors for U.S. sites, National Inventory Report factors for sites in Canada, and the IEA for country-based locations outside of the U.S. and Canada.</p>	<p>In instances where actual electricity usage was unavailable, but it was determined, based on facility type, that electricity was used in the facility, electricity consumption was estimated:</p> <ul style="list-style-type: none"> Using the Commercial Buildings Energy Consumption Survey (CBECS) 2018 data according to site type in the U.S. and Canada. By creating a custom intensity factor by region/country and site type from sites that provided data outside of the U.S. and Canada. <p>In instances where partial year data was provided, the data was annualized to account for a full year of provided data.</p>	Activity data — Annual metered electricity usage	<p>United States — Environmental Protection Agency (EPA) Emissions & Generation Resource Integrated Database (“eGRID”) emission factors with 2022 data, January 30, 2024.</p> <p>National Inventory Report 1990 - 2021: Greenhouse Gas Sources and Sinks in Canada, June 13, 2023.</p> <p>IEA Electricity emission factors, 2023.</p>		<p>If square footage was unavailable and actual electricity consumption data was not provided, it was assumed that no electricity was consumed and thus emissions were not calculated.</p> <p>Sites with the space type as ‘car parking spaces’, ‘parking’, ‘parking-surface’, ‘roof/antenna’, and ‘land’ were assumed to not use electricity and thus emissions were not calculated. All ‘car parking spaces’, ‘parking’, and ‘parking-surface’ are assumed to be normal asphalt painted spaces with no covering or use of electricity.</p>
Facilities (Market-based)	Purchased electricity (Market-based method)	<p>Market-based method based on actual and estimated purchased electricity consumption (per location-based method calculations) and renewable energy procurement at the facility-level.</p> <p>Annual metered electricity, and any contractual instruments held by WBD were multiplied by their associated market-based emission factor.</p>	<i>Refer to Purchased Electricity (Location-based method) Estimation Methodology.</i>	Activity data — Annual metered electricity usage and any contractual instruments held by WBD	<p>Energy Attribute Certificates (EACs), where applicable.</p> <p>Utility-specific emission factors, where applicable.</p> <p>Association of Issuing Bodies (AIB) 2022 Residual Mix factors for facilities in the EU.</p> <p>Green-e 2023 Residual Mix Emission rates (2021 data) for facilities in the U.S.</p> <p>Location-based factors where market-based factors are unavailable.</p>		<i>Refer to Purchased Electricity (Location-based method) Assumptions.</i>

Scope 2 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Facilities (Location-based and Market-based)	Purchased steam, heating, and cooling (Location-based and Market-based methods)	Annual steam, heating, or cooling purchased was multiplied by the EPA emission factor database based on the steam, heat or cooling purchased.	In instances where it was determined that steam, heating, or cooling was consumed at the site but no data was provided, an intensity factor was developed based on facilities with actual data provided and applied to facilities with no provided data. In instances where partial year data was provided, the data was annualized to account for the full year.	Activity data — Annual steam, heating, or cooling purchased	United States — ENERGY STAR Indirect GHG Emissions Factors for all District Fuels. United Kingdom — Greenhouse gas reporting: conversion factors 2023. International Energy Agency (IEA) Direct Combustion Emission Factors, 2023.		If no data was provided for purchased steam, heating and cooling, it was assumed that no steam, heating or cooling was consumed at the site or facility.

Scope 1 and 2 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Productions	N/A	WBD productions were mapped to the Sustainable Production Alliance (SPA) production categories, and the associated SPA carbon emissions averages were used to calculate the fuel and utilities emissions. WBD productions include feature film and TV / streaming series with principal photography wrapped in 2023. This includes all episodes of TV/ streaming series with a season wrap date in 2023. Note that fuel emissions from productions were allocated to Scope 1 and utility emissions from productions were allocated to Scope 2. SPA does not specify the types of utilities included in its assumptions. These may include utilities other than purchased electricity, steam, heating and cooling such as water and sewage.	N/A — no estimations were performed.	373 feature film and TV/ streaming series productions that met the following criteria: <ul style="list-style-type: none"> In-house production (under WBD's operational control) Co-productions — a production between two or more production companies — where WBD is the lead producer Principal photography wrapped in 2023 	Sustainable Production Alliance (SPA) Carbon Emissions of Film and Television Production report.	The following productions were excluded from the inventory this year: <ul style="list-style-type: none"> Co-productions where WBD is not the lead 3rd-party purchased content Licensed content Commissioned content News, feature documentaries, podcasts, animated feature films and series, pilots, soap operas, and sports <p>WBD will continue to refine its processes to collect data that was excluded from this year's inventory.</p>	

Scope 3 Calculation Methodology

WBD’s Scope 3 inventory includes indirect GHG emissions (not included in Scope 2) that occur in WBD’s value chain. These emissions are inclusive of the upstream and downstream emissions categories deemed material through an emissions screening process conducted in 2023, which are listed below:

Category 1: Purchased goods and services | Category 2: Capital goods | Category 3: Fuel- and Energy-related activities (not included in Scope 1 or 2) | Category 6: Business travel | Category 7: Employee commuting

Note that all Scope 3 emissions used Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC), Fourth Assessment Report (AR4) (aside from DEFRA fuel emission factors used in category 3, FERA which used AR5 GWPs). No Scope 3 emissions were calculated using data from suppliers or other value chain partners.

Scope 3 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Categories 1 & 2	Category 1 — Purchased goods and services and Category 2 — Capital goods	Spend-based methodology: Emissions from purchased goods and services and capital goods were calculated using direct spend. The purchased goods and services and capital goods were mapped to a North American Industry Classification System (NAICS) code of the EPA supply chain emission factors (with margins) and adjusted for inflation from the base year (2021) to align with 2023 spend. Only purchased goods and services and capital goods in alignment with the minimum boundaries for Categories 1 and 2 were included.	A weighted average emissions factor based on WBD’s associated NAICS codes was used to calculate emissions for WBD’s spend labelled as “uncategorized.”	Activity data — Direct purchasing activity in the reporting year for goods and services and capital expenditures. Inflation adjustment factor —U.S. Bureau of Labor Statistics Consumer Price Index (CPI) inflation calculations from reporting year to base year.	United States — Environmental Protection Agency (EPA) Supply Chain GHG Emission Factors for U.S. Industries and Commodities, V1.2, 2023.	Spend related to Licensed Content and Sports Rights was excluded from the 2023 spend to align with industry guidance and market trends.	
Category 3	Fuel- and Energy-related Activities (not included in Scope 1 or Scope 2)	Average-data methodology: Emissions were calculated using the total fuel, electricity, steam, heating and cooling consumed by WBD included in the Scope 1 and 2 calculations. The consumed electricity, steam, heating, cooling, and fuel was multiplied by the relevant well-to-tank (WTT) and transmission and distribution (T&D) emission factors.	Refer to Scope 1 fuels and Scope 2 electricity and purchased steam, heating and cooling for applicable estimation methodologies.	Activity data — Total Scope 1 fuel consumption and Scope 2 location-based and market-based electricity and purchased steam, heating and cooling consumption for the reporting year, by country.	United Kingdom — Greenhouse gas reporting: conversion factors 2023; Well to tank (WTT) - fuels, WTT - heat and steam, and Transmission and distribution factors. International Energy Agency (IEA) Life Cycle Upstream Emission Factors, 2021 version. International Energy Agency (IEA) Fuel-cycle Factors , 2021 version.	Fuel and electricity from productions were excluded from Scope 3, category 3. In FY23, productions emissions were calculated using Sustainable Production Alliance (SPA) averages; as a result, no actual consumption values were provided to calculate emissions from productions for this category.	Refer to assumptions included for Scope 1 stationary natural gas, diesel, and propane and Scope 2 electricity and purchased steam, heating, and cooling for assumptions applicable to this category.

Scope 3 Emissions	Source	Calculation Methodology	Estimation Methodology	Data Used	Emissions Factors	Exclusions	Assumptions
Category 6	Business travel	<p>Distance-based methodology: Emissions from business travel were calculated using total distance traveled by air, road-vehicle, and rail when travel distance was provided. Total distance for each trip was multiplied by cradle-to-gate emission factors to determine the emissions for each trip.</p> <p>Spend-based methodology: When only spend was provided, emissions from business travel were calculated using the reimbursed spend for the vehicle used for business travel and total spend from non preferred chartered flights. Total spend was multiplied by the relevant NAICS code and adjusted for inflation from the base year (2021) to align with 2023 spend.</p> <p>Note: Emissions from hotel stays, which fall outside of the GHGP minimum boundary, were included within the category 6 total.</p>	N/A — no estimations were performed	<p>Activity data — Distance per mode of transportation, total mileage reimbursements, and number of hotel stays provided by WBD’s global travel management partner, preferred and non-preferred rental car providers, and private jet charter providers.</p>	<p>United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Table 10), April 3, 2023.</p> <p>United States — EPA Supply Chain GHG Emission Factors for U.S. Industries and Commodities, V1.2, 2023.</p> <p>DEFRA Upstream emission factors – hotel stays, 2023.</p>		<p>All rail travel was assumed to be inter-city and used the U.S.-based emission factor of ‘Intercity Rail - National Average’ rather than commuter rail.</p> <p>In FY23, all vehicles unless specifically categorized as an ‘EV’ or ‘Hybrid’ were assumed to be ‘Passenger Car A’. When vehicle type was not provided, vehicle type was assumed to be passenger cars for all vehicles and U.S. EPA Emission Factors were used for all countries for reimbursed personal mileage.</p>
Category 7	Employee commuting	<p>Average-data and distance methodology: Emissions from employee commuting were calculated by estimating the average distance traveled for each WBD employee (regular, intern, project, and temporary) for each location, based on nationally provided commuting data by mode and distance. Total distance was then multiplied by days in office to determine average distance commuted per year. Total distance was multiplied by EPA upstream and downstream T&D for each transportation type.</p> <p>Note: Emissions from telecommuting, which fall outside of the GHGP minimum boundary, were included within the category 7 total.</p>	N/A — no estimations were performed	<p>Activity data — Total number of employees who work in each office location and associated flexible work policy for each location.</p> <p>Commuting data — Average commuting type and time determined based on available country specific transportation records.</p>	<p>United States — Environmental Protection Agency (EPA) Emission for GHG Inventories (Table 10), April 3, 2023.</p> <p>Anthesis white paper, Estimating Energy Consumption & GHG Emissions for Remote Workers, 2021.</p>		<p>For offices without specific flexible work policies, regular and project employee types abided by the 3 days per week in office requirement outlined in WBD’s “Flexible Work Policy.” WBD assumed employees worked 48 weeks per year, accounting for holidays and vacation.</p> <p>Temporary employees worked 3 days a week and abided by the 60% in office policy.</p> <p>To account for the average hours across the 3 intern cohorts (Spring, Summer, and Fall), it was assumed that interns worked for 4 months out of the year at 3.5 days per week (28 hours) and abided by the 60% in office policy.</p> <p>All employees commuting by car were assumed to be traveling in a Passenger Car A.</p> <p>All rail travel was assumed to be inter-city and used the U.S.-based emission factor of ‘Intercity Rail - National Average’ rather than commuter rail.</p>

Cautionary Statement Concerning Forward-Looking Statements

Information set forth in this communication contains certain forward-looking statements within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on current expectations, forecasts, and assumptions that involve risks and uncertainties and on information available to Warner Bros. Discovery as of the date hereof. The Company's actual results could differ materially from those stated or implied due to risks and uncertainties associated with its business, which include the risk factors disclosed in the Company's filings with the U.S. Securities and Exchange Commission, including but not limited to the Company's most recent Annual Report on Form 10-K and reports on Form 10-Q and Form 8-K.

Forward-looking statements include statements regarding the Company's expectations, beliefs, intentions or strategies regarding the future, and can be identified by forward-looking words such as "anticipate," "believe," "could," "continue," "estimate," "expect," "intend," "may," "should," "will" and "would" or similar words. Forward-looking statements include, without limitation, statements regarding future financial and operating results, the Company's plans, objectives, expectations and intentions, and other statements that are not historical facts. Warner Bros. Discovery expressly disclaims any obligation or undertaking to disseminate any updates or revisions to any forward-looking statement contained herein to reflect any change in the Company's expectations with regard thereto or any change in events, conditions or circumstances on which any such statement is based.



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