

# Warner Bros. Discovery Workforce Privacy Notice

**Effective date: January 2023**

## 1. OBJECTIVE

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

[You can learn more about Warner Bros. Discovery affiliate companies by visiting our controller and affiliate site.](#)

This privacy notice informs our Workforce of all possible Processing by, and on behalf of, Warner Bros. Discovery entities of personal information pertaining to the Workforce in connection with their employment or engagement. In the event that laws in certain jurisdictions require different or stricter standards for the Processing of personal information than those described in this privacy notice, relevant Warner Bros. Discovery entities will follow such jurisdictional laws, rules or regulations.

## 2. DEFINITIONS

**Contractors** means any non-employee working for or on behalf of Warner Bros. Discovery, including contingent workers or contractors (whether directly or indirectly contracted), agency workers, freelancers, consultants, secondees and individuals on work experience/work shadowing placements.

**Controllers** are the Warner Bros. Discovery entities that decide the purpose and the manner in which any Processing of Personal Information will be carried out (a list of Controllers can be found [by visiting our controller and affiliate site](#)). For Personnel (as defined below), the Warner Bros. Discovery entity that employs you is always a Controller of your Personal Information. For Contractors, the Warner Bros. Discovery entity that engages you or the organisation that you work for, is always a Controller of your Personal Information. For all Workforce, depending on the particular Processing activity (as described below), there may be more than one Controller with respect to that particular Personal Information (for example, where your Personal Information is shared with a parent company for business planning purposes, this parent company may also be a Controller in respect of that Processing). If you have any questions about who the Controller is for your Personal Information, please contact us using the methods set out in section 10 below.

**Personnel** means employees (regardless of classification or type and including full-time employees, temporary employees, and interns). Solely for purposes of this privacy notice, the definition also comprises all personnel referred to under the California Consumer Privacy Act, *see* Cal. Civ. Code § 1798.145(m), for purposes of providing required notices. The definition of “Personnel” under this privacy notice is not intended to be co-extensive

with the definition of “employee” or other personnel-related terms under any applicable employment or other law.

**Personal Information** means any data or information Processed by us that identifies, relates to, describes or is capable of being associated with, or may reasonably be linked, directly or indirectly, with an individual.

**Processing, Process, Processed** refers to any action that is performed by or on behalf of Warner Bros. Discovery on Personal Information, such as collecting, viewing, accessing, recording, organising, analysing, storing, modifying, using, disclosing or deleting such Personal Information and/or as otherwise defined by any applicable laws.

**Sensitive Personal Information** means Personal Information that requires a high degree of protection by law. In particular, under this privacy notice, Sensitive Personal Information includes all information identified as a special category of personal data under the General Data Protection Regulation (GDPR), and other applicable data protection laws, and/or regulations. Sensitive Personal Information includes Personal Information revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data and biometric data Processed for the purpose of uniquely identifying an individual, data concerning health, sex life or sexual orientation, as well as Personal Information relating to criminal convictions and offences or related security measures, and in certain jurisdictions where required under applicable law, passwords and financial information (such as bank account, or credit or debit card, or other payment instrument details).

**Workforce** includes Contractors **and** Personnel of Warner Bros. Discovery.

### 3. TYPE AND SOURCES OF PERSONAL INFORMATION COLLECTED AND PROCESSED

We will collect Personal Information directly from the Workforce, requested or otherwise provided as part of your employment or engagement, including contact details, such as address, telephone number, email address, financial information, such as bank account details, and other identifiers, where applicable.

We may also create Personal Information as part of your employment or engagement, such as records of your services, performance, skills and experience, salary or billing information, and absence records.

To the extent permitted by law and where necessary to achieve the purposes of Processing, we may collect Personal Information from other sources, including but not limited to:

- Government organizations, health providers and benefits providers, for example information needed to help identify which benefits have been sought or are needed to ensure compliance with taxation laws;
- Business partners and service providers such as, companies providing training and any other related activities, companies providing background checks, phone companies and travel companies and agencies, to name a few. This can include details of your training, details included in any background or vetting check and details of your use of our service providers;
- Workforce supervisors and colleagues;

- Publicly available information that may be posted on the internet, in newspapers, etc. where used in connection with investigations or vetting the Workforce, or which is otherwise brought to our attention;

In the case of Contractors, we will only collect Personal Information to the extent necessary to achieve the purposes of Processing in connection with the Contractors engagement for or on behalf of Warner Bros. Discovery and such engagement is not considered co-extensive with employment or other personnel-related terms under any applicable employment or other law.

Subject to any applicable limitations under law or contract, we may process each of the categories of personal information identified above for the following purposes:

- ***Human Resources and Workforce Management.*** These processes are activities undertaken by Warner Bros. Discovery to maintain and manage a workforce. Examples include: interviewing, recruiting and hiring; transfers, travel and/or relocations (including immigration assistance) including family members, partners or next of kin; recording and managing terms and conditions of employment or engagement; conducting surveys; ensuring business continuity; arranging and reimbursing business travel and entertainment expenses; arranging, managing and monitoring periods of time off, including annual or sick leave and reintegration back into the workforce; investigating and resolving conflict of interest issues; conducting workplace investigations into compliance with applicable laws and Warner Bros. Discovery policies; allocating, reviewing and delivering pay and other compensation; managing careers, including reviewing and appraising performance; training, leadership development, succession, management; managing disciplinary and grievances procedures; providing training; administering benefits, including health insurance plans, pensions, and family-friendly offerings; providing engagement opportunities, including discounts, loyalty or affinity programs, and access to sweepstakes, promotions, competitions, awards and company products and services; complying with applicable employment and worker related legal requirements, including anti-discrimination and health and safety requirements; monitoring diversity and implementing diversity initiatives; communicating with the Workforce and/or their representatives, including using personal communication channels in emergency situations; enabling enterprise collaboration including document sharing and storage; publishing directories; and organizing events.
- ***Business Process Execution and Management.*** These processes are activities carried out in order to run the business operations of Warner Bros. Discovery. Examples include: scheduling, recording, monitoring, evaluating and facilitating work engaged by WBD and relevant third parties, including administration and storage of documents; budgeting, planning and forecasting for operational and financial purposes, including supply of products (including TV, film, video game, publishing and other content production); project management and headcount/resource allocation; auditing; configuring and testing new, updated or upgraded systems, software and applications; allocating, supporting and monitoring access to company facilities and systems; managing company assets including approving and liaising on artwork for licensed products; tracking, collating and analyzing global business statistics, other data elements, and licensed

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

- ***Safety, Security and Business Continuity.*** These processes are activities undertaken by Warner Bros. Discovery to ensure the safety and protection of its Workforce, resources, systems, customers and consumers, assets and communities. Examples include: protecting occupational health and safety; providing technical and operational security with respect to our resources, assets, systems, information and facilities; making WBD systems and business information and data available to relevant business divisions while being adequately protected and supported; operating disaster recovery, back-up, business continuity and alert systems; and authenticating an individual's status to authorize access to WBD resources and facilities.
- ***Regulatory Compliance.*** Warner Bros. Discovery operates various policies, processes and procedures to comply with applicable laws and regulations, including local, state, federal and international laws and regulations. Examples include: providing whistleblower protections, where necessary to fulfill statutory compliance obligations (such as our obligations under U.S. legislation, including the Sarbanes-Oxley Act and/or the Foreign Corrupt Practices Act); monitoring ethical and regulatory compliance including tracking and recording conflicts of interest; administering and providing training in relation to regulatory and compliance issues; and implementing and monitoring WBD policies. WBD also cooperates from time to time as required with regulators in various jurisdictions (such as data protection authorities, tax authorities and law enforcement or sector-specific regulators).

The foregoing purposes of Processing are not an indication that such Human Resource, Business Resource, Safety and Security or other processes have been applied on the same basis and/ or terms as have extended to Personnel or are intended to be co-extensive with employment or other personnel-related terms under any applicable employment or other law.

If Warner Bros. Discovery introduces a new process or tool that will result in the Processing of personal information for a purpose different from the purpose for which the personal information was collected, the WBD entity responsible for the new process or tool will, to the extent required by applicable law, inform the Workforce of the new process or tool and provide any required notices and/or choices.

#### **4. LEGAL BASES FOR PERSONAL INFORMATION PROCESSING**

In the UK and in countries where the General Data Protection Regulation (GDPR) applies, we Process your Personal Information under the following legal bases:

- (i) To establish and perform any contract with you, to maintain, manage or terminate any contractual relationship and to enable you to perform any services for the purposes of your employment or engagement, or any services you are engaged to perform, or as necessary in connection with services or benefits you request from us, in particular:
  - Administration of payroll and benefits and absence, compensation and expense management, if applicable;

- Managing our Workforce and service providers, for example, onboarding and exit management, recording hours of work and absence, compliance with service levels and performance;
  - Allowing you access to medical insurance, pension schemes and other benefits offered by Warner Bros. Discovery and other providers including management of employee transfers, travel and/or relocation (including immigration assistance), if applicable. Some benefits may require you to provide Personal Information concerning family members, partners or next of kin, in which case you must inform them before providing the Personal Information to us and obtain their consent if this is required by applicable law;
  - Rights management and placement of credits, if applicable; and
  - Arranging professional travel (including hotel accommodation) and relevant insurance.
- (ii) To comply with a legal obligation including for:
- Making deductions from payroll for tax and social security purposes and providing information to tax and social security authorities as required by law, if applicable;
  - Managing statutory sick pay and maternity/paternity/parental pay, if applicable;
  - Engaging in mandatory employee relations engagement activities;
  - Carrying out necessary checks on right to work; and
  - Carrying out or obtaining occupational health and safety and necessary medical assessments.
  - For our legitimate interests, as listed below (where our interests are not overridden by your data protection rights or your fundamental rights and freedoms), or where you have given your consent, which may be withdrawn at any time, as may be permitted under applicable law: Developing our Workforce – for example, training and leadership development, succession management, award recognition, social corporate responsibility activities, surveys and communications to the Workforce;
  - Planning our business, including succession planning, reorganisation and restructuring, office location planning, business and HR reporting and statistical analysis of our workforce, promotional planning, pitching, applications for awards and other professional recognition, collaborating or participating in industry initiatives, applying for entertainment industry incentives (if applicable), attending and organising professional or promotional events, any activities relating to disaster recovery, back-up and daily business continuity and recording/archiving any business operations and any documents including contracts, emails, productions or marketing creations;
  - Developing, commissioning, producing, publishing, distributing, promoting and commercialising our productions, games and/or other audio-visual content, if applicable;
  - Storing and archiving our productions, games and/or other audio-visual content, if applicable;

- Protecting our legitimate business interests and legal rights. This includes but is not limited to, use in connection with legal claims, compliance, regulatory, auditing, investigative and disciplinary purposes (including disclosure of such information in connection with legal process or litigation, or where requested by law enforcement or other relevant third parties) and Processing in connection with ethics and compliance policies such as the Standards of Business Conduct and related reporting tools;
  - Managing the performance and security of our equipment, facilities, intellectual property and electronic platforms in accordance with our policies. This includes administering access rights, management and control of building and area access including access logs, monitoring compliance with information security and other Warner Bros. Discovery policies, operating CCTV and other recording software and systems, and where permitted by local law and in accordance with relevant policies, using Personal Information for investigations and disciplinary actions;
  - Ensuring the safety and protection of our Workforce and visitors;
  - Providing communication services such as email, telephone, and internet access;
  - Carrying out communications and engagement activities, including sending internal communications to Staff (including communicating with, and alerting, Staff during a crisis), Staff discounts, loyalty or affinity programs, and access to promotions, competitions, and company products, managing participation in events and handling emergency contact information;
  - Publishing internal directories, charts and providing other internal communications tools. This includes the information you provide for any internal company profile (including your photo, if applicable and permitted under applicable law);
  - As applicable, analysing and monitoring the diversity of the workforce in accordance with applicable laws. This includes, for example, compliance with equal opportunity employment law;
  - Obtaining insurance and processing claims;
  - Conducting Workforce surveys and engaging third parties to conduct Workforce surveys; and
  - Handling your Personal Information in connection with recruitment or onboarding activities you engage in, including CV reviews, interviews, conflicts of interest, (where permitted by law) relevant vetting and background checks and applying for visa/work permits, if applicable.
- (iii) Where you have given your consent such as:
- Providing references to third parties where you have requested;
  - Carrying out certain vetting and background checks where your consent is required by law; and
  - Processing as described in any other consent we seek from you.

Where any of these purposes involves the Processing of Sensitive Personal Information, this will only be done where this is permitted by applicable law or as necessary to comply

with applicable law, for example because you have given your explicit and freely given consent (which may be in writing), because you have manifestly made the Personal Information public, because we are required to carry out the Processing due to applicable employment or health, benefit, reasonable accommodations or social security laws, or because there is a substantial public interest in this Processing.

## **5. MONITORING**

Where the Processing activities described above involve monitoring activities, any such monitoring, surveillance, interception, or investigation activities would be conducted in accordance with governance arrangements to ensure compliance with applicable laws (where applicable laws permit such monitoring activities) and internal policies. We monitor our network and communications systems through automated tools such as network authentication and wireless connectivity hardware and software, anti-malware software, website filtering and spam filtering software, security software for cloud-based applications, access and transaction logging, and mobile device management solutions in order to protect our Workforce and business partners. Any Personal Information gathered may be used to:

- ensure the security of our network systems and assets, and the safety and security of our Workforce, network and device management and support;
- network and device management and support;
- business transactions and recordkeeping;
- protection of confidential information and WBD materials;
- establish the facts and as evidence in any potential/subsequent legal, criminal, or disciplinary proceeding/actions or violations of our corporate policies, standards, and procedures. Monitoring may also be used for business continuity purposes, including where particular Workforce are absent or have left the business.

### **A. COMMUNICATIONS MONITORING**

All messages, files, data, documents, audio/video, social media posts or instant message communications, or any other types of information transmitted to, through or from, received or printed from, or created, stored or recorded on our network and communications systems (included via the use of personal devices that access our network and communication system), are business-related and are monitored or accessed by us in accordance with applicable law and any workplace agreements (such as collective bargaining agreements), and subject to WBD's existing policies on access to and uses of this data. Monitoring may include any and all use of telephones, computers, email, and Internet. Warner Bros. Discovery reserves the right to monitor the Workforce use of WBD technology resources to the maximum extent permitted by law, and to review, use, and disclose any information created, stored, or transmitted on our information technology systems for legitimate business purposes, including, without limitation, to respond to government investigations, or as necessary in legal proceedings.

## **B. VIDEO AND ELECTRONIC MONITORING**

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

## **6. DATA RETENTION**

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

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

## **7. TRANSFERRING, SHARING, AND DISCLOSING PERSONAL INFORMATION**

Warner Bros. Discovery may share your Personal Information with third parties or within the Warner Bros. Discovery group of companies that are located around the world and particularly in the United States, where Warner Bros. Discovery, Inc. is based. [You can learn more about Warner Bros. Discovery affiliate companies by visiting our controller and affiliate site.](#) Whenever we transfer Personal Information outside of the United Kingdom, Switzerland, European Economic Area (EEA), Mainland China or any country that restricts data transfers, we ensure that appropriate safeguards are in place by using appropriate data transfer mechanisms such as an adequacy decision adopted by the applicable jurisdiction such as the EU Commission using approved Standard Contractual Clauses, international data transfer certifications, or codes of conduct, or Binding Corporate Rules.

The Workforce may obtain further information about the transfer mechanism we rely on when transferring their Personal Information outside the United Kingdom, Switzerland, the



EEA, or other jurisdictions that may require a transfer mechanism by contacting us at [privacy.support@wbd.com](mailto:privacy.support@wbd.com).

- ***Data sharing within the Warner Bros. Discovery family of companies***

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

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

- ***Change of Control***

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

- ***Data sharing with third parties***

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

- (i) ***Third party service providers*** which help Warner Bros. Discovery carry out its business activities, for example, IT providers (resources and support), training providers, security companies, benefits providers, payroll and other HR related service providers, travel/events/communication companies, hotel and transport companies etc. as well as any advisers (e.g., lawyers, accountants, auditors, etc.) and insurance companies;
- (ii) ***Business partners*** such as event partners, co-producers, broadcasters, licensees and distributors and awards organisers; and
- (iii) ***Other relevant third parties*** such as journalists, professional organisations, industry bodies, public/governmental agencies or authorities, law enforcement, emergency contacts and services or potential purchasers of Warner Bros. Discovery or parts of its business and the advisors of those potential purchasers.

## 8. SECURITY MEASURES

We aim to protect personal information by implementing and maintaining reasonable and appropriate security, such as by using reasonable organizational, technical and physical safeguards appropriate to the sensitivity of the personal information we hold.

You also have an obligation to help protect Warner Bros. Discovery systems and data, and to comply with applicable policies and procedures concerning information security. If you suspect there has been a breach of our systems, your IT credentials, or any other circumstances that may compromise the security, integrity, confidentiality or availability of Warner Bros. Discovery IT resources or data, you must report your concerns immediately.

For any urgent cybersecurity matters or emergencies, contact the Security Operations Centre at +1 (404) 827-1900 or [cybersecurity@wbd.com](mailto:cybersecurity@wbd.com). The SOC is here to help you 24/7/365.

## 9. YOUR RIGHTS AND MANDATORY PROCESSING

As provided for by applicable law, you may have the right to **access** your Personal Information; to **correct (or update), delete or restrict** (stop any active) Processing of your Personal Information; and to obtain the Personal Information we provide to you in a structured, commonly used and machine-readable format and to ask us to share this Personal Information to another controller (**portability**).

In addition, you may have the right to **object to the Processing** of your Personal Information in some circumstances (in particular, where we don't have to Process the Personal Information to meet a contractual or other legal requirement). Where Warner Bros. Discovery has asked for your consent, you have the right to **withdraw your consent** at any time by contacting your Controller using the contact methods set out below.

As provided for by applicable law, you may also have the right **not to be subject to certain wholly automated decisions**.

The rights set out above are not always applicable or may be limited under the GDPR or applicable law. Under certain circumstances, Warner Bros. Discovery may not action a request for these reasons. Warner Bros. Discovery will inform you of relevant exemptions we rely upon when responding to any request you make.

If you are not happy with how Warner Bros. Discovery has responded to your request or how we Process your Personal Information, you also have the right to complain to the data protection authority where you live, work or where you believe a breach has occurred and the right to bring an action before courts.

We will tell you where Personal Information collection is mandatory – this will include Personal Information that is necessary to perform our contract with you, information needed to check your right to work and to manage your performance. As permitted under applicable law, failure to provide information may be a breach of your agreement with us and may have disciplinary consequences. Staff are also required to report any changes to Personal Information that is mandatory (in particular, your bank account number and any changes in your contact details). Where Personal Information is optionally provided, for

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

## **10. CONTACTING YOUR CONTROLLER**

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

## **11. ETHICS AND COMPLIANCE CONTACT INFORMATION**

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

## **12. MODIFICATIONS TO THE NOTICE**

Warner Bros. Discovery reserves the right to modify this privacy notice at any time. We encourage you to periodically check back and review this notice so that you always know our current privacy practices.

## **13. ACCESSIBILITY**

We are committed to ensuring that our communications are accessible to individuals with disabilities. To submit accessibility related requests or report barriers to accessibility, please contact us at the address, phone, or email address above.

## **14. SUPPLEMENTARY INFORMATION FOR CALIFORNIA RESIDENTS ONLY**

This supplementary information applies to all Workforce referred to under the California Consumer Privacy Act for purposes of providing required notices.

## **CALIFORNIA PRIVACY RIGHTS, METRICS, AND DISCLOSURES**

This California Privacy Rights, Metrics, and Disclosure section addresses legal obligations and rights laid out in the California Consumer Privacy Act ("CCPA") and other laws that apply only to California residents. These obligations and rights apply only to California

residents and only to information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with California Workforce or their households (“California Information”). It does not apply to information that has been de-identified or aggregated as provided by CCPA.

- ***CCPA Metrics***

Regulations require us to provide disclosure of metrics for the previous calendar year regarding the requests by California residents. These metrics report the number of access, deletion and correction requests made, the number fulfilled in whole, or in part, and the number denied. That information can be found by navigating to the [CCPA Metrics Reporting page](#).

- ***California Information We Collected***

In the year before this section was last updated, we may have collected the following categories of California Information (each described further above under “Personal Information Collected”):

- Address and other identifiers
- Unique and online identifiers
- Biometrics
- Categories of personal information described in California Civil Code § 1798.80
- Characteristics of protected classifications under law
- Professional or employment-related information
- Education information
- Audiovisual information
- Geolocation information
- California Sensitive Personal Information, which includes information revealing Social Security, passport, and other government identification numbers; account log-in and financial account numbers in combination with other information that may provide access to an account (such as log-in credentials for our information systems or direct deposit information); precise geolocation (such as through GPS trackers on company vehicles); racial or ethnic origin; contents of communications for which we are not the intended recipient (such as if an employee uses our information systems for personal communications); information concerning health; and biometric information processed for the purpose of uniquely identifying an individual

- ***Purposes for Collecting California Information***

We may have collected or used these categories of California Information for the following business or commercial purposes:

- Performing services on behalf of the business – such as human resources and Staff management and business process execution and management
- Helping to ensure security and integrity, such as fraud and crime prevention
- Debugging errors in networks and systems

- Internal research, analytics and development
- Developing, maintaining, provisioning or upgrading networks, services, or devices
- Auditing compliance with the CCPA and otherwise fulfilling our legal obligations

We retain California Personal Information only for as long as is necessary for the purposes for which it was collected. This means that the retention periods will vary according to the type of Personal Information and the reason that we have this Personal Information. Generally, we hold California Personal Information for the course of your employment relationship or engagement with us (except where applicable law only allows for a shorter period) and for a certain period after termination of employment or engagement.

- ***Sources of California Information***

We may have obtained California Information from a variety of sources, including:

- Directly from you
- Indirectly, such as through third-party platforms
- Our affiliates
- Our joint ventures and promotional and strategic partners
- Other individuals submitting information about you – such as references and referrals, or our service providers and business partners involved in Personnel matters like recruitment
- Publicly available sources

- ***Disclosures of California Information:***

In the year before this section was last updated, we may have disclosed the following categories of California Information to third parties:

- Address and other identifiers
- Unique and online identifiers
- Biometrics
- Categories of personal information described in California Civil Code § 1798.80
- Characteristics of protected classifications under law
- Professional or employment-related information
- Education information
- Audiovisual information
- Geolocation information
- California Sensitive Personal Information, which includes information revealing Social Security, passport, and other government identification numbers; account log-in and financial account numbers in combination with other information that may provide access to an account (such as log-in credentials for our information systems or direct deposit information); precise geolocation (such as through GPS trackers on company vehicles); racial or ethnic origin; contents of communications for which we are not the intended recipient (such as if an employee uses our information

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

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

- Affiliates – These entities are associated with us through common ownership. For a list of affiliates, please visit the affiliates page <https://www.warnermediaprivacy.com/policycenter/b2c/affiliateslist/#affiliates>.
- Service Providers – These entities Process information on our behalf for business purposes.
- Other third parties to the extent necessary for purposes described in the Purposes for Collecting California Information section above, such as our agents and representatives, successors in interest, and as reasonably necessary to meet our legal obligations.

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

- ***Selling and Sharing***

Warner Bros. Discovery does not “sell” or “share” California Information of the Workforce, and has not done so in the prior 12 months. In this context, “share” means use for cross-context behavioral advertising. We also do not have actual knowledge of selling California Information of consumers under 16 years of age.

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

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

- The categories and specific pieces of your California Information that we’ve collected
- The categories of sources from which we collected California Information
- The business or commercial purposes for which we collected or sold California Information
- The categories of third parties to which we disclosed California Information

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

- The categories of third parties to whom we’ve sold California Information, and the category or categories of California Information sold to each
- The categories of third parties to whom we’ve disclosed California Information, and the category or categories of California Information disclosed to each
- ***Your Right to Request the Deletion of California Information***

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

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

- ***Your Right to Request the Correction of California Information***

Upon your request, we will correct (or provide methods for self-correction) of the California Information we have collected about you, taking into account the nature of the California Personal Information and the purposes of the processing, except for situations when: there is a good-faith, reasonable, and documented belief that the request to correct is fraudulent or abusive; where we do not hold the information that is required to be corrected; or the request to correct has denied the same alleged inaccuracy within the past six months of receiving the request.

- ***How to Exercise Your California Rights***

You may exercise your rights to request access to your California Information, deletion of your California Information, or correction of your California Information by submitting a request [here](#). You can also contact us at Employee Connections at (US): 818-954-4636 or (US Toll-Free): 888-875-4455 for additional assistance. and an agent will assist you with submitting a request.

When you submit a request, you must provide information sufficient to verify you are the person about whom we collected California Personal Information (or the parent or authorized agent of that person, as explained below). We will ask you to provide an email address which we will use to contact you to confirm the request was not fraudulently submitted. For your security and protection, we may need to verify your identity via a phone call. We may ask you to submit additional documentation to verify your identity but we will only use this information for the purposes of verifying your identity for your request, security, or fraud-prevention, and not for any other purpose. That additional information will be deleted as soon as practical after verifying your identity.

If you are the parent of a child under 13 years of age, you may also submit a request on behalf of your child. To do so, we will ask you to provide your email address and your child's email address. We will then contact you at your email address to confirm the request was not fraudulently submitted. We will then need to verify your identity and relationship to your child. To do so we may ask you to submit a signed and notarized form authorizing us to proceed with the request regarding your child's California Information. We may also ask you to provide additional documentation to verify your identity, but we will only use this information for the purpose of verifying your identity for your request, security, or fraud-prevention, and not for any other purpose. That additional information will be deleted as soon as practical after processing your request. Once we have confirmed your identity and authority to make a request on your child's behalf, we will start processing the request.

You may also designate an authorized agent to submit a request on your behalf. We will contact your authorized agent to confirm the request was not fraudulently submitted. We will then need to verify your authorized agent's identity and that they are authorized by you to make the request on your behalf. To do so, we may ask your authorized agent to submit either (1) a valid and notarized power of attorney, or (2) a document of written permission authorizing your agent to act on your behalf, signed and notarized by both you and your

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

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

- ***Our Support for the Exercise of Your Data Rights***

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