

Information on the Procedure for Internal Reporting of Violations of Law

Procedure for Internal Reporting of Violations of Law in Warner Bros. Discovery in Poland

The Warner Bros. Discovery (“WBD”) group companies based in Poland have adopted the Procedure for Internal Reporting of Violations of Law (the "Procedure") in accordance with the provisions of the Polish Whistleblower Protection Act. Below you will find information which violations of the law can be reported under the Procedure, who and how can make a report.

What violations are reportable under the Procedure?

Acts or omissions that do not comply with the law, or violate the object or purpose of the law (circumvention of the law), in the following areas:









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| <input type="checkbox"/> corruption | competition rules, state aid and corporate taxation |
| <input type="checkbox"/> public procurement | |
| <input type="checkbox"/> financial services, products and markets | <input type="checkbox"/> constitutional freedoms and rights of man and citizen – occurring in the relations of an individual with public authorities and not related to the areas indicated above |
| <input type="checkbox"/> counteracting money laundering and terrorist financing | |
| <input type="checkbox"/> product safety and compliance | <input type="checkbox"/> deliberately obstructing or preventing reporting in the above areas |
| <input type="checkbox"/> transport safety | |
| <input type="checkbox"/> environmental protection | <input type="checkbox"/> retaliation in connection with a report of a violation of law in one of the areas indicated above |
| <input type="checkbox"/> radiation protection and nuclear safety | |
| <input type="checkbox"/> food and feed safety | <input type="checkbox"/> concealing or attempting to conceal a violation in one of the above areas. |
| <input type="checkbox"/> animal health and welfare | |
| <input type="checkbox"/> public health | |
| <input type="checkbox"/> consumer protection | |
| <input type="checkbox"/> protection of privacy and personal data | |
| <input type="checkbox"/> security of network and information systems | |
| <input type="checkbox"/> the financial interests of the State Treasury, local government units or the European Union | |
| <input type="checkbox"/> the internal market of the European Union, including public | |

Who can make a report on a violation of law in accordance with the Procedure?

A report can be submitted by an employee, a temporary worker, a co-worker, also after the end of work for WBD, a job candidate, a shareholder, a member of the company's corporate body, an intern, a volunteer, a business partner or a person performing work for a business partner within cooperation with WBD in Poland, who:

- has information about a violation of the law in one of the areas indicated above,
- acquired this information in the context of the performance of work,
- has reasonable grounds to believe that this information is true at the time of reporting (**good faith**).

How can I make a report?

 To the Polish Ethics & Compliance Team	 by sending the report by e-mail: <ul style="list-style-type: none">○ to the e-mail address etyka.compliance@tvn.pl○ to the WBD e-mail addresses of members of the Team  by sending a letter to the Team or its members by post to the address: Wiertnicza 166, 02-952 Warsaw.
 via the Ethics Hotline (EthicsPoint)	 via the form available on the website at wbd.ethicspoint.com  by contacting the toll-free Helpline at 800 005 195 (operating 7/7 24/24)
 to the Global Ethics & Compliance Team	 by sending the report to the following address ethics@wbd.com

What information should be included in the report?

- What specific action or omission do you want to report? What does it consist of (consisted or can consist of)?
- Does this act or omission constitute a violation of the law?
 - ➔ You do not have to make a legal assessment of the act or omission you want to report.
 - ➔ However, you should consider whether this behavior relates to one of the areas indicated above.
- Whose act or omission do you want to report? Who was involved?
- Who has been harmed by the act or omission you report? (You, another employee or co-worker, a WBD company in Poland, another person associated with a WBD company in Poland)
- When did the act or omission take place or begin?

- Where did the action (omission) take place?
- Who can have knowledge on this matter?
- How did you find out about the violation of the law?
- On what basis do you believe that a violation of the law has occurred?
- Have you informed someone about this behavior or incident? If so, whom?
- Your email address or other contact details to enable us to contact you in order to i.a. confirm receipt of your report or provide feedback.

The information provided in the report should be based on facts and directly related to the reported violation of the law and verified as to its truthfulness or reliability by lawful means available to the whistleblower.

Is it possible to report anonymously?

Yes, however, we encourage you to provide your contact details so that we can contact you in particular if we have additional questions about the reported violation.

Is it possible to report an irregularity other than a violation of the law in the above-indicated areas?

Yes, however, the report will not be considered on the basis of the Procedure, but under the general rules for reporting irregularities and handling the reports, applied at the WBD group in Poland.

How is personal data, collected in connection with a report of a violation of law, processed?

The personal data of the whistleblower, the persons indicated in the report or whose data the WBD company in Poland obtains in connection with the follow-up actions are processed in accordance with the rules set out in the **Privacy Notice – Whistleblowing**, available at the link: [Privacy_Notice_Whistleblowing](#)