TTT West Coast, Inc. 401(k) Retirement Savings Plan Summary Plan Description

This is the summary plan description ("SPD") for the TTT West Coast, Inc. 401(k) Retirement Savings Plan, as amended restated effective April 8, 2022. This SPD replaces your existing SPD and all of its summaries of material modifications.

Please keep this SPD for future reference.

IMPORTANT INFORMATION

This Summary

This SPD is a guide to your benefits under the TTT West Coast, Inc. 401(k) Retirement Savings Plan (the "Plan"). Note that the SPD is only a summary. Complete details of the Plan are contained in the legal Plan document. If there is an inconsistency between the terms described in this SPD and the legal Plan document, the terms in the Plan document will control. This summary tries to explain the Plan in everyday language, but you will come across capitalized words and phrases that have specific meanings within the context of the Plan as explained in the Key Terms and Definitions section.

We encourage you to read this SPD carefully and share it with your family members.

The information in this SPD applies to all eligible employees. This summary is intended to describe the main features of the Plan in everyday language, but you will come across capitalized words and phrases that have specific meanings within the context of the Plan, as explained in the Key Terms and Definitions section. Also be sure to read Other Information You Should Know, Your Rights Under ERISA, and the Claims Procedure and Appeals Process for important administrative guidelines and facts about your rights under applicable law and the Plan.

Unless otherwise noted, the information provided in this SPD describes the Plan provisions in effect as of April 8, 2022. If there is any discrepancy between the SPD and the official Plan document, the terms of the official Plan document control. You may obtain a copy of the Plan document by writing to the Plan Administrator.

Please note that the Plan does not create an employment contract between you and your Employing Company, and does not give you any right, express or implied, of continued employment with any Employing Company.

For More Information

Fidelity Workplace Services LLC ("Fidelity") is the Plan's recordkeeper. You may obtain information about the Plan, and engage in most Plan-related activities, from Fidelity as follows**:**

- **NetBenefits** - logging onto Fidelity's website at www.NetBenefits.com ("NetBenefits"), or
- **Fidelity Service Center** - calling the Fidelity Benefits Center, at 1-800-354-3435 (En español: 800-587-5282, Overseas: call collect 877-833-9900).

BENEFITS AT A GLANCE

The following Benefits at a Glance table provides you some of the important provisions in the Plan. For more information on any specific provision of the Plan, please see the detailed information provided later in this SPD.

Eligibility Requirements and Entry Date	<u>Full Time Employees</u>: Service requirement: 3 months Age requirement: None Entry Date: First day of each month (monthly) <u>Variable Employees</u>: Service requirement: 1 Year of Service Age requirement: Attainment of age 21 Entry Date: First day of January or July (semi-annual)
Enrollment	Your enrollment is generally effective the first payroll period beginning the month after you enroll and meet the eligibility requirements of the Plan.
Contributions	Before-tax Contributions: 50% limit (exceptions apply for Highly Compensated Employees). Catch-Up Contributions are permitted on a Before-tax basis in one percent increments. You must be age 50 by the end of the calendar year.
Vesting	Your Contributions and earnings on those Contributions are fully vested at all times.
Investments	You direct the investment of your Plan account. Refer to the Investment Options Guide and applicable updates for a description of the objectives and risks of the investment options the Plan offers. The Investment Options Guide is available on NetBenefits.
Loans	You have access to a portion of your account before retirement through the Plan's loan provisions.
In-Service Withdrawals	Withdrawals are restricted before you terminate employment. You generally cannot withdraw your Before-tax Contributions before you reach age 59½ (although other portions of your account may be available for withdrawal). If you experience certain financial hardships you may, subject to IRS limits, withdraw your Before-tax Contributions (and earnings thereon) regardless of your age; however, you may have to pay a tax penalty.
Distribution Options	Full lump sum; monthly, quarterly, or annual installments.

ELIGIBILITY

Eligible Employee

You are an Eligible Employee if you are individually paid through Cast & Crew or BTL Payroll, Inc. for services rendered to an Employing Company (as listed in Attachment 1). You may begin participating under the Plan once you have satisfied the minimum service and age eligibility requirements and reached your Entry Date, as described below.

You are **NOT** eligible to participate in the Plan if you are one or more of the following:

- A resident of the Commonwealth of Puerto Rico.
- Covered by a collective bargaining agreement, unless the agreement requires participation in this Plan.
- Are paid through a collective bargaining agreement for union services rendered during the majority of each annual term of your employment agreement.
- A Leased Employee, unless you are individually paid through Cast & Crew or BTL Payroll, Inc. for services rendered to an Employing Company.
- Any individual who provides services as an independent contractor (with payments made from Cast & Crew or BTL Payroll, Inc. on behalf of an Employing Company either directly to the individual or to their corporation on their behalf), even if the individual is subsequently deemed to be a common-law employee for any other purpose.
- An individual who is a signatory to a contract, letter of agreement, or other document that acknowledges your status as an independent contractor not entitled to benefits under the Plan.
- You are not otherwise classified by your Employer as a common law employee or your Employer does not withhold income taxes, file Form W-2 (or any replacement form), or remit Social Security payments to the Federal government for you, even if you are later adjudicated to be a common law employee.

Minimum Service and Age Eligibility Requirements

If you are an Eligible Employee, you will become eligible to participate in the Plan as explained below:

- If you are a Full Time Employee, you become eligible to participate in the Plan once you have completed 3 months of service and reached your Entry Date while actively employed. Your Entry Date will be the first day of the month coinciding with or next following the date you satisfy the eligibility requirements. In general, for Full Time Employees, your period of service commences on the date your employment with your Employer starts.
- If you are a Variable Employee, you become eligible to participate in the Plan after you have completed 1 Year of Service (by completing at least 1,000 Hours of Service), attained age 21, and reached your Entry Date while actively employed. Your Entry Date will be the first day of January or July coinciding with or next following the date you satisfy the eligibility requirements.

> EXAMPLE: You are a Variable Employee over age 21 and commence employment on April 15, 2022. You are credited with a Year of Service (by completing at least 1,000 Hours of Service) at the end of the twelve-month period beginning on April 15, 2022. You will have met the eligibility requirements on April 14, 2023 and enter the Plan once you reach your Entry Date of July 1, 2023.

If you terminate your employment and are later re-employed by your Employer, you will again be eligible to participate in the Plan on the date you are re-employed if you were eligible to participate before your absence (or upon the next Entry Date, if you were a Full Time Employee and are re-employed as a Variable Employee, or vice-versa). If you terminate employment before satisfying the Plan's eligibility requirements and are later rehired, you must satisfy the Plan's eligibility requirements before you may participate in the Plan.

ENROLLMENT

How to Enroll

To enroll in the Plan contact Fidelity at www.NetBenefits.com or by calling 800-354-3435.

Generally, your enrollment is effective with the first payroll period beginning on or after the first day of the month that starts after you enroll and have met the eligibility requirements and reached Entry Date of the Plan. You may not make Contributions to the Plan before your enrollment is processed.

Designation of Beneficiaries

You are responsible for naming a Designated Beneficiary for your Plan benefit. Your Designated Beneficiary is the person you designate to receive your Plan benefit if you die before your benefit has been distributed. It's important to complete the beneficiary designation process, because your designation will not be effective unless a valid beneficiary designation is on file with the Plan.

If you are married, your Spouse is automatically your primary Designated Beneficiary, unless you name someone else and you have obtained your Spouse's written, notarized consent. If you change to another non-spousal primary Designated Beneficiary, your Spouse must again consent to this change. You may name any person or persons as your secondary Designated Beneficiary without your Spouse's consent.

Because personal circumstances change, it is important to periodically review your beneficiary designations. You can change your beneficiary designation at any time by completing the beneficiary designation process.

In order to be valid (recognized) under the Plan, you must make (or update) your beneficiary designation through NetBenefits. You may also contact the Fidelity Benefits Center at 800-354-3435 to request a paper beneficiary designation form.

If you do not name a Designated Beneficiary or no Designated Beneficiary survives you then any benefit payable upon your death will be paid in accordance with the following:

If . . .	Then Any Benefit Will Be Distributed to…
You are married . . .	Your Spouse
You have a Legally Recognized Partner . . .	Your Legally Recognized Partner
You are not survived by a Spouse or Legally Recognized Partner . . .	Your surviving child or children in equal amounts
You are not survived by a Spouse, Legally Recognized Partner or a child . . .	Your surviving parent or parents in equal amounts
You are not survived by a Spouse, Legally Recognized Partner, child or parent . . .	Your surviving sibling or siblings in equal amounts

You are not survived by a Spouse, Legally Recognized Partner, child, parent or sibling . . .	Your estate
If you and your beneficiary die at the same time or under circumstances that make it difficult to determine the order of death, or if your beneficiary dies within 120 hours after your death, your beneficiary will be treated as having predeceased you. The terms "child," "children," "parent" or "sibling" refer to individuals who are related by birth or by adoption and not through marriage.	

EMPLOYEE CONTRIBUTIONS

Amount of Employee Contributions

You contribute to the Plan through payroll deductions. You may contribute up to **50%** of your Compensation in **1%** increments as Before-tax Contributions**.** Your total Contributions may not exceed the limits in the Limits on Contributions section.

Before-tax Contributions

Your Before-tax Contributions are deducted from your paycheck before income taxes are withheld. These Contributions and any earnings thereon are included in your taxable income when distributed to you from the Plan. By law, your Before-tax Contributions cannot exceed the annual statutory limit (see the Limits on Contributions section). Note that you pay Social Security taxes on your Before-tax Contributions.

Voluntary Annual Increase

You may elect to automatically increase your Before-tax Contributions each year until you reach 50% as a Before-tax Contribution (subject to the IRS annual overall limit outlined in the Limits on Contributions section). The automatic increase takes effect annually, beginning and thereafter on the anniversary of a date that you select. Choose your automatic increase in whole percentages (up to 10% annually). Contact Fidelity to elect an automatic annual increase.

Catch-Up Contributions

If you are or will be age 50 or older before the end of a calendar year, you may save an additional amount to "catch up" your savings to help meet your retirement needs. You may contribute an additional Before-tax Contribution that exceeds the otherwise applicable annual statutory limits (a "Catch-Up Contribution"). See the Limits on Contributions section. Your Catch-Up Contributions are limited to the lesser of 50% of your Compensation or $6,500 (this amount is subject to annual adjustments).

To Change or Suspend Your Contributions

You may change the percentage of your Contributions. You may also suspend your Contributions (decrease your Contributions to 0%). You may reinstate your Contributions at any time. Any change in contribution percentage will not be in effect until the first payroll period of the following month, or as soon as administratively feasible.

Rollover Contributions

You can roll over part or all of an eligible rollover distribution you receive from an eligible retirement plan (a "Rollover Contribution") into this Plan. The Plan Administrator determines which Rollover Contributions are acceptable and if any Rollover Contribution fails to meet the requirements of the Plan and must be distributed.

Other Contributions

Your Employer may make qualified nonelective contributions for a Plan Year to help the Plan pass one or more annually required Internal Revenue Code nondiscrimination tests. You will be 100% vested in these contributions.

LIMITS ON CONTRIBUTIONS

Before-tax Contributions

The Internal Revenue Code limits the amount of Before-tax contributions you may make each year to this Plan and any defined contribution plan maintained by any other employer. The maximum contribution amount is $22,500 for 2023 (this amount is subject to annual adjustments). If you reach the annual statutory limitation on Before-tax Contributions, your contributions will be suspended. If you are or will be age 50 or older before the end of a calendar year, you may be eligible to make Catch-Up Contributions (see the Catch-Up Contributions section). The Catch-Up Contribution limit for 2023 is $7,500 (this amount is subject to annual adjustments).

Highly Compensated Employees

If you are a highly compensated employee, your Before-tax Contributions could be reduced, recharacterized, or adjusted due to Code limitations (and such adjustment could include a return of excess Contributions). These limitations may be imposed as part of testing to ensure the Plan doesn't disproportionately favor highly compensated employees. Under the Code, a highly compensated employee for 2023 is generally an employee who in the prior year received Compensation greater than $135,000, which is the Compensation amount applicable for 2022 (this amount is subject to annual adjustments) for these purposes.

If you are a highly compensated employee, you may contribute only up to **8%** of your Compensation as a Before-tax Contribution effective on March 1st of the Plan Year you become a highly compensated employee. Catch-Up Contributions may continue and are not subject to this Plan limit.

Overall Limits

The Code imposes limits on the total amount contributed to your Plan account each year. The limitation in 2023 is $66,000 (this amount is subject to annual adjustments). Rollover Contributions do not count toward this limit. The Code also limits the amount of your Compensation that may be taken into account under the Plan for a Plan Year. The Compensation limit in 2023 is $330,000 (this amount is subject to annual adjustments). **Once your Eligible Compensation reaches this limit, you will not be able to contribute to the Plan for the remainder of the calendar year, regardless of whether you have made any contributions or contributed the maximum amount.** Please review your contribution percentage to take full advantage of the IRS contribution limit.

VESTING

Your Contributions and earnings on those Contributions are fully vested at all times.

However, there are special Code rules that must be satisfied and may require that some of your contributions be returned to you. The Plan Administrator will notify you if any of your contributions will be returned.

INVESTMENTS

How Your Contributions Are Invested

Because all investments involve risk, you should consider your investment choices carefully. Investment results are not guaranteed by TTT West Coast, Inc., the Administrative Committee, the Investment Committee, the Benefits Officer, or Fidelity, nor will they make up any investment losses you might experience. Plan investment options are determined by the Investment Committee and are subject to change.

The Plan offers a variety of investment options to help meet the diverse needs of participants. Before investing, you should read the Investment Options Guide, which provides a description of the objectives and risks of the investment funds offered under the Plan. You can also get other detailed information by logging on to Fidelity's website at www.NetBenefits.com or calling 800-354-3435.

You may invest in one or more of the investment funds offered under the Plan in 1% multiples, and change your investment allocation at any time (as described below). If you do not make an affirmative investment election, your Contributions will be invested in a WBD Retirement Date Fund*. The WBD Retirement Date Fund used as the Plan's designated default investment option for a participant's account is selected based on the assumption that the participant will retire at age 65. The fund selected for a participant generally is the fund named for the year closest to when the participant will turn age 65.

> *The WBD Retirement Date Funds were referred to as the WM Age Based Asset Allocation Funds prior to January 1, 2023.

A further description of the investment objectives, risks and return characteristics are in the Investment Options Guide. Information about fund performance, expenses and fees is available by logging on to www.NetBenefits.com. You may direct future contributions into any other available investment options as well as transfer any defaulted contributions out of the applicable WBD Retirement Date Fund into another investment option under the Plan by logging on to Fidelity's website at www.NetBenefits.com or calling 800-354-3435.

The Investment Committee may select another qualified default investment alternative under the Plan at any time with notice to Plan participants.

Your Plan account is maintained in the Master Trust.

You Are Responsible for Your Investment Decisions

The Plan is intended to meet the requirements of Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). This means that you are responsible for making the investment decisions regarding the assets in your individual Plan account. As a result, fiduciaries of the Plan and other individuals who manage the Plan do not have any liability for any losses that directly result from your investment decisions and instructions.

The fiduciaries of the Plan are Fidelity, as Trustee, and the Administrative Committee. The Investment Committee is also a fiduciary with respect to determining the Plan's investment options. Your Employer is designated to act on behalf of the fiduciaries with regard to accepting your payroll deductions and other issues relating to Plan administration, but is not intended to be a fiduciary.

Please refer to the Investment Options Guide before investing. For the latest investment performance figures, go to Fidelity's website at www.NetBenefits.com.

Investment Advisory and Investment Management Services

The Plan offers independent, objective investment advice and management from Edelman Financial Engines.

Online Advice. For employees who are actively managing their accounts, the Plan offers the Online Advice service. This easy-to-use website offers objective, professional advice to help you refine your investment strategy. Online Advice is available at no additional cost. You can log in for a personalized forecast and a step-by-step action plan with specific fund recommendations.

Professional Management. For employees who prefer to partner with an expert, the Plan offers the Professional Management program. When you enroll, Edelman Financial Engines manages the investments in your Plan account for you. With this service, Edelman Financial Engines monitors your portfolio on an ongoing basis, making adjustments as needed to help keep your portfolio properly diversified and on track. **There is a management fee for this service.**

Advisory services, including Professional Management and Online Advice, are provided only by Financial Engines Advisors L.L.C., a federally registered investment advisor. Edelman Financial Engines® is a registered trademark of Edelman Financial Engines, LLC. Used with permission. Edelman Financial Engines is not affiliated with Fidelity Investments or its affiliates. Results are not guaranteed. **Advisory services are subject to a fee. For specific fee information, please refer to the applicable terms and conditions as well as the *Participant Disclosure Notice*.**

Changing Your Investments

Generally, you may change how your future contributions and existing account balances are invested as often as you wish by logging into your account at NetBenefits or contacting the Fidelity Benefits Center. However, certain restrictions and fees may apply. Please review the Investment Options Guide and other available information this carefully before making an investment decision.

While account diversification minimizes your exposure to market risk and inflation risk, it is not mandatory — it is your choice.

LOANS

You may take a loan at a time from your Plan account up to the lesser of 50% of your vested account balance or $50,000 (reduced by the amount of the highest loan balance in the previous 12 months), in accordance with the Plan's loan policy. You may have only **one** loan outstanding at a time.

You can obtain a copy of the Plan's loan policy at virtually any time by logging into your account at NetBenefits or contacting the Fidelity Benefits Center.

IN-SERVICE WITHDRAWALS

Type and Amount of Withdrawals

The Plan was designed primarily to help you save for retirement. But in certain circumstances, you may withdraw money from your account while you are actively employed (a "Withdrawal"), if you meet the Plan's Withdrawal requirements.

General Withdrawal

A General Withdrawal is available for any purpose. You may elect a General Withdrawal out of your Before-tax Contribution account if you are at least the age of 59½ or Disabled.

Before-tax Hardship Withdrawal

You may take a hardship withdrawal from your Before-tax Contributions and related earnings thereon if you establish that the withdrawal is necessary to avoid a financial hardship (as defined by the IRS). To be eligible for a hardship withdrawal, you must have incurred an immediate and heavy financial need caused by:

- Medical care for you, your primary beneficiary or your dependents as defined in the Code;
- Costs directly related to the purchase or construction of your principal residence, excluding mortgage payments;
- Tuition and related education fees (including room and board) for the next 12 months of post-secondary education for you, your dependents, or your primary beneficiary;
- Costs associated with funeral/burial expenses for your parents, dependents, or your primary beneficiary;
- Repair expenses for damage to your principal residence that would qualify as deductible casualty expenses and without regard to the limitation for taxable years 2018-2025 defined in section 165(h)(5) of the Code;
- To prevent your eviction from your principal residence or the foreclosure on the mortgage for your principal residence;
- Certain expenses and losses (including loss of income) incurred on account of a disaster declared by the Federal Emergency Management Agency (FEMA); or
- Any other event deemed an immediate and heavy financial need by the IRS.

Restrictions for a Hardship Withdrawal

- You may not withdraw more than the amount necessary to satisfy your financial need (which may include any additional amounts necessary to pay any income taxes or penalties reasonably anticipated to result from the distribution).
- You must first take the maximum General Withdrawal and any other withdrawals and distributions under any qualified and nonqualified plans currently available to you before you request a Hardship Withdrawal.
- You must certify in writing you have insufficient cash or other liquid assets reasonably available to satisfy the financial need.
- The minimum Hardship Withdrawal is $500.

Other Types of Withdrawals

Rollover Withdrawal

A Rollover Withdrawal is available for any purpose. You may withdraw up to 100% of the amounts that you have previously rolled over into the Plan.

Military Withdrawal

If you are called to military service for more than 30 days, you may be eligible to take a full or partial withdrawal of your account from the Plan, but you will be subject to a 6-month suspension on future Before-tax Contributions.

How to Make a Withdrawal

You should contact Fidelity to make a Withdrawal. You may make cash Withdrawals in whole dollar increments in an amount not to exceed the maximum permitted for the particular type of Withdrawal. Payment will be made in cash as soon as practicable after the Withdrawal is effective.

DISTRIBUTIONS

Timing of Distributions

You may request a distribution of your account balance after your Termination of Employment (a "Distribution"). The amount distributed is based on the value of your account:

- **If the value of your account is $1,000 or less**, it is paid to you in a lump sum, unless you tell the Plan to roll it over.
- **If the value of your account is $1,000 up to $5,000,** it will automatically be paid as a direct rollover to an individual retirement account (IRA) designated by the Plan Administrator, unless there is an election to have the distribution paid in a single lump sum payment or a different rollover election is made.
- **If the value of your account is more than $5,000**, it remains in the Plan until you choose to receive it or roll it over.

Types of Distributions

Full Lump Sum Distribution

You may elect to have your account distributed in a full lump sum payment. The payment will be made as soon as practicable after you have made the election.

Monthly, Quarterly, and Annual Installments

You may elect to have your account distributed in monthly, quarterly, or annual installments. You may elect installments over your life expectancy, a Distribution period defined by your election, or a Distribution amount defined by your election. Installments are paid only in cash. You may revoke your installment election at any time, and you are not required to distribute the remaining account balance in a single lump sum. If you are rehired by an Employing Company and become eligible to participate in the Plan before your vested account balance has been fully distributed, payment of the installments will cease, and your undistributed vested account balance will be restored to active status under the Plan.

Deferred Distribution

If you elect to defer the Distribution of your vested account balance, then:

- Your account will continue to grow on a tax-deferred basis;

- You may exchange fund balances between any investment funds offered under the Plan;
- You may **not** request a loan; and
- Your vested account balances will remain in the Plan and will not be distributed until:
- you request a full lump sum Distribution, (b) you request monthly, quarterly, or annual installments, (c) you receive a minimum required distribution, or (d) your death.

How to Elect a Distribution

You should contact Fidelity to receive a Distribution of your Plan account. Payment of your Distribution will be made as soon as practicable after the Distribution election is made.

Other Events That Trigger a Distribution

Minimum Required Distributions

When you reach age 72 (age 70½ if you reached age 70½ prior to January 1, 2020), and your employment has ended, IRS rules require a minimum required distribution. IRS actuarial tables determine your minimum required distribution amount. Any payments you receive throughout the year apply toward the required amount.

Death

If you die prior to the distribution of your entire interest in the Plan, your entire account must be distributed to your Designated Beneficiary(ies). **Because of federal tax rules regarding when death benefits must begin and how death benefits can be paid, it is important that the Plan Administrator is notified of your death as soon as possible.**

OTHER INFORMATION YOU SHOULD KNOW

Impact of Employee Contributions on Other Benefits

Your contributions to the Plan do not reduce your salary for purposes of calculating other compensation-related benefits or costs, nor do they affect your Social Security taxes or benefits.

How Benefits May Be Delayed

There are certain situations under which benefit payments may be delayed. Most of these circumstances are spelled out in the previous sections, but benefit payments also may be delayed if you or your beneficiary:

- do not file a claim for benefits properly or on time (see Your Rights Under ERISA),
- do not furnish the information required to complete or verify a claim, or
- do not have your current address on file with your Employing Company or Fidelity.

If You Do Not Keep Your Contact Information Updated

It is important for you to keep your contact information, including your email address, updated with Fidelity to ensure you receive important Plan information. You must keep your current mailing address and the current mailing addresses of your Spouse and designated beneficiary on file with the Plan. If you do not provide the Plan with current mailing addresses, Fidelity, the Plan Administrator, the Employing Companies, and any fiduciary under the Plan will not be responsible for late or lost benefit payments or for failing to provide any timely notice under the terms of the Plan. If the Plan Administrator is unable to locate you, your

Spouse, or a designated beneficiary after a Plan benefit becomes payable to such person, the benefit will remain in the Trust and will not revert to any state or to any other party. After satisfying all requirements imposed by law, any unclaimed amount will be forfeited. If, after the forfeiture of a benefit, you, your Spouse, or a designated beneficiary later makes a valid claim for the forfeited benefit, the amount will be paid under terms of the Plan.

Pension Benefit Guaranty Corporation ("PBGC")

Because the Plan is a "defined contribution" type of pension plan as defined by ERISA, its benefits are not insured by the PBGC.

Assignment of Benefits/QDRO

The benefits described in this summary are exclusively for Plan participants and their designated beneficiaries. Plan benefits cannot be sold, transferred or assigned for any reason except as provided by law.

Qualified Domestic Relations Order

If you are subject to a Qualified Domestic Relations Order (or "QDRO"), benefits may be payable to someone other than you and/or your designated beneficiary. All domestic relations orders must be reviewed and "qualified" before they can be honored by the Plan. A copy of the Plan's QDRO Procedures are available on NetBenefits and may be obtained from the Plan Administrator without charge.

Important Information About Plan Fees and Expenses

Information about Plan-related fees and expenses payable from your accounts, including loan fees and investment-related fees and expenses, will be provided to you by Fidelity at least once a year. Please review this information carefully. You may obtain the most recent copy of this information at any time by logging on to NetBenefits or calling the Fidelity Benefits Center at 800-354-3435.

"Top Heavy" Rules

If the Plan becomes "top heavy," special rules requiring minimum contributions may apply to some participants. Under federal law, the Plan will become "top heavy" if 60% or more of all accounts are payable to certain highly compensated employees. The Plan is not top heavy now, nor do we anticipate that it will ever become top heavy. In the unlikely event that this should occur, you will be notified of any effect that it will have on you.

Plan Administration

Your benefits as a participant in the Plan are provided under the terms of the Plan document. The assets of the Plan are accumulated in the Master Trust and are held for the exclusive benefit of participants and their beneficiaries in the Plan. The Trustee, appointed in accordance with the terms of the Plan, receives, holds and invests the contributions in the Master Trust and makes distributions in accordance with the terms of the Plan and at the direction of the Plan Administrator.

The Plan is maintained for the exclusive benefit of Plan participants and their beneficiaries. The Plan Administrator has contracted with Fidelity to assist in the administration of the Plan. The Plan Administrator has exclusive authority and the sole and absolute discretion to interpret the Plan, to determine eligibility for benefits and the amount of benefit payments and to make any factual determinations, resolve factual disputes and decide all matters in connection with the interpretation, administration and operation of the Plan (including the procedures for making applications for benefits, effecting investment changes and effecting changes in the contributions participants make to the Plan), the determination of eligibility for benefits or the amount of benefit payments.

All decisions of the Plan Administrator will be conclusive and binding upon all similarly situated individuals. Please note that no other person or group has any authority to interpret the terms of the Plan (or Plan documents) or to make any promises to you about them.

Amendment and Termination of the Plan

TTT West Coast, Inc. reserves the right to amend, modify, suspend or terminate the Plan in whole or in part, at any time and for any reason, by action of the Board of Warner Bros. Discovery, Inc*. In addition, the Benefits Officer may amend the Plan for changes required by law or that do not result in a significant cost to any Employing Company or have a material effect on benefits. Each Employing Company has the right to modify, suspend or discontinue its matching contributions to the Plan at any time and for any reason. If the Plan is terminated, your account will be fully vested and will be distributed to you in accordance with the terms of the Plan.

*Prior to January 1, 2023, Warner Media, LLC.

Protecting Your Account

- You play a vital role in ensuring the security of your online account. Here are some important steps you can take to protect your Plan account:
- Frequently check your account and actively monitor your transaction history.
- Take precautions to safeguard your account information, including your PIN (personal identification number), customer identification number, and account number; do not share this information with others.
- Secure your computer with routine maintenance, including the use of anti-virus software and personal firewalls.
- Protect yourself from identify theft by safely managing your personal information.

In addition, we urge you to adhere to the Online Security Tips, published by the Employee Benefits Security Administration of the U.S. Department of Labor to help reduce the risk of fraud and loss to your retirement account.

If you detect any errors or discrepancies or suspect unauthorized activity in your account, please contact Fidelity at 800-354-3435. immediately.

Contacts

Your contact for Plan information is the Fidelity Benefits Center.
Web: www.NetBenefits.com
Phone: 800-354-3435
En español: 800-587-5282
Overseas: call collect 877-833-9900

For other questions, please contact TTT West Coast, Inc.

Plan Facts

Plan Name:	TTT West Coast, Inc. 401(k) Retirement Savings Plan

Type of Plan:	Pension — defined contribution plan with a 401(k) feature
Plan Sponsor:	TTT West Coast, Inc. C/O Warner Bros. Discovery, Inc. 230 Park Avenue South New York, NY 10003
Plan Number:	001
EIN:	95-4448498
Plan Administrator and Named Fiduciary:	The Warner Bros. Discovery Benefit Plans Administrative Committee TTT West Coast 401(k) Retirement Savings Plan C/O Warner Bros. Discovery, Inc 230 Park Avenue South New York, NY 10003 (212) 548-5555
Agent for Service of Legal Process:	Attn: Executive Vice President & General Counsel Warner Bros. Discovery, Inc. 230 Park Avenue South New York, NY 10003 Legal process may also be served on the Plan Administrator or the Trustee
Plan Year:	January 1–December 31
Plan Funding:	Contributions are paid into the Master Trust; all Plan benefits and administrative expenses are paid from the Master Trust.
Plan Trustee:	Fidelity Management Trust Company 245 Summer Street Boston, MA 02210

Claims Procedure and Appeals Process

Requests for benefits from the Plan should be directed to Fidelity through NetBenefits or the Fidelity Benefits Center. If your request is denied and you disagree with the decision, you (or your authorized representative) may submit a formal claim for benefits to the Administrative Committee. All claims must be made in writing and delivered to the Administrative Committee within one year after the claimant first knew or should have known that he or she had a claim for benefits under the Plan.

Within 90 days after receipt of your claim, the Administrative Committee will make its decision. If the Administrative Committee determines that it needs that it needs more time to examine your request because of special circumstances, you must be informed within these 90 days that additional time is needed, why it is needed, and the date by which you can expect to receive a final decision. However, consideration of your request may be extended for only 90 more days.

If a claim is denied. If the Administrative Committee denies your claim, you will be notified in writing. The notice will explain the reasons for the denial including references to specific Plan provisions on which the denial was based. If your claim was denied because you did not furnish complete information or documentation, the notice will describe the additional materials or information needed to support your claim and why it is needed, if applicable. The notice will also tell you how to request a review of the denied claim and the applicable time limits, as well as your right to bring a civil action under ERISA section 502(a) after completion of the administrative appeals process, if your appeal is denied.

As part of the review procedure, you or someone on your behalf may ask the Administrative Committee for pertinent documents that affect your claim, at no charge. You may appeal the denial within 60 days after the claim is denied. Both the request and the appeal must be in writing.

In most cases, the Administrative Committee will review and decide on the appeal within 60 days after you file your request. But if the Administrative Committee notifies you that special circumstances require a delay and explains the reasons for needing more time, there may be a limited extension (not to exceed 60 days) of the review and decision-making process.

Once a decision is reached, the Administrative Committee will notify you in writing of the outcome. If your appeal has been denied, either in full or in part, the notice will give the reasons for the decision and include references to specific Plan provisions on which the denial is based. The notice will also include a statement of your right to receive information and copies of documents relevant to the claim and a statement of your right to sue in federal court.

Your Rights Under ERISA

The benefits provided by the Plan are covered by ERISA. The law does not require any Employing Company to provide these benefits, but it does provide you with certain rights and protections.

Receive Information About Your Plan and Benefits. Specifically, ERISA entitles you, as a Plan participant or beneficiary of a Plan participant, to:

- Examine without charge, at the Plan Administrator’s office and at other specified locations, all documents governing the Plan, including collective bargaining agreements (if any) and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the Plan Administrator, copies of all Plan documents governing the operation of the Plan, including collective bargaining agreements (if any), and copies of the latest annual report (Form 5500 Series) and updated SPD. The Plan Administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.
- Receive a statement of your vested account balance. This statement must be requested in writing and it is not required to be given more than once a quarter. The Plan must provide the statement free of charge.

Prudent Actions by Plan Fiduciaries. In addition to creating rights for Plan participants, ERISA imposes duties upon on the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and their beneficiaries. The law provides that fiduciaries who violate ERISA may be removed and required to make good any losses they have caused the Plan. No one, including your Employing Company, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Plan benefit or exercising your rights under ERISA.

Enforce Your Rights. If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court, but only after you have exhausted the Plan's claims procedure and appeals process and subject to the deadline noted in the following paragraph. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you believe that the Plan Administrator has denied you benefits under the Plan, please remember that you must complete each step of the "Claims Procedure and Appeals Process" described above, within the applicable deadlines, before you can take any legal action. Any action by you challenging a benefit denial must be filed with a federal court of competent jurisdiction no later than one year after the date on which your benefit claim is denied pursuant to the Plan's Claims Procedures.

Assistance with Your Questions. If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, DC 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

KEY TERMS AND DEFINITIONS

Administrative Committee. The committee appointed to administer the Plan. The Administrative Committee consists of three or more persons appointed under the terms of the Plan.

Before-tax Contributions. Your Before-tax Contributions are deducted from your paycheck before applicable income taxes are withheld, and are included in your taxable income when they are distributed to you from the Plan. See the Employee Contributions section for more information.

Benefits Officer. The individual, appointed under the terms of the Plan, who is responsible for settlor and ministerial functions with respect to the Plan. The Benefits Officer does not have any fiduciary authority, obligations or status with respect to the Plan.

Catch-Up Contributions. Certain types of Before-tax Contributions. See the Employee Contributions section for more information.

Code. The Internal Revenue Code of 1986, as amended.

Compensation. Generally, your taxable compensation reportable by your Employer on your IRS Form W-2 paid on a regular payroll in United States dollars from an Employing Company during the applicable period with respect to services rendered while you are a participant, including regular base, bonus, overtime, shift differential, commissions, as well as any elective deferrals under a plan that meets the requirements of Section 401(k) of the Internal Revenue Code, any amounts contributed by the Employer on your behalf under a cafeteria plan, or any before-tax contributions to a qualified transportation reimbursement account, but excludes all of the following:

- Any payments made to an employee performing qualified military service in lieu of wages the individual would have received from the Employer if the individual were performing service for the Employer;
- Reimbursements or other expense allowances;
- Moving expenses;
- Fringe benefits (cash and non-cash);
- Welfare benefits;
- Any payment of deferred compensation;
- Severance paid in a lump sum and vacation or sick pay paid in a lump sum following your last day worked; or
- Any other types of compensation paid after your last day worked, unless the amounts would otherwise be considered as compensation (as described above) and are paid within the later of 2 and ½ months after your last day worked and the end of the calendar year of your last day worked.

Compensation shall not exceed the limited imposed by Section 401(a)(17) of the Code (as adjusted).

The Plan document contains a complete description of Compensation for all participants and additional rules and requirements regarding the determination of your Compensation.

Contribution. Amounts contributed to your Plan account, either by you or your Employer.

Designated Beneficiary. An Eligible Employee's beneficiary designated in accordance with the provisions of the Plan and the process described in the Designation of Beneficiaries section herein.

Disability (or Disabled). A permanent or total disability as determined by the Social Security Administration.

Eligible Employee. An active employee who is eligible to make deferrals under the Plan on and after the Entry

Date. See the Eligibility section for more information.

Employer. The Employing Company that employs the Eligible Employee.

Employing Company. TTT West Coast, Inc., or any successor, and any affiliate that has been designated as an Employing Company and has adopted the Plan. A current list of the Employing Companies is attached (see Attachment 1).

Entry Date. The date you become a participant upon satisfying the Plan's minimum age and service conditions and remaining employed by the Employer on the Entry Date. If you are a Full Time Employee, your Entry Date will be the first day of the month coinciding with or next following the date you satisfy the eligibility requirements (monthly). If you are a Variable Employee, your Entry Date will be the first day of the January or July coinciding with or next following the date you satisfy the eligibility requirements (semi-annual).

Full Time Employee. An active employee who is classified as a full-time employee by an Employer, regularly scheduled to work thirty (30) or more hours per week, and has the full-time box checked on an executed start form (or such other similar procedure that may be in effect from time-to-time).

Hour of Service. You will be credited with your actual Hours of Service for each hour for which you are paid or are entitled to payment.

Investment Committee. The committee to oversee the selection of the investment funds offered by the Plan and to periodically review investment objectives and performance. The Investment Committee consists of three or more persons appointed under the terms of the Plan.

Legally Recognized Partner. Any individual: (a) who is a registered domestic partner; or (b) with whom a participant has entered into a same-gender relationship pursuant to and in accordance with state or local law, such as civil union, or other legally recognized arrangement that provides similar legal benefits, protections, and responsibilities under state law to those afforded to a Spouse. An individual who has a Spouse will not be permitted to designate a Legally Recognized Partner. No individual will be permitted to designate more than one Legally Recognized Partner during the same period nor will any individual be permitted to designate different Legally Recognized Partners for different plans or programs during the same period.

Master Trust. The legal entity established pursuant to a Master Trust Agreement with the Plan Trustee, which provides for the collective investment of the assets of the Plan and certain other plans.

Plan Administrator. The Administrative Committee.

Plan Year. The calendar year.

Spouse. Your spouse as recognized under applicable state law.

Termination of Employment. If you are a Full Time Employee, the date you terminate employment (for any reason) with an Employing Company and all affiliates. If you are a Variable Employee, your Termination of Employment will be the last day of sixth consecutive calendar month for which you were not paid.

Variable Employee. An active employee who is not classified as a Full Time Employee by an Employer.

Year of Service. For purposes of Plan eligibility, you will be credited with a Year of Service at the end of the twelve-month period beginning on the date of your employment if you have been credited with at least

1,000 Hours of Service during such period. If you have not been credited with 1,000 Hours of Service by the end of such period, you will have completed a Year of Service at the end of any following Plan Year during which you were credited with 1,000 Hours of Service. The Plan document contains a complete description and additional rules and requirements regarding the determination of a Year of Service.

Attachment 1

Employing Companies

Employing Company Name:

- AFN Productions, Inc.
- ALD Productions, Inc.
- AND Syndicated Productions, Inc.
- ANE Productions, Inc.
- ARB Productions, Inc.
- Clear Sky Enterprises, Inc.
- Dawn Syndicated Productions, Inc.
- FUDD Ink
- GNH Productions Inc.
- TP Promotions, Inc. (doing business as TelePictures Creative Services)
- TTT West Coast, Inc.
- WAD Productions, Inc.