



2026 WMG Benefits at a Glance

Effective Date

You are eligible for benefits starting with day one of your employment, however, you have 31 days to make your elections. Some voluntary benefits may be effective only upon direct enrollment with the provider.

WMG Health Offerings

Medical Care inclusive of Prescription Drugs (cost share between employee and employer): WMG partners with Cigna offering Traditional, Network Only and High Deductible Health Plans; and Kaiser HMO (California Only). *If you do not actively elect or waive medical coverage within 31 days, you will automatically be enrolled in the Cigna High Deductible Plan at employee-only coverage level.*

Dental Care (cost share between employee and employer): Cigna offers two benefit plan designs — Standard and Premium.

Vision Care (employee paid): VSP offers two vision plan designs — Standard and Premier.

Near Site / Virtual Clinics: One Medical Clinic is a service that provides access to clinics including in-person and virtual healthcare. Access is free of charge*if you are in one of the Cigna Medical plans.

* Full cost if you are enrolled in the High Deductible plan until deductible is met.

WMG Behavioral Health and Caregiving Offerings

Behavioral Health Services: Spring Health, offering personalized and convenient mental health care, is a digital platform offering care navigation, in-person and virtual therapy, coaching, self-guided resources, and work-life resources.

- Available to you and your eligible dependents 6 years or older including a total of 12 sessions: 8 therapy or psychiatry sessions and 4 coaching sessions.

Cigna provides other behavioral health support including, but not limited to, MDLive, talkspace, sondermind, happify, and Brightside.

Infertility and Family Planning: WIN provides comprehensive fertility benefits to support every path to parenthood. You will be covered for a lifetime max of 3 cycles. Eligibility requires enrollment in a Cigna Medical plan.

Family Support Offerings: Bright Horizons provides Back-up Child Care, College Coach and CareDirect (Sittercity, YearsAhead, and Elder Care Support).

Adoption and Surrogacy Reimbursement Assistance: WMG will reimburse employees for certain Adoption and Surrogacy expenses up to a lifetime max of \$10,000.



Primary Caregiver and Baby Bonding Leaves: WMG provides primary caregivers 16 weeks of 100% paid leave from the date the baby is born or placed in the home. If you are not the primary caregiver, you are eligible for 12 weeks of 100% paid leave that must be taken within 4 months of the birth or placement of a child(ren).

Family Caregiver Leave: WMG provides, annually, a leave of 6 weeks of 100% paid leave in the event you need to take care of a seriously ill family member. This leave will run concurrently with leave under any state-funded paid leave program and/or payments from WMG will be offset by amounts payable from the state.

WMG Financial Benefit Offerings

401(k) Plan: Fidelity

- **Eligibility:** Employee date of hire.
- **Match:** The company match is the lesser of 50% of the first 8% you contribute, up to a maximum of 4% (ex. if you elect 6%, we match 3%). If you do not actively elect or waive participation in the 401(k) plan within 60 days, you will automatically be enrolled in the 401(k) plan at 6% of your salary.
- **Vesting:** WMG company match: 1 year 33%, 2 years 67%, 3 years 100% vested.
- **Student Debt Retirement Program:** This benefit helps employees with student loan debt earn the WMG company match by using student loan payment amounts as if they were contributions to the 401(k) Plan.

Hospital and Accident Indemnity Coverage Plans (employer paid): Cigna offers reimbursement for covered medical expenses due to an accident or emergency hospital stay. Eligibility requires enrollment in the Cigna High Deductible Health Plan.

FSA and Transportation: WEX offers enrollment in the following — Flexible Health Care Spending Account and Limited Purpose Spending Account (up to \$3,400/year), Dependent Day Care Spending Account (up to \$7,500/year), Transportation Reimbursement for Mass Transit (up to \$340/month) and Parking (up to \$340/month).

Health Savings Account (HSA): Through Fidelity, you can contribute annually up to \$4,400 for individual coverage and up to \$8,750 for family coverage; participants aged 55 and older can make an additional catch-up contribution up to \$1,000. WMG will contribute up to \$1,000 to the account, prorated based on date of hire. This benefit is available only for Cigna High Deductible Medical Plan participants.

Life Insurance (employer/employee paid): Lincoln Financial offers Basic Life and Accidental Death & Dismemberment - Company paid 1.5 times your base compensation up to \$1,500,000 and Supplemental Life-Employee paid for your Self/Spouse/Domestic Partner/Child.

Disability Coverage (employer paid): Lincoln Financial offers Short-Term Disability and Long-Term Disability.

Voluntary Plans (employee paid): MetLife offers Legal Plan services, and Trustmark offers



Perks: WMG offers discounts on electronics, cell phone plans, shopping, spas, fitness memberships, banking, Broadway Shows, and much more. Auto and home insurance as well as Pet insurance are also offered.

WMG Paid Time Off

Flexible Time Off

WMG recognizes the importance of uninterrupted periods of rest and relaxation for our employees. Effective January 1, 2024, the Company offers Flexible Time Off or "FTO," where employees have the flexibility to take a reasonable amount of FTO each year at their own discretion, subject to business needs.

- **Eligibility:** "Regular employees" (eligible for WMG health plan coverage) who are regularly scheduled to work at least 20 hours per week.

Although FTO is intended to provide employees flexibility to take time off from work as needed by their personal circumstances, the following are general guidelines:

- All eligible employees are encouraged to take a reasonable amount of "FTO" so they have time away from work to rest and recharge.
- FTO requests should be considered and approved by managers in a fair and equitable manner.
- Business needs and staffing requirements should not be impaired as a result of "FTO".
- FTO should not be used to alter an employee's regularly scheduled work week on an ongoing basis.
- FTO cannot be used to extend other types of paid time off but may be taken consecutively with Company Holidays and business closures).

Additional Paid Time Off

Regular employees are eligible annually for 2 volunteer days, 10 days of bereavement time, and jury duty time. All employees (including temporary employees and those who work fewer than 20 hours/week are credited with 56 hours of sick/safe time every calendar year.

Holidays

Warner Music Group generally grants nine (9) to ten (10) paid holidays to all regular employees per year.

All benefits are subject to eligibility requirements and WMG reserves the right to modify or change these benefits programs at any time, with or without notice, unless otherwise required by law. Further, this is not intended to alter the "at-will" relationship and does not constitute a specific promise.

