

2024 ESG report

Creating a better world through
our people-powered platform

BY SENSATION
KEY ROYS
TONY & CRAYOLA AWARD-WINNING
BEST MUSICAL

ST.
IT WITH US.
RIS

AUGUST WILSON THEATRE,
245 W. 52ND ST.
American Idol
CREATED BY
ALAN BENJAMIN
DIRECTED & CO-COINED BY
CASBY NICHOLAS

CHICAGO
THE MUSICAL



TIMES SQUARE,
HELP US FIND
KATIE FROM
TULSA,
OKLAHOMA!



WE HAVE THIS
CHILDHOOD ART
FROM THE '90s.



SWAROVSKI

Make a Wish Shop the new Fall Collection,
starting at \$69

#StayCreative



Crayola campaign for
creativity

Clear Channel



Clear Channel
Outdoor

GET MORE WITH US.

BLUE FIN
SEAFOOD = SUSHI

DOS CAMINOS

SWAROVSKI

This Environmental, Social and Governance Report (ESG Report) contains certain forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended. Statements in this ESG Report that do not relate strictly to historical or current facts are based on current expectations, estimates, projections, opinions, or beliefs of Clear Channel Outdoor Holdings, Inc. (CCOH), its affiliates, or its subsidiaries (collectively, the "Company") as of the date of this ESG Report. Such statements are forward-looking and are usually identified by the use of words such as "seek," "strive," "anticipate," "estimate," "could," "would," "will," "may," "forecast," "approximate," "expect," "project," "intend," "plan," "believe," and other words of similar meaning, or the negative thereof, in connection with any discussion of future operating or financial matters.

The forward-looking statements included in this ESG Report (and in any analysis, plans, or reports referred to therein, including but not limited to local and divisional transition plans or scenario analyses) involve known and unknown risks, uncertainties, and assumptions at the time of writing, including, but not limited to, the Company being able to meet stated targets and goals; Company change of control, whether in its entirety or by virtue of disposal of its entities; continued economic uncertainty, an economic slowdown or recession, fluctuations in exchange rates, and currency values; inflation and interest rate changes; supply chain challenges; geopolitical events; weather conditions and natural disasters; legislative or regulatory requirements including; environmental, health, safety, and land use laws and regulations, as well as various actual and proposed ESG policies, regulations, and standards; the impact of the processes to sell our international businesses; industry conditions, competition, technological changes and innovations; shifts in population and other demographics; changes in labor conditions; our dependence on our senior management teams and other key individuals; continued scrutiny and changing expectations from investors, lenders, customers, government regulators, municipalities, activists, and other stakeholders and certain other factors set forth in our filings with the US Securities and Exchange Commission. If any such risks

or uncertainties materialize, or if any additional risks of which the Company is not aware materialize, or if any of the assumptions prove incorrect, that could cause actual results to differ materially from projected results expressed or implied by the forward-looking statements in this ESG Report. Accordingly, investors should not place undue reliance on forward-looking statements as a prediction of actual results or actual performance. The Company has based these forward-looking statements on current expectations and assumptions about future events, taking into account all information currently known by the Company. These expectations and assumptions are inherently subject to significant business, economic, competitive, regulatory, and other risks and uncertainties, many of which are difficult to predict and beyond the Company's control. Any forward-looking statement speaks only as of the date on which such statement is made, and the Company assumes no obligation to correct or update any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law.

Materiality is used within this document to describe issues relating to environmental, social, and governance (ESG) strategies that we consider to be of high or medium importance in terms of stakeholder interest in the CCOH group or its individual divisions, markets, and Business Units. "Materiality," for the purposes of this document, should not, therefore, be read as equating to any use of the word under the securities or other laws of the US or any other jurisdiction, or as used in the documents the Company files from time to time with the Securities and Exchange Commission (SEC). No part of this ESG Report will be taken to constitute an invitation or inducement to invest in the Company.

Additionally, terms such as "ESG," "impact," and "sustainability" can be subjective in nature, and there is no representation or guarantee that these terms will reflect the beliefs, policies, frameworks, or preferred practices of any particular investor or other third party, or reflect market trends. Any ESG, climate, or impact goals, commitments, incentives, and initiatives outlined in this ESG Report are, unless explicitly stated otherwise, purely voluntary, not binding on our

business and/or management, and do not constitute a guarantee, promise, or commitment regarding actual or potential positive impacts or outcomes. Statistics and metrics relating to ESG matters, including greenhouse gas emissions metrics, are estimates and may be based on assumptions (which may prove inaccurate), estimates, or developing standards, including the Company's internal standards and policies. The United Nations Sustainable Development Goals (SDGs) are aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the SDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects or investments contribute to a particular SDG. Accordingly, investors should not place undue reliance on the Company's application of the SDGs, as such application is subject to change at any time and at the Company's sole discretion. Certain information contained herein related to any goals or targets, including the SDGs as well as our Carbon Net Zero and other climate-related targets and related timelines, is subject to change and no assurances are given that such goals or targets will be met.

There can be no assurance that our ESG policies and procedures as described in this ESG Report will continue; such policies and procedures could change, even materially. We are permitted to determine in our sole discretion that it is not feasible or practical to implement or complete certain of our ESG initiatives, policies, and procedures based on cost, timing, or other considerations. Further, the receipt of any awards by the Company is no assurance that the Company's business objectives, including its ESG- or sustainability-related objectives, have been achieved or been successful.

Certain information contained herein (including information on photographs of our panels) has been obtained from third parties, and in certain cases has not been updated through the date hereof. While these third-party sources are believed to be reliable, the Company makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness, or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor. Occasionally, photographs in this ESG Report may include photographic representations or replications of actual campaigns that have run on our panels.

Except where specifically noted otherwise, the reporting period for this ESG Report focuses primarily on fiscal year 2024 activities. All references to a year throughout this ESG Report refer to CCOH's fiscal year, unless "calendar year" is specified. This ESG Report was published on November 8, 2024, and the information in this ESG Report is only as current as the date indicated. The Company assumes no obligation to update the information herein.



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From our CEO: foreword

In 2024, Clear Channel Outdoor Holdings, Inc. (CCOH) continues to focus on delivering profitable growth, investing in accretive opportunities, strengthening our balance sheet, and further demonstrating the operating leverage of our model, to innovate and modernize the solutions we offer to our clients.

We continued to make investments in digital, programmatic, and data analytics as well as our sales teams and direct business.

We believe these efforts are enabling us to expand the range of advertisers we can serve, which is deepening participation across our platform and strengthening our ability to maximize our inventory.

CCOH is proud to be a leader in the Out-of-Home (OOH) industry, and to be a trusted business partner to many towns, cities, landlords, agencies, and advertisers that share our Values.

We also remain committed to managing our Environmental, Social, and Governance (ESG) strategy, governance, impact, risks, opportunities, metrics, and targets in a manner designed to manage risk and unlock greater value in our business practices. We recognize that our activities have the potential for positive (and negative) impacts on the environment of local, national, and global communities. We consider the interests of affected stakeholders in our Value Chain, as well as our diverse audiences, by continuing to strive to conduct our business in a sustainable way.

We continued our global environmental program commitments, including working to align to the UN Sustainable Development Goals and to achieving Carbon Net Zero by 2050, with some key Business Units believed to be on track to achieve Carbon Net Zero ahead of that deadline.

We have made a number of innovative developments in our product portfolio in 2024 that we believe will further enable us to (a) support our social and environmental objectives, (b) meet the needs of cities and citizens, (c) deliver useful and socially responsible solutions including our bike-sharing programs, (d) support our communities through our strategic and sustainable partnerships, and (e) elevate our business partners' and clients' efforts to meet their own climate goals, including their goals for minimizing environmental impacts and reducing GHG.

We are proud of the progress we have made – even where there is further to go. Our local efforts and focus may vary in accordance with local legal requirements and the needs of each community, and we are currently using Clear Channel Europe as a pilot program for our environmental work (you will see many examples from that pilot program throughout this ESG Report).

While CCOH continues its international sales processes, together, we remain united in a common mission – **Creating a Better World through Our People-Powered Platform** – to improve the communities where we operate through innovation, dedication, and good governance.

We look forward to taking you with us on our journey to a more sustainable future.

Scott Wells

President, Chief Executive Officer
Clear Channel Outdoor Holdings, Inc.





Overview

Clear Channel Outdoor Holdings, Inc. (CCOH) (NYSE: CCO) is at the forefront of driving innovation in the out-of-home advertising industry. Our dynamic advertising platform is broadening the pool of advertisers using our medium through the expansion of digital billboards and displays and the integration of data analytics and programmatic capabilities that deliver measurable campaigns that are simpler to buy. By leveraging the scale, reach, and flexibility of our diverse portfolio of assets, we connect advertisers with millions of consumers every month.

Markets and displays: As of September 30, 2024, we operated more than 311,000 print and digital out-of-home advertising displays in 19 countries as part of our continuing operations, with the majority of our revenue generated by operations in the US and Europe. As of September 30, 2024, we had presence in 81 designated market areas in the US, including 43 of the top 50 US markets, and in 13 countries throughout Europe. CCOH employs almost 4,000 people globally (as of September 2024).

CCOH operates in the following divisions (referred to in our public filings as "segments"): America (consisting of all US operations excluding Airports), Airports (consisting of US and Caribbean airports), Europe and Other (including the Company's operations in Latin America and Singapore). In this ESG Report, Clear Channel Outdoor Americas (CCOA) refers to the combined America and Airports segments reported in our disclosures with the US SEC, unless otherwise stated.

Overview of our ESG Program

As a significant global Out-of-Home (OOH) company, CCOH is proud to play a role in helping communities address the challenges, big and small, that affect people's daily lives.

Since 2020, our "Creating a Better World through Our People-Powered Platform" mission brings together our long-standing work across the world, reflecting our divisional Values of Integrity (in America and Airports) and Fairness (in Europe and Latin America). These divisional Values (i) have ethics as the bottom line, and

(ii) require that our people seek opportunities to take ownership of challenges and provide ethical solutions.

We have identified and reflected specific principles of the United Nations (UN) Global Compact and Sustainable Development Goals (SDGs) that we believe align with CCOH's ESG strategy, our Code of Business Conduct and Ethics and our underlying corporate policies, our Supplier Code of Conduct and procurement programs, our people and culture programs, our charitable donations, and our community engagement programs (as indicated by SDG symbols throughout this ESG Report).

Our key progress indicators

In 2020, we published our Human Rights Policy and launched our Global Environment Program.

In 2021, we joined the UN Global Compact and completed Life-cycle Assessments (LCAs) of several key products.

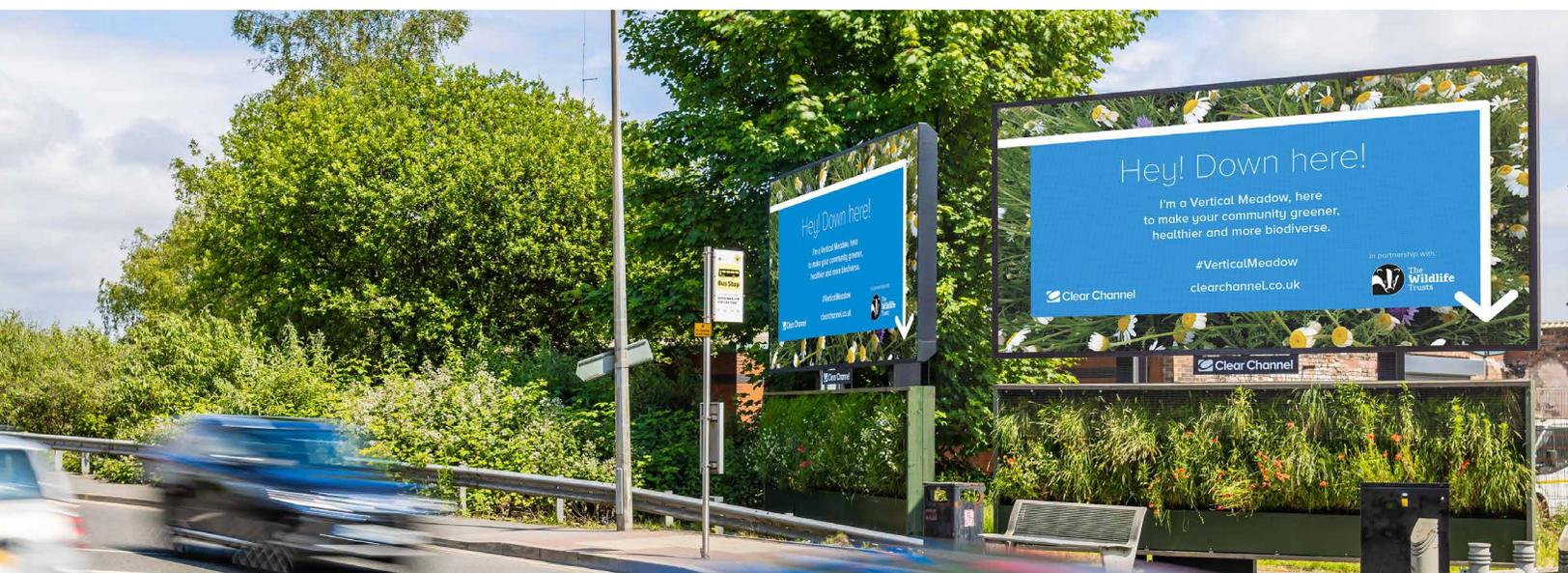
In 2022, we issued our Group Environment Policy, reported our UK business greenhouse gas (GHG) emissions (GHG) through the Carbon Disclosure Project (CDP) process, expanded our Employee Value Proposition, and added key ESG considerations to our executive remuneration and compensation guidelines, gaining Prime Institutional Shareholder Services Inc. ESG Corporate Rating.

In 2023, Clear Channel Europe became the first OOH media owner to commit to the Science Based Targets initiative (SBTi); Clear Channel UK gained an "A Minus" score in our Clear Channel UK CDP submission; we contributed to industry studies on sustainability, media energy consumption, and community contributions; we increased our benefits for employees worldwide, encouraging a work-life balance; and we improved our auditing of GHG emissions in preparation for forthcoming legal obligations.

In 2024, we continue to advance our long-standing internal efforts around our business in ESG programs:

- » Clear Channel Europe gained SBTi validation of its decarbonization targets;¹
- » We continued our efforts to measure energy use and GHG emissions;
- » We contributed to the Global Alliance for Responsible Media (GARM) carbon calculator methodology;
- » We conducted readiness assessments of our ability to meet certain expected regulatory obligations relating to GHG emission disclosure under the US SEC Climate Rule and in California, Europe, and the UK;
- » We introduced training around workplace violence and sexual harassment;
- » We continued to strengthen our artificial intelligence (AI), cybersecurity, privacy, anti-bribery and corruption, sanctions, anti-money laundering, and fraud programs; and
- » We renewed our commitment as a signatory to the UN Global Compact.

¹ Source: These targets apply to all of Clear Channel Europe except the three Business Units in Estonia, Latvia, and Lithuania which were excluded as they contribute <1% of both revenue and emissions to the Clear Channel Europe total. <https://sciencebasedtargets.org/companies-taking-action>



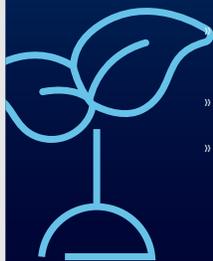
Our ESG focus areas in 2024

Consideration of **people and relationships**



- » Humanitarian response (page 42)
- » Supporting the arts and education (page 44)
- » Social values in our supply chain (page 46)
- » Protecting our people (including through employee health and safety/wellness) (page 47)
- » Labor standards, including embedding human rights for our people and in our supply chain (page 46)
- » Culture & Community (including diversity, equity, and inclusion) (page 53)
- » Community relations (page 58)

Conservation of the **natural world**



- » Double materiality assessments (page 13)
- » Carbon Net Zero target setting and disclosure (page 20)
- » Our zero tolerance approach to economic crime (page 74)
- » Employee engagement in climate strategy (page 20)
- » Investment in R&D (page 31)
- » Solar power and Renewable Energy (page 34)
- » Waste recycling and reduction of waste and natural resource dependencies (page 36)
- » Combating air and water pollution (page 22, 39)
- » Biodiversity (page 40)
- » Water efficiency (page 39)

- » Corporate governance and board composition (pages 66-68)
- » Code of Business Conduct and Ethics (page 70)
- » Risk management and business continuity (page 71)
- » Third-party relationships (page 72)
- » Reporting serious concerns and whistleblower schemes (page 73)
- » Sarbanes-Oxley Compliance and financial reporting (page 74)
- » Financial reporting and Sarbanes-Oxley compliance (page 74)
- » Sanctions compliance (page 75)
- » Lobbying and public policy (page 75)
- » Political contributions (page 76)
- » Privacy and data protection (page 77)
- » Cybersecurity (page 79)
- » High advertising standards (page 82)



This ESG Report has been developed with reference to commitments we have made as a signatory to the UN Global Compact, our Code of Business Conduct and Ethics, our internal policies and procedures, our Supplier Code of Conduct, and our international, federal, and state legal and regulatory obligations.

Governance of ESG at Clear Channel Outdoor Holdings, Inc.

Responsibility and oversight for the ESG initiatives of CCOH lie with the Nominating and Corporate Governance Committee of the Board of Directors of CCOH, in accordance with its charter. The Board includes members with experience and/or competence in sustainability and cybersecurity governance. The biographical data of our Board members is included in our website.¹

Risk matters, including in relation to climate, are overseen by the Audit Committee of the Board. Human capital management initiatives are overseen by the Compensation Committee of the Board. For more information, see page 67.

Executive oversight of our regional ESG programs is coordinated by the Global Compliance Office (compliance@clearchannel.com) in accordance with the CCOH Compliance Charter.

The CCOH General Counsel and the Compliance and Privacy functions report on ESG initiatives directly to the Nominating and Corporate Governance Committee,

¹ <https://investor.clearchannel.com/corporate-governance/board-of-directors>

and on ESG, compliance, human resources (HR), privacy, and cybersecurity risk directly to the Audit Committee.

The Compliance team provides quarterly deep-dive ESG briefings to the Nominating and Corporate Governance Committee and the Audit Committee focusing, as appropriate, on misconduct investigations, hotline reports, control gaps, training initiatives, data analysis, industry trends, and ESG risk identification and mitigation, contributing to the ERM program. To provide the Board and Audit Committee with a full view, Compliance collates input from experts and stakeholders in Strategy, Communications and Marketing, Business Development, Privacy and Cybersecurity, Product, Procurement, HR, Internal Audit, Legal, Finance, and Operations.

Senior leaders in divisional governance committees oversee and sponsor our local ESG risk and opportunity identification and management programs in coordination with the group programs.

Each market and Business Unit has its own local Compliance Champion, and all European markets also have a Sustainability Champion.

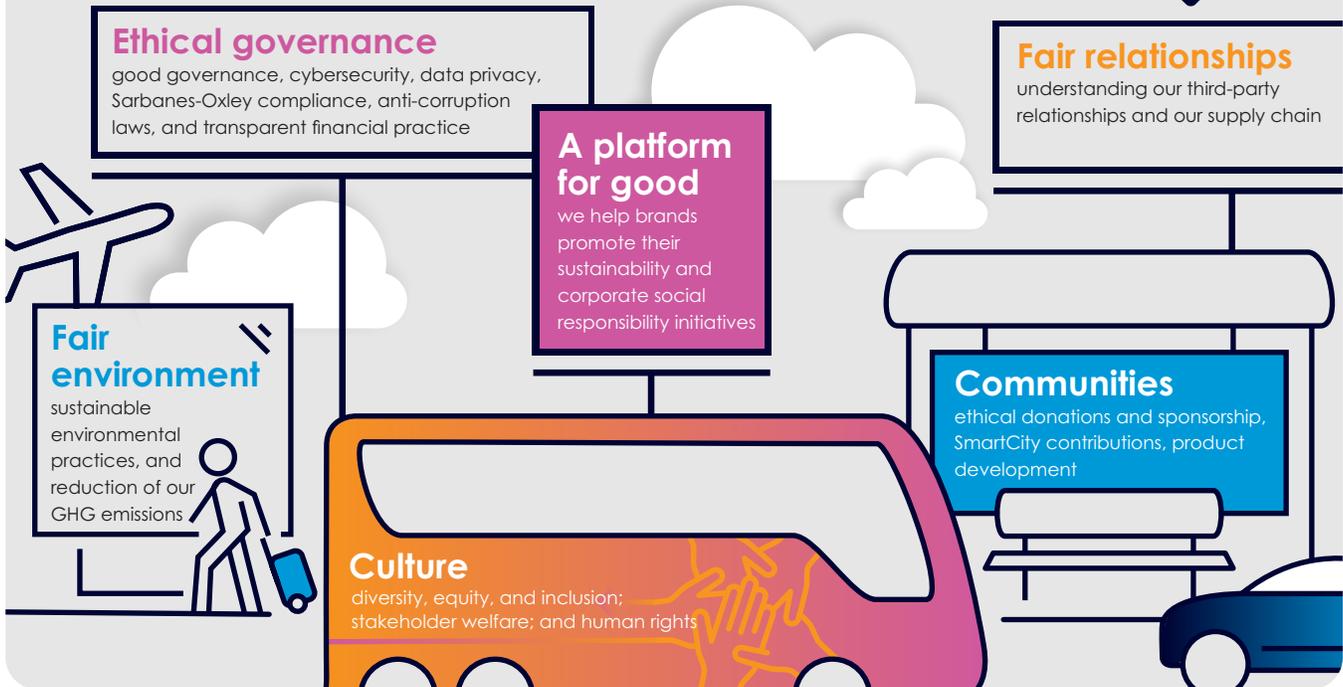


We support the Sustainable Development Goals

In this ESG Report, we have identified specific Sustainable Development Goals (SDGs) that we believe align directly with CCOH's ESG strategy and the solutions we provide our customers. The SDGs, set up in 2015 by the UN General Assembly, are a collection of interlinked global goals designed to be a "shared blueprint for peace and prosperity for people and the planet, now and into the future."



Our ESG priorities



Methodology in producing this ESG Report

Our markets and Business Units around the world are preparing to comply with applicable US, UK, and EU ESG disclosure requirements.

ESG disclosure laws that may apply to our business are in varying stages of implementation, scope determination, and legal challenge.

As per our public filings with the SEC, we are also in the middle of sales processes for our international businesses¹, and the outcome of those processes could materially affect the reporting boundaries and nature of our reporting requirements over the next 12 months. We are happy to share the initiatives outlined in this

¹ Read our filings here: <https://investor.clearchannel.com/financials/quarterly-results/default.aspx>

ESG Report with our stakeholders so that we continue to provide information about our sustainability, social, and governance programs, as we continue to hold ourselves accountable to our commitment to doing business that is good for people and the planet, as well as for our financial results. Further information may be available in specific markets and jurisdictions, and clients are invited to request local data from the market with which they are contracting at compliance@clearchannel.com.



Our commitment to a sustainable business model

CCOH is more than a media owner. We are a partner to cities, brands, airports, and transport systems, and seek to provide enhanced services to our partners, citizens, municipalities, and advertisers alike.

Our corporate Values

In all our regions, ESG is part of our DNA: the corporate CCOH mission is to connect brands and consumers by delivering innovative advertising insights and solutions while enhancing our communities. Similarly, the divisional Clear Channel Europe and Clear Channel Latin America mission is to create the future of media through data-driven digital innovations and infrastructure that are environmentally and socially conscious, as a *Platform for Brands*, and a *Platform for Good*.

While our US, European, and Latin American businesses have many similarities, the communities where we operate have diverse priorities, requirements, and sustainable facilities available to them. Creating a Better World through Our People-Powered Platform

combines our corporate ESG missions from around the CCOH group, recognizing that anywhere in the world we do business, we can work together and find new and impactful ways to make OOH advertising a "platform for good."

Adding social value: the community impact of our products and services

CCOH is determined to serve stakeholders, cities, and citizens worldwide in a way that helps us fulfill our duty to shareholders, anchors ESG within our business model, and demonstrates our belief that, with preparation and commitment, sustainable, ethical business practices can support digital transformation and economic growth.

Globally, nationally, and locally, we are taking a proactive role in supporting our communities. To do this, we make assessments of the social and environmental impacts of our services on our communities and Value Chain.

In 2024, Clear Channel UK received the Planet Mark certification that measured Clear Channel UK's 2022 social value contribution at £28 million. Clear Channel UK quantified this contribution across five key areas:

1. Our people – health and well-being initiatives at Clear Channel UK, including our employment of apprentices and vulnerable people;
2. Community activities and staff volunteering – including Keep Britain Tidy trash cleanups and Brixton Finishing School partnership;
3. Donations – supporting charities with free media space;
4. Procurement – implementing contracts with ethical and sustainable criteria (see “Procurement, due diligence, and governance over our third-party relationships” on page 72); and
5. Environmental impacts – investments in reducing our carbon footprint.

A 2023 PwC report¹ commissioned by Outsmart, and based on a survey of OOH media owners representing 92% of industry revenue, found the UK OOH sector contributed £411 million to support public services, infrastructure, communities, and employees in 2021 – representing 46% of its advertising revenue, and that over the past 14 years, OOH media owners have invested £1.1 billion in installing and maintaining public infrastructure, including bus shelters, free telecommunications services, and even defibrillators.

The PwC report states OOH media owners in the UK directly contributed £188 million toward public finances in 2021 through business rates and rent. In addition, PwC estimated a further c.£29 million helped support charities and communities by donations, discounted or donated media space, and staff hours given to charity. The PwC report also estimates that the sector has increased the share of renewables in electricity consumption while innovating to increase the use of recyclable materials.

By aligning with organizations like Planet Mark and Outsmart, Clear Channel UK aims to set a new standard for the OOH industry while demonstrating how we are tangibly delivering on our mission – and creating the future of media.

¹ <https://www.outsmart.org.uk/resources/ooH-supporting-uk-society>



Double materiality assessments

ESG assessment processes evaluate material ESG topics for opportunities, risks, and priorities. Stakeholder assessments across environmental, social, and governance topics have long been embedded in our business processes, including through:

- » strategy discussions integrating key market opportunities;
- » compliance, legal, and financial risk exposure evaluations;
- » considerations of industry trends and challenges;
- » product design processes reflecting client needs;
- » tender negotiations;
- » procurement decisions; and
- » our ERM processes, where risks to the business are assessed by senior leaders responsible for risk areas.

Our leaders assess material ESG topics using their in-depth knowledge of markets and communities, and take into account not only alignment with our strategy and risk appetite from an investor perspective but also the needs and views of stakeholders in our Value Chain – from landlords to suppliers, nongovernmental organizations to governments, agencies to consumers – building and combining those insights with their own expertise.

Our European division is preparing to report our mapping of our activities to the EU Taxonomy Regulation and the full results of our Double Materiality Assessments as required by the EU Corporate Sustainability Reporting Directive in 2026. In addition, areas where we are supporting our commitment to the UN SDGs are indicated by symbols throughout this ESG Report.

1 Source: <https://clearchannel.widen.net/s/zswvfdjdqw/outsmart-pwc-report>

2 Source: "Sustainability in Out of Home – Low Carbon, Low Power: An analysis of OOH energy consumption and CO₂ emissions," accessed at <https://www.outsmart.org.uk/resources/research-reports>

3 Source: ESOS EnPI

4 Source: "Sustainability in Out of Home – Low Carbon, Low Power: An analysis of OOH energy consumption and CO₂ emissions" accessed at <https://www.outsmart.org.uk/resources/research-reports>

Snapshot of energy use

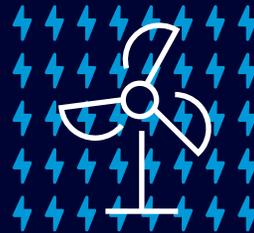
the UK Business Unit

46%

of the OOH industry revenue is reinvested back into **local communities**¹

Clear Channel UK has improved its energy performance by **45%** since 2014³

The OOH industry produces the least amount of carbon emissions per impression²



Clear Channel UK uses

100%

electricity backed by Renewable Energy Guarantees of Origin

For purposes of the metrics and Company targets reported by CCOH or its subsidiaries in this ESG Report, renewable electricity means electricity derived from renewable sources, including via certification by Renewable Energy Guarantees of Origin (REGOs) in the UK, Renewable Energy Certificates (RECs) in the US, or Guarantees of Origin (GoO) in the EU and elsewhere.

OOH makes up less than

3.5%

of the total carbon footprint of the UK's advertising activities⁴

Clear Channel UK's newest digital screen, the Waferlite, is

51% less energy intensive

per m² than its predecessor

Clear Channel UK classic advertising panel with LED lighting uses up to **87% less energy** per m² than in previous years



During 2024, Clear Channel UK partnered with Strut Safe, a volunteer-operated phone line, to support safer nighttime journeys. The details of the Strut Safe support line were visible on thousands of digital screens across the UK, offering people who may feel unsafe a way to seek support in the darkness.

1. Providing community infrastructure

We invest in community infrastructure and street furniture that is designed to last and be maintained, renovated, and recycled, and that delivers revenue back into the local economy.

Our street furniture is designed to help urban centers become more climate-resilient, support local government strategy, and help our landlords and clients meet future disclosure and other legislative commitments. We seek to encourage sustainable public transportation and local information services with our bus shelters, information points, clocks, and bike-sharing programs.

Examples of our solutions:

- » Since their launch in 2019, we have installed over 1,000 Living Roofs bus shelters in the UK, Sweden, Denmark, the Netherlands, Belgium, and Ireland (as of September 2024) (see page 41 for more information);
- » Our advertising panels can contribute to improved citizen mobility by providing live traffic updates, local wayfinding, and transit information;

- » We pioneered advertiser-funded public bike-sharing schemes;
- » We continued to develop new products to improve the sustainability of our cities and regions, including electric car charging stations, bike storage facilities, automated parcel kiosks, Vertical Meadows, Living Roofs, solar panels, and air quality sensors; and
- » We often participate in tree planting initiatives (see “Biodiversity” on page 40).

2. Funding public services

CCOH is a public utility provider as well as a media business. We operate street furniture, including bus shelters across the world on behalf of local and transit authorities, supporting millions of bus journeys each year. When we commence these contracts, we work to deliver to local authorities and the local community bus shelters that are clean and appropriately well-lit to provide a safer environment. Advertising revenues allow us to provide that community infrastructure and a valuable source of income for municipality partners.

Revenues driven by these advertising displays contribute partly to cleaning and maintaining shelters, and a portion is also returned to the municipalities through revenue-sharing agreements, rent, and business rates/taxation.

3. Helping governments, advertisers, and our nonprofit partners elevate public and charity messaging

We offer partners the ability to use our digital and printed displays to provide customer information and support their own sustainable development awareness strategies. Our displays have been used to alert the public to health and safety incidents, bad weather (including through award-winning messages providing details of shelters for homeless people when the temperature dips¹) and traffic jams, and even alerts when blood donations in hospitals are running low (including providing information on where to give blood and which blood types are needed).

¹ Source: “Sustainability in Out of Home – Low Carbon, Low Power: An analysis of OOH energy consumption and CO₂ emissions,” accessed at <https://www.outsmart.org.uk/resources/research-reports>

Through partnerships with the Ad Council and Project Yellow Light, CCOA has posted public service announcements on hundreds of printed billboards and over 1,200 digital billboards. As of 2023, our missing person advertisements have been credited by the Texas Center for the Missing with generating tips that we believe have led to at least 10 Texan children being found and reunited with their families. For example: in 2022, in Dallas, a 15-year-old girl was reunited with her family shortly after her case was highlighted on our digital billboards. In 2023, an 8-year-old Houston girl was reunited with her family following our billboard campaign, and a 15-year-old girl (missing since 2019) saw her face on our digital billboard and reached out to her family to let them know she was safe.

Our 2024 campaign saw a similar outcome as L'yanna Lee, missing since March 22, 2024, was located and reunited with her family as a result of the National Missing Children's Day program sponsored by the San Antonio Police Department, Clear Channel Outdoor, Texas Center for the Missing, and the National Center for Missing & Exploited Children.



We help governments, advertisers, and our nonprofit partners communicate with citizens on a local and global scale, using the unique mass reach of our medium to reach as many stakeholders as possible, including during disasters.

We have donated millions of dollars' worth of advertising space each year to nonprofits, sustainable environmental charities, and governmental organizations for the purpose of providing public information and environmental and safety alerts.

Examples of our initiatives and partnerships (for more examples, see the Social section starting on page 42):

- » CCOA supported Learning Heroes in Texas in April 2024 to support grade-level reading in education;
- » In January 2024, Clear Channel Outdoor and Big Brothers Big Sisters of America, the largest donor-

and volunteer-supported mentoring network in the United States, launched a nationwide Digital Out-of-Home (DOOH) media campaign timed with National Mentoring Month that featured "Game Changers," an initiative that aims to unite the collective power of influential leaders and changemakers to help tackle key issues impacting youth today – from mental health to social equity – by creating awareness, access, and opportunity through mentorship. Game Changers provides a platform for diverse groups of influential voices to share their experiences and expertise on the power of mentorship and further impact young people and their communities;

- » In May 2024, Clear Channel UK launched an innovative digital screen at a bus shelter in Bournemouth that makes use of AI to raise awareness of the dangers of knife crime. The software was designed so that when the specific sound of a siren was detected, the display would show heartfelt messages encouraging young

CCOH runs individual DOOH tributes across our network, remembering legends, social icons, world leaders, entertainers, athletes, etc., for their contributions to their craft, including those who have used their talent and struggles to inspire a better world in a number of ESG areas. Since our last report, CCOA remembered award-winning actor James Earl Jones, writer and social commentator Norman Lear, and humanitarian former US First Lady Rosalynn Carter, among others.

people to call a parent, signifying the association between the sound of an ambulance siren and a parent's worry their child could be in danger. The emotional messages, resembling texts received on a smartphone, contain conversations reflecting the panic family members might experience. They underscore the broader consequences of knife crime, for those directly affected and those left behind.

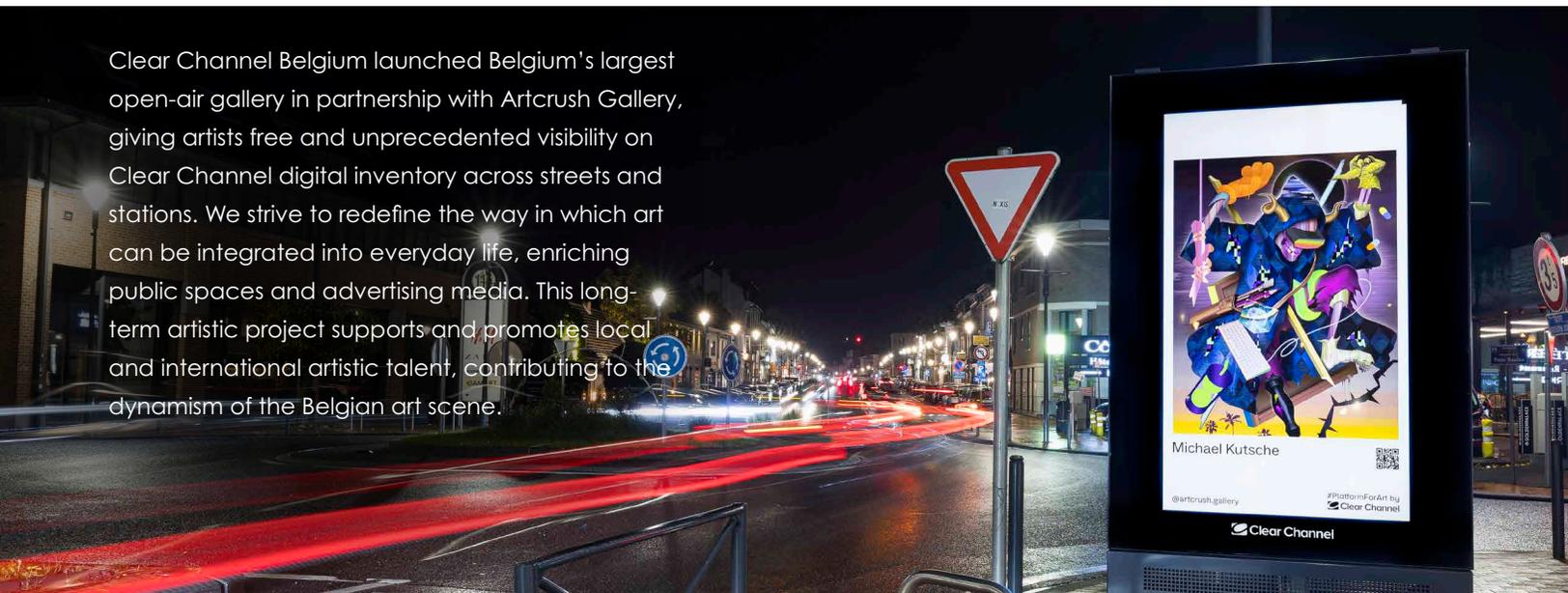
4. Innovating technology

We are proud of our long history of leading innovation to deliver outdoor advertising solutions that we believe help build a more ethical, sustainable future. Our innovations are centered on two key areas: first, enhancing our infrastructure to make it more sustainable so that we can better serve our communities; and second, pushing the boundaries of the technology behind our digital panels to enhance the effectiveness of our medium so that important campaign messages land stronger. For examples of our innovations, see the Environmental and Social sections of this ESG Report.

As a public, one-to-many medium, OOH advertising has the ability to reach millions of people through a relatively small number of displays, in comparison to other advertising media platforms, like television or the internet.



Clear Channel Belgium launched Belgium's largest open-air gallery in partnership with Artcrush Gallery, giving artists free and unprecedented visibility on Clear Channel digital inventory across streets and stations. We strive to redefine the way in which art can be integrated into everyday life, enriching public spaces and advertising media. This long-term artistic project supports and promotes local and international artistic talent, contributing to the dynamism of the Belgian art scene.





Our ESG priorities in action: environment

Our environmental program

To help create and protect the value of our business in the long term, the CCOH Environmental and Sustainability Program teams assess and develop various local and divisional initiatives aimed at decarbonization and mitigation of the impacts of climate change and the environmental challenges facing our communities and our industry (including with relation to water efficiency, biodiversity, land use, waste, energy, and resource use).

We have invested in community infrastructure initiatives and recognize the value of environmental projects to create and protect the value of our business in the long term.

Stakeholders across CCOH, in our industry, and across our Value Chain play a part in our global environmental program. Our teams work to promote greater environmental responsibility internally and industrywide, mitigate risks and impacts associated with those challenges, and encourage the development and diffusion of technologies and innovative projects to support our own and our partners' targets and

commitments to the reduction of carbon emissions. In 2024, we continued to engage with key advertisers, agencies, and industry players on reduced emission strategies. We also worked with industry partners (including GARM, Ad Net Zero, and Outsmart) to understand industry challenges and opportunities and to contribute to recommendations across the advertising Value Chain.

We published our global Environmental Policy in 2022 to combine local environmental policies and to support our global Supplier Code of Conduct. Our environmental program framework continues to adapt to applicable legislation and is benchmarked to the ISO 14001 standard, which focuses on continual improvement and the evaluation of environmental risks and opportunities. In 2024, we continued to provide our Supplier Code of Conduct and environmental contractual obligations to key suppliers, and continued to use our internal Environmental Impact Assessments for key Scope 3 contributors in our supply chain. We believe that our industry supplier engagement strategies have led to investment in recycled materials and greater uptake of Renewable Energy in our supply chain.

Sustainable
Development Goals



Environmental program governance

CCOH's environmental program, as with the majority of our ESG initiatives, is overseen by the Nominating and Corporate Governance Committee of the Board, which receives quarterly updates on environmental program strategy, policies, and practices in order to manage risk, lay a foundation for sustainable growth, and effectively communicate ESG initiatives to stakeholders. The current Chair of the Nominating and Corporate Governance Committee is a member of Chapter Zero and the Directors' Climate Forum and has undertaken ESG leadership accreditation. The Board's competence is further supported by advice from external environmental lawyers and auditors engaged by the Company with specific climate and reporting experience, including around the recommendations of the Task Force on Climate-Related Financial Disclosures.

As examples of climate-related decisions, the Nominating and Corporate Governance Committee last approved the environmental program strategy in 2024, the update of the CCOH Compliance Charter to better reflect environmental governance in 2023, adoption of the groupwide Environmental Policy (January 2022), CCOH becoming a signatory of the UN Global Compact (joined in April 2021), and the beginning of global data collection for Scopes 1, 2, and 3 GHG data (from June 2020).

Climate risk is overseen by the Audit Committee and is addressed under our ERM program (see "Evaluating and monitoring climate risks" on page 23).

Our Compliance and Internal Audit teams continue to support our environmental program in data verification, advisory and governance/assurance activities, and supplier audits across all our regions. The CCOH Chief Audit Executive holds a certification in auditing ISO 14001 Environmental Programs, and the Corporate Compliance Officer has undertaken external Corporate Sustainability Reporting training in 2023 and 2024.

The environmental program leadership team includes senior executive management; environmental, strategy, communications, legal, audit, compliance, procurement, and product experts; and other key internal stakeholders.

This team proposes, oversees, and helps implement GHG emission reduction targets and strategies pursuant to strategies agreed to by global and divisional leadership committees and informed by, as deemed appropriate, SBTi guidance, ISO 14001, Greenhouse Gas Protocol, and CDP guidance, as well as applicable regulation. Under its leadership:

- » We measure the environmental impact of our products and services. Our Product Development teams evaluate the product life cycle for resilience to climate change as well as its ability to reduce climate impact and maximize the life of our products. For example, Clear Channel Europe has developed a proprietary environmental impact calculator as part of our LCA process that was first launched in 2023. We continue our GHG emissions quantification and analysis across the group and have begun to measure carbon emissions, waste, and freshwater intensity;
- » We have begun to adjust local accounting processes to budget for and formalize any significant new environmental initiatives. Spend has been built into business-as-usual activities in preparation for upcoming legal accounting requirements (note that investments at the local level may not be considered significant for consolidating group accounting purposes); and
- » Compliance and Audit teams continue to evaluate and track local existing and emerging climate-related physical and transition risks, dependencies, and opportunities salient to our business.



The road to Carbon Net Zero

CCOH acknowledges the importance current science places on limiting global average temperature increases to below 2°C when compared to preindustrial times. To achieve that, current climate science shows that global GHG emissions need to reach Carbon Net Zero in the second half of this century.¹ We seek to support the 2016 Paris Agreement as a global policy response to that challenge.

CCOH's transition plans are currently not public due to the ongoing sales processes of our international businesses (see "Methodology in producing this ESG Report" on page 10). However, CCOH has pledged to meet Carbon Net Zero by 2050 in alignment with the 2016 Paris Agreement.

¹ <https://www.un.org/en/climatechange/net-zero-coalition>

From our recently audited European carbon emissions figures, we believe Clear Channel Europe remains on track to achieve Carbon Net Zero across Scopes 1 and 2 by 2030 (including an absolute reduction by 90% by 2030, with an annual average estimated reduction of 11.5% of GHG emissions across Scopes 1 and 2) and Carbon Net Zero across its upstream Value Chain (Scopes 1, 2, and 3) by 2045, with an annual average estimated 4% reduction of GHG emissions across Scope 3.

Please see "Key assumptions and dependencies affecting our road to Carbon Net Zero" on page 27.

Carbon Net Zero target setting and disclosure

CCOH is preparing for any reporting required under applicable legislation (including California's climate disclosure laws and the EU Corporate Sustainability Reporting Directive).

We remain committed to a groupwide Carbon Net Zero future by 2050, and our pilot division Clear Channel Europe has committed, in accordance with SBTi's Corporate Net Zero Standard, to GHG emission and energy use reduction targets to achieve Carbon Net Zero across Scopes 1 and 2 by 2030 and across Scope 3 by 2045, actioned through European environmental transition plans, due to be published before the end of 2024. In 2024, Clear Channel Europe's targets were validated by SBTi to be compatible with the limiting of global warming in line with the 2016 Paris Agreement.

Clear Channel Europe's targets, risk register, and transition plan are underpinned by externally audited GHG emissions data (under the Operational Control model under the Greenhouse Gas Protocol) relating to our Scope 1, 2, and 3 emissions. Clear Channel UK has begun public reporting of GHG emissions via the public CDP disclosure process, achieving a Leadership Grade "A Minus" score from CDP in 2023.

Employee engagement in climate strategy

We believe every team plays a role in reducing our impact on the environment, and we have done the following:

- » Key members of the environmental program leadership team in CCOH and Clear Channel Europe (including the CCOH Corporate Compliance Officer, who coordinates the global program, and the European Strategy Director, who oversees the European carbon emissions reduction program) have sustainability performance objectives integrated into their variable remuneration incentives;
- » In Clear Channel Europe, our overarching compensation guidelines include personal and Business Unit-level climate objective considerations in the remuneration strategy when calculating the variable remuneration portion of our European executive leader remuneration of the leaders of our European Business Units; and
- » The Clear Channel Europe environmental program team organized three workshops, and in May 2024 all participants met in London for a two-day seminar focusing on training and the next steps. They prepare a newsletter twice a year to share environmental updates and objectives with all employees in the region.

Clear Channel Europe and Latin America engaged our "Bright Sparks" program for leaders of tomorrow to design internal communications materials to incentivize teams across these divisions to join the environmental program efforts.



Clear Channel Europe transition plan

Clear Channel Europe has set itself three strategic objectives for its transition to Carbon Net Zero:

1. Reduce our emissions:

- » We seek to transition our vehicle fleets and our premises to Carbon Net Zero emissions (where we have operational control);
- » We seek to transition to purchasing only lower-emissions goods and services (where these options exist);
- » We seek to reduce transport emissions from business travel.

2. Increase our resilience:

- » We use scenario analysis to model climate futures that might affect Clear Channel Europe as a whole, and each of our Business Units across our short-, medium-, and long-term future (1-2 years, 2-5 years, and 5-20 years, respectively);
- » We maintain a dedicated environmental risk register;
- » We are developing and implementing qualitative and quantitative risk management plans to strive to mitigate the impacts of physical and transition risks of climate change;
- » We have developed environmental controls that are applied to all European Business Units and mapped to ISO 14001 and other applicable standards.

3. Support our partners and the wider industry Value Chain on their Carbon Net Zero journeys:

- » We are in the process of mapping our Tier One and Tier Two suppliers in our upstream Value Chain;
- » We incentivize our Tier One suppliers to produce and/or develop lower-emissions goods and services by using Environmental Impact Assessments and engaging with suppliers on their manufacturing processes. Clear Channel Europe has implemented environmental clauses in our supply contracts with commitments to GHG reporting and reductions in

emissions annually in suppliers responsible for 60% of Clear Channel Europe Scope 3 emissions, with a target to implement contractual clauses in 100% of those suppliers contributing to Scope 3 emissions by the end of 2025;

- » We provide our infrastructure and advertising customers with options for lower-emissions goods and services that meet their needs;
- » We support biodiversity and environmental initiatives in our communities;
- » We collaborate with our sector to support an industrywide Carbon Net Zero transition and enable the advertising industry to adapt to and thrive in a lower-emissions world (see "Collaboration across the wider advertising industry" page 28).





Example of decarbonization levers: lower-emissions shipping

Most Clear Channel Europe infrastructure products are manufactured outside Europe and transported to our Business Units by ship. This amounts to approximately 100 containers every year. In 2022, we undertook a pilot program to transport these products using ships fueled with biofuel. This resulted in an 84% reduction in the GHG emissions associated with our shipping,¹ so the following year Clear Channel Europe extended the pilot program to all of our shipments from outside Europe. We estimate that this measure saved Clear Channel Europe approximately 191 tonnes of carbon dioxide equivalent (tCO₂e) in 2023.

¹ Official CO₂ reduction declaration from CMA CGM delivered to Clear Channel UK Limited on May 17, 2023

A Business Unit example: CCOA



» CCOA has a national partnership with Waste Management for recycling and proper disposal of any nonrecyclable components.

» We estimate up to 98% of digital billboard components are recyclable.

» We repurpose polyvinyl chloride (PVC) ad materials – consumer and industrial products – while mindful to be proportionate, as the process to recycle PVC can occasionally be more harmful than the benefit of recycling the product (est. 1,286 tons have been repurposed).

» We use polyethylene ad materials – recycled consumer products (est. 2,130 tons have been recycled).

» Digital displays – 100% of digital boards replaced in CCOA in 2024 were recycled.

» Structures and billboards – steel is recycled locally.

» Our wood poles are biodegradable.

» CCOA has transitioned from using plywood for extensions/embellishments to recyclable Coroplast®.



» CCOA is currently running and evaluating our pilot program of all-electric pickup trucks in our Los Angeles market.

» CCOA is looking to expand our electric/hybrid footprint with pool vehicles and additional light-duty trucks in the near future.



» CCOA continues converting or upgrading applicable assets to solar power and currently has 216 solar-powered shelters in Washington, DC, with plans to complete the remaining conversions in 2024.

» CCOA is evaluating the installation of solar panels on all Clear Channel Outdoor-owned office buildings. CCOA is also exploring options to participate in community solar projects in multiple locations across the country. Participation is expected to enhance our usage of green energy.



» Advances in LED technology have contributed to significant decreases in digital billboard energy consumption.

» Over the past seven years, energy consumption has been reduced by over 61% in digital bulletins and over 40% in digital posters, and more than 99% of all metal halide and fluorescent fixtures have been converted to energy-efficient LEDs.



» CCOA rolled out our CLEAR Access system allowing for paperless proposals, contracts, and proof of performance photographs, further eliminating the need for paper-based documentation.



» CCOA has applied a pollution-reducing substrate to advertising materials (through our printing partners), which is believed to reduce air pollution in the immediate air surrounding the billboard.

CCOA encourages clients and agencies to consider this product for Posters, bulletins, and Premiere Panels®.

Evaluating and monitoring climate risks

For our global ESG risk management processes, see the Governance section starting on page 66.

This section addresses our measures to identify, assess, and respond to core strategic transitional and physical climate-related risks identified in the short, medium, and long term for the OOH advertising industry generally and for CCOH specifically.

We work closely with federal/national governments, states, and municipalities in all our markets. We monitor climate change (including weather trends), geopolitics, market requirements, laws, and regulations that have the potential to affect us, including transitional and physical climate-related environmental risks.

We have developed a multidisciplinary company-wide risk and opportunity management process. This process covers short-term, medium-term, and long-term time horizons. Our environmental risk processes and evaluation scoring protocols have been developed internally, and the impact criteria are derived from CCOH ERM protocols, integrated into the process as we consider climate-related risks and opportunities – specifically we include an examination of physical risks, both acute and chronic, that could impact our business strategy. For more information on CCOH Enterprise Risk Management procedures, see the Governance section starting on page 66.

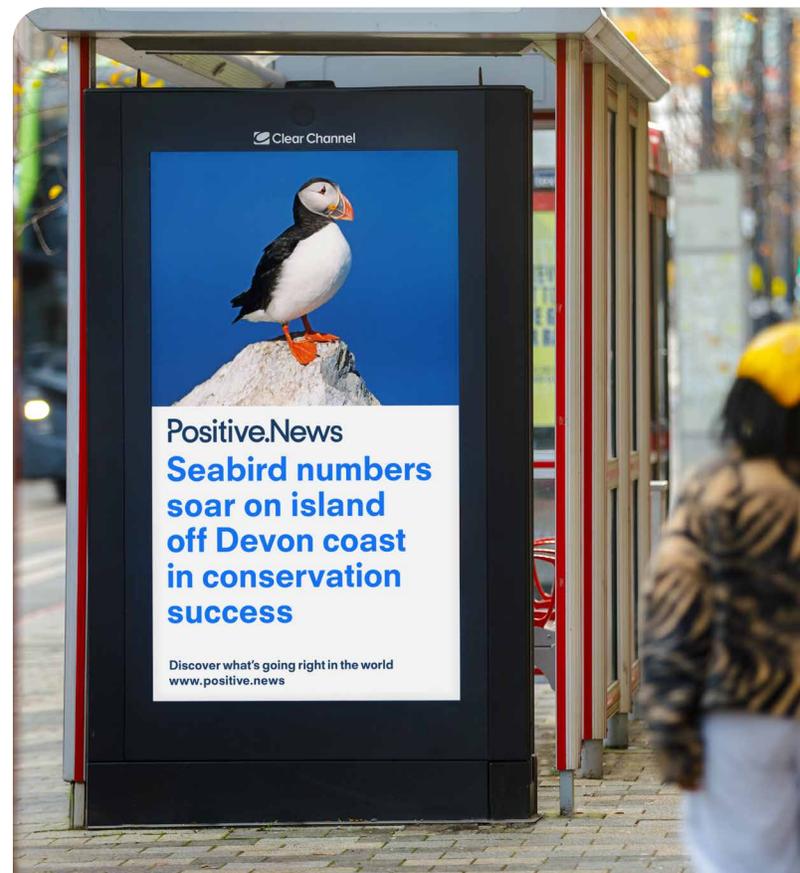
Our environmental risk management process aims to identify where we are dependent on external factors that, if they failed, could lead to significant impacts on our business. Similarly, the same process aims to identify opportunities where, with our support, further action can be taken to reduce those external factors.

The risk management tools we use allow us to link similar risks where they appear in the risk registers of different markets. This aims to promote transparency while encouraging cross-border collaboration in identifying risks and accessibility for the Environmental Program Team and Internal Audit and Risk functions. We seek to evaluate each risk through a risk calculation

that evaluates the potential impact and the potential likelihood separately, with the two results being combined to give an overall risk score. Evaluations and goals for carbon reductions may be built into new tender proposals as appropriate.

Risk evaluation is informed by international methodologies and standards, including an Environmental Impact Assessment, ISO 14001, desk-based research, internal company methods, and internal scenario analysis.

In December 2023, Clear Channel Europe issued a set of environmental “minimum controls” aligned to ISO 14001 to which local and regional functions are expected to adhere, and that were piloted across the Europe and Latin America divisions. These assess each Business Unit’s performance against internal environmental targets to respond to climate-related risks. Our European Business Units also aim to capture any material climate- and sustainability-related risks and opportunities on a local risk register, informed by those environmental minimum controls.





Procurement, due diligence, and our environmental program

We believe that our supplier engagement strategies have led to investment in recycled materials and greater uptake of Renewable Energy in our supply chain:

- » We published our global Environmental Policy in 2022 to combine local environmental policies and to support our global Supplier Code of Conduct;
- » Our Procurement teams continue to make targeted Environmental Impact Assessments as part of their due diligence on key suppliers that may impact our Scope 3 reporting, and append the Clear Channel Supplier Code of Conduct to all new Framework Agreements;
- » In Clear Channel Europe, our procurement team negotiates new environmental contractual clauses to reduce the use of virgin materials (such as raw aluminum) in its supply chain, and encourages suppliers to support our Scope 3 carbon reduction initiatives and maintain their own environmental program, including reporting on their own carbon emissions;
- » Clear Channel Europe seeks to include binding environmental clauses in new contracts (currently included across 60% of our key European supplier contracts) that allow for immediate termination of the contract in case of material violation of environmental laws in the suppliers' operating location. For Scope 3 suppliers, the supplier standard we apply requires suppliers to extend the standard further down their supply chain where raw material impacts are significant;
- » We aim to retain, educate, and support suppliers in their decarbonization efforts should they be unable to fulfill environmental contract requirements. We assess environmental risk in the supply chain and conduct off-site and on-site audits to check compliance of key suppliers; and
- » The Clear Channel Europe Procurement Policy and associated due diligence measures, annual supplier assessments, and our Internal Audit function frequently monitor performance against our supply contracts. There are escalation procedures in place, including supplier holds for violation of contract performance. See "Procurement, due diligence, and governance over our third-party relationships" on page 72.

Key risk areas we evaluate

Climate and sustainability-related impacts and risks under consideration include:

Acute physical risks:

- » Flood (coastal, fluvial, pluvial, groundwater);
- » Heat waves;
- » Heavy precipitation (rain, hail, snow/ice);
- » Storm (including blizzards, dust, and sandstorms).

Chronic physical risks:

- » Changing precipitation patterns and types (rain, hail, snow/ice);
- » Changing temperature (air, freshwater, marine water);
- » Heat stress;
- » Increased severity of extreme weather events;
- » Temperature variability.

Location-based climate adaptability:

Our assets are placed in locations with different environmental needs. Priority locations we have identified include:

- » Areas important for biodiversity;
- » Areas of high ecosystem integrity;
- » Areas of extreme weather events, including limited water availability, flooding, earthquakes, and heat.

Climate change risk example 1:

Areas important for biodiversity: Living Roofs

Our structures tend to be in urban locations. The limited presence of green spaces can place additional burdens on storm drainage, potentially causing damage to our advertising structures through water ingress. Clear Channel UK developed and installed (with over 170 to date) a bus shelter roof that can enhance nature and slow water runoff, with input from the Royal Society of Wildlife Trusts. While only a small footprint of the cityscape, the Living Roofs are providing small stepping stones for nature in the urban environment, and slowing water runoff.



Climate change risk example 2:

Our infrastructure and extreme weather events

Our street furniture is built to be structurally robust and is designed with extreme weather events in mind and with features that can assist cities with specific climate change events.

In locations where this risk is heightened, our infrastructure and street furniture have been designed to absorb heavy rainwater to help mitigate local flooding, provide natural cooling to help with "urban heat islands," and help governments alert citizens of imminent threats like earthquakes, using location-based dynamic emergency messaging.

Policy risks:

- » Changes to national legislation;
- » Changes to international law and bilateral agreements;
- » Increased difficulty in obtaining operating permits;
- » Mandatory water efficiency, conservation, recycling, or process standards;
- » Changes to international legislation, policy, and governance structures; changes to national and international frameworks against which practices are assessed; changes to local-level legislation and local authority requirements and/or priorities.

Market risks:

- » Availability and/or increased cost of certified sustainable material;
- » Availability and/or increased cost of raw materials;
- » Availability and/or increased cost of recycled or renewable materials;
- » Changing customer behavior;
- » Increasing scrutiny of customers and their partners who are looking for transparency and innovation to support their own strategies; changing strategies and product offerings of competitors.

Reputation risks:

- » Increased partner and stakeholder concern and partner and stakeholder negative feedback;
- » Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g., GHG emissions, offsetting, deforestation and conversion, water stress);
- » Stigmatization of energy use in advertising;
- » Perception by third parties as not making meaningful public commitments on climate change; perception of not progressing toward meeting targets, goals, and/or commitments; issuing statements that some third parties could interpret as misleading.

Technology transition risks:

- » Transition to reusable products;
- » Transition to lower-emissions technology and products;
- » Transition to recyclable plastic products;
- » Transition to water-efficient and low-water intensity technologies and products;
- » Transition to increasing recycled, renewable, or refurbished materials;
- » Increase in energy consumption as a result of transition to digital products;
- » Unsuccessful investment in new technologies.

Liability risks:

- » Exposure to litigation;
- » Noncompliance with regulations;
- » Noncompliance with contractual commitments;
- » Negligent or fraudulent misrepresentation in our reporting and disclosure obligations;
- » Allegations of greenwashing.

Key assumptions and dependencies affecting our road to Carbon Net Zero

While we have an overarching environmental program framework and targets, those targets are based on key assumptions and are dependent on certain actions that are beyond our control. As our markets and Business Units' conditions vary, we take a local, flexible approach to risk mitigation.

Reconciling our environmental program and accounting reporting

At the present time, CCOH is exploring how to generate accurate data to separate our environmental program activities from "business as usual" costs for our transition to a 2°C world.¹

We currently anticipate that operating costs aligned with our transition to a 1.5°C world are unlikely to increase by a material amount. However, this assumption is dependent on a number of factors, including our continued improvement of our opex drivers (and collation of wider or more accurate data), changes in legislation, and varying advertising customer demand to continue developing our product portfolio to meet environmental requirements.

Government policy, regulation, and legislation

Policy, legislation, and regulation on GHG emissions by governments across our markets may impact our decarbonization journey.

This ESG Report goes to press in a significant election year. Results of those elections and forthcoming legislation designed to directly or indirectly facilitate companies' decarbonization programs (and the scope of any climate-related disclosure requirements) may impact our ability to achieve our goals and related timelines.

Continued availability and validity of market-based instruments for renewable electricity

We are not currently able to procure certified 100% renewable electricity in all the US markets or

¹ A "2°C world" refers to a scenario where the global average temperature has increased by 2C compared to pre-industrial levels.

international Business Units in which we operate.

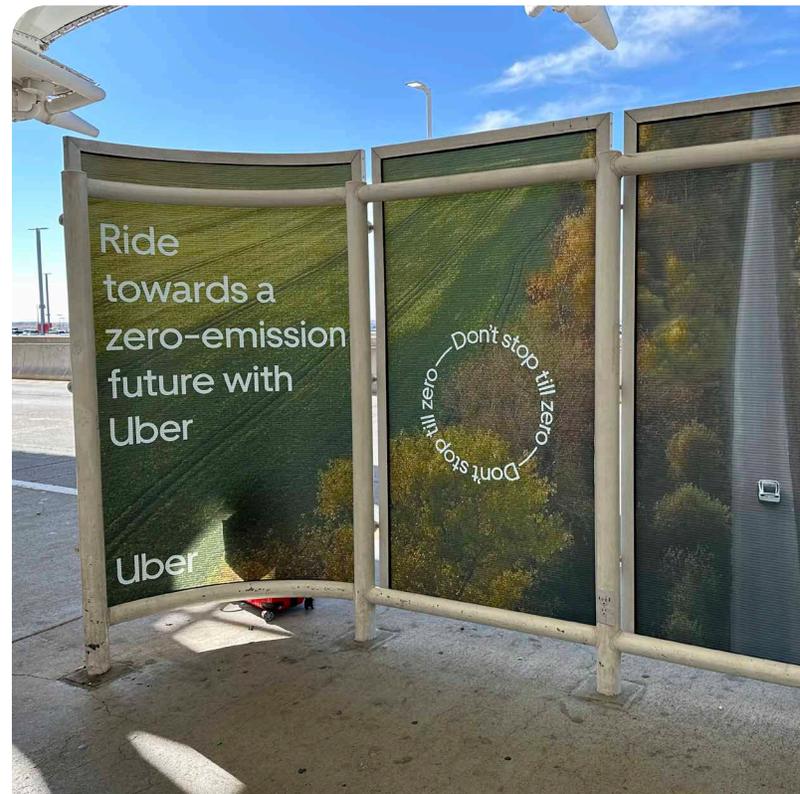
We currently use Energy Attribute Certificates and Guarantees of Origin² in European markets to cover a shortfall between renewable electricity we are able to purchase directly and the total amount of electricity we use. Energy Attribute Certificates are currently valid within the reporting frameworks relevant to climate change.

Our estimates are often based on national electricity grids continuing to transition to renewables at the current or an accelerating rate, and the passing of facilitating legislation in the US.

Continued commitment from and engagement with suppliers

We are restricted in supplier choice for some manufacturing. We continue to depend on the willingness of appropriate Tier One suppliers to match our Carbon Net Zero ambition by measuring and reporting their own emissions in line with our timescale, establishing their own emissions reduction targets, and developing their own climate transition plans, as well as agreeing to our environmental terms and conditions.

² See explanation on page 13.



Global environmental program example statistics 2023-2024

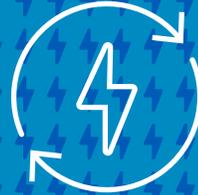
100%

electricity used by Clear Channel Belgium is from renewable sources



45%

Energy performance improvement since 2014 (ESOS EnPI) in Clear Channel UK



Clear Channel Europe has committed to purchasing

100%

renewable electricity (including via the use of Renewable Energy certificates or similar instruments) in new contracts from 2021 to reduce our Scope 2 emissions

88%

audited reduction in Clear Channel UK Scopes 1 and 2 GHG emissions 2008-2023

83%

of Business Units in Europe and Latin America have processes to reduce and divert waste from landfill



83.5% of the group (by revenue) measure our waste volumes

Collaboration across the wider advertising industry

Different interpretations of emissions measurement of campaigns and products exist between competitors across the industry. We believe that an industrywide effort to collectively adopt and implement standard emissions measurement frameworks across Europe would be the best way to provide our clients the consistent data they require to make accurate and meaningful emissions calculations.

To this end, we have contributed to various organizations' ambitions to develop industry sustainability frameworks, including Ad Net Zero and GARM (recently disbanded), and contributed to the advice in the World Advertising Federation and GARM's 2023 Action Guide to Reduce Media Greenhouse Gas Emissions report. Those initiatives have tended to include standardizing measuring and reporting emissions (including the development of standardized campaign emission carbon calculators to fairly understand like-for-like equivalencies when measuring emissions associated with advertising campaigns on different media). In 2024, Clear Channel UK contributed to the book "Sustainable Advertising: How Advertising Can Support a Better Future"¹ alongside other media companies.

¹ Sustainable Advertising by Matt Bourn and Sebastian Mundem, published by Kogan Page, 2024

Availability of electric fleet infrastructure

The introduction of Clean Air Zones in various locations across the UK and the Ultra Low Emission Zone in London have reinforced the importance of Clear Channel UK's fleet vehicle strategy, with almost 80% of its vehicles being zero- or lower-emission vehicles. Clear Channel UK has accelerated the introduction of electric vehicles by installing 83 charging stations in its depots and now has 19 fully electric vehicles in its fleet.

In some of our locations, electric fleet charging station infrastructure is not always available. We have in some countries been able to assist municipalities in that provision. For example, Clear Channel Finland continues to install charging stations for electric cars and build city bike networks in the Helsinki, Espoo, Vantaa, and Turku regions.

Increased procurement of lower-emission products in municipality contracts and/or by local advertisers

We have developed, and are continuing to develop, lower-emission and/or recycled products, which we make available to public authorities in tenders. Our projections depend on key markets requiring (or continuing to require) lower-emissions products in public authority procurement processes.

For example, Clear Channel Europe currently provides the majority of our physical infrastructure products to public authorities. These capital goods make up most of Clear Channel Europe's Scope 3 emissions (60% in 2023).

In addition, a small percentage of our global advertising client base requests emissions figures relating to their campaigns. Some of our competitors have developed their own campaign emissions tools, but there is yet to be an industrywide consensus on the calculations that should be used. Clear Channel believes an industry-agreed campaign emissions calculator would best serve advertising clients to enable them to make true like-for-like comparisons on reliable and consistent data.

Locked-in emissions

Locked-in emissions refer to future GHG emissions caused by our key assets or products. For example, our digital advertising installations are in operation throughout the length of any related concession, which can be up to 10 years in some cases, which can limit our ability to change out certain assets or processes.

The challenges of reducing Scope 3 emissions

Scope 3 emissions constitute a large proportion of our overall emissions and can fluctuate from year to year and from country to country, driven by, for example, our success in winning municipal contracts for the commercialization of advertising rights, and dependent on our supply chain. These contracts may require that we install large quantities of public infrastructure (most commonly, bus shelters) in the early years of the contract. We have assumed that our emissions will decrease by following the actions in our environmental program; however, the award of new municipal contracts, or changes to how emissions are measured, may result in changes to our emissions over time.

There is no single solution to this challenge. In some circumstances, it may be appropriate to work with our landlords and suppliers to develop bespoke solutions that do not involve installing new products (for example, by reusing and refurbishing existing infrastructure). In other circumstances, where the installation of new infrastructure is unavoidable, dependent on availability in our supply chain, we may be able to offer our landlords alternative low-emissions products to meet our targets. Take-up of our suggestions is not always within our control.



Clear Channel Finland: A case study

Scope 1 – Direct emissions from sources owned or controlled by the Company, e.g., fuel used in our vehicles and for heating our premises

Scope 2 – Indirect emissions from purchased electricity used by the Company, e.g., in our premises and street furniture sites

Scope 3 – All other indirect emissions in our Value Chain (includes goods and services, capital items, business travel, waste, capital items, and transport)

The Clear Channel Finland offices and depot in Helsinki are heated through the rehabilitated lower carbon district heating network (main fuel sources are natural gas and wood chips), incorporating Renewable Energy Guarantees of Origin¹ where necessary.

Clear Channel Finland:

- » diverts 100% of our waste from landfill;
- » refurbishes our assets where possible – for example, in 2024, we swapped our LCD panels (and other possible smaller components like fans and/or players) for 12 double-sided units for Citybike to extend the lifetime of the asset without purchasing a new asset;
- » engages with partners (malls) and landlords to increase third-party energy from renewable sources; and
- » continues to work closely with key stakeholders, including industry bodies, advertisers, municipalities, and the wider industry to help accelerate progress more generally.

¹ See explanation on page 13.

to date

2015: Initiated advertising funding for electric vehicle charging infrastructure.

2016: Initiated advertising funding for city bike networks (with our first in Helsinki).

2021: Achieved 100% renewably sourced electricity across Scope 2 (where directly sourced).

2022: Implemented a hybrid and electric vehicles-only policy.

2023: Implemented our Environmental Management System under the standards of the un-en ISO 14001.

2024

Clear Channel Finland reduced owned vehicles' fuel emissions by 23% between 2021 and 2024;

Obtained the UNE-EN ISO 9001 certification;

Achieved 100% Renewable Energy use in Scope 2 (incorporating Renewable Guarantees of Origin where necessary);

Established key progress indicators and clear KPIs to support environmental management action and;

Helped set improved Finnish OOH industry standards guidance on reducing electricity consumption (including by turning off advertising units for five hours each day, using sensors to automatically change the brightness of the display, and lowering the maximum brightness of the displays).

2045

Clear Channel Finland remains on track to reduce our Scope 3 emissions by an average of 4.8% annually by 2045 compared to 2022 (from approximately 1,037 tonnes of CO₂e to 104 tonnes).

2030

Clear Channel Finland remains on track to reduce our Scope 1 and Scope 2 emissions by an average of 11.5% annually by 2030 compared to 2022; (from approximately 769 tonnes of CO₂e to 7.7 tonnes).

FUTURE OBJECTIVES

Key aspects of our environmental program

As part of our progress toward a Carbon Net Zero future, we are employing actions that contribute to achieving our objectives in addressing impacts, risks, and opportunities.

OOH advertising and energy consumption

As a public, one-to-many medium, OOH advertising can reach millions of people through a relatively small number of displays, in comparison to other advertising media platforms, like television or the internet.

A KPMG report on the UK advertising industry in 2024 commissioned by Outsmart estimated that the energy usage of the entire UK OOH industry represents approximately 3.3% of the UK's total advertising power consumption and just 0.067% of all the power consumption in the UK.¹ The KPMG report also found that per impression, OOH emits less carbon than all other media measured as part of the study.

It is important to recognize that carbon emissions across the advertising industry are not currently measured on a like-for-like basis. For example, emissions associated with the production of television sets or the electricity used in homes to power them are often excluded from the calculation of carbon footprints in TV advertising. This means careful consideration is required when making comparisons between sectors to ensure accuracy and fairness.

1. Measuring carbon intensity

We are measuring our carbon intensity (CO₂ emissions produced per kilowatt hour of electricity consumed) in key markets to help track our progress against our Carbon Net Zero targets.

Clear Channel UK has set an Intensity Target covering Scope 1, 2, and 3 emissions. The target is to reduce tCO₂e/£1,000 of revenue by 5% annually to 2045 (our SBTi-validated Carbon Net Zero target year). This equates to a target to reduce (without exclusions), the emissions intensity by 70.8% by 2045.

¹ Source: "Sustainability in Out of Home – Low Carbon, Low Power: An analysis of OOH energy consumption and CO₂ emissions," accessed at <https://www.outsmart.org.uk/resources/research-reports>

For 2023, Clear Channel Europe's externally audited carbon intensity figure, by Achilles, our accredited third-party carbon emissions data verification partner (excluding our smallest markets in the Baltics, for which we have made market-based assumptions in accordance with the Greenhouse Gas Protocol), is as follows:

- » 51.6 tCO₂e per \$1 million revenue across Scopes 1, 2, and 3 (note: this is a market-based calculation);
- » tCO₂e per \$1 million revenue across Scopes 1, 2, and 3 (market-based).

2022: 62.7 **2023:** 51.6

2. Transforming our portfolio: investment in R&D

CCOH continues to undergo a digital transformation. We are conscious of energy use across our digital portfolio, and our product development teams are exploring avenues to reduce our environmental footprint through design and engineering. We continue working to improve the efficiency, including the energy and water efficiency, of our products, services; and technologies, and we are employing construction techniques, materials, and operational procedures designed for increased ecological compatibility across our regions and in our supply chain.

Our R&D is directly impacted by climate-related risks and extreme weather events, and we seek to continue developing products and services with a reduced environmental footprint while future-proofing the design of our classic and digital screens, bus shelters, and information services. Advertising innovations and developments include:

- » LED lighting: LED retrofits are a major step toward reducing energy demand and lowering cost. CCOA has converted approximately 99% of all metal halide and fluorescent fixtures in its billboards to more energy-efficient LED lighting with a life span of 10 years (four times longer than the bulbs they replace). For example, 31,000 display panels in 28 major US cities are 60% more energy-efficient following a retrofit in 2018 (compared to 2017 energy consumption);



In Antwerp, Clear Channel Belgium has been installing advertising banner Spectaculars that absorb a percentage of pollutants from the air, including sulfur oxide, nitric oxide, and volatile organic compounds.

- » Airports: Investment and increase of digital across our airport portfolio decrease the need for classic format artwork printing, shipping, installation, removal, and waste disposal;
- » Auto-dimming backlights: Since 2020, Clear Channel Europe's advertising screens use a mix of local sensors and remotely settable parameters to dim and turn off the backlights on displays to reduce power consumption in digital assets during evenings and nighttime periods;
- » Lower operational carbon footprint screens: Clear Channel Europe has installed new outdoor screens with 4K resolution that are approximately 50% more energy-efficient than the previous version;
- » Bus shelters: All new bus shelters across Clear Channel Europe are now installed with ultra-low energy "smart" lighting with light and motion detection to ensure courtesy lighting is only operational at night and when the shelter is occupied, which together contribute to approximately an 84% more energy-efficient bus shelter compared with the previous version;
- » Living Roofs (see "Living Roofs" feature on page 41);
- » Off-grid bus shelters: The majority of our new non-advertising shelters in the UK are solar powered. By

August 2024, Clear Channel UK had installed over 530 solar non-advertising bus shelters and over 50 solar-illuminated bus stop poles. By the end of 2024, Clear Channel Spain plans to install 75 bus shelters powered by solar panels;

- » Refurbished digital units: Clear Channel Spain refurbished 106 units in Madrid in 2024. By the end of September 2024, we had installed over 200 solar-powered bus stops displaying sustainability messages in Valencia;
- » Bicycle sharing schemes: In the Miraflores district of Lima, Clear Channel Peru continued the partnership with Moventia to commercialize the bike scheme program covering approximately 500 bikes to promote active travel in the city;
- » Electric charging stations: Clear Channel Estonia offers charging stations on its digital panels for electric bikes and cars in the Ülemiste district in Tallinn, to support lower-carbon-emissions commuting.

3. Life-cycle Assessments

CCOH has a programmatic approach to supporting a more sustainable economy. We are implementing different processes to help maximize the life of our products, from recording interventional work to creating asset health history to refurbishing, repurposing, and recycling. We now have the ability to refurbish entire bus shelters, sometimes without removing them from the street, while any components that are not usable, such as scrap steel, aluminum, and glass, are sent to a recycling partner to minimize waste sent to landfill.

CCOH believes we can reduce the need to permanently destroy materials, such as old displays, through predictive, preventive, and corrective maintenance. With key maintenance processes in place and a knowledge of the furniture's history, we can understand what condition the structures and displays are in, and believe we can increase the lifetime and sustainability of our displays. Specifically, regarding digital, we estimate the useful life extends beyond 10 years due to product enhancements and routine maintenance procedures.

An example of Life-cycle Assessments:

Clear Channel Europe

To help reduce the environmental impact of our street furniture and meet our Carbon Net Zero goals, Clear Channel Europe and our suppliers are working with environmental consultants, developing LCA tools, databases, and expertise. This enables us both to quantify the impact of our products from production through installation, in-life and end-of-life, and to develop strategy and policies to lower the impact and adhere to a circular economy philosophy.

Clear Channel Europe has developed a proprietary environmental impact calculator as part of our LCA process to help us assess a broad range of products across our regional portfolios; from the materials we use, through in-life operation and energy consumed to end-of-life, we seek to quantify environmental impact and adhere to the philosophy of circularity. In the design phase, we seek to minimize material mass used within products, integrate recycled or upcycled materials, and avoid new materials.

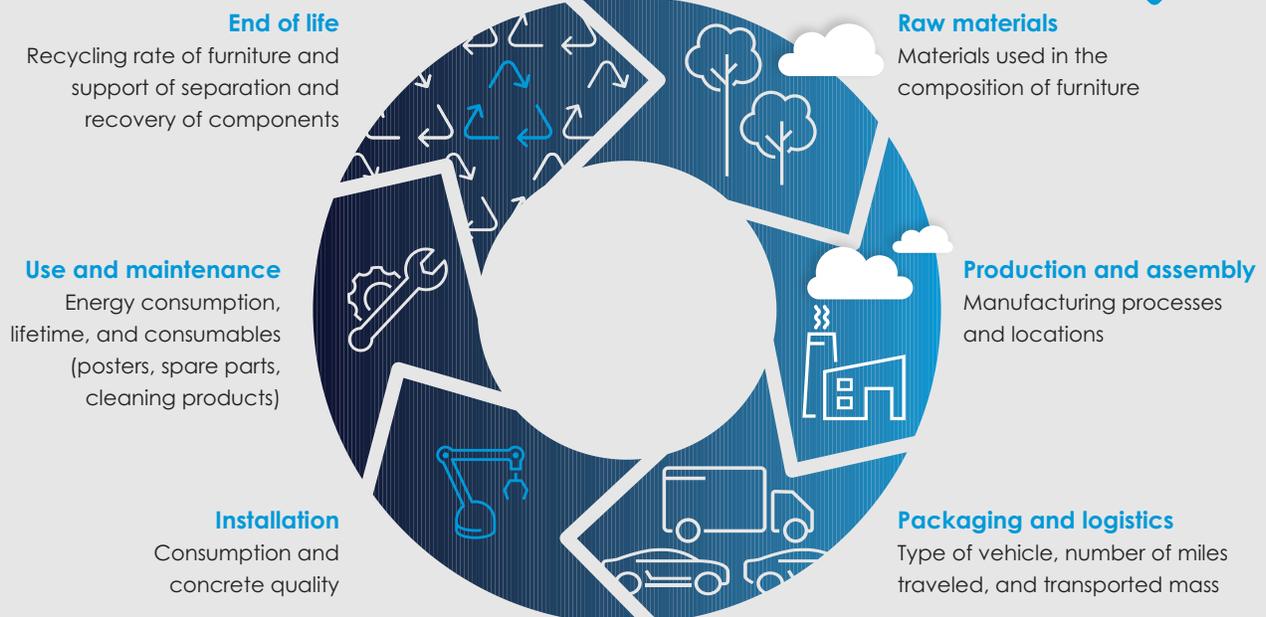
Approximately 99% of Clear Channel Europe panel components are recyclable, except for some of the smallest electrical parts. We use recycled aluminum

throughout our product portfolio, which we believe has the potential to avoid the GHG emissions associated with the manufacture of products within our portfolio by an estimated average of 20% as compared to when virgin aluminum was used (in products containing aluminum).

Clear Channel Europe is working to design out all other virgin materials (except for steel where there is no current recycled option), which we expect to further avoid the GHG emissions associated with the manufacture of products within our portfolio by an estimated average of 20%-26% in these products.

Clear Channel Europe uses recyclable metal alloys (when processed to required protocols) and uses glass cullet (broken or rejected glass) in our glazing, which can help reduce the energy needed to manufacture, lowering embodied CO₂ and use of virgin materials. In 2024, Clear Channel Europe began to use lower-carbon glass (25% lower CO₂ emissions than standard glass) that can be recycled and lower-carbon concrete (35% lower CO₂ equivalent emissions than standard concrete) following 2023 trials.

Factors considered in the life cycle of our furniture





4. Solar power and Renewable Energy

CCOH has identified opportunities to assist business partners in using Renewable Energy, such as solar power. Improving energy consumption, including via solar power and Renewable Energy, plays a part in our efforts to optimize the energy efficiency and reduce the climate impact of our products, helping reduce the overall environmental footprint of our products.

In 2024, we estimate that 87% of our Business Units (calculated as a percentage of revenue) invest in 100% renewable electricity solutions across Clear Channel-owned premises – including where possible in our US markets (see “Key assumptions and dependencies affecting our road to Carbon Net Zero” on page 27), as well as in the UK, Ireland, Belgium, the Netherlands, Finland, and Spain. Clear Channel Europe agreed to contract with renewable electricity providers¹ in new renewable electricity contracts from 2021 onward, and while US energy providers do not currently consistently offer the ability to procure wholly Renewable Energy, CCOA is monitoring the impact of the Inflation Reduction Act on the ability of US businesses to track and utilize Renewable Energy sources across US states in the coming years.

¹ Certain renewable electricity is purchased from the grid and certified by suppliers’ Renewable Energy Guarantees of Origin in the UK and Guarantees of Origin in the EU, matching electricity bought with the equivalent amount from renewable sources.

CCOH has included solar-powered billboards and bus shelters in its portfolio since at least 2011 from London to Washington, DC. As we have over the past decade, we will continue to explore innovative solar solutions where possible, to further the reduction of our carbon footprint. Our multipronged approach includes the following:

- » We have designed scalable solar equipment for street furniture: CCOA’s newly developed solar solution already illuminates/electrifies 216 bus shelters in Washington, DC, with plans to complete this solar project in 2024. Along with our solar shelter project, CCOA is exploring options to participate in community solar projects in multiple locations across the country. Participation would enhance our use of Renewable Energy;
- » CCOA is evaluating the installation of solar panels on all CCOA-owned office buildings;
- » Clear Channel Poland signed an agreement with Polenergia, which means from January 1, 2024, 50% of its digital outdoor advertising media are powered by energy produced at the Dębsk Wind Farm in East-Central Poland;



- » Development and deployment of higher-efficiency and low-power smart lighting in street furniture and digital screens are underway, the latest of which is the Clear Channel Europe Waferlite roadside liquid crystal device, where third-party testing has proven a 50% savings in electricity compared to that used by the previous iteration;
- » Across CCOH, we have developed a mix of sensors and remotely settable parameters enabling us to dim/turn off backlights and switch off our digital screens entirely over broader time spans.

5. Polyethylene (PE) substrates

We are a leading adopter in the OOH sector of sustainable, recyclable PE production for our poster and bulletin products. The products' light weight

helped minimize the need for heavy equipment (cranes/lifts) during installation.

CCOA converted our posters and the majority of our bulletin products to a recyclable PE substrate. CCOA has also expanded our utilization of PE substrates to include our Premier Panel® inventory.

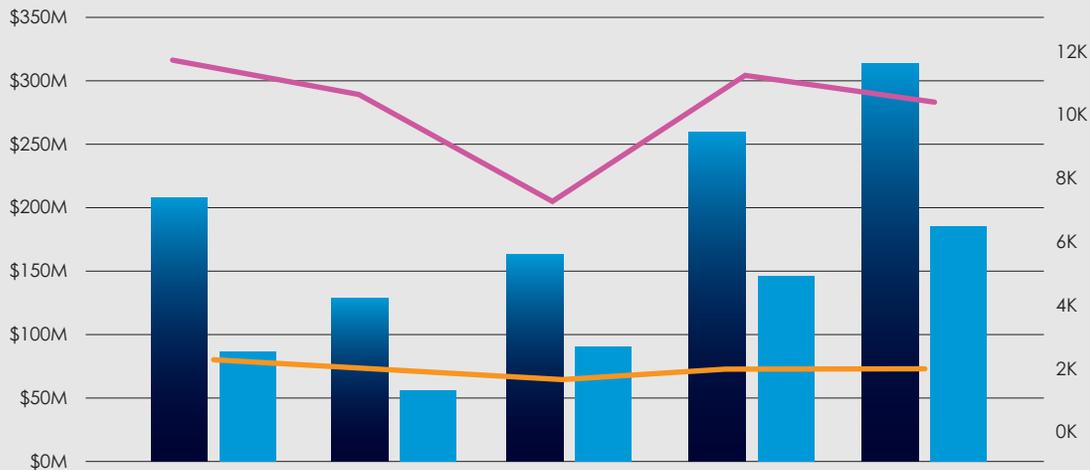
6. Screen dimming initiatives

CCOA's long-standing brightness mitigation measures are designed to conform to state laws and local ordinances where we operate. These include maximum brightness limits, operational redundancy, light sensors, and programmed software limitations to ensure that our signs are not too bright for local conditions. These methods also reduce energy consumption.

Five-year digital revenue growth snapshot



Clear Channel's Airports division reduces its carbon footprint through large investments in and increase of digital, which decreases the need for artwork printing, shipping, installation, removal, and waste disposal.¹



	2019	2020	2021	2022	2023
Total net revenue	\$203M	\$124M	\$160M	\$256M	\$312M
Digital revenue	\$91M	\$56M	\$86M	\$147M	\$187M
% digital rev. from total	44.8%	45.2%	53.6%	57.3%	60.0%
# print assets	10,783	9,949	7,239	10,426	9,773
# digital assets	2,720	2,422	2,266	2,453	2,538

¹ Note, carbon reduction footprint not yet available

Many Clear Channel markets and Business Units may also have reduced operating regimes for digital screens, to conserve energy, comply with dark sky or conservation rules, and display at times that are relevant to the audience. For example:

- » In its media programs, Clear Channel Airports recommends powering down electrical equipment for three to four hours each evening between 1:00am and 5:00am, flexible by concourse and flight schedules, to reduce power consumption and light pollution while extending the life of LED digital displays;
- » Clear Channel Netherlands switches off screens based in schools after school hours. In the UK, standard screens are turned off for at least five hours every night.

7. Waste recycling and reduction of waste and natural resource dependencies

While requirements vary across cities, municipalities, and public transport organizations, we have observed an increase in tender requirements for recycled/reused content. In some countries, municipalities are now required by law to recycle or refurbish street furniture. We continue to develop our strategy regarding moving toward recycled (rather than primary) materials in newly manufactured products, where tender requirements allow.

We have begun to measure waste intensity. Our Clear Channel UK waste intensity figure in 2023 for Scope 3 waste generated in operations was 0.0002 metric tCO_{2e} per unit of activity.

We are reviewing the core materials used to manufacture key assets (both panels and bus shelters) to understand further opportunities for waste (and emission) reduction. For example, recycled (or secondary) aluminum, in comparison with primary aluminum, requires 90% less energy in its manufacture.¹ For key materials like steel, glass, and

plastics, we are continuing our efforts to integrate recycled/upcycled materials wherever possible.

- » CCOA has a national partnership with Waste Management for recycling and proper disposal of any nonrecyclable components;
- » Clear Channel Airports' artwork is printed on a stretched, synthetic, recyclable material available unlit or enhanced with energy-efficient LED backlight grids, using approximately half the power of traditional light boxes;
- » Of the posters Clear Channel Spain produced in 2023, approximately 40% are with inks we believe to have lower environmental impact and certified recyclable paper. Specifically, we use water-based inks for digital printing and vegetable-based inks free from mineral oils for offset printing. Both types of inks comply with ISO 2846-1 and support printing under the ISO 12647-2 standard. All Clear Channel Spain suppliers use raw materials with Forest Stewardship Council® (FSC®)-certified paper and 85% with ecological inks. In addition, 40% of Clear Channel Spain's suppliers have their own environmental and quality certificates under ISO 9001 and ISO 14001;
- » All Clear Channel Spain printing companies are committed to sustainability and continuously seek efficient and eco-friendly enhancements throughout our work processes. This includes initiatives such as using 100% electric vehicles for deliveries, installing solar panels, and reusing packaging for shipments. These commitments are regularly verified through factory inspections;
- » Clear Channel Spain has given a "second life" to 85 retired company laptops since 2022: the devices are refurbished in collaboration with Telefonica and sold to employees at the cost of restoration. This "OVIO Plan" used an internal sales platform created for this initiative and it received positive feedback;
- » Since 2023, Clear Channel Belgium has been using Green Offer, an innovative poster printed with solvent-free ink on 100% recycled paper;

¹ Source: <https://www.european-aluminium.eu/> for aluminum data

- » Clear Channel Netherlands has been transforming posters into notepads in a social return-to-work factory program. In parallel, posters have been used by artists to create new artwork displayed on bus shelters in the Netherlands;
- » Since 2023, Clear Channel Mexico has run several campaigns in the office geared toward recycling; reduction of waste, paper, and natural resources; use of recycled paper; and reminders to care for the environment.

8. Hazardous waste disposal

- » Clear Channel Europe require key waste disposal suppliers to provide a breakdown of the type and quantity of materials being disposed. The EU Waste Framework Directive sets the basic concepts and definitions related to waste management, including definitions of waste, recycling, and recovery;
- » Waste streams in our supply chain that may be defined as hazardous include waste electrical and electronic equipment (including screens,

billboard tiles, control gears, motors, fans, etc.); lamps and tubes; paint, paint tins, and paint aerosols; and batteries;

- » In the UK, Clear Channel diverted operational waste from landfills. We estimate 99.5% of total operational hazardous and nonhazardous waste, including depot/office waste, was diverted from landfill, and waste volumes were reduced by 91 tons (-9.5%) compared to 2022;¹
- » In 2024, Clear Channel Brazil engaged companies for various waste disposal, decontamination, and recycling activities, including the disposal of lamps, the decontamination treatment for paint and varnish residue containing organic solvents or other substances, and the recycling of IT equipment. Following the spring 2024 floods in Porto Alegre, Clear Channel Brazil supported the recycling of almost 2 tons of paper.

¹ Figures from 2023





9. Fleet

Across CCOH, we are assessing our opportunities for increased sustainability in our operations to improve our number of hybrid and electric fleet vehicles where we can.

Challenges include that CCOA drivers often travel long distances where electric charging infrastructure is not yet in place. We await automobile manufacturers' production of an electric full-size pickup, which we expect will enhance our efforts to reduce our vehicle emissions. In the meantime, we piloted a program in our Los Angeles market in 2023, where CCOA preordered Ford F-150 Lightning electric pickup trucks and is currently evaluating the impact of the program. If the pilot goes well, the intention is to explore expansion into other US markets.

Clear Channel Europe has introduced hybrid and electric vehicles in key fleets – with 93% of CCOH entities (calculated by percentage of CCOH group revenue) deploying fleets containing hybrid or electric vehicles as of 2023.

Clear Channel UK's fleet replacement program is on track to achieve its revised target of at least 80% of maintenance vehicles being zero tailpipe emission or lower tailpipe emission vehicles by the end of 2024. To meet Clear Channel UK's Near-Term SBTi Targets, we have a goal to replace all our fleet vehicles with zero-emission vehicles, where suitable vehicles can be used, by 2030.

10. Public cycling programs

CCOH was one of the first to introduce advertiser-funded public bike-sharing programs anywhere in the world (in 1998 in Rennes, France), which are now commonplace in global cities – helping ease transit issues and reduce pollution with sustainable, affordable transport.

As of the date of this ESG Report, we operate six programs across Europe and Latin America, and more than 10,000 bikes, including electric bikes.

In August 2024, Clear Channel Norway acquired UIP, a solution provider for urban development and micromobility, through which it aims to offer more sustainable and efficient solutions for cities and municipalities, driving the development of advertiser-funded solutions that can help contribute to smarter and more environmentally friendly urban spaces.



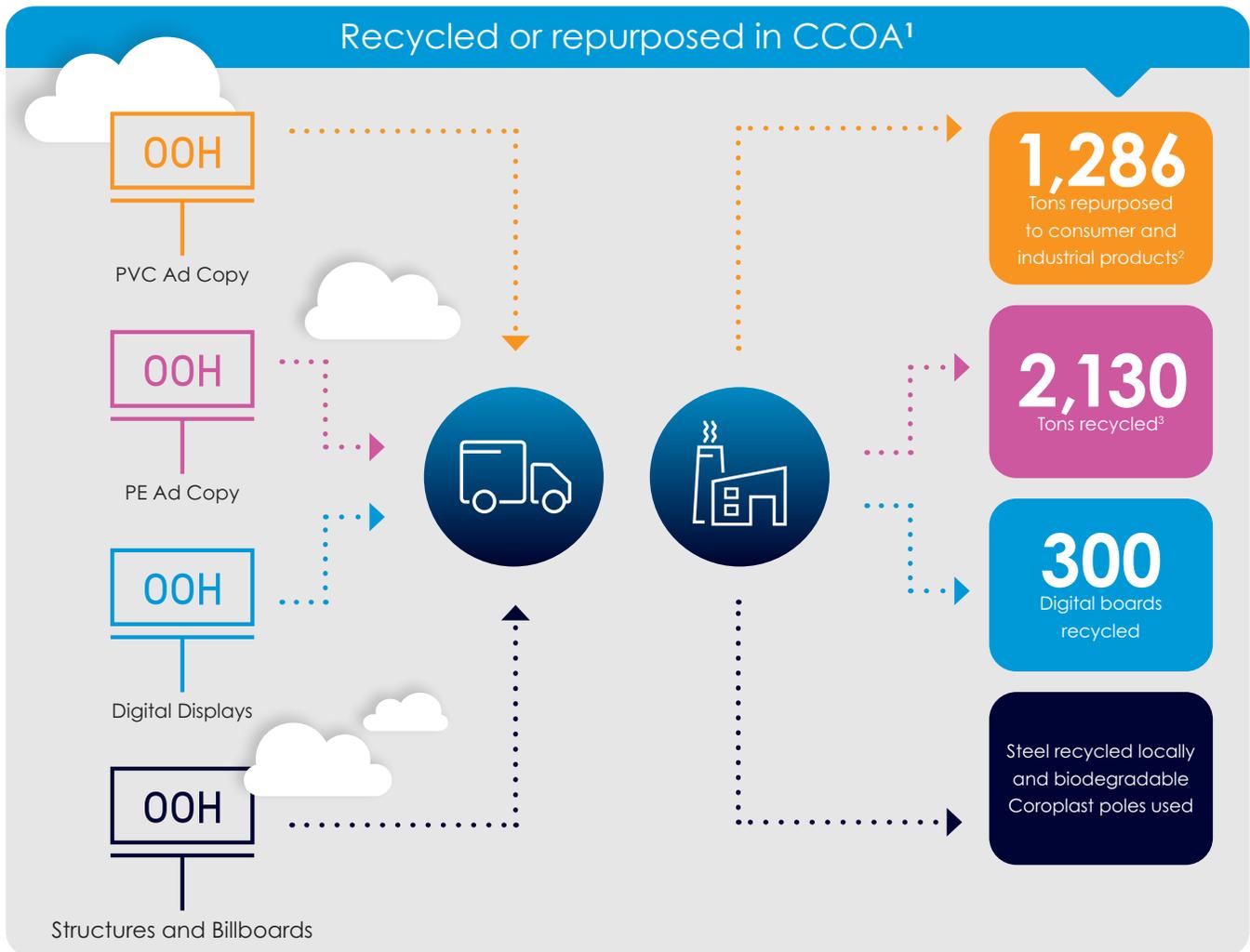
11. Cleaning and maintenance

Clear Channel Europe collects rainwater in some locations (subject to applicable regulations), and uses it for site cleaning, with no additional cleaning products required. Clear Channel UK estimates its enhanced washing system reduces water usage by about 50%. Clear Channel Airports staff use low-VOC cleaning products that are approved by the US Department of Agriculture BioPreferred program for maintenance, cleaning, and installation.

12. Measuring freshwater use, water efficiency, and wastewater intensity

Clear Channel Europe depots are instructed to monitor water consumption and minimize water use. Examples of efforts to minimize water use include the use of enhanced washing systems, where street furniture is cleaned using water-fed poles with no detergents and low-flow rates. Not using detergents means that water can flow into the normal surface water drainage system.

Clear Channel UK monitors water use at our depots, capturing unexpected high water use and allowing benchmarking. Against a 2019 baseline, Clear Channel UK has reduced water consumption from mains-fed water by 1,092 m³ (-25%) in 2023.



1 This graphic includes examples of materials that are recycled or repurposed by CCOA, but is not suggesting that 100% of these materials are recycled or repurposed.

2 2023 volumes.

3 2023 volumes.



Clear Channel UK water use represented 0.6 tCO₂e of Scope 3 emissions in 2023.

Estonia, Belgium, the UK, and other Clear Channel Europe Business Units have installed rainwater harvesting systems in certain locations to reduce the volume of fresh water required, and we are encouraging the adoption of rainwater harvesting or other responsible water management strategies in all Clear Channel Europe Business Units by 2025.

Business Unit examples

- » As of the date of this ESG Report, Clear Channel UK has installed rainwater harvesting systems at 12 of 13 premises.
- » Clear Channel UK premises are fitted with water-saving devices in restrooms and break rooms (urinal monitoring, no-touch taps). All Clear Channel UK operational premises have gasoline/oil interceptors as part of the site layout, with emergency procedures in place to help ensure that if there were an accidental spillage of hazardous liquids, they can be prevented from entering water courses.

13. Biodiversity

We have identified biodiversity as of increasing importance to our communities and local authorities in the short to medium term (one to five years). Biodiverse stepping stones can help

reconnect habitats fragmented by urbanization, supporting the creation of citywide wildlife corridors to link green spaces and build more resilient urban ecosystems with greater ecological diversity. Beyond our operations and estate, we have been keen to support community biodiversity efforts when we install new displays, for example, in London and Sunderland in the UK.

In November 2023, Clear Channel Spain, with its partner, Bosquia, planted approximately 800 trees in the region of Galicia, registered with MITECO (Spanish Ministry for the Ecological Transition and the Demographic Challenge).

In 2024, Clear Channel Netherlands employees planted 1,400 trees in collaboration with its partner Trees for All.

To date, Clear Channel UK has:

- » Funded 11 Edible Playgrounds installed since 2022, including three Edible Playgrounds in Sunderland alone in 2024;
- » Planted over 400 trees in urban areas through our charity collaborations across the UK from Wigan to Wandsworth;
- » Launched 11 local investment funds to invest in environmental projects;

- » Collected 289 bags of trash as part of the Keep Britain Tidy Big Spring Clean Up 2024;
- » Installed products that we believe can help support urban biodiversity, with nearly 30 Vertical Meadows and over 170 Living Roofs installed to date.

Living Roofs

Clear Channel launched the Living Roof in Europe in 2019. Since then, we have installed more than 1,000 in the Netherlands, Scandinavia, Belgium, Ireland, and the UK. They continue to gain favorable media coverage, both locally and nationally.

In the UK, the impact of the Living Roofs has been independently assessed by the Royal Society of Wildlife Trusts (RSWT) and by Middlemarch, a leading environmental consultancy, receiving a net-positive biodiversity score and endorsement by RSWT. Clear Channel UK continues its six-year partnership with The Wildlife Trust to install more Living Roofs across the UK, with roof networks now installed in Sunderland, Leicester, Derby, and Plymouth, among other cities. The UK now has over 170 Living Roofs installed, with 59 in Sunderland alone.

The Living Roofs supports biodiversity pathways, providing an environment for native wildflower and sedum gardens to flourish. Living Roofs help assist essential pollinators by providing food sources for insects and birds in barren urban areas. Living Roofs also provide additional sustainable urban drainage, with tests showing a rate of rainwater attenuation of between 40% and 90% (depending on saturation), helping alleviate runoff during heavy rain and can contribute to reducing localized flood risk. Living Roofs also have the potential to help naturally dissipate urban heat and contribute to cleaner air.

The Living Roof is installed on existing, but adapted, bus shelter structures and sits within an integrated roof/tray system, manufactured from 100% recycled materials. Gravel, used for drainage, is made from upcycled carbon-rich pumice waste from local power stations; and the surround (recyclable) is created from either upcycled plastic wood, produced using postindustrial furniture waste and used plastic milk bottles, or FSC®-certified materials sourced with a coating free from hazardous substances, and water-based timber stain.





Our ESG priorities in action: **social**

At CCOH, we're always ready to partner with our customers to successfully navigate the uncertainty of challenging times. We believe addressing the challenges, big and small, that affect people's daily lives is critical for creating and protecting business value and influencing greater societal change.

Sustainable Development Goals



Our social programs

Our social programs include programs to elevate advertising customer messaging, to promote our Values in our Value Chain, and to enhance the well-being of our employees.

The power of Digital Out-of-Home

Our digital screens can deliver important information to people in real time, providing a unique and often vital communications channel for cities to reach their citizens. CCOH has partnered with emergency services across our locations to broadcast live emergency messages during times of crisis.

Our public safety announcement support extends to both local and national governmental and nongovernmental organizations as they improve health and public safety; support humanitarian initiatives; ensure a sustainable environment; promote arts, education, and cultural diversity; or mark cultural events. Our collaborations work to inspire citizens and businesses to make a difference within their own communities.

Humanitarian response

Our billboards carry governmental and charitable messages about public health and safety worldwide, and provide what we believe is a unique platform to support humanitarian causes. Examples during 2024 included:

- » The Gulf Coast region of Texas, in which our Houston market is located, has been the target of more than 20 major storms in the past 40 years. Addressing the need for the public to be informed during a crisis, CCOA-Houston, in partnership with the Homeland Security offices of five area counties, developed the Gulf Coast Emergency Communications Network utilizing public service space on area digital units to keep the public informed during a natural or human-made disaster;
- » Clear Channel Airports supports public service announcements (PSAs). Two major PSA partners for the past four years are PassItOn.com (Foundation for a Better Life), which promotes positive values, and Vet Tix, which provides event tickets to all

branches of currently serving military and veterans, including immediate family of troops killed in action, honoring their service and providing positive family and life experiences, during and after their years of service. The media value of the PassItOn.com and Vet Tix programs exceeds \$1million;

- » Clear Channel Belgium donated digital space to support various associations ranging from sustainable initiatives (Climattitude, Natuurpunt) to health (Médecins du Monde, Télémie), road safety, and support for victims of terrorist attacks (Together Stronger);
- » Clear Channel Denmark provided media space to charities promoting child welfare, including Red Barnet (Save the Children), SOS Børnebyerne (SOS

Children's Villages), PlanBørnefonden (part of Plan International), DFUNK (Danish Refugee Council Youth), GirlTalk (well-being helpline for girls and young women), and Røde Kors (Red Cross);

- » Clear Channel Lithuania promoted the donation platform Blue/Yellow to support Ukraine;
- » Clear Channel Mexico provided media space to support the annual fundraising campaign from the Cruz Roja Mexicana (Red Cross);
- » Clear Channel Latvia cooperated with the Baltic Centre of Investigative Journalism Re:Baltica to inform citizens about fake sources that contribute to the emergence of disinformation in the Baltic media space.





Clear Channel UK has continued its long-term patronage of the Prince's Trust, celebrating 20 years of partnership in 2024.

Supporting the arts and education

As a socially conscious business, we are delighted to help address critical issues affecting the communities we serve, in areas such as social justice, education, literacy, music, and art. As examples, in 2024:

- » CCOA and Tarrant County, Texas, alongside over 70 foundations, nonprofits, and community organizations, came together to launch Go Beyond Grades. This campaign was aimed at parents countywide to encourage them to ask if their child was at grade level in reading and math and to be in the know about their child's learning, and to highlight summer learning programs for children;
- » CCOA partnered with the National Summer Learning Association to announce the return of DiscoverSummer.org, the online nationwide summer learning registry to help families of all socioeconomic backgrounds find local summer programs, meals, and free learning resources for their kids. DiscoverSummer.org, supported in part by the New York Life Foundation, is a searchable

database available in eight languages to reach diverse communities across the nation. Powered by InPlay and in collaboration with the US Department of Education's Engage Every Student initiative, DiscoverSummer.org offers a comprehensive database featuring over 30,000 out-of-school-time programs from 4,000 cities in all 50 US states. The national digital billboards featured messaging that drives families to local resources and summer programs in their communities;

- » Clear Channel UK maintained its partnership with Code Your Future, helping give disadvantaged adults and refugees access to training for careers in tech. It donated free advertising space to Code Your Future, and the campaign has helped drive more applications for their training program, including applicants who became successful graduates;
- » Clear Channel UK maintained its partnership with Brixton Finishing School, helping attract young, diverse talent to pursue careers in the media and advertising industry. Clear Channel UK donated media space to promote free training courses and hosted Brixton Finishing School students for educational sessions;
- » Clear Channel Belgium supported the independent Millennium Iconoclast Museum of Art in Brussels for the second year for the Spring 2024 Popcorn exhibition featuring 15 artists who paint a colorful, offbeat, and dreamlike picture of society, with a dose of surrealism comparable to that of the 1930s;
- » Clear Channel UK partnered with The Gallery to display artworks as part of a nationwide outdoor gallery, The Look Like Me Book challenge to promote inclusivity in children's literature, and Positive News to display uplifting news stories in communities around the UK;
- » Clear Channel Mexico donated materials for the restoration of historical monuments in Mexico City, and offered media space to social organizations including "Un Kilo de Ayuda," Housing for All, and Morelia's International Film Festival;

- » Clear Channel Brazil provided advertising space for social campaigns, including:
 1. Blood donation drives;
 2. Smart City Expo Curitiba, promoting sustainability in Brazilian cities;
 3. Criança Esperança (a social mobilization project of TV Globo in partnership with UNESCO, aiming to transform the future of vulnerable children and young people), Centro de Informação das Nações Unidas, and Ronald McDonald de Apoio a Criança; and
 4. Supporting the Institute for Children with Diabetes's annual "Race to Beat Diabetes."
- » Clear Channel Peru continued to work with SENATI, a technical education association, to offer employees' children access to technical study courses sponsored by the company. In 2024, it implemented a coworking space in partnership with the district of Surco in Lima;
- » Clear Channel Poland partnered with the "Written by Trees" project by the Art Meets People Foundation. The "Is life on Earth possible without trees?" multimedia installation contained ten photographic collages, with symbolic and moving messages from the trees to humans, expressing concern for life on our planet;
- » In 2023 and 2024, Clear Channel Sweden sponsored the Nine Muses Collective and Nine Muses Festival in partnership with Spotify. The Collective's purpose is to create an inspirational exchange for people in the creative industries, with a clear focus on diversity, equity, and inclusion; education; and empowerment, hosting networking forums that take place four times a year;
- » Clear Channel Chile donated advertising space to Fundación Cottolengo Don Orione, Fundación Doctor Alfredo Gantz, and Fundación las Rosas de Ayuda Fraternal;
- » Clear Channel Latvia has established a long-term partnership with the Latvian National Museum of Art to display digital artwork across streets that is linked to local community events;
- » Afterschool champions led by the Afterschool Alliance and Usher's New Look joined CCOA for a broad-based visibility campaign across nearly 2,000 digital billboards as part of the 2024 national Lights On Afterschool rally. The ads recognized the remarkable work afterschool programs are doing to help young people find their spark through hands-on learning, caring mentors, homework help, STEM (science, technology, engineering, and math) activities, computer programming, robotics, healthy snacks and meals, job and college readiness, the arts, other fields, and more. CCOA donated some of its most prominent space to display afterschool messages on digital billboards, transit shelters, and poster spaces in 25 markets around the country throughout the month of October 2024. On October 24, the official Lights On Afterschool day, CCOA featured afterschool messages on two digital spectacular screens in New York City's Times Square and bathed Boston's South Station in blue and yellow in honor of Lights On Afterschool.



Social values in our supply chain

Clear Channel wants to do business with qualified suppliers that share our Values, and we welcome the opportunity to work with minority-owned, women-owned, and small business enterprises, as well as global suppliers around the world. For more detail on our Procurement practices, see “Procurement, due diligence, and governance over our third-party relationships” on page 72.

These principles of supplier engagement match our internal values and track our Human Rights Policy; Cybersecurity and Privacy Policies; Conflict of Interest, Finance, Anti-Bribery, and Corruption Policies; Sanctions Policy; and Environmental Policy described elsewhere in this ESG Report.

Our requirements are set out in our Supplier Code of Conduct, which are in place for key suppliers, and in key procurement processes and policies around the

CCOH group (see “Procurement, due diligence, and governance over our third-party relationships” on page 72).

Additionally, we seek to ensure that our international framework agreements with key third parties require them to comply with applicable human rights and labor laws, where relevant and practicable, thereby integrating those stakeholders into our human rights management. We reserve the right to audit the working conditions of our key suppliers both on-site and off-site, and to immediately cease further dealings with any third party known to be connected with human rights abuses. Our businesses undertake proportionate human rights risk audits, due diligence assessments, and investigations, supported by our Internal Audit team, to mitigate the risk of involvement in human rights abuses in our supply chains and work environments.

For more on how we vet and monitor our suppliers, see “Our internal governance” on page 69.



Protecting our people

Reward, awards, and recognition for our employees

CCOH's Reward Strategies (together, our compensation and benefits programs) are designed to attract, retain, and motivate talented individuals who possess the skills necessary to support our business objectives, help us achieve our strategic goals, and create long-term value for our stakeholders to help us create the future of OOH advertising. We do this by providing competitive compensation packages that include base salary and incentive bonuses and that are aligned to the attainment of our CCOH and divisional financial, operational, and strategic objectives, and with our pay-for-performance strategy.

CCOA's Merit Increase Program motivates and rewards eligible employees to meet (and exceed) performance goals. Starting in 2023, there are two merit cycles, generally in the second and fourth quarters, to ensure all eligible employees are considered for a merit increase within the prescribed cycles (12, 18, or 24 months).

CCOH employees often participated in conferences offering opportunities for business networking, professional development, and personal growth throughout 2024.

Executive compensation

Our executive compensation program is designed to link business priorities with performance. We reward executives for sustained business results that drive stockholder value (pay for performance) to align the interests of our executives with those of our stockholders. Our executives and certain other employees receive long-term equity awards that vest based on our relative total shareholder return or over a defined period. We believe that a compensation program with both short-term and long-term awards provides fair and competitive compensation and aligns employee and stockholder interests:

- » We conduct a robust annual risk assessment of executive compensation programs, policies, and practices;

- » We have adopted a comprehensive cash and equity clawback policy for executive officers that complies with the NYSE's clawback rules promulgated under Section 10D of the Exchange Act and the rules promulgated thereunder;
- » We apply significant stock-ownership requirements for executives, officers, and directors.

Sales division compensation

Our global sales employees (e.g., Account Executives, Account Specialists) are incentivized through sales commission programs with fixed base pay plus variable pay (commissions), reviewed on an annual basis and compensated according to the terms and conditions of the applicable incentive compensation plan – with our highest-performing individuals further rewarded through formal recognition programs.

Operative compensation

Our in-house operatives and our installers and maintainers of our assets in the US are paid an hourly rate, and many are also incentivized for installations performed dependent on credit value (productivity pay). Outside the US, operative pay and incentive structures vary from market to market.

Where we have outsourcing arrangements in relation to our operations teams in place, those arrangements are subject to contractual provisions around labor rights in all our markets.

Our employee value proposition

While our strategy is specifically focused on rewards, we know that we all come to work for more than just pay. CCOH provides our employees and their families with access to a variety of healthcare and insurance benefits, qualified spending accounts, retirement savings plans, and various other benefits. As an equal opportunity workplace, we believe that being yourself enables us to deliver innovative advertising solutions while enhancing our communities. Our goal is to foster an inclusive environment where we celebrate you as you are, and value your growth and passion:

- » The CCOA Employee Value Proposition (EVP) is designed to shape the employee experience and

answer questions like “why should people join CCO, why should they stay, why should they commit, what should they expect.” The EVP focuses on compensation, benefits, work environment, career development, and culture;

- » The Clear Channel Europe and Latin America Employee Value Proposition of Bring You, Shape Us encourages our employees to be team players, to have high standards of delivery, and to be their authentic selves. It supports those who bring fresh thinking, who possess high levels of integrity, who change things for the better, and who are passionate about life and work. In return, we offer a team to feel a part of, a place to grow, a home for individuality, a space for ideas, a platform to make a difference, a future-facing business, and a fun and informal culture.

Physical health benefits

- » CCOA offers health benefits that include free in-network preventive care, with services such as annual physicals, immunizations, well-woman and well-child exams, and routine cancer screenings covered at 100% of cost;
- » CCOA offers a subsidized membership to ClassPass, where employees can make reservations at thousands of top-rated fitness studios and gyms around the world;
- » The CCOA health plan includes Real Appeal, a weight management program that helps employees set goals, track meals and activities, and get personalized support from a coach. Employees and their covered dependents are eligible to get healthy and stay healthier by connecting with an online coach to stay motivated and discuss specific health goals. Real Appeal also provides expert-led online workouts and hundreds of healthy recipes;
- » In January 2024, CCOA introduced Teladoc Health. This program provides employees with lifestyle behavior change tools such as cellular-connected devices and expert coaching at no cost to members of the plan that are living with a

chronic condition such as high blood pressure or diabetes. Members living with diabetes get free test strips and lancets at no cost as well, shipped right to their door, that work with the Teladoc connected devices;

- » The CCOA health plan also offers:
 1. Virtual visits, including virtual primary care and therapy by licensed behavioral health therapists in private video sessions or the option to text with a therapist through the app Talkspace;
 2. Cancer support through the UnitedHealthcare cancer support program that connects members with an oncology nurse who can help navigate treatment options, finding in-network providers to work with the patient's doctor, and answer questions;
 3. Maternity support with 24-hour access to maternity support nurses during pregnancy and after delivery;
 4. Personalized digital physical therapy from Kaia Health that includes exercise plans and coaching delivered by chat or phone.
- » Clear Channel UK has rolled out health benefits that include both free and subsidized access to expert consultations and proactive health checks;
- » Clear Channel UK has been working on initiatives to improve the understanding of menopause and how it impacts women. It has introduced a benefit that allows women access to a session with a specially trained doctor to discuss their menopause and to receive support during the following year;
- » Clear Channel UK partnered with Arthritis Action and Andy's Man Club charities to host health awareness talks in our depots, targeted at our operational staff;
- » Clear Channel Mexico provided Healthy Check vouchers to all employees, and continued the provision of influenza vaccinations to employees during 2024.



Mental health benefits

Mental health risk assessments

In certain circumstances, we ask (or employees request) our Employee Assistance Program (EAP) provider to conduct mental health risk assessments for teams or for employees experiencing significant life events where their mental health may be at risk.

Examples of those circumstances may include bereavement, illness, or where we or the employee have other concerns. Where appropriate, these mental health risk assessments may be accompanied by counseling from EAP and other appropriate forms of relief (for example, where the issue meets the conditions to access our Employee Relief Fund, see “Financial support” on page 50).

For example, in Chile a psychosocial risk survey applied by SUCESO (Social Security Superintendence) is conducted every few years, with the results fed into our HR practices in Chile.

Training and mental health wellness programs:

- » In addition, we run a number of training and mentorship programs across our regions, including our Allies program. Our Allies form an internal network of trained employees who can provide support, signposting, and trusted conversations about mental health in the workplace. Our aim is for the Allies to sit throughout the organization, giving everyone the opportunity to talk openly about their mental health with a designated person who is not their immediate line manager or HR representative;

- » Our global no-cost EAP goes beyond giving the mental health risk assessments discussed above; it also gives employees access to licensed professional counselors and other specialists at no cost for help with balancing work and life issues. The EAP has assisted individuals directly and indirectly impacted by the March 2024 Texas wildfires. These resources included 24/7 access for confidential emotional or practical support by trained EAP specialists;
- » Clear Channel Brazil partnered with Moodar, an online mental health app, to provide employees with subsidized therapy, free emergency services, and monthly lectures on well-being and mental health topics;
- » Clear Channel Finland provided personal Mindfinder profiles for the employees and a one-day program for promoting diversity in the workplace;
- » Clear Channel Mexico provided life insurance for all employees, adding direct beneficiaries (partners and children), and promoted internal spa sessions in the office;
- » Clear Channel Brazil offers its employees health insurance that includes psychiatrists and psychologists and access to therapies recommended by their doctors;
- » Clear Channel UK has a network of Mental Health Allies to handle mental health issues that arise in their team. Clear Channel UK continues to hold manager training and open workshops with the

expert provider Mental Health at Work. These are intended to provide our people with a detailed understanding of mental health and the skills to navigate difficult conversations, and they complement the many awareness-raising and stigma-challenging webinars, guest speakers, and internal communications on the topic, a number of which specifically target our largely male workforce in Operations;

Financial support

- » CCOA has implemented an Employee Relief Fund to help employees facing financial hardship immediately after a disaster or during unanticipated and unavoidable personal emergencies.

Parental leave

CCOH recognizes the importance of welcoming a new child into your family. In all our divisions, we provide parental leave to eligible employees following the birth of a child or placement of an adopted child in order to bond with and care for the new child, as well as for birth parents to recover from childbirth.

CCOH often provides family events for employees' children to come into the office at Easter, Christmas, and other holidays.

In Clear Channel UK, a Working Parents Crew is in place to support parents at work across the challenges of balancing childcare and school pickups and the challenging transitions as their children move through the school system.

Following a successful event last year, during 2024 Clear Channel Mexico held another Bring Your Kids to Work day. More than 40 children spent the day in Clear Channel Mexico's office.

Flexi-working

CCOH has established hybrid ways of working that meet business needs and provide employees with flexibility in line with local regulations. These work arrangements enhance our employee value proposition and allow us to remain competitive in attracting talent to our organization.

Health and safety

Safety is one of our core Values, and we are committed to providing our employees with a safe workplace and prioritizing the physical and mental health and well-being of our employees.

We seek to comply with all applicable safety regulations in our local markets, and we provide regular health and safety training and assessments to supplement our health and safety policies and our global commitments in our Environmental Policy. To protect the safety of our employees, compliance with all of our guidelines and safety procedures is mandated.

Our health and safety management systems are subject to regular inspections and independent audits performed by trained health and safety auditors.

For example, Clear Channel UK maintained its externally verified ISO 45001 Occupational Health and Safety Management system. Additionally, for our UK operational teams we provide a Peoplesafe alarm for them to activate in the event of emergency/distress, alerting the Help Centre, which sends assistance as required.

Mentorship and employee recognition programs

Our mentorship programs, including "Mentorship: the CCOA Way" and "Bright Sparks," allow employees who are less experienced to have access to subject matter experts, individual contributors and leaders, and everyone in between to benefit from guidance by a more experienced colleague. CCOA also has a leadership development program designed to develop its next generation of leaders. Participants are identified in partnership with senior leadership, feedback is sought on leaders, goals are established, and development plans are built to close gaps and leverage strengths for future roles within the organization.

Our Bright Sparks program in Clear Channel Europe, on top of mentoring, provides development in leadership and self-awareness, coaching, and the opportunity to work on a business project that contributes to the vision of Creating the Future of Media.

Annual recognition

In CCOA, 40 non-sales employees were recognized during our 2024 annual Spotlight Awards. Managers can nominate employees with exemplary performance, service, and dedication to our clients, landlords, advertising customers, fellow employees, and the communities we serve. A cross-functional recognition committee reviews all nominations and selects the best of the best to attend a long weekend with the Extended Senior Leadership team for an awards dinner and a weekend of fun activities at a resort in Orlando, Florida.

In CCOA, the Pinnacle Sales Award, in its second year of inception, recognizes and celebrates the best efforts among our sales team. This group of all-stars embodies what it means to live our Vision, Mission, and Values every day: they take ownership of challenges and offer solutions; they are as inherently curious exploring new possibilities as they are dedicated to exceeding expectations at speed; and considering how this accomplished group represents CCO sellers across Airports, Programmatic, Client Solutions, and Local and National Sales Group, they know how to work as a team to innovate on behalf of our valued clients. The Pinnacle Sales Award recipients represent the top 7% of our total salesforce. All 23 winners and their guests were invited to join our CEO, Scott Wells, and other senior executives in Las Vegas to celebrate and honor the 2023 recipients.

Field safety

- » As of 2023, CCOA had installed over 9,200 vertical safety systems on their billboard fixed ladders;
- » CCOA engages Fall Protection System Deployment, where OSHA regulations require our climbers to be hooked up 100% of the time while climbing fixed ladders to platforms at 24 feet or higher;
- » In August 2024, CCOA provided "Workplace Violence: Recognition and De-escalation" training for all Operations employees as an important part of our commitment to our Values and to maintain a safe, productive work environment. This training

Health and safety: CCOA

# of incidences x 200,000 / # of employees 2,080	2023
Fatalities Count/Rate	0/0.00
OSHA (Occupational Safety and Health Administration) Recordables Count/Rate	47/2.52
High Consequence Count/Rate	10/0.54

Incidences could be fatalities, OSHA recordables, or high consequence injuries or illnesses

Denominator is the total number of employee hours worked for the location/company

focused on recognizing factors leading to violence and methods of de-escalation.

At-desk safety

Our people's safety in the office is important to us. We offer health and safety training, free eye checks, and reasonable adjustments for different needs.

Clear Channel Belgium has implemented a "Right to Disconnect" policy to support the work-life balance and well-being of their teams.

Our Human Rights Policy and procedures

All CCOH regions are committed to support and protect internationally recognized human rights and sustainable business practices throughout our portfolio.

We seek to protect the rights of workers and enhance the rights of communities, including those of indigenous peoples, where we operate. Through our global Human Rights Policy, we seek to reduce the chance of inadvertent complicity in human rights abuses and safeguard the humane safe treatment of employees and business partners, in accordance with international standards, including the International Labour

Organization Fundamental Conventions. The Human Rights Policy also includes our approach to freedom of association and collective bargaining under applicable local law.

Our global Human Rights Policy, available on our website, details our position on human rights. All CCOH employees are required to take the Code of Business Conduct and Ethics training annually to supplement their understanding of the CCOH Human Rights Policy and CCOH's position on labor protections, as well as divisional HR training programs on topics covered in those documents.

We also publish our approach to human rights in the supply chain, specifically through our annual reporting in compliance with our commitment to the UN Global Compact, the CCOH and Clear Channel UK Ethical Supply Chain/Modern Slavery Statements, and Supplier Code of Conduct.

We aim to perform appropriate human rights due diligence on our suppliers and include human rights clauses in our contracts, where applicable. We do not knowingly contract with any suppliers engaged in any human rights abuses, including practice of child

labor, forced labor, or human trafficking (see "Social values in our supply chain" on page 46). Our Internal Audit teams audit our supply chain on a regular basis, including on human rights issues.

We launched our first anti-human trafficking campaign alongside Polaris (a leader in the global fight to eradicate modern slavery) in Philadelphia in 2012, and up to and including 2023, we have supported campaigns with local partners in more than 15 cities across the US. Campaigns drive calls to the human trafficking hotline operated by Polaris, where tips are offered and requests for help from victims are answered.

Freedom of association and union representation

CCOH has in place nondiscriminatory policies and procedures that acknowledge the right of an individual to freedom of association, and we recognize the right of our employees and others to collective bargaining, as reflected in our global Human Rights Policy and our HR/People Team internal initiatives.

Pay increases for union-represented employees are governed by the terms of their collective bargaining agreement. Unionized employees make up less than 6% of our US workforce.





Culture & Community at Clear Channel

CCOH is an equal opportunity employer and is committed to providing a work environment that is free of discrimination and harassment. We respect and embrace diversity of thought and experience and believe that a diverse and inclusive workforce produces more innovative insights and solutions, resulting in better products and services for our customers. As we bring brands face-to-face with people, we believe our teams need to reflect the audiences we reach every day, and we work together to create an inclusive environment where everyone can bring their true selves to work.

Nondiscriminatory compensation and hiring practices

CCOH is an equal opportunity employer. CCOH policies prohibit employee incentivization strategies that discriminate against any protected characteristic (e.g., gender, race, class, caste, sexuality, religion, disability,

or physical appearance). We seek out opportunities to hire from a diverse talent pool and retain and encourage a diverse workforce throughout their careers with us. For example:

- » CCOA has trained managers, HR, and recruiters on building diverse talent pipelines through a program called Hiring: The CCOA Way. This program trains leaders on how to network with organizations and associations to find qualified and diverse talent;
- » Clear Channel UK continues to work on attraction campaigns to recruit employees through nontraditional channels (including aiming to employ homeless members of our communities) into the UK Delivery team;
- » Clear Channel UK is a Living Wage employer and was one of the earliest UK companies to sign up to the Living Wage Foundation commitment to paying a fair rate that reflects the cost of living, above the UK minimum wage.

Culture & Community governance

We maintain governance committees in all our divisions to support our Culture & Community work, which runs engagement programs aimed at improving the experience of people across our company.

- » Since 2020, CCOA has maintained an Executive Diversity Advisory Council (EDAC) made up of a representative collection of leaders across the US and sponsored by executive management to identify and guide the growth opportunities around diversity, equity, and inclusion. The EDAC defines CCOA's Culture & Community work through three pillars: Workforce (how we hire, retain, and develop talent), Workplace (our internal culture), and Marketplace (how we support our communities). In 2024, CCOA supported the work of the EDAC through:

1. Expanding our employee resource group (ERG) program, called Forging Allyship, Cultural Equity, and Support (FACES).
2. Developing and implementing inclusive hiring training for people leaders.

3. Establishing a group of "Local EDAC Liaisons" representing each CCOA market to provide in-person advocacy for EDAC initiatives.

4. Maintaining a Culture & Community internal website with regularly updated content.

- » The FACES for Women ERG partnered with the CCOA Operations Team to create videos highlighting our female Operations employees. This resource aims to recruit more women into the Operations department and to highlight the incredible work our current women in Operations are doing in a male-dominated industry;
- » In June 2024, CCOA's newest ERG, FACES for Pride, hosted a launch event introducing the group and the importance of LGBTQIA+ inclusion, and creating an inclusive space for the community and allies;
- » In August 2024, CCOA supported the diverse family structures in our community with "A Spectrum of Care: Multigenerational and Inclusive Family Support," an insightful event hosted by FACES for Women. This engaging panel discussion explored the various forms of caregiving, from traditional two-parent households to caring for loved ones living with disabilities, and beyond;

In May 2024, FACES for Color celebrated and recognized Asian American and Pacific Islander (AAPI) Heritage Month. The theme was "Exploring the Intergenerational Workplace" to highlight the various experiences of our AAPI-identifying employees. Our panelists dived into their unique cultural backgrounds, generational differences, and thoughts on representation and identity within the multitude of AAPI communities;



- » CCOA has continued its support for Juneteenth as a US nationally recognized holiday, which was again celebrated with digital creative on CCOA billboards and accompanied by companywide communication on the importance and historical context of the holiday;
- » After CCOA's FACES program hosted an impactful Veterans Day event in 2023, the EDAC repeated the recognition of the national holiday and CCOA veterans in 2024. The event featured a panel of self-identified CCOA veterans discussing their time in the military, how it impacted them personally and professionally, and what their service means to them as veterans. At the event, CCOA announced it will launch FACES for Veterans as its fourth ERG in early 2025.
- » To enhance their career development and leadership skills, CCOA sent co-leaders of the FACES groups to the Next Pivot Point: International Allyship Day conference on NYU's campus in New York City. The full-day event offered case studies, speakers, workshops, networking, and strategies for the leaders to use for future programming;
- » In 2024, building on the 2023 Your Voice Survey, each market within Clear Channel Europe developed local Culture & Community action plans. These plans incorporated both centrally set priorities for local focus as well as locally identified priorities and contributed to the overall European Culture & Community strategy. In addition, the April 2024 Bring You, Shape Us week shone a spotlight on our People networks. A series of connection sessions were held with each network, focused on raising awareness and empowerment. Training has been provided to our network leads and a charter developed to provide guidance. Clear Channel UK runs six ERGs – including their LGBTQ+ Crew and their Culture Crew – set up to actively shape and deliver activities in education and allyship. The Crews ran a program of activities during 2024 to create connections, raise awareness, and inspire their colleagues, and mark occasions such as the International Women's Day, Pride Month, and Black History Month, as well as to celebrate other



cultural moments in the calendar. In 2024, a reverse mentoring program was launched by the Culture Crew;

- » In 2023 and 2024, Clear Channel Brazil hosted a diversity event for employees on building paths for the LGBTQ+ community.

Culture & Community training and engagement

We run regular training on Culture & Community issues across our regions and typically receive a positive response. We measure our workforce diversity data for our US-based CCOA and CCOH employees (the below statistics are as of December 2023). In 2023, we launched "Building a CCOA for All," a curriculum designed to drive inclusion. Our program was crafted to be accessible and self-paced, and featured a variety of materials to accommodate different learning styles.

- » As set out on page 54, CCOA has three current ERGs: FACES for Color, FACES for Women, and FACES for Pride. ERGs are employee-driven volunteer organizations centered on different experiences. They are open to everyone and aim to provide a safe and inclusive environment for the open exchange of perspectives;



- » EDAC's FACES for Color hosted a panel discussion in September 2024 celebrating Hispanic Heritage Month with CCOA colleagues, sharing their perspectives on identity, culture, traditions, and professional life, and how these topics evolve between generations;
- » In CCOA, in addition to posting our jobs on websites to reach a broad pool of candidates, we encourage leaders to have quarterly outreach with organizations. Examples include our associations with Working Women of Tampa Bay, Chicago Women in Trade, the Department of Veterans Affairs, and the Wounded Warrior Project;
- » CCOA created a Recruiting Resource Center to help leaders source talent and build talent pipelines from diverse organizations, associations, and websites. In addition, we maintain a relationship with CircaWorks, which gives us access to over 16,000 organizations. We use these resources to maintain compliance with the Office of Federal Contract Compliance Programs and amplify our recruiting efforts;
- » Clear Channel Europe carries out a People Survey to measure employee engagement every two years (most recently in November 2023), looking at how our people feel about working for Clear

Channel Europe, giving them a voice, and enabling us to continue to build a culture where everyone can thrive and belong. We analyze our results by category, including gender and ethnicity, to seek to address any inequalities in opportunity. The 2023 results for employee engagement increased by 2 points (since the last survey in 2021) to a score of 75%, and the statement "I can be myself at work" remained high at 87%.¹ "I believe Clear Channel behaves ethically as a company, an employer, and a business partner" scored the highest with 88%, 8 points above industry benchmarks. And Clear Channel Europe's Inclusion Index, made up of a selection of relevant questions, increased to 80%, up from 77% in 2021;

- » Clear Channel UK runs inclusion workshops for all employees, with a focused program for managers to help them understand the complexities of diversity, equity, and inclusion issues, and build their skills to address inequalities and challenge bias;
- » Clear Channel Poland organized a cycle of webinars focused on diversity, equity, and inclusion, with a strong emphasis on neurodiversity.

¹ Source: CCI Your Voice Questionnaire results, 2023.

Employee diversity statistics

We measure workforce diversity data for our US-based CCOA and CCOH employees (the below statistics are as of December 2023). The last CCOA Employee Engagement Survey was conducted in October 2022. Overall engagement was up 4 points to 59% and overall participation was 83%. Managers and employees have been working together on action planning to sustain improvements and to further strengthen our culture. In several countries in our European divisions and Latin American region, workforce diversity data collection is limited due to legal requirements.

Gender

For our US-based CCOA and CCOH employees, women make up 40.1% of our total employee population. Our European division and Latin American region are made up of approximately 64% men and 36% women, in part due to our large Operations community, which is mostly male.

Clear Channel Mexico celebrated International Women's Day by continuing its tradition of offering a day of holiday in 2024.

Veteran status

Of our US-based employees, 3.5% are veterans. This figure includes 2.4% who are veterans with Protected Status (meaning within three years of separation from the service). We solicit self-identification from employees at time of hire and annually.

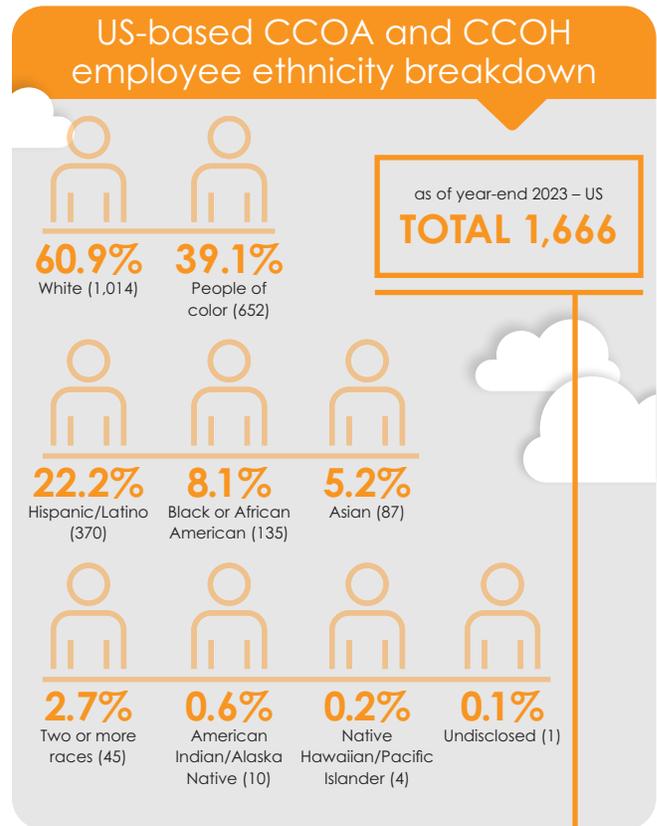
CCOH recognizes the unique skills and expertise that veterans and ex-military personnel acquire during their service, and welcomes people from all walks of life because we believe their background and perspective make our organization stronger.

Race

For our US-based CCOA and CCOH employees, people of color make up 39.1% of our total employee population, as per the chart below.

Indigenous peoples

While our risk assessments have not currently identified specific risks associated with the rights of indigenous peoples, we seek to address these risks through our Human Rights Policy.



Supporting our communities

Spotlight on the lower-powered E-Ink Real-Time Passenger Information digital bulletin board

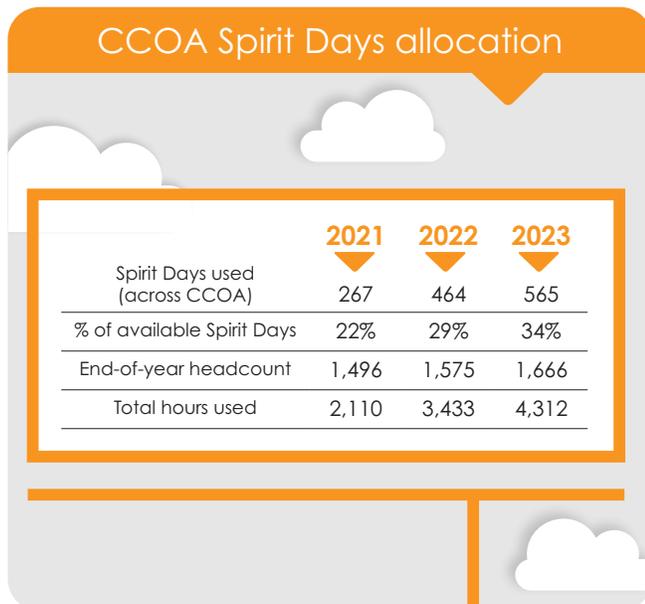
Solar-powered digital information boards in smart urban street furniture use electronic paper boards to share important public announcements – Real-Time Passenger Information – with the local community.

These lower-power, glare-free, dust-free modular information boards provide relevant local neighborhood and government content, bringing the public and city government closer together.

Employee pro bono activity

We encourage our employees in all our regions to actively help in their communities:

- » CCOA provides all full-time regular employees with a full day of paid time off to use for volunteering through our Spirit Day program. Employees may volunteer individually or organize a team event for a charitable nonprofit of their choosing;
- » In 2023, 565 of a total of 1,666 CCOH employees used their Spirit Day to support volunteer efforts in their communities. A total of 4,312 hours of service were donated to more than 300 different charitable nonprofits across the US. There were 36 team Spirit Day activities in 2023. This was a 20% increase in volunteer hours from 2022;



- » Clear Channel UK supports a different charity at Christmas each year. In 2023, Clear Channel UK teams chose Magic Breakfast and raised funds through internal fundraising activities while the company also donated funds and advertising space. Runner-up charities were also provided with free advertising space throughout 2024;
- » Clear Channel UK teams took part in the annual Great British Spring Clean, with over 200 colleagues doing 25 trash cleanup exercises in parks and green spaces all around the UK, filling 289 trash bags, making 2024 the UK team's biggest participation to date;
- » Clear Channel Netherlands continued its support for Plastic Soup Foundation, Trees for All, and Verpact with free advertising space;
- » Clear Channel San Antonio was 1 of 79 companies in a one-of-a-kind co-ed, team building, opponent-taunting, skills-flaunting field day for adults that pitted company vs. company in competition to claim the San Antonio area 2024 Corporate Cup. Proceeds from the Corporate Cup were distributed to vital community organizations including the San Antonio Food Bank, Haven for Hope, the Boys and Girls Club, and San Antonio Sports;
- » Clear Channel Peru supported the San Miguel municipality with security cameras to reinforce neighborhood security, gave the San Borja municipality medical equipment for physical therapy, and also gave cultural support by sponsoring the annual Marinera dance festival;
- » Clear Channel Estonia supported the campaign "help to start life" with the Maternity Hospitals Foundation to raise money for purchasing critical medical equipment for newborns;
- » In 2024, Clear Channel Estonia donated media space to the Institute of Health Development campaign "Keep the air clean!" informing the public that the use of e-cigarettes (vaping) is prohibited in the same places where smoking regular cigarettes is also prohibited.



CCOA's 2024 Pride campaign borrows from NYC Pride's 2024 theme, "Reflect. Empower. Unite," and recognizes these acts of reflection, empowerment, and unity by shining a light on the ways people experience their pride in the LGBTQ+ community every day. Under the moniker "Pride Is," CCOA's vibrant creatives feature terms and phrases, from "respect" to "authenticity" to "joy," that inextricably link pride with the LGBTQ+ community.

Supporting Culture & Community in our markets

We also support diversity and inclusion initiatives of our business partners and charities through campaigns we amplify on our screens. Examples of our Culture & Community amplification work include the following:

- » Clear Channel UK collaborated on an OOH campaign to mark the 75th anniversary of the Windrush Generation in 2024. It displayed images of portraits commissioned by His Majesty King Charles III;
- » Clear Channel Norway partnered with the Norwegian Football Federation and key football clubs on the "Same Dreams. Same Opportunities?" campaign to highlight gender disparities in football. It raised awareness and promoted equality, ensuring that young girls have equal opportunities to pursue their football dreams. It featured impactful illustrations by Frida Grunde and was displayed across Clear Channel's nationwide digital platforms;
- » Järvaveckan is one of the most important political meeting arenas in Sweden, designed with the purpose of bridging the gap between citizens, politicians, civil society, business leaders, and governing bodies. Clear Channel Sweden's 2024 campaign "Tomorrow's Sweden" in Stockholm aimed to promote open conversations across borders and at citizen participation at Järvaveckan;
- » Clear Channel Scandinavia (Sweden, Norway, and Denmark) continued the "Metro Meditation" campaign launched in early 2023 to help reduce stress in real time for millions of travelers in Stockholm, Copenhagen, and Oslo. The campaign displayed different mindfulness exercises the audience could do as they travel in their everyday lives, produced in collaboration with Jacob Piet Jakobsen, a psychologist with a Ph.D. in mindfulness from Aarhus University, Denmark;
- » Clear Channel Denmark is behind the campaign and event "Sammen i Biografen" (Together at the Cinema), a social event for lonely younger

“ We have experienced a surge in volunteering over the summer. We have noticed more people from across the country want to learn more about Ventilen. This happens sometimes during the summer holidays, but we have not, in my time, experienced as much interest as this summer!”

Sofie Stage, Ventilen

people. According to the Danish Young Council, 31% of younger people between 15 and 25 in Denmark feel lonely, and this can have serious health consequences. Therefore, Clear Channel Denmark in collaboration with Nordisk Film Biografer, Egmont, and Ventilen invited young people to a social cinema experience where they had the opportunity to meet with their peers. The campaign was developed by Clear Channel Denmark and was showcased on their media. Both the campaign and the event were a great success; the event was fully booked, and the young attendees had a really good experience. One of the young participants even stated that it had been one of the best evenings of their life. Sammen i Biografen will be held again in fall 2024;

- » Clear Channel Ireland continued its partnerships donating media space and providing advertising support and links to charities' websites from our on-street public information screens. Featured support agencies included the autism charity AS I AM, Women's Aid, Rape Crisis Centre, Ruhama, the Samaritans, and the Men's Development Network, and screens promoted public safety advice from the Irish police force. Clear Channel Ireland is continuing its partnership with the Special Olympics in 2024 for the 21st year.

LGBTQ+ equality

- » For years, CCOH has supported European Pride campaigns #Pride in support of LGBTQ+ communities and campaigns to attain equality;
- » Clear Channel UK partnered with McCann London to launch the “Queering the Map” campaign for Pride 2024. This campaign takes actual digital

“pins” left by LGBTQIA+ people on the Queering the Map platform and transforms them into unique URL domains. These URLs become the campaign's headlines, capturing the essence of the Queering the Map website – sharing the lived experiences of LGBTQIA+ people;

- » In 2024, Clear Channel continued to partner with Pride in Copenhagen, Gothenburg, Oslo, and Stockholm;
- » Clear Channel Latvia is a long-term supporter of the LGBTQ+ community, this year supporting Baltic Pride Month, and raising awareness of the recently adopted Civil Union Bill and equal marriage policy being considered by the Latvian government;
- » Clear Channel UK Queer Channel Crew has continued to grow, providing a network for education, support, and campaigns on LGBTQ+ themes, including supporting Pride events in Brighton and Manchester;
- » Clear Channel Mexico has supported #Pride campaigns since 2022 and continued during 2023 and 2024 in support of LGBTQ+ communities.





In 2024, Clear Channel Norway sponsored the SHE Conference, a major European event focused on gender equality, diversity, and inclusion. It gathers leaders and experts to discuss and promote strategies for empowering women and achieving gender balance in the workplace and society. The SHE Conference received digital exposure on our platform to help raise awareness about the event.

Attaining gender equality

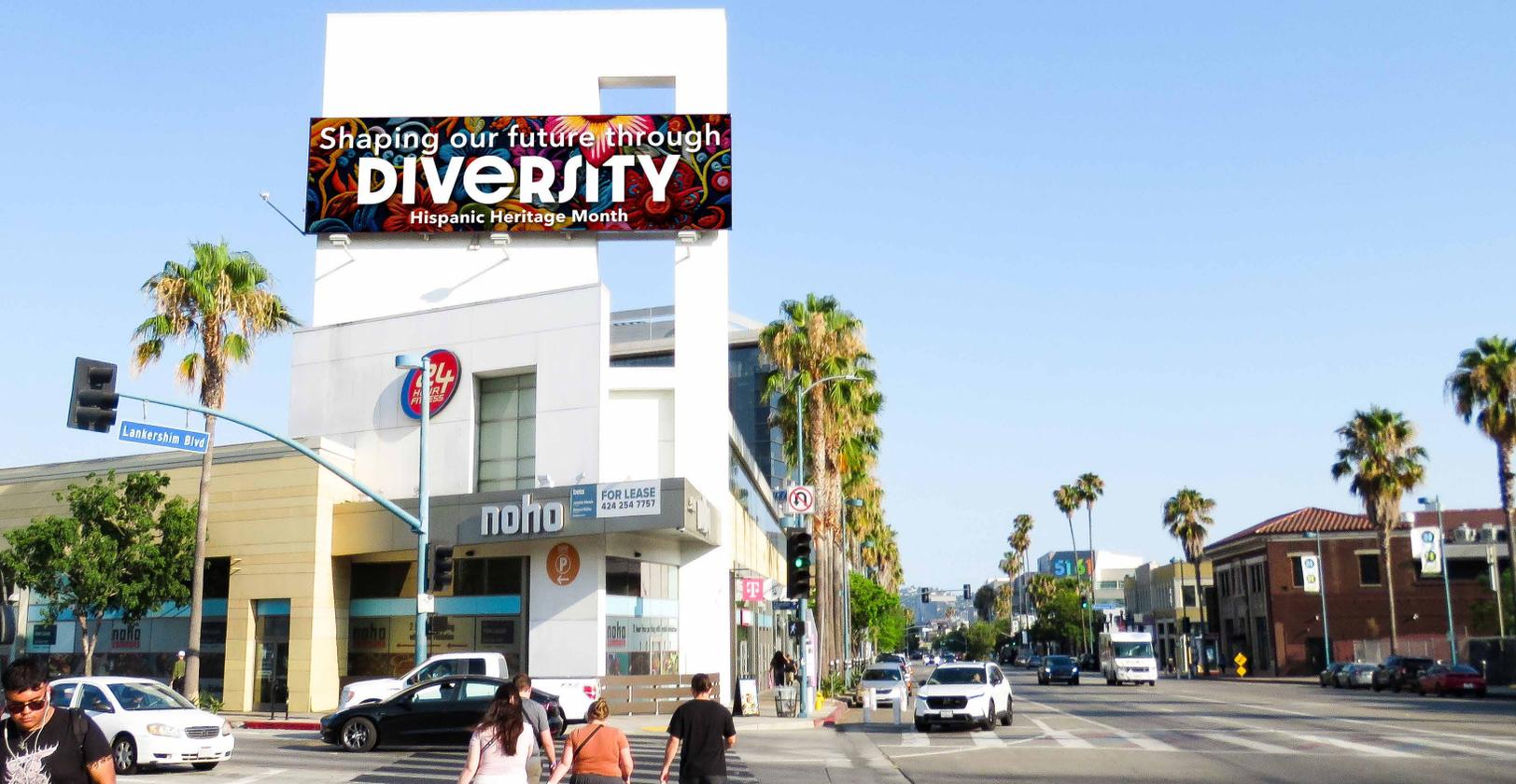
- » Clear Channel Outdoor has partnered with the American Advertising Federation to support the 2024 Mosaic Awards, which honor companies and individuals who display their commitment to diversity, equity, and inclusion through creative work, advocacy, and companywide initiatives each year. The honorees were featured on digital billboards in New York City's Times Square;
- » CCOA has an ongoing partnership with The Female Quotient, an organization committed to advancing the attainment of gender equality in the workplace;
- » Again for 2024, for International Women's Day, Clear Channel Peru ran a "Meet the Women Who Inspire" campaign, with images of our employees displayed on digital screens alongside a characteristic with which they each identify;
- » Clear Channel UK has partnered with Strut Safe on a volunteer-operated phone line, to highlight the negative effects of street violence and encourage greater awareness of the organization's public help service. Other partnerships include Sistah Space, a community-based nonprofit initiative created to bridge the gap in domestic abuse services for women and girls of African heritage;
- » Clear Channel UK remains committed to the standards in the #TimeTo Code of Conduct by the National Advertising Benevolent Society to confront and educate on sexual harassment, with this Code referenced periodically and available to all employees on our Employee Hub;
- » Clear Channel UK has an established Women's and Gender Equality Crew, creating a safe space within Clear Channel for those who identify as women as well as allies of women, to empower people across Clear Channel UK to speak out about issues pertaining to gender. It has coordinated the provision of free period products and supported awareness on issues such as menopause and baby loss, as well as safety, career progression, and women's health.
- » Since 2022, Clear Channel Sweden has supported Talita, a nonprofit organization that helps women out of prostitution, pornography, and trafficking for sexual purposes, and back into a functioning life. In recent years, Talita and Clear Channel have collaborated on several occasions to reach out with messages that we believe make a difference. As the law in Sweden categorizes prostitution as a business activity, the sex trade pays taxes. This year's campaign aimed to raise awareness, initiate discussion, and change the current tax legislation.
- » Clear Channel Poland promoted the SEXEDPL Foundation campaign "Safe Return" to raise awareness about their Anti-Violence Helpline and to educate on recognizing, understanding, and combating violence.

Racial equality

- For Black History Month in 2024, CCOA transformed our OOH platforms into larger-than-life canvases to honor influential Black creators who have broken artistic barriers and inspired cultural shifts. Our “Celebrating Creators” campaign, aligned with this year’s theme, “African Americans and the Arts,” highlights trailblazers across music, literature, film, TV, and visual arts;
- The EDAC partnered with the Student Freedom Initiative (SFI), a nonprofit focused on relieving student loan debt and education-related financial burden for students of historically Black colleges and universities and other Minority Serving Institutions. In return for CCOA running in-kind digital creative, SFI has made introductions to partner schools, allowing CCOA to form strategic partnerships for internships and employment, and to build awareness of the OOH industry;
- Clear Channel UK’s Black History Month program of internal events raised awareness and educated on topics related to the experiences of our Black

talent. Clear Channel UK hosted a marketplace in partnership with Jamii giving employees the opportunity to purchase products from Black-owned businesses. We also hosted Paulette Simpson for a talk marking the Windrush 75th Anniversary of the arrival of HMS Windrush in the UK;

- Clear Channel UK’s partnership with Media for All enables it to provide support specifically to Black, Asian, and people of color talent within our business. Its goal is that our minority ethnic colleagues at Clear Channel can become mentors, mentees and, with enough experience, role models in the industry for diverse talent;
- Celebrating Hispanic Heritage Month in September 2024, CCOA is spotlighting the contributions made to cultural, economic, and sociopolitical causes by Hispanic Americans to advance our nation and the world. This creative highlighted the remarkable success of the Hispanic community in helping drive American prosperity through a unique embrace of culture, innovation, family, traditions, and public service, paving the way for future generations.



Disability, equality, and accessibility

- » Since 2022, Clear Channel Spain has partnered with the Prodis Foundation, which works with people living with mental health conditions and impairments. The team offered internship and employment opportunities to the Foundation's clients, ran awareness workshops and training sessions for students with mental disabilities, and donated advertising space to promote the Foundation's work as well as Christmas gifts for their clients;
- » PRISM ND, The ADHD Foundation, and Clear Channel UK partnered to launch a new campaign to support The Hidden 20% initiative, aiming to raise awareness of neurodivergence for Neurodiversity Celebration Week (March 18-24, 2024). The result is a campaign that showcased famous historical neurodiverse people who changed our world;¹
- » Clear Channel UK supported multiple health-focused charities including Arthritis Action, Epilepsy Action, Tourette's Action, and London's Moorfields Eye Hospital;
- » Clear Channel UK partnered with adam&eveDDB during the Paris 2024 Paralympics to showcase and challenge outdated beliefs that the Paralympics are just a "participation" event, emphasizing instead that it is a showcase of true elite sport.

¹ <https://shows.acast.com/hidden-20>

Veterans

Every year, CCOA runs creative advertisements honoring our valued service members on Veterans Day in November in partnership with the United Service Organizations.

Clear Channel Estonia supports the Estonian reserve army, including its employees, during the Ukraine conflict; Clear Channel Estonia continues to pay full wages to its workers participating in reserve training sessions for the Defense force, and supported the Estonian Ministry of Defense's campaign to recognize reservists of the Defense forces, by providing media space.

Spotlight on: Clear Channel Navilens

To make it easier for visually impaired people to get around, Clear Channel Spain has offered Navilens to local authorities since 2019. Navilens is a pioneering signage system, making it easier for blind or visually impaired people to orient themselves simply with slight movements of their handheld smartphone.

An outdoor/indoor navigation system for a person with visual impairment, Navilens involves identifying the layout of the 3D space around the individual and then, using a 2D QR code (12x faster than a traditional QR code with wide-angled, ultrafast reading capability) coupled with audio markers on passenger shelters, helps visually impaired customers navigate their way around obstacles to their destination.

Headcount snapshot: CCOA

	12.21.2023	06.30.2024	Change
Total headcount	1,666	1,687	Increase
Female	40.2%	40.7%	Increase
Veteran	3.7%	3.6%	Decrease
Employees >40	59.7%	58.3%	Decrease
People of color	39.1%	40.4%	Increase
LGBTQ+	2.3%	2.3%	No change
Employees with self-identified disabilities	1.9%	1.8%	Decrease

Supporting public health and wellness in our community

Our external support for our partners, communities, and nonprofits continues in the Health and Safety/Wellness space (see “Our commitment to a sustainable business model” on page 11):

- » In June 2024, CCOA and Swim Across America partnered for a public service campaign that ran in several cities across our digital network, to promote the organization's mission and encourage people to join the fight against cancer;
- » Northside Hospital partnered with CCOA-Georgia for the “We Lead With Heart” campaign, promoting its Heart Institute's cardiovascular services. The campaign, featuring over 150 digital billboards across Atlanta, highlights the hospital's dedication to heart care, coinciding with Valentine's Day 2024;
- » To raise awareness of National Missing Children's Day, the Texas Center for the Missing, the National Center for Missing & Exploited Children, and CCOA are launching a monthlong billboard campaign spotlighting the disappearance of 4-year-old Cyan Dior Amos, who has been missing since December 9, 2022. This initiative will display

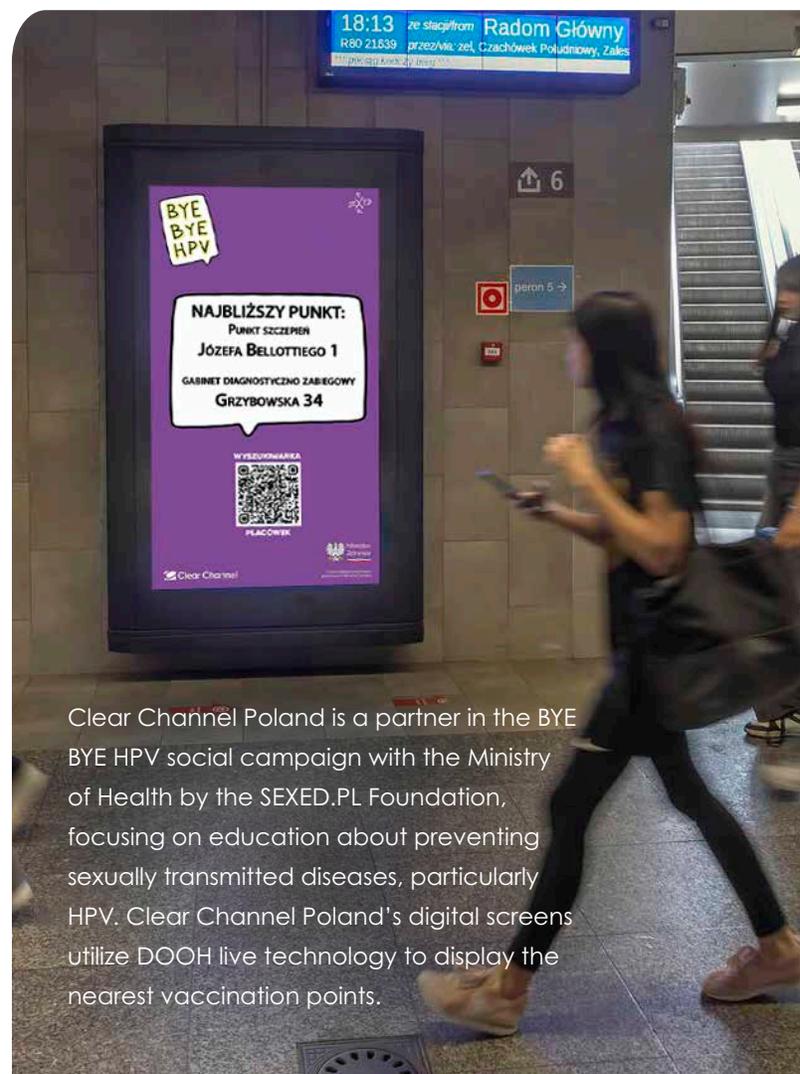
messages across Houston to generate leads in Cyan's case, with photos on its digital billboards throughout the Houston area, broadcasting over 1,200 times per day on each unit for a month;

- » CCOA again joined forces with No Kid Hungry to launch an OOH summer campaign in 2024 to help connect hungry kids with free, healthy meals and encourage the public to take up the cause of No Kid Hungry – the only national campaign committed to combating childhood hunger and malnutrition in America. This marks a four-year partnership between CCOA and No Kid Hungry as families continue to grapple with cost-of-living crises;
- » Across the US, CCOA maintains a partnership with the National Center for Missing & Exploited Children to run real-time Amber alerts when a child is reported missing;
- » Clear Channel Texas and the Outdoor Advertising Association of Texas (OAAT) partnered with the Texas Department of Public Safety to help educate Texas residents about the importance of gun safety in the home and in vehicles. Messages running throughout Texas on CCOA-Texas units and those of members of the OAAT are reaching over 100 Texas cities – large and small;
- » Clear Channel Poland supports the social initiative “A Brief Guide to Menopause,” created by HelloZdrowie.pl;
- » During 2024, Clear Channel Chile donated media space to Fundación las Rosas de Ayuda Fraternal, the Special Olympics in Chile, and Our Children Foundation (Fundación Nuestros Hijos) supporting children with cancer. In spring 2024, they donated media space to Fundación Coaniquem, Fundación Mujer Impacta, and ONG Casa de Acogida la Esperanza. During the summer, Clear Channel Chile donated media space to Fundación Cottolengo Don Orión, Dr. Alfredo Gantz Mann foundation (Hospital del Niño con Fisura), Make a Wish Foundation, Fundación Techo Internacional, and the Fundación Teletón;





- » Clear Channel Belgium donated digital space to support various charitable associations, ranging from sustainable initiatives to health and diversity, equity, and inclusion messages, road safety, and charitable fundraising;
- » In Clear Channel Brazil and Mexico, our clocks and temperature displays can relay any public service announcements to the public in real time;
- » Clear Channel Peru donated large advertising tarpaulins to charitable associations in Peru, which used them to protect houses from the cold in the Peruvian mountains;
- » Clear Channel Poland is partnering with the Joanna Radziwiłł Foundation "Caring Wings" for socially disadvantaged children, organizing fundraising events and hosting visits at the Clear Channel Poland office in Warsaw or movie screenings, to create positive memories for the children;
- » Across Clear Channel Europe, our "Healthy Streets" digital maps provide citizens with improved navigation and options to walk or cycle, our tree-planting efforts help cities become greener, and our Vertical Meadows and Living Roofs may contribute to improving mental well-being.



Clear Channel Poland is a partner in the BYE BYE HPV social campaign with the Ministry of Health by the SEXED.PL Foundation, focusing on education about preventing sexually transmitted diseases, particularly HPV. Clear Channel Poland's digital screens utilize DOOH live technology to display the nearest vaccination points.



Our ESG priorities in action: governance

The CCOH Board of Directors (the "Board") believes that good governance is key to achieving long-term stockholder value, and that CCOH's long-term success requires commitment to a robust framework of guidelines and practices that serve the best interests of CCOH and all of our stockholders.

Sustainable
Development Goals



Corporate governance

Our corporate governance practices are established and monitored by the Board. The Board, with assistance from its Nominating and Corporate Governance Committee, periodically assesses our governance practices in light of legal and regulatory requirements and corporate governance best practices. Our primary corporate governing documents include:

- Governance Guidelines;
- Audit Committee Charter;
- Compensation Committee Charter;
- Nominating and Corporate Governance Committee Charter;
- Code of Business Conduct and Ethics.

Corporate governance guidelines

We operate under governance guidelines that set forth our corporate governance principles and practices on a variety of topics, including director qualifications, the responsibilities of the Board, independence requirements, and the composition and functioning of the Board.

Our governance guidelines are designed to maximize long-term stockholder value, align the interests of the Board and management with those of our stockholders, and promote high ethical conduct among our directors. The governance guidelines include the following key practices to assist the Board in carrying out its responsibility for the business and affairs of CCOH.

1. Director responsibilities

The basic responsibility of a director is to exercise their business judgment and act in a way they reasonably believe to be in the best interests of CCOH and its stockholders. Directors are expected to attend Board meetings and meetings of committees on which they serve, and to spend the time needed and meet as frequently as necessary to properly discharge their responsibilities.

2. Self-evaluation process

The Board, and each of its standing committees, conducts an annual self-evaluation to determine whether it and its committees are functioning effectively. The Nominating and Corporate Governance Committee is responsible for overseeing the self-evaluation process and for proposing any modification or alterations in Board or committee practices or procedures. In connection with the 2022 self-evaluation process, for example, the Board expanded its Compensation Committee's remit, adding oversight of CCOH's human capital management initiatives to its responsibilities.

3. Executive sessions of nonmanagement directors

The nonmanagement directors and/or the independent directors meet periodically in executive sessions, including with heads of Compliance and Audit functions and independent auditors, without management participation.

4. Board access to senior management

Directors have complete access to CCOH management and employees, and can initiate contact or meetings through the CEO or any other executive officer.

5. Board access to independent advisors

The Board and each of its standing committees have the power to retain independent legal, financial, or other advisors as they may deem necessary, at our expense.

6. Board tenure

The Board believes that term limits on director service and a predetermined retirement age impose arbitrary restrictions on Board membership. Instead, the Board believes directors who, over time, develop insight into CCOH and its operations provide an increasing contribution to CCOH. The annual Board performance evaluation is a primary determinant for Board tenure.

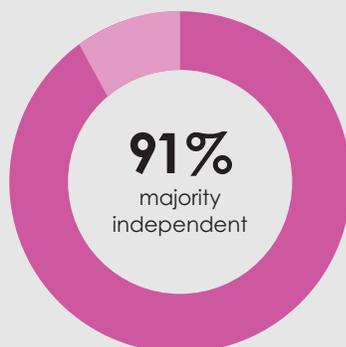
7. Directors who change their current job responsibilities

A director who changes the nature of the job they held when they were elected to the Board will promptly notify the Board of the change. This does not mean that such director should necessarily leave the Board, but there must be an opportunity for the Board to review the continued appropriateness of Board membership under these circumstances.

CCOH board statistics 2024

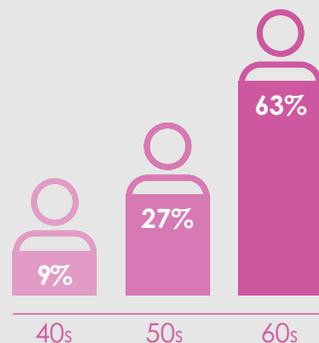
Independence

10 of 11 are independent



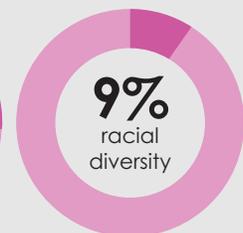
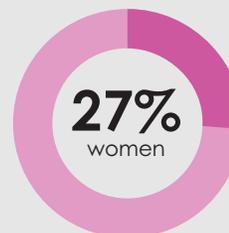
Age

Average age 59 years

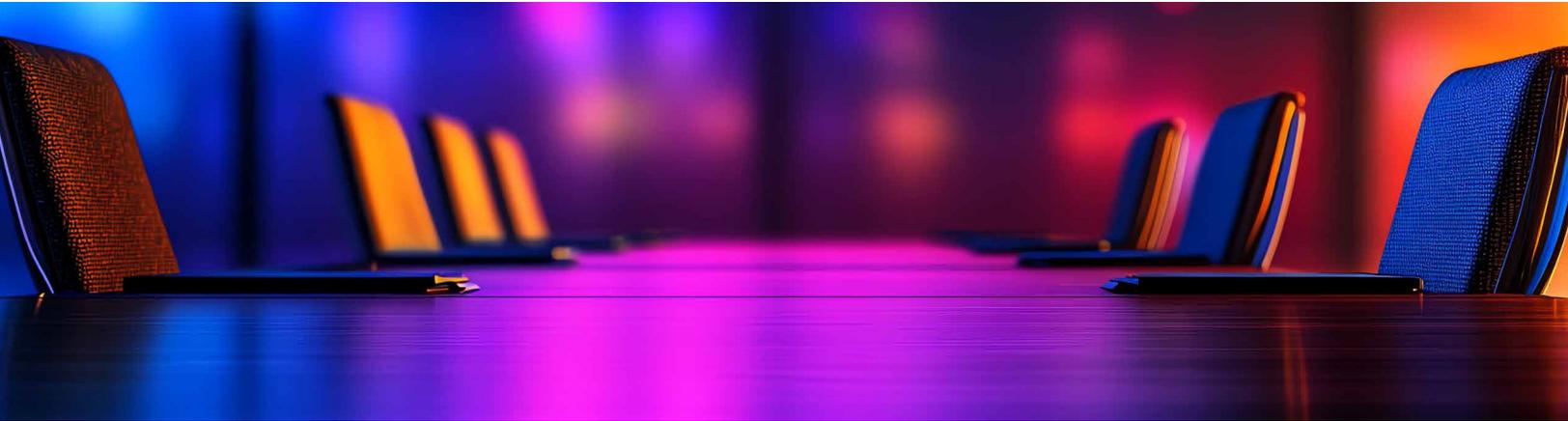


Diversity

(For more on Diversity at CCOH, see page 57.)



As of November 2024, to the Company's knowledge, 0% of the Company's Board of Directors consists of immediate family members of majority shareholders, executives, and former executives.



8. Service on multiple boards or audit committees

To enable the Board to assess a director's effectiveness and any potential conflicts of interest, any director who serves on more than three other public company boards must advise the Chair of the Board in advance of accepting an invitation to serve as a member of another public company board. If an Audit Committee member simultaneously serves on the audit committee of more than three public companies, the Board will determine whether such simultaneous service would impair the ability of such member to effectively serve on CCOH's Audit Committee and will disclose such determination in CCOH's annual proxy statement.

9. Management development and succession planning

The Board or a committee of the Board will periodically consider management development and succession planning, including short-term succession planning for certain of CCOH's most-senior management positions.

10. Director orientation and continuing education

CCOH makes an orientation program available to each new nonmanagement director. Additionally, CCOH also makes education opportunities available from time to time for the Board in the areas of corporate governance, financial reporting, executive compensation, and other areas of interest or concern to the Board.

Our board composition

Board practices:

- » 10 of 11 of our directors are independent;
- » The Board is led by an independent, nonmanagement chair;
- » All of CCOH's directors are elected annually;
- » All members of our Audit, Compensation, and Nominating and Corporate Governance committees are independent as defined by the NYSE listing standards and applicable SEC rules;
- » Each Board committee operates under a written charter that has been approved by the Board and is reviewed annually;
- » The Board conducts periodic executive sessions, where nonmanagement independent directors meet without management;

Stockholder matters

- » CCOH conducts regular and robust stockholder engagement;
- » Annual Say-on-Pay voting;
- » No voting ceilings are applied to CCOH common stock;
- » Advance notice bylaws allow shareholders to nominate directors or submit business proposals for voting at a meeting of shareholders; Rule 14a-19 under the US Securities Exchange Act allows shareholders to include director nominees in CCOH's proxy card; and Rule 14a-8 under the US Securities Exchange Act allows shareholders to include certain business proposals in CCOH's proxy statement and proxy card.

Our internal governance

Our three lines of defense

compliance and governance model

We operate a three lines of defense compliance and governance model based on the COSO internal control structure.

Our first line of defense:

- » includes our operational, commercial and back-office colleagues, reporting up to our Board. All our employees are responsible for complying with the standards and recommendations set by the second and third lines of defense, and our policies and procedures, with breach of our Compliance policies inviting sanctions up to and including dismissal;
- » incorporates a strong "Tone from the Top" from our leaders. We require that our leaders participate in strategic management training, immediately report potential or actual fraud risk (as well as completing an annual fraud questionnaire), and adhere to the standards that we set. Senior management sign-off is required on quarterly and annual declarations of compliance, senior management populate our Local Compliance Officers and Champions structure, and compliance is reflected in the variable remuneration incentives for our senior and executive management;

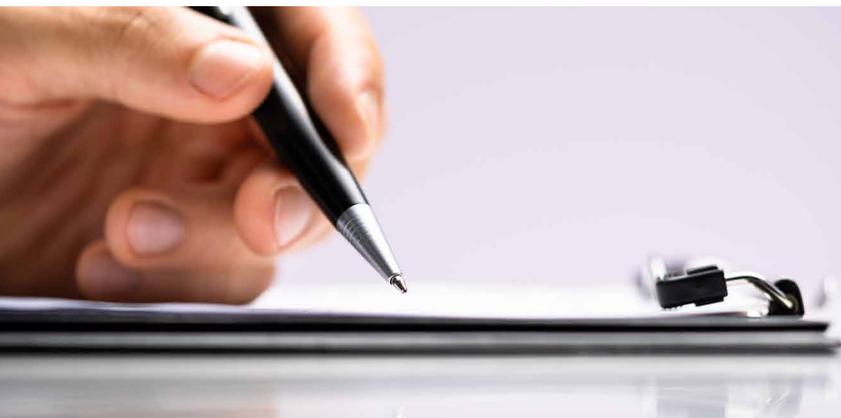
Our second line of defense:

- » is governed by our Compliance Charter and led by our global Compliance department, Cybersecurity team and Privacy Office, headed by certified experts in those fields;

- » includes Compliance programs that are intended to mitigate compliance risk relating to corporate social responsibility, financial controls, sanctions and economic crime controls, cybersecurity, privacy and data protection, transparency, integrity, competitive behavior (antitrust controls), human rights and environmental concerns;
- » sets tailored "prevent, correct, detect" standards and controls across the segments, benchmarked against the US Department of Justice's Corporate Compliance Guidance, and other international standards;

Our third line of defense:

- » includes our internal and external Audit functions. Our Chief Audit Executive reports directly to the Chair of the Audit Committee and leads our Internal Audit Department, with auditors based locally in each region. Audit findings are discussed quarterly with the Audit Committee and systematically followed up on as necessary;
- » helps confirm an independent understanding of risk through conducting periodic internal audits and regular risk assessments of our operations against standards and our Compliance controls, in accordance with the annual Internal Audit plan approved and monitored by the Audit Committee;
- » provides advice and assurance on the effectiveness of risk management, compliance and internal control systems.



Code of Business Conduct and Ethics completion rate by country



By December 2023, 1,478 employees based in Europe and Singapore had completed their training. This represents 98.92% of all employees in those regions.

Latin America achieved a 100% completion rate, while the US maintained a good score with 92% completion.

Governance policies

CCOH maintains an overarching Code of Business Conduct and Ethics (the Code) that sets forth standards for our officers, directors, employees, interns, contractors, and agents throughout our corporate structure. Training on the Code is mandatory for employees upon commencement of employment and annually. The Code's training statistics for 2023 by country are set out in the chart above.

The Code's underlying programs, policies, and procedures include our:

- » Global Protected Disclosure Policy that provides whistleblower protections for anyone who, acting in good faith, notifies us of a possible violation of the Code, our policies, or the law;
- » Human Rights Policy demonstrating commitment to human rights and labor protections across all our operations, and the expectation that our business partners uphold the same standards;
- » Economic Crime Policies that prohibit bribery and corruption and fraud, including the offering, attempting to offer, authorizing, or promising of any bribe or kickback for the purpose of obtaining or retaining business or an unfair advantage; impose restrictions on government official interaction; and mitigate risk in our gifts, entertainment, and travel approval processes;
- » Conflict of Interest Policy that requires the disclosure of matters that could potentially lead to a conflict of interest, which are vetted through an independent approval process;
- » Sanctions Policy and procedures that screen for sanctioned and embargoed third parties;
- » Supplier Code of Conduct and contractual clauses used across our business requiring key suppliers to operate at a high ethical standard;
- » Procurement and Due Diligence policies, procurement procedures, and contractual provisions to mitigate potential third-party relationship risk management in our supply chain, including relating to bribery and corruption, privacy and data protection, sanctions, and human rights;
- » Environmental Policy to promote greater environmental responsibility and encourage the development and diffusion of sustainable technologies;
- » Divisional overarching compensation guidelines that consider compliance with CCOH's policies and procedures as part of variable remuneration considerations for our senior management.

Our internal governance practices

Entity-level controls

As well as our individual controls set out in our policies, we set, test, and improve on entity-level controls across Compliance risk areas. This visibility allows us to set Compliance and governance priorities across CCOH divisions.

All markets and Business Units are tested against these entity-level controls on an annual basis and results are hierarchized, tracked year on year, and reported to executive management.

Training

We require completion of additional training covering certain topics contained in the Code on a periodic basis (as further described throughout this ESG Report, by topic).

In addition to role-based training throughout the year, new leaders benefit from focused executive onboarding sessions, which cover ethics, compliance, and matters relevant to their role.

Risk management and business continuity

We have procedures in place to detect and address allegations or incidents of evolving, potential, or crystallized material impacts, risks, and opportunities related to business conduct and corporate culture into the ERM processes of the divisions on a quarterly basis.

Risks are reported to and considered by senior directors and groupwide functional leads as part of the ERM process. These risks and any additional risk or risk mitigation proposed by the leadership of any specific program are then reported to the executive leadership, the Audit Committee, and the Board by the Chief Compliance Officer and the Chief Audit Executive.

We monitor geopolitical and compliance risks that could affect business continuity, including a focus on assessing business impacts from supply chain disruptions, rising costs, and geopolitical risk, with particular attention currently on energy and materials (display, structure, and other capex costs). Our Business Continuity Plans are under continuous review.



Our markets and Business Units develop Risk Management Plans (RMP) that document the controls and actions applied to mitigate all risk. Markets review and update quarterly both their risk registers and the RMPs that sit under them.

Procurement, due diligence, and governance over our third-party relationships

CCOH understands that we have varying potential to influence our Value Chain in certain key areas. While our procurement processes vary across our divisions, principles of the UN Global Compact and the SDGs are reflected appropriately in our Supplier Code of Conduct and in our due diligence and supplier vetting processes.

Our approach to our supply chain is reflected in our regional policies, our approval and oversight requirements, and our procurement programs. To mitigate risks attached to third-party relationships, we:

- » Maintain our Procurement policies as well as our Limits of Authority, Supplier Code of Conduct, Sustainable Procurement, Privacy, Information Security, Human Rights, Conflict of Interest, Economic Crime, Finance, and Environmental policies;
- » Conduct proportionate due diligence, including sanctions, reputational/background, and financial credit and liquidity checks; and where appropriate, environmental, human rights, and cyber checks.

In 2024, Clear Channel Europe and Clear Channel Latin America continued to deploy the OneTrust automated due diligence system that supports our approach to Governance, Risk, and Compliance with key suppliers by working to ensure that the right teams:

- » Train employees and decision-makers who deal with third parties;
- » Ensure oversight protocols over key decisions;

- » Apply proportionate oversight and approval levels to different risk profiles;
- » Ensure enhanced internal risk policies and procedures govern those relationships (including gift and entertainment approval and audit processes);
- » Provide our Supplier Code of Conduct to key suppliers;
- » Include the right to audit in our framework agreements with key suppliers; and
- » Ensure that the agreements with these third parties include contractual provisions that require them to comply with applicable laws. CCOH's Request for Proposal and Procurement processes include tailored compliance requirements.

Audits and investigations

Where we receive a credible concern (see "Reporting serious concerns" on page 73), investigations are conducted by experienced lawyers and investigative personnel on the Compliance and Audit teams (independent and separate from the chain of management involved in the matter) in accordance with our Investigations Action Protocol.

Outcomes of these investigations are reported via Compliance Internal Investigation Reports to executive management including the CFO, General Counsel, and Chief People Officer. All investigations are also reported quarterly to the Audit Committee by the Corporate Compliance Officer.

All regions have enhanced monitoring and auditing of internal controls with annual compliance certifications and audits that test against our standardized compliance requirements under the Compliance programs rolled out in each division.

Audit results are reported quarterly to the Audit Committee. Where Business Units or markets receive

For more information, or to raise a concern, contact compliance@clearchannel.com.

an unsatisfactory audit result, Compliance and Audit maintain a “Special Measures” process to provide additional monitoring and mentorship until issues are resolved.

Reporting serious concerns

All those who report serious concerns to us, whether external or internal, and through any medium, are protected by our global Protected Disclosure Policy. We endeavor to get back to those who disclose concerns to us with updates on their concerns within a reasonable time frame and in compliance with local legislation, including the EU Whistleblower Protection Directive.

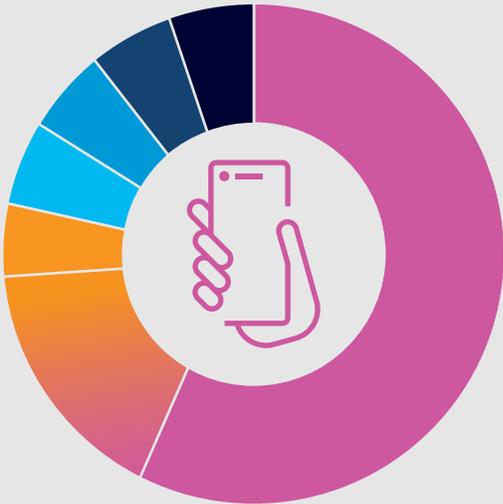
We operate an open-door approach to concerns and encourage our employees to contact their managers and Compliance and HR teams with any concerns. Our Protected Disclosure Policy covers complaints and concerns made across all key areas of serious misconduct, from financial crime to cyber-crime, and from environmental abuses to abuses of human rights. Our Protected Disclosure Policy protects employees from discrimination or retaliation for making a complaint in good faith.

To support our open-door approach, we provide an independently monitored international whistleblowing hotline in all our languages, which can be accessed anonymously if preferred, by web entry or by call, and which includes updated details of independent regulatory authorities set up by European countries in which we operate. Reports from our whistleblowing hotline are sent simultaneously to senior CCOH executive management.

We provide details of our Hotline in our Code of Business Conduct and Ethics, on our websites and intranet, and in every workspace. In Europe, this hotline is also available to third parties, suppliers, and former employees, as per the 2019 EU Whistleblower Protection Directive.

In 2023, we received 20 reports to our independent Whistleblowing Hotline (please note – the below chart (i) does not include issues raised directly to internal management, and (ii) includes reports that may pertain to the same issue, reports made in error, or otherwise misdirected communications as well as genuine reports).

Hotline-based whistleblowing in 2023 by risk category



Issue	Count (%)
Other	12 (60%)
Discrimination or harassment	3 (15%)
Computer virus, sabotage, or vandalism	1 (5%)
Conflict of interest	1 (5%)
Environmental protection, health, or safety law	1 (5%)
Retaliation	1 (5%)
Theft	1 (5%)
Total	20

Specialized governance programs

1. Sarbanes-Oxley compliance and financial reporting

As a company listed on the NYSE, we are subject to Sarbanes-Oxley (SOX) Section 404 regulations. SOX 404 testing is performed by our internal and external auditing and compliance teams throughout the year in support of management's year-end assertion on the effectiveness of internal control over financial reporting.

Quarterly certifications are obtained from senior Finance, Accounting, Legal, Internal Audit, and Operational leaders, confirming controls are in place and financial statements have been reviewed. CCOH operates under group, divisional, and local Limits of Authority approval matrices and has strict financial policies and controls in place in all its divisions.

2. Our tax approach

Our decentralized business structure means that we operate the majority of our business, generate the majority of our profits, and pay the majority of our taxes locally, in the countries in which we operate. Via a combination of dedicated in-house tax expertise and third-party professional advice, we work to fulfill all our compliance and disclosure obligations, operating in accordance with relevant laws and regulations, and paying the legal and proper amount of tax in each of the territories in which we operate.

We work to ensure that our tax planning is aligned with genuine commercial rationale and underlying business activity, and seek to build constructive, transparent, and respectful working relationships with tax authorities.

3. A zero-tolerance approach to economic crime

CCOH is committed to working against economic crime in all its forms, including corruption, extortion and bribery, theft, fraud, tax evasion, money laundering, and insider dealing (together, economic crime).

We maintain tailored leadership and entity-level, role-based, and employee-level controls for economic crime.

Incidents of Bribery and Corruption

At the time of publication of this ESG Report, there have been no convictions or fines administered in relation to contravention of anti-bribery or corruption laws in 2024.¹

Business Units and markets are subject to proportionate entity-level controls implemented by Compliance in accordance with the CCOH Compliance Charter and benchmarked against standards in the FCPA (Foreign Corrupt Practices Act) Sentencing Guidelines, the Foreign Extortion Prevention Act, NYSE listing rules, the US Sarbanes-Oxley Act, IFRS (International Financial Reporting Standards), US GAAP (Generally Accepted Accounting Principles), ISO 37001, the UK Bribery Act, the UK Criminal Finances Act, UK Economic Crime and Corporate Transparency Act, and internal barter and trade policies, as well as other applicable local legislation. These entity-level controls are annually assessed and hierarchized by risk and/or control gaps to ensure that any new requirements or learnings from investigations or emerging risk areas are captured.

The CCOH Director of Internal Controls executes an annual Fraud Risk Assessment that goes to Finance, Accounting, Legal, HR, Sales, Internal Audit, and Operational leaders across all Business Units of CCOH.

All our employees are governed by internal policies and procedures available on our intranets and highlighted by training that impose strict limits and approval levels on entertainment of government and public officials, such as our Limits of Authority and our divisional Economic Crime Policy and

¹ In September 2023, CCOH announced that it had reached a settlement with the US SEC to resolve a previously disclosed SEC investigation involving the FCPA relating to its former indirect, non-wholly owned Chinese subsidiary, Clear Media Limited, that was sold in 2020. Our press release relating to this settlement can be found on our website.

Gifts, Conflicts of Interest and Related Parties, Entertainment and Travel approval processes.

Tailored, role-based anti-corruption and conflict-of-interest training (in addition to our mandatory Code of Business Conduct and Ethics training) is provided annually, during onboarding or on promotion to a decision-making role, as well as on an additional ad hoc basis as required to relevant and “at risk” employees.

Our contracts typically have anti-corruption clauses in them. Additional detective and preventive controls (including due diligence, escalated approvals, and enhanced compliance clauses) are implemented in case of enhanced risk arrangements; for example, around our relationships with government officials (including via lobbyists and consultants).

Our policies apply anti-corruption principles, risk quantification tools, and escalated approval thresholds to our gifts and entertainment practices whether the offeror or recipient is a private client, a government official, a supplier, or another third party.

4. Sanctions compliance

CCOH operates a Sanctions program in line with the US Office of Foreign Assets Control, UN, UK, and EU sanctions.

Compliance with our Sanctions Policy is mandatory for all our Business Units and markets, and includes the screening and proportionate monitoring of third parties and payment providers for sanctions risk using an independent and updated sanctions due-diligence system, contractual protections, role-based sanctions training for our finance teams, and risk-based analysis of our transactions.

CCOH does not operate in embargoed countries or with sanctioned third parties.

5. Lobbying and public policy

Public policy and political engagement

CCOH participates in political activities at all

levels of government, with our primary political involvement within the local communities where we do business. We engage in public policy issues that impact our business and industry. We typically take part in shaping public policy at the local and state levels directly, and we often engage in shaping federal policy through membership with our trade associations. We strive to conduct our public policy activities in compliance with applicable local, state, and federal laws. Our decisions are grounded in our public policy positions and the best interests of our business, employees, shareholders, and local communities – guided by our core Values, Code of Business Conduct and Ethics, and Political Compliance Policy. To ensure we have an effective, responsible voice in policy discussions, we have well-structured systems in place that provide close oversight of all political activity. When engaging in policy issues, we aim to see the larger impact on communities, the environment, and the economy.

Political compliance

CCOH's Political Compliance Program is designed to fit our business operations and procedures. The program includes policies and practices regarding political activities, oversight of political contributions, lobbying compliance, regular training and reminders, periodic internal audits, and employee policy acknowledgments.

Our US political contribution request process is governed by a dedicated Political Action Committee (PAC) team and includes an automated system for requesting, evaluating, and authorizing contributions. The system requires individual attention to each contribution request, tracks spending limits and aggregation, and vets for pay-to-play compliance for state and local contributions. Our Code also includes provisions regarding political activity and contributions that provide guiding principles and practical application for all employees.

Employee training is a cornerstone of our Political Compliance Program. It includes training in lobbying and consultancy risk; mitigating controls surrounding

gifts and hospitality in conformance with local, state, federal, and international laws; in-kind contributions; bribery and corruption considerations; pay-to-play laws; and preclearance of personal political contributions. Political Compliance Program Training is mandatory for certain employees in addition to CCOH's Code of Business Conduct and Ethics annual training and other compliance-related trainings.

Direct lobbying

CCOH strives to maintain the highest ethical standards when engaging in lobbying activities. We work to comply with all applicable federal, state, and local laws and regulations for lobbying registrations and reporting. In addition to employee lobbyists, we sometimes contract third-party lobbying services to provide assistance or expertise on a specific issue. The activities of both third-party lobbyists and lobbyists employed by CCOH are coordinated and closely monitored to help ensure appropriate anti-corruption controls, as well as registration and reporting compliance. State and

local lobbying reports are filed in compliance with the governing agency's requirements. These reports are publicly available in the respective jurisdictions.

Trade associations

Like most corporations, CCOH belongs to trade associations and organizations incorporated under Section 501(c)(6) of the US Internal Revenue Code. These organizations' members are often companies linked by industry, issue, or regional focus. When appropriate, we participate in these organizations to advance our business objectives, and we regularly evaluate our memberships. Some trade associations and other organizations may devote a portion of their revenue, including membership fees collected from CCOH, to support candidates or organizations or otherwise participate in advocacy activity. We have no direct control over how those decisions are made and may not concur with the position of the organization on any given candidate or issue.

6. Political contributions

Political contributions are prohibited outside the US. Inside the US, we do provide nonpartisan political contributions to candidates that comply with our political giving criteria below.

Political action committee

Under regulations of the US Federal Election Commission, we formed Clear Channel Outdoor PAC, enabling us to contribute to federal candidates and committees and state and local candidates and committees where corporate contributions are not permitted. Clear Channel Outdoor PAC is voluntarily funded by the generous support of CCOH employees and shareholders. The Federal Election Commission (FEC) requires quarterly reporting of Clear Channel Outdoor PAC's disbursements and receipts. Our reports can be viewed on the FEC website.

Political giving criteria

We keep our key priorities in mind when determining candidates to receive political contributions. We look for individuals – on the state, local, and federal levels





– who support legislative and policy approaches that serve the best interest of our business, employees, shareholders, and communities. We are nonpartisan and have criteria we use when deciding which candidates to support, including but not limited to:

- » Service in a current or potential leadership position;
- » History of past support for our company and the OOH advertising industry;
- » Service on key committees important to CCOH;
- » Representation of a region or demographic area relevant to the communities in which CCOH's employees live and work:

We are active members of our industry trade organizations. We often collaborate with the Out-of-Home Advertising Association of America on federal contributions made by our federal political action committee (Clear Channel Outdoor PAC).

Review and approval process

Our policy requires that all corporate political contributions (contributions made with company funds or resources) follow a strict approval and vetting process. The approval process begins at the local market level, then may be escalated to the Senior Vice President of Real Estate and Public Affairs, with final corporate approval by the Executive Vice President of Real Estate and Public Affairs or Manager of Political Affairs and

Compliance. Contributions are then vetted for pay-to-play restrictions and contribution limits. Contributions made by CCOH's political action committee are required to go through a similar system beginning with the corporate approval process step above.

Corporate political contributions

As permitted by law, we contribute corporate funds, including in-kind contributions, to state and local political candidates, party committees, independent expenditure committees, and ballot measure initiatives. We report and disclose political contribution activity as required by applicable laws.

7. Privacy and data protection

Our business is a mass market medium. Unlike online advertising, billboards speak to everyone. CCOH customers can advertise through different OOH media provided by Clear Channel, including street furniture such as bus shelters and phone kiosks; billboards, including digital towers; and digital panels predominantly located in malls, entertainment venues, and transport hubs. CCOH supports its customers by sharing audience data to help them improve their advertising and by offering interactive digital advertising products.

The data CCOH processes generally does not focus on individuals, but rather geographic areas, data about demographics, and patterns of movement,

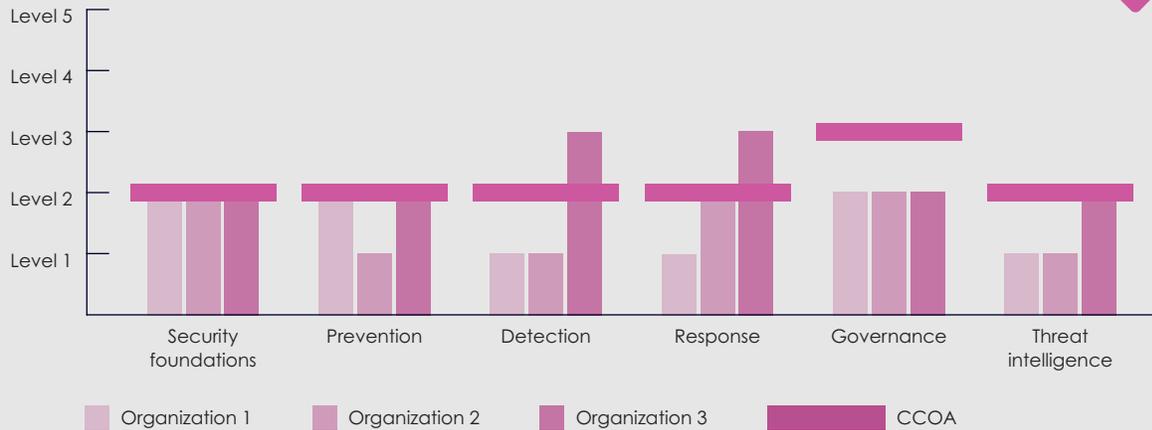
etc. However, some data processed as part of the Clear Channel services may incidentally include elements or functionality that could lead to the identification of individuals as a by-product of our efforts to create products and services that help our customers improve their advertising.

We take the privacy of our audiences seriously. We understand that the steps companies take to understand audience behavior could affect an individual's privacy, rights, and freedoms, and we are proud to have ethics and integrity among our core Values. It is not just our legal requirements that matter to us – the ethics of the way we do business is part of our Privacy by Design approach. CCOH takes a proactive approach to ad tech and consumer privacy and has developed technical and organizational measures to protect Personal Data/ personally identifiable information (PII):

- » We train and inform our people who regularly deal with Personal Data/PII, including our Marketing, HR/ People, Sales, Procurement, and IT teams. We have privacy policies, training, guidelines, and external privacy notices to help our people comply with high standards of data protection worldwide;
- » In CCOA, we conform to applicable US state privacy laws and applicable federal regulations. We offer a Mobile Advertising ID opt out of our RADAR platform to enhance consumer privacy choice. We further contractually require relevant data providers, including where we outsource the provision of underlying Personal Data/PII, to represent to us that they are in compliance with applicable privacy and data protection law;
- » We have an established European Privacy Office (since 2017) run by our Chief Data Protection Officer, our European Data Protection Officer, a CIPP-E privacy-qualified lawyer, and a team working closely with our US Privacy Counsel and relevant stakeholders, and who work closely with our Cybersecurity teams;
- » The Privacy Office advises on the lawful basis of any processing of personal data and the information to be provided to individuals. Individuals whose personal data is processed have a right to be informed about the collection and use of their personal data in a transparent and accountable manner;
- » The Privacy Office supervises our Fair Processing data privacy program across our European Business Units; oversees Data Protection Impact Assessments (DPIA) and minimum controls, Access to Data requests, Standard Contractual Clauses, and other contractual negotiations; reviews third-party data collection relating to our audience behavioral insight processes and marketing supply chains; trains our teams; and coordinates Records of Processing Activities;
- » We follow a by-design and by-default approach to data protection, and when we identify that Personal Data/PII is processed, a DPIA is carried out if the Privacy Office or US Privacy Counsel considers there may be a privacy risk in the processing. The DPIA is part of a process to embed data protection by design and by default, and as part of the assessment, the DPIA is used to understand the potential privacy risks and record the considerations and mitigations in place to minimize the risks;
- » We work to map our Personal Data/PII in accordance with European, US federal and state, and other legislation, as applicable to our Business Units. Our local Privacy and Cookies Notices/ Statements set out the sort of information we collect and are available on relevant websites;
- » The Privacy Office assesses our European and Latin American Business Units on their Personal Data/PII controls.

In addition, our Internal Audit team works closely with our Privacy Office and Cybersecurity teams to develop and deliver a rolling plan of audits covering cybersecurity and data privacy risks across all our regions.

Third-party cybersecurity maturity rating assessment conducted in Q3 2023



	Organization #1	Organization #2	Organization #3
Sector	Media and Entertainment	Entertainment	Technology
Employees	1,000-5,000	10,000-50,000	10,000-50,000
Characteristics	US-based online media and entertainment brand	Large entertainment organization	US-based consumer technology organization

8. Cybersecurity

Digital trust

We recognize the importance of integrating a robust cybersecurity and information security program that promotes the preservation of confidentiality, integrity, and availability of our corporate and customer resources throughout the life cycle of our OOH service offerings. Our comprehensive cybersecurity initiatives are intended to provide resiliency against, and awareness of, adverse cyber events by integrating effective and reasonably designed cybersecurity controls, practices, and principles into the organization's culture and risk management, business continuity, and disaster recovery, and by delivering education and training programs.

Our policies

We maintain information security policies, standards, and guidance based on the National Institute of Standards and Technology (NIST) guidance and the ISO 27001 information security management system framework.

CCOA conducted a NIST Cybersecurity Framework (CSF) Risk Assessment of our environment in 2023 and underwent an independent Cybersecurity Maturity Assessment in 2024 supporting the CSF self-assessment, achieving a "Defined-Managed" rating – well above the applied industry average (see chart on page 80).

Clear Channel Europe has implemented an information security management system based on the ISO 27001 framework, and some Business Units within Clear Channel Europe have achieved certification to ISO 27001.

Strategic cyber risk management

CCOH conducts regular cybersecurity monitoring for internal and external threats to the confidentiality, integrity, and availability of our information assets, and our cybersecurity programs undergo periodic testing and maturity assessments with the purpose of achieving swift and orderly restoration of business operations in the event of a cybersecurity incident. Heads of Cybersecurity and Chief Technology

Officers oversee our divisional cybersecurity programs, including divisional Cybersecurity Steering Committees composed of senior executives and extended leadership, to provide oversight of cybersecurity investments by monitoring, evaluating, approving, and supporting actions related to cybersecurity risk, incident management, investment, and prioritization of projects and services:

Regional security operations centers

- » Security Operations consists of a combination of internal teams who tailor logical, administrative, and technical security activities commensurate with business objectives and outsourced managed security service providers (MSSP) focused on technical 24/7 operational protection, detection,

and threat-hunting efforts. Where an event is identified via a combination of behavioral indicators of compromise and threat-hunting analyses, our MSSP raises an alert in our service management platform. Our multidisciplinary Security Incident Response Plan and Security Incident Reporting policies and processes are invoked depending on the initial triaged severity of the alert;

- » Cybersecurity operations include governance, risk, and compliance professionals who identify, plan, execute, advise, influence, coordinate, and evaluate our cybersecurity programs and policies across enterprise processes, projects, and initiatives.

Standardized cybersecurity maturity ratings by industry

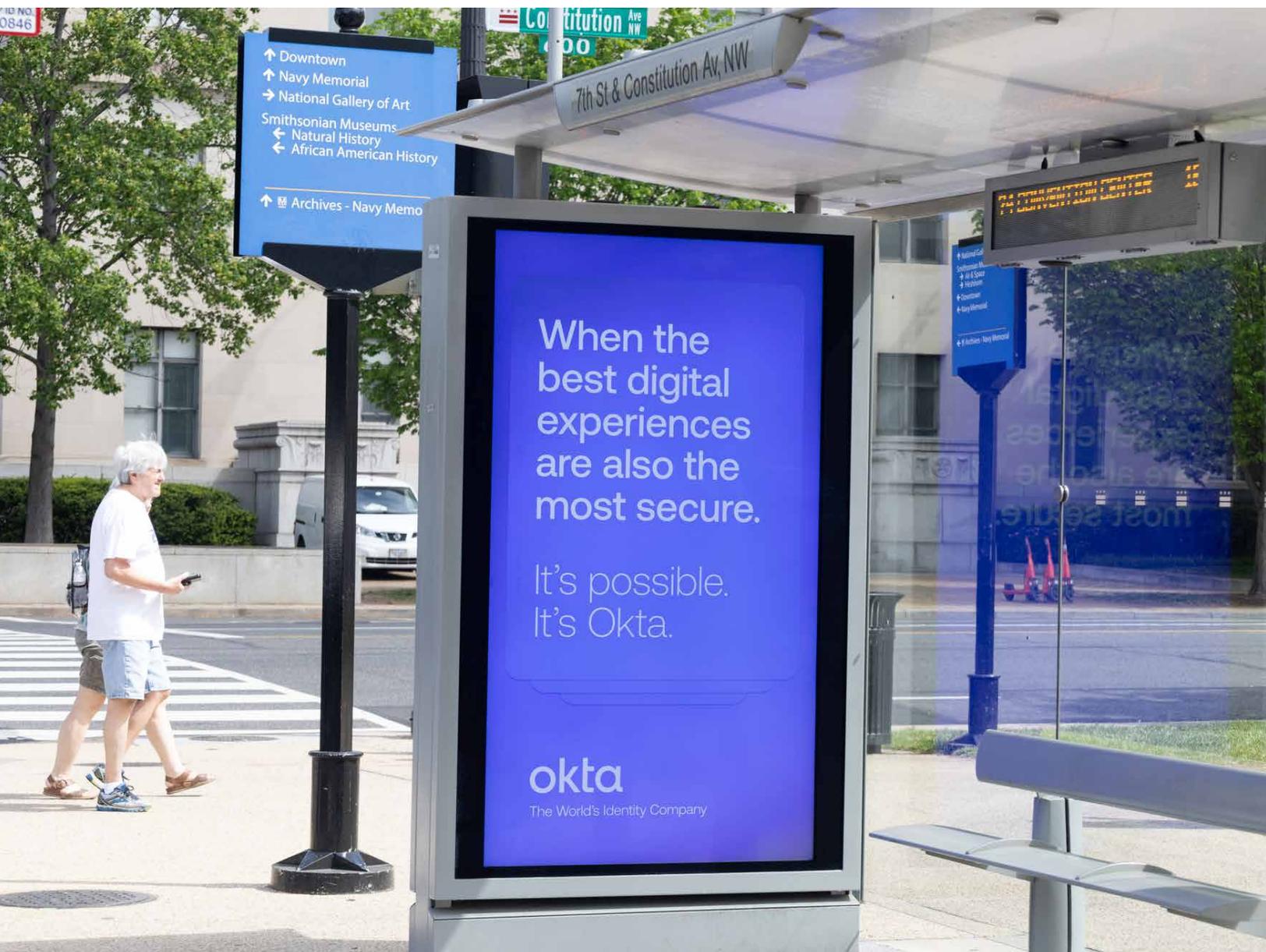


Source: Optiv Security Strategy Alignment Report 2024. Overall, across the 53 capabilities, Optiv found CCOA scoring in the "Defined-Managed" maturity rating range, demonstrating in Optiv's view a well-defined and governed program with investments made in areas of greatest concern to the business.

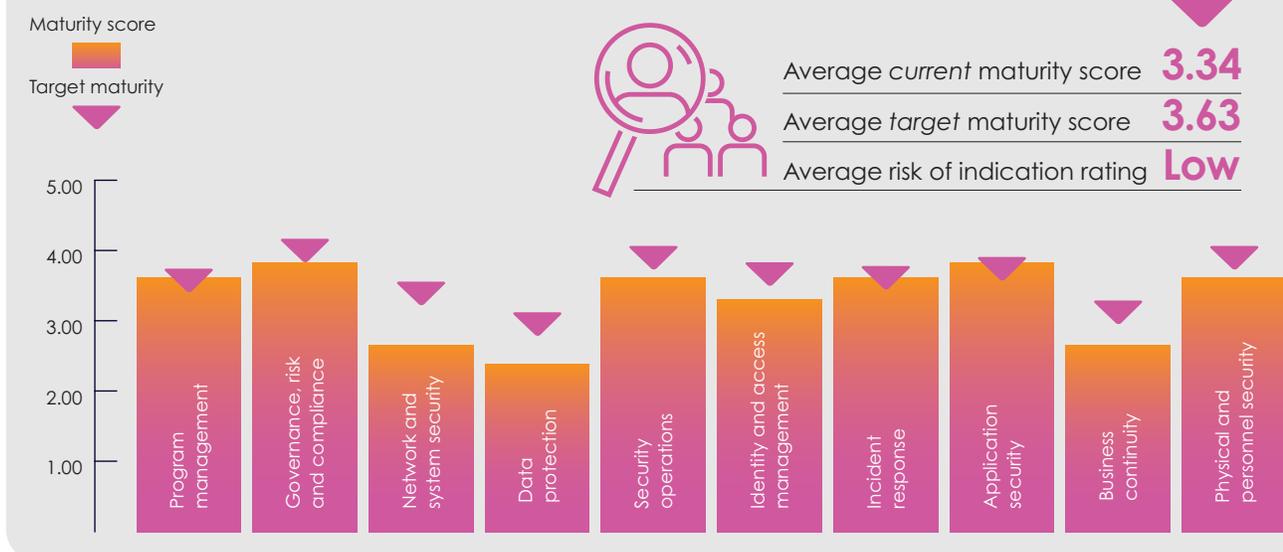
Cybersecurity communications and training

We believe a critical component of an effective cybersecurity program is being able to communicate value and expectations with an emphasis on positively modifying cyber behaviors. Cyber hygiene is integrated into our culture starting with onboarding and lasting throughout the employee life cycle, using various tools such as weekly information security awareness messages, annual cybersecurity awareness training, monthly short refreshers and, for example:

- » Participation in the annual Global Cybersecurity Awareness Month campaign;
- » Regular cybersecurity blog posts and weekly news articles with commentary providing timely and applicable information addressing both office and home digital hygiene practices;
- » CCOA and Clear Channel Europe's Intranet sites are designed to provide readily accessible Information Security policies, standards, guides, and education and awareness materials;
- » As part of testing our programs, we regularly conduct internal simulated phishing campaigns to test the effectiveness of our efforts, and use the results to enhance our human-focused training programs.



Security focus area maturity



Cybersecurity supplier risk management

Communication of our cybersecurity standards and expectations is extended to our third-party solutions through our Supplier Risk Management and Acquisition programs, which include continuous monitoring and rating services and open-source intelligence risk assessments.

During 2024, Clear Channel Europe continued the deployment of its OneTrust due diligence software in additional Business Units to further support our approach to Governance, Risk, and Compliance within our supply chain (see "Procurement, due diligence, and governance over our third-party relationships" on page 72). This includes cybersecurity threat analysis.

In addition to conducting continuous posture and intelligence reviews of our suppliers, our cybersecurity departments conduct in-depth assessments of critical suppliers to ensure they meet our minimum security requirements, and participate in negotiations and data privacy impact assessments to ensure that cyber controls and practices to the levels set out in our Cybersecurity Standards are embedded within our service level agreements.

High advertising standards

For over a century, we have been committed to delivering advertisers' messages to consumers. Our role in the arena of public discourse requires both a defense of free speech and a sensitivity to contemporary standards and concerns. We recognize the need to balance these demands and therefore adhere to the following code of advertising practices:

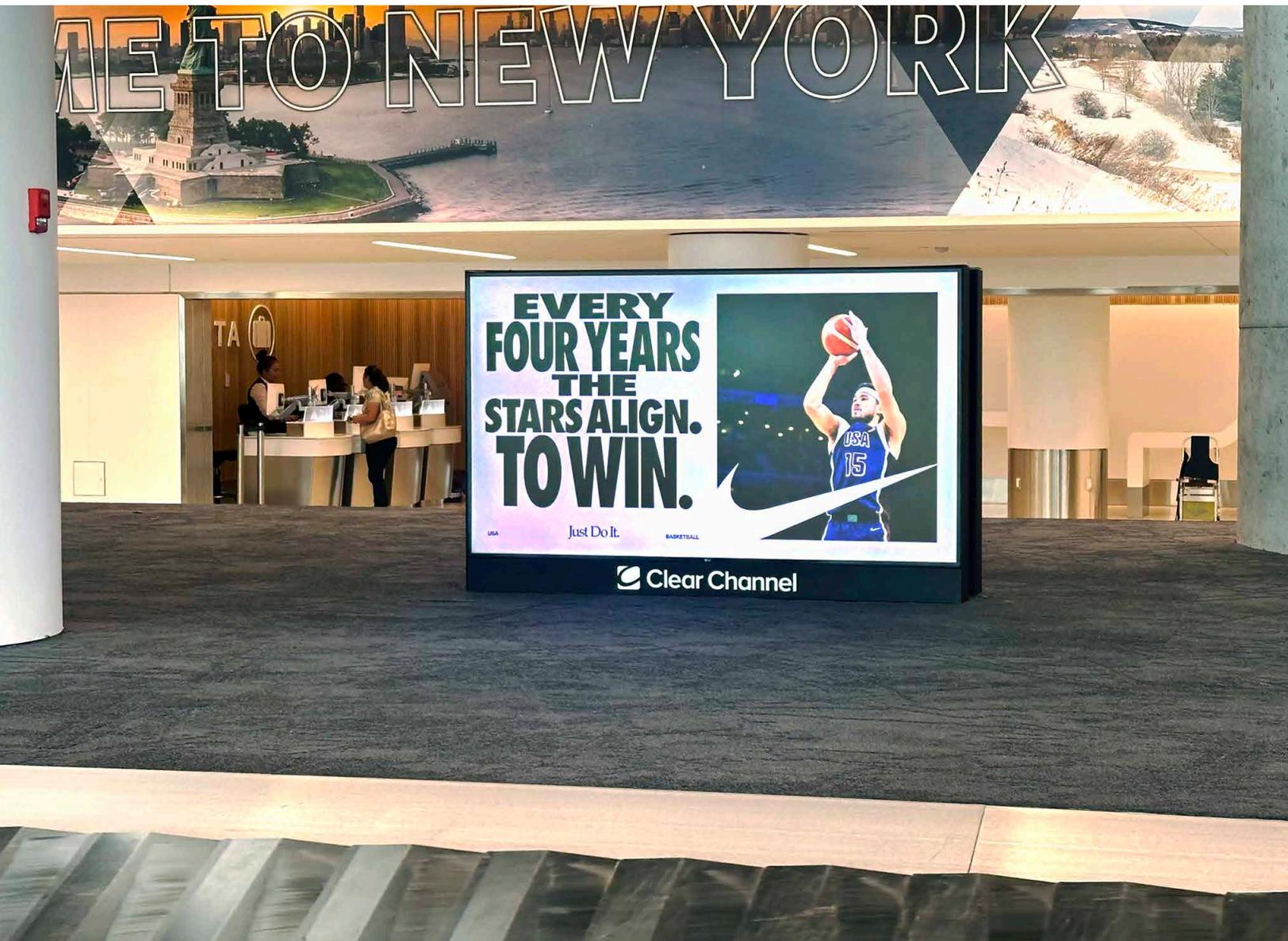
- » We assert the right to reject creative content that is misleading, sexually explicit, or overly suggestive, or that in any way reflects upon the character, integrity, or standing of any organization or individual;
- » We establish exclusionary zones that prohibit advertisements of all products illegal for sale to minors from places of worship, primary and secondary schools, and playgrounds;
- » We continue our traditional commitment at the international, national, and local levels to display public service messages for worthy community causes;

- » We encourage diversity of advertised goods and services in all markets and adhere to copy and content guidelines that consider the evolving diversity of our audiences and markets;
- » We do not take responsibility for the content of advertisements placed on our assets. Advertisers are subject to the rules in their markets relating to the content of their advertising. We may refer an advertiser to their advertising standards association where we think that guidance may be helpful.

Our future ESG objectives

Clear Channel believes we have created, and continue to develop, a strong ESG program, but we will never stand still on our mission of Creating a Better World through Our People-Powered Platform. We seek to continuously improve our ESG program, evolving our product offerings, community risk assessments, campaign designs, and public reporting. In the short term, we intend to align our reporting with applicable regulatory reporting requirements, while continuing to deliver our ongoing priorities of revenue expansion, innovation, and investments in profitable growth.

To talk to us about how working with Clear Channel can benefit your business, contact ESG@clearchannel.com.



Glossary of **key terms**

This Glossary includes the definitions used by Clear Channel Outdoor Holdings, Inc., of certain terms contained in this ESG Report for the purpose of clarifying the Company's use of such terms in this ESG Report. It is possible that the Company may from time to time use these terms differently in other publications, and there is no representation or guarantee that these, or other terms used in this ESG Report, will reflect the beliefs, policies, frameworks, or preferred practices of any particular investor or other third party, or reflect market trends.

2016 Paris Agreement:

A legally binding international treaty on climate change adopted by 196 parties at the UN Climate Change Conference, known as COP21, in Paris, France, on December 12, 2015. It entered into force on November 4, 2016.

AI:

Artificial Intelligence.

BIPOC employees:

Black, indigenous, and people of color employees.

Bright Sparks:

Clear Channel Europe's talent development program.

Business Unit:

Used to describe the commercial operations of CCOH in the individual markets in Europe, Latin America, and Singapore where CCOH is active.

Carbon Dioxide Equivalent (CO₂e):

GHG emissions/removals can be expressed either in physical units (such as tonnes) or in terms of carbon dioxide (CO₂) equivalent or tCO₂e (tonnes of CO₂ equivalent). This makes it easier to compare the emissions of the different greenhouse gases based on their global warming potential. Global warming potentials are used to convert greenhouse gases to CO₂ equivalents. The conversion factor from physical units to CO₂ equivalent is the global warming potential of the corresponding GHG.

Carbon Net Zero:

In line with the Intergovernmental Panel on Climate Change (an intergovernmental body of the United Nations), "Carbon Net Zero" as discussed in relation to Company targets, refers to balancing our Scopes 1, 2, and 3 greenhouse gas emissions with anthropogenic removals of such emissions over a specified period. In certain instances, we may discuss goals or progress with respect to the achievement of certain components of the overarching Carbon Net Zero aim (e.g., achieving Carbon Net Zero in Scope 3). For the avoidance of confusion, unless explicitly indicated otherwise, the Company has not formally committed to have its Carbon Net Zero targets validated under the SBTi's Corporate Net Zero Standard.

CCOA:

Clear Channel Outdoor Americas.

CCOH:

Clear Channel Outdoor Holdings, Inc.

CDP:

A not-for-profit charity that runs a global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts. For further information see <https://www.cdp.net/en>.

Clean Air Zone (CAZ):

In the UK, a CAZ refers to an area where targeted action is taken to improve air quality, and resources are prioritized and coordinated in order to shape the urban environment in a way that delivers improved health benefits and supports economic growth.

COSO:

Committee of Sponsoring Organizations of the Treadway Commission, with a goal to provide thought leadership on Enterprise Risk Management, Internal Controls, Fraud Deterrence, and Governance.

Corporate Sustainability Reporting Directive:

An EU directive that requires companies subject to the directive to publicly report according to European sustainability reporting standards.

Culture & Community:

CCOH's initiatives aimed at improving the experience of people across our company.

DOOH:

Digital Out-of-Home.

Double Materiality Assessment:

An assessment for companies to identify which sustainability matters are most material to the organization and its stakeholders by evaluating their impact on environmental and social factors (inside-out perspective), while also considering how these factors influence the organization (outside-in perspective).

Energy Attribute Certificates:

A contractual instrument that conveys information (attributes) about a unit of energy, including the resource used to create the energy and the emissions associated with its production and use.

Enterprise Risk Management (ERM):

An integrated and joined up approach to managing risk across an organization and its extended networks.

ERG:

Employee Resource Groups are employee-driven volunteer organizations centered on different experiences. They are open to everyone and aim to provide a safe and inclusive environment for the open exchange of perspectives. In CCOA, these are also known as "FACES," defined as Forging Allyship, Cultural Equity, and Support.

ESG:

Environmental, Social, and Governance.

EU:

European Union.

FACES:

Forging Allyship, Cultural Equity, and Support; see "ERG."

Greenhouse Gas (GHG):

Any gas that absorbs infrared radiation in the atmosphere. Greenhouse gases include, but are not limited to, water vapor, CO₂, methane, nitrous oxide, hydrochlorofluorocarbons, ozone, hydrofluorocarbons, perfluorocarbons, and sulfur hexafluoride.

Greenhouse Gas Protocol:

Launched in 1998, the Greenhouse Gas Protocol provides comprehensive global standardized frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, Value Chains, and mitigation actions. The Greenhouse Gas Protocol is a multi-stakeholder partnership of businesses, nongovernmental organizations, governments, and others convened by the World Resources Institute and the World Business Council for Sustainable Development.

Guarantees of Origin:

A certificate in the EU or elsewhere proving an amount of energy equal to one MWh was produced from renewable sources and fed into the power grid. Guarantees of Origin are traded electronically in the voluntary market for Renewable Energy certificates and are not tied to the physical delivery of electricity.

ISO 9001:

The International Organization for Standardization's Quality Management Systems Standard.

ISO 14001:

The International Organization for Standardization's Environmental Management Standard.

ISO 27001:

The International Organization for Standardization's Information Security Management Systems Standard.

ISO 37001:

The International Organization for Standardization's Anti-bribery Management Systems Standard.

ISO 45001:

The International Organization for Standardization's Occupational Health and Safety Management Standard.

ISO 50001:

The International Organization for Standardization's Energy Management Standard.

Institutional Shareholder Services Inc.:

A leading provider of corporate governance and responsible investment solutions, market intelligence, fund services and events, and editorial content for institutional investors and corporations, globally.

Life-Cycle Assessment (LCA):

The process by which Clear Channel Europe quantifies the impact of our products from production through installation, in-life, and end-of-life and develops strategy and policies to lower the environmental impact and adhere to a circular economy philosophy.

Long-Term Targets:

Clear Channel Europe commits to maintain a minimum of 90% absolute Scope 1 and 2 GHG emissions reductions from 2030 through 2045 from a 2022 base year. Clear Channel Europe also commits to reduce absolute Scope 3 GHG emissions 90% by 2045 from a 2022 base year.

Lower tailpipe emission vehicle:

A vehicle having less than 75 grams of CO₂ per kilometer (g/km) from the tailpipe.

Near-Term Targets:

Clear Channel Europe commits to reduce absolute Scope 1 and 2 GHG emissions 90% by 2030 from a 2022 base year. Clear Channel Europe also commits to reduce absolute Scope 3 GHG emissions 25% within the same time frame.

OOH:

Out-of-Home.

Operational Control model:

A model within which a company accounts for 100% of emissions from operations over which it or one of its subsidiaries has operational control, where for the purpose of this model having operational control does not necessarily mean that a company has authority to make all decisions concerning an operation.

Operational waste:

Refers specifically to operational depot waste produced by Clear Channel depots, excluding waste production from construction.

Overall Net Zero Target:

Through its Near-Term and Long-Term Targets, Clear Channel Europe commits to reach net zero greenhouse gas emissions across the Value Chain by 2045.

PAC:

Political Action Committee.

PE:

Polyethylene, a synthetic plastic polymer.

Planet Mark:

A sustainability certification that verifies and measures carbon and social data to reduce emissions and achieve the UN SDGs.

PVC:

Polyvinyl chloride, a synthetic plastic polymer.

Recyclable:

See "Recycle."

Recycle:

An operation by which waste materials (that otherwise would have been discarded as trash) are reprocessed into new products, materials, or substances, whether for the original or a new purpose. Reference to a material as "recyclable" refers to the technical feasibility to recycle a material, not the commercial feasibility.

Renewable electricity:

For purposes of the metrics and Company targets reported by CCOH or its subsidiaries in this ESG Report, renewable electricity means electricity derived from Renewable Sources, including where a guarantee is provided via certification by Renewable Energy Guarantees of Origin (REGOs) in the UK, Renewable Energy Certificates (RECs) in the US or Guarantees of Origin (GO, GoO) in the EU and elsewhere.

Renewable Energy:

Energy derived from Renewable Sources.

Renewable Energy Certificates (RECs):

A market-based instrument used in the US that represents the property rights to the environmental, social, and other non-power attributes of renewable electricity generation. RECs are issued when one megawatt-hour of electricity is generated and delivered to the electricity grid from a Renewable Source.

Renewable Energy Guarantees of Origin (REGOs):

Certificates in the UK allow electricity suppliers to demonstrate to their customers how much of the electricity they supply was produced from Renewable Sources.

Renewable Sources:

Refers to resources that rely on fuel sources that restore themselves over short periods of time and do not diminish, such the sun, wind, moving water, certain

organic plant and waste material, and the earth's heat and other sources eligible for consideration as renewable regarding the REGO administered by the UK energy regulator Ofgem, Guarantees of Origin in the European Union, and Renewable Energy Certificates in the United States.

Repurpose:

Repurposing a material involves using the material for a purpose different from its original purpose without changing the material's initial form.

Royal Society of Wildlife Trusts (RSWT):

In the UK, a federation of 47 charities working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Science Based Targets initiative (SBTi):

A corporate climate action organization that enables companies worldwide to set GHG emissions targets and reach Carbon Net Zero by 2050.

SBTi's Corporate Net Zero Standard:

A corporate Carbon Net Zero target-setting framework, including guidance, criteria, and recommendations consistent with limiting global temperature rise to 1.5°C.

Scope 1 Greenhouse Gas Emissions:

Direct GHG emissions that occur from sources that are owned or controlled by an organization.

Scope 2 Greenhouse Gas Emissions:

Indirect GHG emissions from the generation of electricity that is purchased or otherwise brought into the organizational boundary of and consumed by an organization.

Scope 3 Greenhouse Gas Emissions:

All other indirect GHG emissions (excluding Scope 2). Relevant categories of Scope 3 emissions are a consequence of the activities of an organization but occur from sources not owned or controlled by an organization.

SEC:

US Securities and Exchange Commission.

Task Force on Climate-Related**Financial Disclosures:**

A disbanded task force that developed recommendations on the types of information that companies should disclose to support investors, lenders, and insurance underwriters in appropriately assessing and pricing a specific set of risks related to climate change.

Tier One supplier:

For the purposes of the Greenhouse Gas Protocol, this is a supplier that provides or sells products directly to Clear Channel Europe. A Tier One supplier is a company with which Clear Channel Europe has a purchase order for goods or services.

Tier Two supplier:

For the purposes of the Greenhouse Gas Protocol, this is a supplier that provides or sells products directly to Clear Channel Europe's Tier One supplier. A Tier Two supplier is a company with which Clear Channel Europe's Tier One supplier has a purchase order for goods and services.

Ultra Low Emission Zone (ULEZ):

Schemes operated in the UK whereby drivers of vehicles that do not meet certain emission standards stipulated by the scheme operator (such as a local government body) need to pay a charge to drive in the relevant ULEZ.

UN:

The United Nations.

UN Global Compact:

A voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support UN goals.

UN Sustainable Development Goals (SDGs):

Set up in 2015 by the UN General Assembly, the SDGs are a collection of interlinked global goals designed to be a "shared blueprint for peace and prosperity for people and the planet, now and into the future."

Values :

CCOH corporate values which vary by division.

Value Chain:

In this ESG Report, we use the term Value Chain to indicate key activities, resources, and relationships on which CCOH or its subsidiaries may rely to create our products and services, and those clients and consumers who use our products and services, up to and including the end-of-life treatment of our products after consumer use. It should be noted that any mandated disclosures referencing our Value Chain (for example, under the EU Corporate Sustainability Reporting Directive) shall follow the definition of Value Chain in the legislation applicable to that disclosure, which may differ from this definition.

Vertical Meadows:

Our plant-based wall systems designed to integrate biodiversity into urban landscapes.

Waste Electrical and**Electronic Equipment (WEEE) recycling:**

WEEE is a specialist part of the waste and recycling industry, subject to specific rules in the EU and UK covering large household appliances; small household appliances; IT and telecommunications equipment; consumer equipment; lighting equipment; electrical and electronic tools; toys, leisure, and sports equipment; medical devices; monitoring and control equipment; and automatic dispensers.

Zero tailpipe emission vehicle:

A vehicle that does not emit exhaust gas or other pollutants from the onboard source of power.

For any comments or questions on
this ESG Report, please contact:

Eileen McLaughlin
Vice President of Investor Relations
InvestorRelations@clearchannel.com

 **Clear Channel** Outdoor