



Communication on Progress (COP)

From 2020 to 2021

February 3, 2022

To our stakeholders:

I am pleased to confirm that Clear Channel Outdoor Holdings, Inc. (CCOH) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this, our first annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Human Rights

In relation to Human Rights, our Human Rights Policy (2020), supports the following principles:

- Seeking to protect the rights of workers and enhance the rights of communities that Clear Channel operate in.
- Reducing the chance of inadvertent complicity in human rights abuses and the humane and safe treatment of employees and business partners, in accordance with international laws including the International Labor Organization (ILO) Conventions.
- Publishing our approach to Human Rights in the supply chain specifically through our CCOH and Clear Channel UK Ethical Supply Chain/Modern Slavery Statements.
- Requiring all CCOH employees to take the Code of Business Conduct and Ethics training annually to supplement their understanding of the CCOH Human Rights Policy, as well as HR training programs on topics covered in those documents.
- Endeavoring to ensure that our agreements with third parties require them to comply with applicable human rights and labor laws, with a Supplier Code of Conduct in place for key suppliers.

Labor

Safety is one of our core values, with a commitment to providing our employees with a safe workplace and prioritizing mental and physical health. In relation to labor, we have undertaken the following actions:

- Not knowingly contracting with any suppliers engaged in any practice of child labor and reflected activities such as human or labor trafficking.
- Complying, in all material respects, with all safety regulations in our local markets, for example the Fall Protection System Deployment, for our US operatives, where OSHA regulations require our climbers to be hooked up 100% of the time while climbing fixed ladders to platforms 24' or higher.
- CCOA and Polaris (a leader in the global fight to eradicate modern slavery) forged a national partnership to combat human trafficking with campaigns in cities across America. In 2012, alongside Polaris, Clear Channel launched their first anti-human trafficking campaign in Philadelphia and have since supported similar campaigns in more than 15 cities across the US.
- CCOA voluntarily installed over 9200 vertical safety systems on their billboard fixed ladders.
- CCOA recently partnered with Sterling to develop a 'Fitness for Duty' screening program for new climbers.
- 'Healthy Streets' – Our digital maps provide citizens with improved navigation and options to walk/cycle, our tree-planting movement helps cities to become greener, and our green walls and living roofs improve mental well-being.

Environment

The CCOH Environmental Program supports a proactive approach to environmental challenges and includes the following actions:

- 27% of our group (by revenue) have already achieved 100% renewable electricity, 98% of US digital billboard components are recyclable and nearly 100% of posters are recyclable Polyethylene (PE) Substrates and 88% of our group (by revenue) measure our waste volumes and diversion from paper.
- CCOH has pledged to meet Carbon Net Zero targets in alignment with the 2016 Paris Agreement by or before 2050, with certain business units in key markets on track to achieve Carbon Net Zero between 2021 and 2030.
- We have introduced hybrid and electric vehicles in a number of our fleets and are assessing our opportunities for increased sustainability in our operations to improve our ratio of hybrid and electric fleet vehicles. For example, our UK fleet replacement program will replace at least 81% of our cleaning and maintenance vehicles with zero-emission or ultra-low-emission vehicles by 2023, with a goal of 100% by 2030.

Anti-Corruption

We have a Zero Tolerance Approach to Economic Crime and are committed to working against Economic Crime in all its forms including corruption, extortion and bribery. To combat Economic Crime, we have taken the following actions:



- All divisions have enhanced monitoring and auditing internal controls to prevent corruption, theft, fraud, tax evasion, money laundering and/or insider dealing.
- Business units and markets are subject to proportionate financial entity-level controls in accordance with the FCPA, Sarbanes-Oxley Act, IFRS and US GAAP Accounting Rules, appropriate barter and trade agreement policies, and local legislation, with tailored entity-level, role based and employee-level controls in Economic Crime.
- Tailored anti-corruption training is provided to relevant employees in all three CCOH divisions.
- All our employees are governed by internal policies and procedures, which include the Matrix of Authority, the Economic Crime Policy and Gifts, Entertainment and Travel approval processes that impose strict limits and approval levels on entertainment of government officials.

Below we also have some relevant indicators to measure our outcomes, examples include:

- Our international Fairness Program annual questionnaires, measuring employee satisfaction and addressing opportunity inequalities highlighted that on “I can be myself at work” averaged at around 86% of employees across Europe and Latin America in 2021, outpacing the industry standard of 76%.
- For CCOA and CCOH employees, women make up 40.8% of our total employee population and People of Color make up 36% of our total employee population.
- Clear Channel Europe committed to purchasing 100% renewable electricity in all new contracts from 2021 onwards to reduce our scope 2 emissions.

Please use the link below to access our ESG Report to hear more about our actions.

(https://s23.q4cdn.com/620256783/files/doc_downloads/2021/CCO_ESG_Report.pdf)

We greatly appreciate engaging with our stakeholders and hope to keep you updated going forward with future Communications on Progress.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Wells'.

Scott Wells

CEO, Clear Channel Outdoor Holdings, Inc.