

IHEARTMEDIA, INC.

BOARD OF DIRECTORS GOVERNANCE GUIDELINES

July 29, 2025

The board of directors (the “**Board**”) of iHeartMedia, Inc. (the “**Company**”) has adopted these Guidelines as a general framework to assist the Board in carrying out its responsibility for the business and affairs of the Company to be managed by or under the direction of the Board. These Guidelines are subject to modification by the Board based on recommendations from the Nominating and Corporate Governance Committee.

1. Director Qualifications

The Board of the Company seeks members with a reputation for integrity and relevant experience and expertise across a broad spectrum of thought, backgrounds, skills and viewpoints. The Board strives to nominate directors with a variety of complementary skills so that, as a group, the Board will possess the appropriate mix of experience, skills and expertise to oversee the Company’s businesses. Directors should: (i) have experience in positions with a high degree of responsibility; (ii) be leaders in organizations with which they are affiliated; (iii) have the time, energy, interest and willingness to serve as a member of the Board; and (iv) be selected based upon contributions they can make to the Board and oversight of the Company’s business. The Board evaluates each candidate in the context of the Board as a whole, with the objective of recommending candidates who, as part of a group, can best perpetuate the success of the Company’s business and represent stockholder interests through the exercise of sound judgement leveraging the group’s mix of backgrounds and experience.

2. Independent Directors

A majority of the directors serving on the Board shall be “independent” directors, as that term is defined in Appendix A, as may be elected from time to time in accordance with applicable laws and regulations and the Company’s certificate of incorporation and by-laws.

3. Director Responsibilities

The basic responsibility of a director is to exercise his or her informed and independent business judgment and act in what he or she honestly believes to be in the best interests of the Company and its stockholders. In discharging that obligation, a director is entitled, subject to and in accordance with applicable law, to rely in good faith on the information and opinions provided by the Company’s senior executives and the Company’s outside advisors and auditors.

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 discharge properly their responsibilities. In addition, directors are expected to attend the Company’s annual meeting of stockholders.

4. Board Leadership

The Board shall select a Chairman of the Board (the “**Chair**”). The Chief Executive Officer (the “**CEO**”) will always be a member of the Board and may, in the discretion of the Board, also serve as the Chair.

If the Chair is not an independent director, the independent directors will select one of the independent directors to act as a Lead Independent Director. The Lead Independent Director shall have the responsibilities set forth in Appendix B.

5. Size of the Board

As provided in the Company’s certificate of incorporation, the precise number of directors will be determined from time to time by resolution of the Board.

6. Selection of New Directors

Directors may be selected by the Board or by stockholders in accordance with applicable laws and regulations and the Company’s certificate of incorporation and by-laws. The Board will review all director nominees and make Company director nominations in accordance with the Company’s by-laws.

7. Annual Performance Evaluation

The Board and each standing committee of the Board will conduct 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. All directors are free to make suggestions on improvement of the Board’s or the committees’ practices at any time and are encouraged to do so. The purpose of this review is to increase the effectiveness of the Board and the committees.

8. Meetings of the Board

The Board meets regularly at such times, dates and places as shall from time to time be determined by the Board and conducts special meetings on the call of the Chair, Chief Executive Officer, or President or the Secretary upon the written request of a majority of directors of the Board, as provided in the Company’s by-laws.

9. Board Meeting Agendas

The Chair establishes the agenda for each Board meeting, with the approval of the Lead Independent Director, if any. Board members are encouraged to suggest items for inclusion on the agenda.

10. Board Materials Distributed in Advance

The agenda for each meeting is provided to the directors in advance of the meeting together, as appropriate, with written materials on matters to be presented at the meeting. Management should endeavor to provide material that is concise and informative. Directors are expected to review these materials before the meeting.

11. Executive Sessions of Non-Management Directors

The non-management directors and/or the independent directors will conduct an executive session, without management participation, as part of each regularly scheduled Board meeting, and may do so at special Board meetings.

12. Director Compensation

The Board sets the level of compensation for non-employee directors based on the recommendation of the Compensation Committee. From time to time, the Compensation Committee will review the amount and form of compensation paid to directors, taking into account such information as the Compensation Committee deems appropriate at the time. The Compensation Committee's review may be conducted with the assistance of outside experts in the field of executive compensation.

13. Board Access to Senior Management

Board members have access to the Company's management, employees and advisers for purposes of discharging their duties and responsibilities as directors.

Any meetings or contacts that a director wishes to initiate may be arranged through the CEO, the Chair, the Lead Independent Director, if any, or any other executive officer of the Company. Directors should use their judgment to ensure that any such contact is not disruptive to the business operations of the Company.

14. Board Access to Independent Advisors

The Board and its committees will have the right at any time, at the expense of the Company, to retain independent outside financial, legal or other advisors.

15. Director Tenure

The Board believes that term limits on director service and a predetermined retirement age impose arbitrary restrictions on Board membership that may deprive the Board of insights and knowledge of the Company gained over time and multiple business cycles. The Board annual performance evaluation described above will be a significant determinant for continuing service on the Board. The Board's goal is to maintain a mix of tenures so that the Board has a balance of fresh perspectives and continuity of experience.

16. Directors Who Change Their Current Job Responsibilities

A director who changes the nature of the job he or she held when elected to the Board shall tender his or her resignation from the Board, subject to acceptance by the Board, by sending such resignation to the chair of the Nominating and Corporate Governance Committee. This does not mean that such director should necessarily leave the Board. There should, however, be an opportunity for the Board to review the continued appropriateness of Board membership under these circumstances. The Nominating and Corporate Governance Committee will then review the director's continuation on the Board in light of all the circumstances and recommend to the Board whether the Board should accept such proposed resignation or request that the director continue to serve on the Board.

17. Limitation on Other Boards

Each director is expected to be available for a significant time commitment. Directors should ensure that their involvement on other boards of directors does not interfere with their ability to carry out their responsibilities as a member of the Board. A director shall notify the chair of the Nominating and Corporate Governance Committee and General Counsel in advance of accepting an invitation to serve on another public company board. A director who serves as a chief executive officer of a public company shall not serve on the board of directors of more than two public companies (not including the Company) without prior approval of the Board. All other directors may not serve on the board of directors of more than four public companies (not including the Company) without prior approval of the Board.

18. Attendance of Non-Director Senior Management at Board Meetings

The Board believes it is important for directors to know the Company's key senior officers. The Board welcomes the regular attendance at Board meetings of non-Board members who are in the most senior management positions in the Company.

19. Board Committees

The Board may from time to time establish committees to assist the Board in overseeing the affairs of the Company. The Board will have, at a minimum, the following standing committees: Audit, Compensation and Nominating and Corporate Governance. Each of the Audit, Compensation and Nominating and Corporate Governance Committees will have its own charter. These charters will set forth the purpose, composition, and responsibilities of each committee. Each committee may form subcommittees as circumstances warrant.

20. Committee Agendas

The chair of each committee, in consultation with committee members and appropriate members of management, will determine committee agendas. Each committee chair will also determine the length and frequency of committee meetings consistent with any applicable requirements set forth in the committee's charter, applicable listing standards of the Nasdaq Global Select Market ("*Nasdaq*"), the Company's by-laws and its certificate of incorporation.

21. Membership of Board Committees

The Board, taking into consideration the recommendations of the Nominating and Corporate Governance Committee, will determine the membership of each committee, consistent with the requirements of the committee's charter, applicable listing standards of Nasdaq, the Company's by-laws and its certificate of incorporation. In considering committee assignments, the Board and the Nominating and Corporate Governance Committee will consider, among other criteria deemed relevant, each director's knowledge, interests and areas of expertise, as well the need for continuity and fresh perspectives.

22. Service on Multiple Audit Committees

If an Audit Committee member simultaneously serves on the audit committee of three or more public companies (including the Company's Audit Committee), the Board will determine whether such simultaneous service would impair the ability of such member to serve effectively on the Company's Audit Committee and will disclose such determination in the Company's annual proxy statement.

23. 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 the Company's most senior management positions in the event that all or a portion of such members of senior management should unexpectedly become unable to perform their duties.

24. Director Orientation and Continuing Education

The Company will make available to each new non-management director an orientation program. This orientation may include presentations by senior management to familiarize new directors with the Company's strategic plans; its significant financial, accounting and risk management issues; its compliance programs; its corporate governance policies; its principal officers; and other areas of interest or concern to new directors or viewed as important by the Board or senior management. All other directors are invited to attend any orientation programs conducted for new directors. The Company also will make 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.

25. Insider Trading Policy

Each director shall comply with the Company's Insider Trading Policy when transacting in shares of Class A common stock or any other securities of the Company.

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Stockholders and other interested parties may contact an individual director, the Lead Independent Director (as described in Appendix B), the Board as a group, or a specified Board committee or group, including the non-management directors as a group, by sending regular mail to the following address:

iHeartMedia, Inc.
20880 Stone Oak Parkway
San Antonio, Texas 78258
Attn: Corporate Secretary

Each communication should specify the applicable addressee or addressees to be contacted, as well as the general topic of the communication. We will initially receive and process communications before forwarding them to the addressee. We may also refer communications to other departments at the Company. We generally will not forward to the directors a communication that is primarily commercial in nature, relates to an improper or irrelevant topic, or requests general information regarding the Company.

Appendix A

Director Independence Standards

A member of the Board will be deemed to be “independent” if the director does not have any relationship which, in the opinion of the Board, would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. For purposes of these standards, “family member” means a person’s spouse, parents, children, siblings, mothers and fathers-in-law, sons and daughters-in-law, brothers and sisters-in-law and anyone (other than domestic employees) who shares such person’s home. The categorical standards below assist the Company in determining director independence:

1. A director must not be, or have been within the past three years, employed by the Company.
2. A director must not have accepted, and must not have a family member that accepted, any compensation from the Company in excess of \$120,000 during any period of twelve consecutive months within the three years preceding the determination of independence, other than:
 - a. Compensation for Board or Board committee service;
 - b. Compensation paid to a family member who is an employee (other than an executive officer) of the Company; or
 - c. Benefits under a tax-qualified retirement plan, or non-discretionary compensation.
3. A director must not be a family member of an individual who is, or at any time during the past three years was, employed by the Company as an executive officer.
4. A director must not be, and must not have a family member who is, a partner in, or a controlling shareholder or an executive officer of, any organization to which the Company made, or from which the Company received, payments for property or services in the current or any of the past three fiscal years that exceed 5% of the recipient’s consolidated gross revenues for that year, or \$200,000, whichever is more other than the following:
 - a. Payments arising solely from investments in the Company’s securities; or
 - b. Payments under non-discretionary charitable contribution matching programs.
5. A director must not be, and must not have a family member who is, employed as an executive officer of another entity where at any time during the past three years any of the executive officers of the Company serve on the compensation committee of such other entity.
6. A director must not be, and must not have a family member who is, a current partner of the Company’s outside auditor, or was a partner or employee of the Company’s outside auditor who worked on the Company’s audit at any time during any of the past three years.

7. A director must be “independent” as that term is defined from time to time by the rules and regulations promulgated by the listing standards of Nasdaq. For purposes of determining independence, the Board will consider relationships with the Company and any parent or subsidiary in a consolidated group with the Company or any other company relevant to an independence determination under the listing standards of Nasdaq.

Appendix B

Lead Independent Director

Pursuant to the Company's Board of Directors Governance Guidelines, if the Chair is not an independent director, the independent directors will designate one of the independent directors to serve as a lead independent director (the "Lead Independent Director"). The Lead Independent Director coordinates the activities of the independent directors and has the duties and responsibilities described in this Appendix B, as well as such additional duties and responsibilities as the Board and/or the independent directors may determine from time to time.

The specific duties and responsibilities of the Lead Independent Director are as follows:

Meetings and Executive Sessions

- Presides at all meetings of the Board at which the Chair is not present, including executive sessions of the independent directors and of non-management directors.
- Has discretion to call meetings of the independent directors.
- Facilitates discussion and open dialogue among the independent directors during Board meetings, executive sessions and outside of Board meetings.

Liaison with the Chair and Management

- Serves as the principal liaison between the independent directors and the Chair, without inhibiting direct communication between them.
- Communicates, as appropriate in his or her judgment, to the Chair and management any decisions reached, suggestions, views or concerns expressed by independent directors in executive sessions or outside of Board meetings.
- Provides the Chair with feedback and counsel concerning the Chair's interactions with the Board.

Oversight of Information Provided to the Board

- Works with the Chair to develop and approve Board meeting agendas and meeting schedules, including to ensure that there is sufficient time for discussion of all agenda items.
- Works with the Chair on the appropriateness (including quality and quantity) and timeliness of the information provided to the Board.
- Authorizes the retention of advisors and consultants who, when appropriate, report directly to the Board.

Board and Leadership Evaluation

- In consultation with the Nominating and Corporate Governance Committee, reviews and reports on the results of the Board and committee performance evaluations.
- Periodically meets on an individual basis with independent directors to discuss Board and committee performance, effectiveness and composition.
- Leads the independent directors' evaluation of the effectiveness of the Chair (as Chair), including his or her interactions with directors and ability to provide leadership and direction to the Board.

Stockholder Communication

- If requested, and in coordination with management, is available for consultation and direct communication with stockholders.

Crisis Management

- Plays an increased role in crisis management oversight, as appropriate under the circumstances.

The Lead Independent Director shall be appointed annually and serve until his or her successor is duly appointed and qualified, or until his or her earlier removal or resignation, or such time as he or she is no longer an independent director or such time as the Chair is an Independent Director. Although elected annually, the Lead Independent Director is generally expected to serve for more than one year.

On an annual basis, the Lead Independent Director, in consultation with the Nominating and Corporate Governance Committee, shall review the adequacy of this Appendix B and recommend to the Board any modifications or changes for approval by the Board.

This Appendix B is not intended to establish legally binding obligations by their own force and is to be interpreted in the context of the flexible nature and framework by which the Lead Independent Director assists the Board with its oversight of the business and affairs of the Company.

If the Chair is an independent director, then the Chair of the Board shall assume the responsibilities of the Lead Independent Director.