

Clear Channel UK 2024/25 Gender Pay Gap Report

Fairness is embedded in our business as a core value and as an ethos that influences all the decisions we make at Clear Channel. We operate in hundreds of towns and cities up and down the UK and are committed to ensuring our people are as diverse as those in the communities that we serve. Achieving this relies on fairness in all our decisions, including reward.

Our people have high expectations of us when it comes to Diversity, Equity and Inclusion and rightly so. We take that responsibility seriously and are committed to living up to their expectations. We are dedicated to being an inclusive employer, as we know that it's the right thing to do and that more people will thrive when they feel the belong and are valued at Clear Channel. In turn that will result in great performance from individuals, and great results for our business, our customers and our partners.

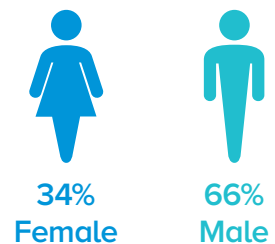


Our People

Clear Channel UK is an Out of Home media and infrastructure company operating from three offices and twelve depots around the UK, with a significant proportion of our employees being field-based.

Clear Channel UK employed **662 people** at April 5th 2024, of which **225 were female** and **436 were male**, representing a 3% increase in the number of females than 2023.

All Employees

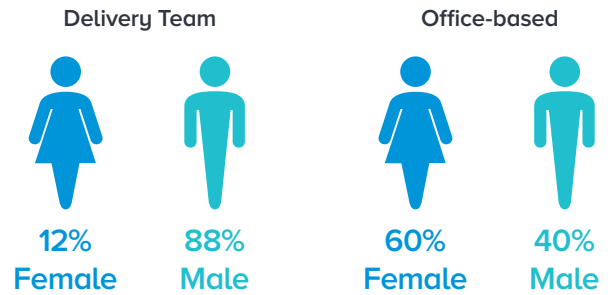
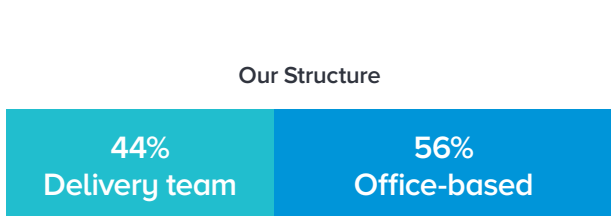


Our Structure

The structure of Clear Channel UK significantly influences our reported figures as there are two distinctive parts of the business, made up of very different roles and populations.

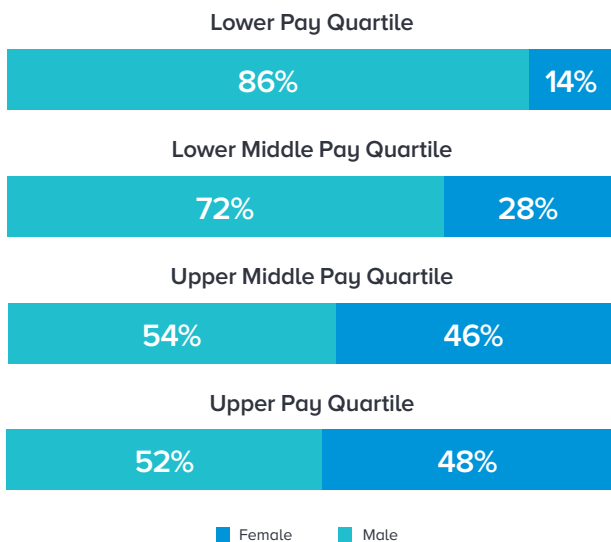
The Delivery team, responsible for building, maintaining, posting and cleaning our advertising estate across the country, is the largest single department in the business and is mostly male.

Our office-based teams, covering corporate, sales and management roles have a more even gender balance.



Reportable Gender Pay Quartiles

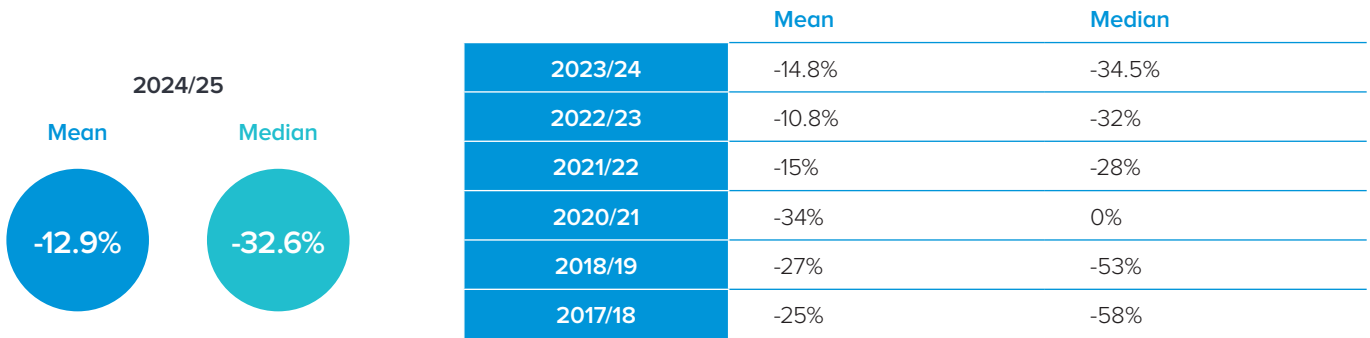
The impact of our structure and our large, mostly male Delivery team can be seen in the gender distribution of our team across our pay quartiles. We have continued to increase the number of females in the Upper Quartile over the last few years from 39% to 48%.



Reportable Gender Pay Gap

Consistent with previous years, our reportable gender pay gap results indicates that women at Clear Channel earn more than men. This is the result of the large and majority male population of the Delivery team within the lower quartile pay level skewing our gender pay data, when looking at our business as one group together. The data does not include those who have not self-identified as either male or female in line with the government guidance on gov.uk.

Our Gender Pay Gap history shows that the scale of difference has broadly improved over time, with the last 4 years showing consistent levels.

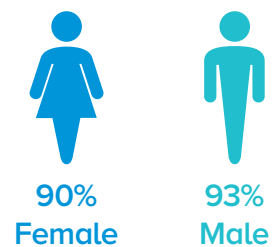


Reportable Gender Bonus Recipients

All employees in our company are eligible to participate in a bonus scheme. To reflect the variety of roles at Clear Channel, we operate a variety of bonus schemes and sales commission schemes.

The main reason for non-payment of a bonus is due to not fulfilling the eligibility criteria on length of service.

% of employees who received a bonus

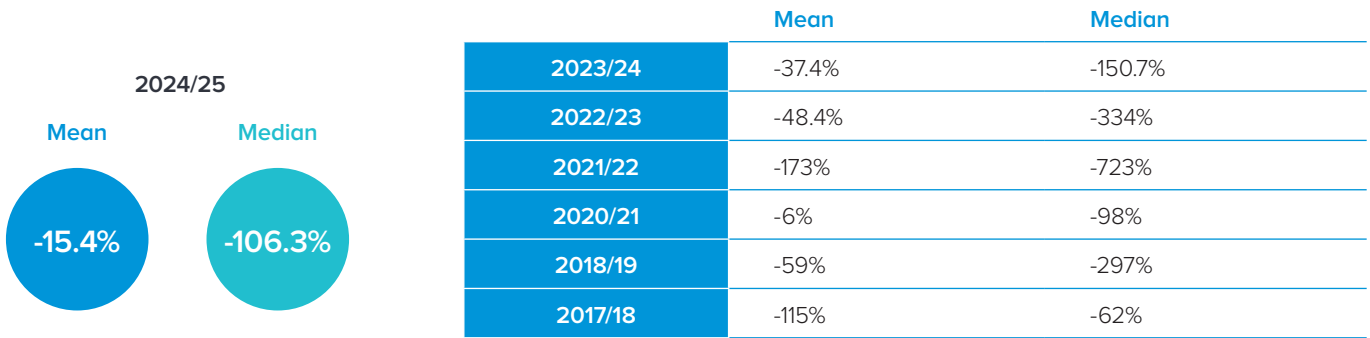


Reportable Gender Bonus Gap

Our gender bonus gap results similarly reflect the organisational structure with women at Clear Channel indicated to be earning more bonus pay than men.

As we have a greater proportion of males in the lower two quartiles of salary, and bonus is paid as a percentage of salary, it naturally follows that the mean and median bonuses for males are also lower.

Our Gender bonus gap history shows that the scale of difference is unpredictable. This reflects the different company performance levels over the years, including the significant impact of Covid-19 across several bonus years.



Fair Pay at Clear Channel

We are wholly committed to fair pay at Clear Channel. We have for many years, scrutinised salary, bonus and promotion decisions to ensure fairness between gender, ethnicity, age and other attributes.

We have introduced further gender pay analysis internally to compare pay between roles of similar seniority and complexity, to ensure that directly comparable roles are paid at a comparable level. We apply the same approach to ethnicity pay analysis.

This insight has given us confidence that we do not differentiate pay practices between comparable roles, but our challenge is one of achieving greater gender balance across our teams and in particular in senior roles.

Fairness at Clear Channel

We recognise there is still work to do to achieve full gender balance across our teams and across seniorities, but we are proud to show that our commitment to and belief in Fairness has had an impact on the make-up of our business. We continue to grow our employee proposition of **Bring You Shape Us**, which outlines the expectations of what we provide for our employees and what we expect of them – to bring themselves to work and provide a rich lived experience to help drive our culture and performance. Our UK leadership team has changed since Gender Pay Gap reporting began, from just 19% of the Leadership team being women in 2017 to 27% in 2024. In this time, we have also seen a greater number of women joining our Delivery team in Operative, Team Leader and Management roles. While this is still lower than we would like, it shows that our efforts are starting to deliver change. We have established Employee Resource Groups, **Clear Channel Crews**, including a Women & Gender Equality Crew and a Working Parents Crew, who lead initiatives aimed at raising awareness of the needs and expectations of different groups, as well as bringing about change, for example through helping to shape our family policies.

We have also focused on ethnicity representation and balance in this time, with our business having a greater representation of talent from ethnic minorities. This will ensure we have talented people from ethnic minorities across our business who will progress through seniorities and into leadership roles in our business and change our make up in the future, as well as focusing recruitment practices at senior levels.

Part of the overall success of Clear Channel comes from having a team who are very committed to the business, with many key people having been with us for a very long time. We see this long tenure as a point of pride but also recognise that it can slow the pace of change, to create more diversity in the people who make up our teams across seniorities.

This means we must remain committed to bringing in a wide variety of people to our business, committed to creating an environment where everyone feels included and valued, and committed to ensuring decisions about development and progression are fairly made and opportunities are equally available. We will continue our focus on equity and fairness and believe that this will create the balance we want to see, as well as a successful and thriving business.



Confirmed by

We confirm the information in this document is accurate and in line with mandatory requirements.

Signed,

Kate Douglas
Chief People Officer

Justin Cochrane
CEO, UK & Europe