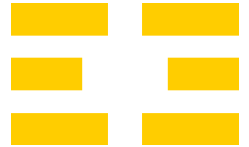




iHeartMedia

Subsidiaries: iHeartRadio, Clear Channel UK, Katz Media Group, Inc.,
Premiere Networks, Mediabase
Locations: Texas (HQ)
Industries: Media and Entertainment

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with Human Rights Campaign's controversial demands, iHeartMedia increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in marketing and philanthropic support. iHeartMedia forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. iHeartMedia integrates ESG into all of its business practices. The company advocates for LGBTQ causes by hosting "Pride Radio" on its platform and Abortion: The Body Politic podcast. iHeartMedia has donated over \$12 million to LGBTQ organizations including GLAAD and donated to the National Urban League. For these reasons, iHeartMedia receives a "Medium Risk" rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

iHeartMedia integrates ESG into all of its business practices (1). iHeartMedia has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

iHeartMedia does not discriminate against charitable organizations based on views or beliefs (1).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

iHeartMedia HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). iHeartMedia does not provide viewpoint protections for its employees (3)(4).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

iHeartMedia indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. iHeartMedia advocates for LGBTQ causes by hosting "Pride Radio" on its platform and Abortion: The Body Politic podcast (3)(4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

iHeartMedia indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. iHeartIMPACT raised \$12 million for LGBTQ organizations including, GLAAD, SAGE, The Trevor Project, the National Black Justice Coalition, CenterLink and OutRight Action International, through its Can't Cancel Pride Campaign and App (3)(4). iHeartMedia committed \$4 million worth of media to ideological organizations, including The National Urban League, through its "iHeartRadio Communities Spotlight Media Grant Program"(5).

Uses corporate political contributions for ideological, non-business purposes. High Risk

iHeartMedia indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. iHeartMedia operates its PAC and lobbies in a manner consistent with its business interests (3)(4)(5).

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