



## CODE OF BUSINESS CONDUCT AND ETHICS

### 1. Introduction.

#### *a. Purpose.*

This Code of Business Conduct and Ethics contains general guidelines for conducting the business of Audacy, Inc. and its subsidiaries (collectively the “**Company**”) consistent with the highest standards of business ethics. To the extent this Code requires a higher standard than required by commercial practice or applicable laws, rules or regulations, we adhere to these higher standards.

This Code applies to all of the Company’s directors, officers and employees. We refer to all persons covered by this Code as “Company employees” or simply “employees.” We also refer to our Chief Executive Officer, our Chief Financial Officer and our Controller as our “**principal financial officers.**”

#### *b. Seeking Help and Information.*

This Code is not intended to be a comprehensive rulebook and cannot address every situation that you may face. If you feel uncomfortable about a situation or have any doubts about whether it is consistent with the Company’s ethical standards, seek help. We encourage you to contact your supervisor for help first. If your supervisor cannot answer your question or if you do not feel comfortable contacting your supervisor, contact the Legal Department.

#### *c. Reporting Violations of the Code.*

All employees have a duty to report any known or suspected violation of this Code, including any violation of the laws, rules, regulations or policies that apply to the Company. If you know of or suspect a violation of this Code, immediately report the conduct to your supervisor. Your supervisor will contact the Legal Department, which will work with you and your supervisor to investigate your concern. If you do not feel comfortable reporting the conduct to your supervisor or you do not get a satisfactory response, you may contact the Legal Department directly.

All reports of known or suspected violations of the law or this Code will be handled sensitively and with discretion. Your supervisor, the Legal Department and the Company will protect your confidentiality to the extent possible, consistent with law and the Company’s need to investigate your concern.

It is Company policy that any employee who violates this Code will be subject to appropriate discipline, which may include termination of employment. This determination will be based upon the facts and circumstances of each particular situation. Employees who violate the law or this Code may expose themselves to substantial civil damages, criminal fines and prison terms as well as Company discipline (including without limitation termination). The Company may also face

substantial fines and penalties and many incur damage to its reputation and standing in the community. Your conduct as a representative of the Company, if it does not comply with the law or with this Code, can result in serious consequences for both you and the Company.

*d. Policy Against Retaliation.*

The Company strictly prohibits retaliation against an employee who, in good faith, seeks help or reports known or suspected violations. Any reprisal or retaliation against an employee because the employee, in good faith, sought help or filed a report will be subject to disciplinary action, including potential termination of employment of the employee who engaged in any such reprisal or retaliation.

*e. Waivers of the Code.*

Waivers of this Code will be granted only in extraordinary circumstances. Waivers of this Code for employees may be made only by an Executive Officer of the Company. Any waiver of this Code for our directors, Executive Officers or other principal financial officers may be made only by our Board of Directors or the appropriate committee of our Board of Directors and will be disclosed to the public as required by law or the rules of the New York Stock Exchange.

## **2. Conflicts of Interest.**

*a. Identifying Potential Conflicts of Interest.*

A conflict of interest can occur when an individual's private interest interferes in any way, or even appears to interfere, with the interests of the Company as a whole. You should avoid any private interest that influences your ability to act in the interests of the Company or that makes it difficult to perform your work objectively and effectively.

Identifying potential conflicts of interest may not always be clear-cut. The following situations are examples of conflicts of interest:

- Outside Employment. No employee should be employed by, serve as a director of, or provide any services to a company that is a material customer, supplier or competitor of the Company.
- Improper Personal Benefits. No employee should obtain any material (as to him or her) personal benefits or favors because of his or her position with the Company.
- Financial Interests. No employee should have a significant financial interest (ownership or otherwise) in any company that is a material customer, supplier or competitor of the Company. A "significant financial interest" means (i) ownership of greater than 1% of the equity of a material customer, supplier or competitor or (ii) an investment in a material customer, supplier or competitor that represents more than 5% of the total assets of the employee.

- Loans or Other Financial Transactions. No employee should obtain loans or guarantees of personal obligations from, or enter into any other personal financial transaction with, any company that is a material customer, supplier or competitor of the Company. This guideline does not prohibit arms-length transactions with banks, brokerage firms or other financial institutions.
- Service on Boards and Committees. No employee should serve on a board of directors or trustees or on a committee of any entity (whether profit or not-for-profit) whose interests reasonably would be expected to conflict with those of the Company.
- Actions of Family Members. The actions of family members outside the workplace may also give rise to the conflicts of interest described above because they may influence an employee's objectivity in making decisions on behalf of the Company. For purposes of this Code, "family members" include your spouse or life-partner, brothers, sisters and parents, in-laws and children whether such relationships are by blood or adoption.

*b. Disclosure of Conflicts of Interest.*

The Company requires that employees disclose any situations that reasonably would be expected to give rise to a conflict of interest. If you suspect that you have a conflict of interest, or something that others could reasonably perceive as a conflict of interest, you must report it to your supervisor or the Legal Department. Your supervisor and the Legal Department will work with you to determine whether you have a conflict of interest and, if so, how best to address it. Although conflicts of interest are not automatically prohibited, they are not desirable and may only be waived as described in "Waivers of the Code" above.

### **3. Corporate Opportunities.**

As an employee of the Company, you have an obligation to advance the Company's interests when the opportunity to do so arises. If you discover or are presented with a business opportunity through the use of corporate property, information or because of your position with the Company that is in the Company's line of business, you should first present the business opportunity to the Company before pursuing the opportunity in your individual capacity. No employee may use corporate property, information or his or her position with the Company for personal gain.

You should disclose to your supervisor the terms and conditions of each business opportunity covered by this Code that you wish to pursue. Your supervisor will contact the Legal Department and the appropriate management personnel to determine whether the Company wishes to pursue the business opportunity. If the Company waives its right to pursue the business opportunity, you may pursue the business opportunity on the same terms and conditions as originally proposed and consistent with the other ethical guidelines set forth in this Code.

#### **4. Confidential Information.**

Employees have access to a variety of confidential information while employed at the Company. Confidential information includes all non-public information that might be of use to competitors, or, if disclosed, harmful to the Company or its customers. Employees have a duty to safeguard all confidential information of the Company or third parties with which the Company conducts business, except when disclosure is authorized or legally mandated. An employee's obligation to protect confidential information continues after her or she leaves the Company. Unauthorized disclosure of confidential information could cause competitive harm to the Company or its customers and could result in legal liability to you and the Company.

Any questions or concerns regarding whether disclosure of Company information is legally mandated should be promptly referred to the Legal Department.

#### **5. Competition And Fair Dealing.**

All employees are obligated to deal fairly with fellow employees and with the Company's customers, suppliers, competitors and other third parties. Employees should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation or any other unfair-dealing practice.

##### *a. Relationships with Customers.*

Our business success depends upon our ability to foster lasting customer relationships. The Company is committed to dealing with customers fairly, honestly and with integrity. Information we supply to customers should be accurate and complete to the best of our knowledge. Employees should not deliberately misrepresent information to customers.

##### *b. Relationships with Suppliers.*

The Company deals fairly and honestly with its suppliers. This means that our relationships with suppliers are based on price, quality, service and reputation. Employees dealing with suppliers should carefully guard their objectivity. Specifically, no employee should accept or solicit any personal benefit from a supplier or potential supplier that might compromise, or appear to compromise, their objective assessment of the supplier's products and prices. Employees can give or accept promotional items of nominal value or moderately scaled entertainment within the limits of responsible and customary business practice.

##### *c. Relationships with Competitors.*

The Company is committed to free and open competition in the marketplace. Employees should avoid actions that reasonably could be construed as being anti-competitive, monopolistic or otherwise contrary to laws governing competitive practices in the marketplace, including federal and state antitrust laws. Such actions include misappropriation and/or misuse of a competitor's confidential information or intentionally making false statements about the competitor's business and business practices.

## **6. Protection And Use Of Company Assets.**

Employees should protect the Company's assets and ensure their efficient use for legitimate business purposes only. Theft, carelessness and waste have a direct impact on the Company's profitability. The use of Company funds or assets, whether or not for personal gain, for any unlawful or improper purpose is prohibited.

To ensure the protection and proper use of the Company's assets, each employee should:

- Exercise reasonable care to prevent theft, damage or misuse of Company property.
- Report the actual or suspected theft, damage or misuse of Company property to a supervisor.
- Use the Company's telephone system, other electronic communication services, written materials and other property primarily for business-related purposes.
- Safeguard all electronic programs, data, communications and written materials from inadvertent access by others.
- Use Company property only for legitimate business purposes, as authorized in connection with your job responsibilities.

Employees should be aware that Company property includes all data and communications transmitted or received to or by, or contained in, the Company's electronic or telephonic systems. Company property also includes all written communications. Employees and other users of this property should have no expectation of privacy with respect to these communications and data. To the extent permitted by law, the Company has the ability, and reserves the right, to monitor all electronic and telephonic communication. These communications may also be subject to disclosure to law enforcement or government officials.

## **7. Company Records.**

Accurate and reliable records are crucial to our business. Our records are the basis of our earnings statements, financial reports and other disclosures to the public and guide our business decision-making and strategic planning. Company records include recording information, payroll, timecards, travel and expense reports, e-mails, accounting and financial data, measurement and performance records, electronic data files and all other records maintained in the ordinary course of our business.

All Company records must be complete, accurate and reliable in all material respects. Undisclosed or unrecorded funds, payments or receipts are inconsistent with our business practices and are prohibited. You are responsible for understanding and complying with our record keeping policy. Ask your supervisor if you have any questions.

## 8. Accuracy Of Financial Reports And Other Public Communications.

As a public company we are subject to various securities laws, regulations and reporting obligations. Both federal law and our policies require the disclosure of accurate and complete information regarding the Company's business, financial condition and results of operations. Inaccurate, incomplete or untimely reporting will not be tolerated and can severely damage the Company and result in legal liability.

The Company's principal financial officers and other employees working in the Accounting Department have a special responsibility to ensure that all of our financial disclosures are full, fair, accurate, timely and understandable. These employees must understand and strictly comply with generally accepted accounting principles and all standards, laws and regulations for accounting and financial reporting of transactions, estimates and forecasts.

## 9. Compliance with Laws and Regulations.

### *a. General Policy.*

Each employee has an obligation to comply with all laws, rules and regulations applicable to the Company operates. These include, without limitation, laws covering bribery and kickbacks, copyrights, trademarks and trade secrets, information privacy, insider trading, illegal political contributions, antitrust prohibitions, foreign corrupt practices, offering or receiving gratuities, environmental hazards, employment discrimination or harassment, occupational health and safety, false or misleading financial information or misuse of corporate assets. You are expected to understand and comply with all laws, rules and regulations that apply to your job position. If any doubt exists about whether a course of action is lawful, you should seek advice from your supervisor or the Legal Department.

### *b. Policies Incorporated By Reference.*

The Company has adopted certain General Policies & Procedures which are published and disseminated in the Company's Employee Handbook (the "**Handbook**"). The following General Policies & Procedures, as set forth in the Handbook and as amended from time to time, are incorporated by reference in this Code:

- Equal Opportunity Policy;
- Affirmative Action Policy;
- Anti-Harassment Policy;
- Anti-Retaliation Policy; and
- Electronic Information Systems Policies.

In addition, the Company has adopted certain Policies which are distributed upon commencement of employment and are published in the Company's Manager Reference Manual (the "**Manual**"). The following Policies, as set forth in the Manual and as amended from time to time, are incorporated by reference in this Code:

- Policy Statement on Inside Information and Insider Trading;

- Securities Trading Policy (applicable to Company Management);
- Policy Concerning Payola, Plugola and Conflicts of Interest; and
- Whistleblower Policy

## 10. Money Laundering and Terrorist Financing & Global Trade Controls

### *a. Money Laundering and Terrorist Financing*

The Company is committed to complying with all applicable laws and regulations related to money laundering and terrorist financing. The risks associated with money laundering and terrorist financing may be mitigated by, among other things, performing the appropriate level of due diligence of the parties with whom the Company deals and transacts. Both money laundering and terrorist financing may involve a broad range of activities.

Money laundering is the process by which criminals conceal the existence, nature or source of illegal funds so they can be used without detection of the illegal activity that produced them. Money laundering is generally accomplished in three stages, which can occur independently or simultaneously:

- Placement. In the placement stage, a criminal's aim is to introduce illicit funds into the financial system without attracting the attention of financial institutions or law enforcement.
- Layering. In the layering stage, a criminal seeks to obscure the source of funds by engaging in numerous financial transactions involving one or more financial institutions.
- Integration. Integration of funds is the ultimate goal of money laundering – once the funds are placed into the financial system and layered so as to disguise their illicit origin, a criminal uses the integration stage to create the appearance of legitimacy through additional transactions such as the purchase and resale of real estate, securities, trusts or other assets.

Terrorist financing includes activities that are ideological rather than profit-based. The laws and regulations applicable to terrorist financing cover the use of funds to support specified illegal activities, such as providing support for terrorist organizations or terrorist activities. Terrorists may finance their activities through lawful and unlawful sources. Lawful sources of financing may include funds received from charitable donations and revenues from business ownership. Unlawful sources may include smuggling, fraud, identity theft and the improper use of charitable funds.

If any doubt exists about the nature of a third party involved in a particular transaction, including with respect to the use of proceeds or source of funds, you should seek guidance from your supervisor or the Legal Department.

*b. Global Trade Controls.*

The Company is committed to complying with all applicable laws and regulations related to global trade, including economic sanctions, export controls, and anti-boycott restrictions. Economic sanctions prohibit dealings with certain countries, regions, and persons. These include countries or regions subject to comprehensive territory-wide sanctions (currently Cuba, Iran, North Korea, Syria, and the Crimea region of Ukraine), as well as individuals or entities that are the target of sanctions (e.g. parties listed on the U.S. Treasury Department Office of Foreign Assets Control's Specially Designated Nationals and Blocked Persons List). The Company does not conduct business with or involving these sanctioned areas or persons.

Export controls restrict the export, re-export, and transfer of regulated items, including those controlled under the International Traffic in Arms Regulations and the Export Administration Regulations. U.S. anti-boycott regulations restrict U.S. regulated parties from engaging in conduct in furtherance of boycotts not endorsed by the United States, most notably the Arab League boycott of Israel. The Company's failure to comply with these laws and regulations may expose us to reputational harm as well as significant penalties.

If any doubt exists about whether a particular transaction is prohibited, you should seek guidance from your supervisor or the Legal Department.

## **11. Anti-Corruption & Anti-Bribery**

The Company is committed to acting ethically in all our business dealings and complying with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act ("**FCPA**") and the laws of the countries in which we do business. The Company strictly prohibits any bribery or corruption. Our policy in this respect is simple: **Illegal or improper payments or benefits of any kind are strictly prohibited.**

To that end, the Company has established the following set of guidelines:

- Employees may not directly or indirectly offer, give, promise or authorize bribes, kickbacks, other illegal or unethical payments or benefits of **anything of value**, to or for any person, including any **Public Official**, for the purpose of obtaining or retaining business or securing any business advantage (including any regulatory approvals or product licenses);
- Employees may not create or maintain false or inaccurate books or records;
- Employees may not take any action to circumvent any internal controls;
- Employees must abide by the anti-bribery and anti-corruption laws of the United States and all countries in which the Company conducts business.



a. *What Is “Anything of Value”?*

In determining what is impermissible, the phrase “anything of value” should be interpreted broadly. In addition to cash or cash equivalents (*i.e.*, marketable securities, gift cards, etc.), the following are examples of items that could be considered “anything of value” and may not be provided **corruptly** to improperly influence any person:

- Gifts
- Discounts or rebates
- Free or discounted use of materials, equipment or facilities
- Travel, meals and entertainment
- Political Donations
- Promises of future employment
- Benefits for family members, such as employment or payments for education
- Charitable donations to influence a Public Official

Anything that could be used to improperly induce someone to act in a way that benefits the Company could be considered something of value. Facilitation or grease payments are prohibited. Facilitation payments are small payments made to Public Officials to accelerate or facilitate non-discretionary actions or services, such as obtaining an ordinary business license or permit, issuing entry or exit visas, customs clearance, among others.

To be clear, this policy only prohibits giving “anything of value” for some improper purpose. Providing commercially reasonable gifts, business courtesies, travel, meals, and entertainment is a normal part of our business and is not prohibited by the policy. If you have any questions on whether this prohibition applies to your set of circumstances, contact your manager or the Company’s General Counsel.

b. *Who Is a “Public Official”?*

Although we prohibit all bribery, including bribery between private parties, the FCPA and other anti-corruption laws specifically apply to interactions with Public Officials. Company personnel should take extra care in all dealings with Public Officials and the interactions of our business partners who act on our behalf with Public Officials. For purposes of Company policy, a Public Official includes:

- Officials and employees of all levels of government, including national, regional, state, provincial, local, or tribal governments and their agencies, including but not limited to personnel who have a role in overseeing radio licensing and/or approvals;
- Officials and employees of state-owned or state-controlled enterprises, including state-owned companies (*i.e.* state-owned media companies)
- Officials and employees of public international organizations, such as the United Nations, the World Bank, or the International Monetary Fund;

- Candidates for public office and officials and employees of political parties;
- At times, members of royal or other leading families or “honorary” country representatives or dignitaries who, though not holding an official position, influence governmental decisions;
- Any person acting in an official capacity for or on behalf of any of the foregoing, including individuals, private companies, or firms retained by governmental agencies.

12. **No Pledging or Hedging of Company Securities.** No “Covered Person” (as defined in the Securities Trading Policy) may, (1) pledge Company securities as collateral for a loan, purchase Company securities on margin (i.e., borrow money to purchase the securities) or place Company securities in a margin account or (2) directly or indirectly hedge Company securities (that is, make an investment in another security in order to reduce the risk of a loss or gain on any Company Security), whether via forward contracts, equity swaps, collars, exchange funds or otherwise. The above prohibitions do not apply to cashless exercises of stock options under the Company’s equity plans or to situations approved in advance by the Company’s General Counsel.

### 13. **Conclusion.**

This Code of Business Conduct and Ethics contains general guidelines for conducting the business of the Company consistent with the highest standards of business ethics. If you have any questions about these guidelines, contact your supervisor or the Legal Department. We expect all Company employees, to adhere to these standards.

The sections of this Code of Business Conduct and Ethics titled “**Introduction,**” “**Conflicts of Interest,**” “**Company Records,**” “**Accuracy of Financial Reports and Other Public Communications**” “**No Pledging or Hedging of Company Securities**” and “**Compliance with Laws and Regulations,**” as applied to the Company’s principal executive officer, principal financial officer, principal accounting officer and controller (or persons performing similar functions), shall be the Company’s “**Code Of Ethics**” within the meaning of Section 406 of the Sarbanes-Oxley Act of 2002 and the rules promulgated thereunder.

*This Code and the matters contained herein are neither a contract of employment nor a guarantee of continuing Company policy. We reserve the right to amend, supplement or discontinue this Code and the matters addressed herein, without prior notice, at any time.*