SETTLEMENT AGREEMENT AND GENERAL RELEASE

In order to settle as fully as possible all known and unknown claims Mary Thom (Employee) might have against Live Nation Worldwide, Inc. ("**Company**") and all related parties, the Company and the Employee agree to the terms and conditions of this Settlement Agreement and General Release ("**Agreement**"). The "**Effective Date**" of this Agreement will be the date the Employee returns a copy of this Agreement signed by the Employee to the Company.

1. **Consideration**: Within 15 business days after the later of the Effective Date and the date the Employee and the Employee's attorneys satisfy all conditions for payment contained in this Agreement, including submission of a completed IRS Form W-4 and any other tax documentation, the Company will pay the Employee or the Employee's attorneys the total settlement amount of $7,142.85 ("**Consideration**"), an amount to which the Employee agrees the Employee is not otherwise entitled. This Consideration will not be taken into account when determining the Employee's rights or benefits under any program. The Consideration will be allocated as follows: (1) $1,709.45 on a W2 basis for alleged wage claims (the "W2 Amount"); and (2) $5,433.40 on a 1099 basis for alleged penalties, interest, attorney fees and costs (the "1099 Amount"). Company will report the W2 Amount on IRS Form W-2 and its state and local equivalents. After the Company receives any tax forms it requires from Employee and the Employee's attorneys, Harris & Ruble Law Firm (Harris & Ruble), the Company will pay the 1099 Amount directly to Harris & Ruble; receipt of these tax forms (including Employee's W-9 and W-4) is a condition to payment of all amounts contained in this Agreement. Harris & Ruble shall also provide to the Company with any required Employee tax information. The Company will report the 1099 Amount to both the Employee and Harris & Ruble on IRS Form 1099 and its state and local equivalents. The Company will not withhold taxes from payments it reports on IRS Form 1099. The Employee agrees not to make any claim against the Company or any other person based on how the Company reports amounts or withholds taxes from them, or if an adverse determination is made as to the tax treatment of any amounts payable under this Agreement, including a determination by the IRS that such amounts should have properly been reported as wages on IRS Form W-2. The Employee agrees that the Company has no duty to try to prevent, contest, or defend against such an adverse determination.

2. **General Release of Claims**: The Employee releases (i.e., gives up) any and all known and unknown claims, liabilities, demands, actions, causes of action, suits, grievances, debts, sums of money, agreements, promises, damages, back and front pay, costs, expenses, attorneys' fees, and remedies of any type, including but not limited to any claims arising or that may have arisen out of or in connection with my employment with or termination of employment from the Company, from the beginning of time through the date hereof that the Employee has against the Company, all current and former, direct and indirect parents, subsidiaries, brother-sister companies, and all other affiliates and related partnerships, joint ventures, or other entities, and, with respect to each of them, their predecessors and successors; and, with respect to each such entity, all of its past, present, and future employees, officers, directors, stockholders, owners, representatives, assigns, attorneys, agents, insurers, employee benefit programs (and the trustees, administrators, fiduciaries, and insurers of such programs), and any other persons acting by, through, under or in concert with any of the persons or entities listed in this section, and their successors ("**Released Parties**" and each a "**Released Party**"). For example, the Employee is releasing all common law contract, wrongful discharge, defamation, tort, or other claims the Employee has or might have, as well as all statutory claims the Employee has or might have, including without limitation under the Worker Adjustment & Retraining Notification Act (the "**WARN Act**"), the Family and Medical Leave Act ("**FMLA**"), Title VII of the Civil Rights

Act of 1964, the Civil Rights Act of 1991, Sections 1981 and 1983 of the Civil Rights Act of 1866, the Americans With Disabilities Act ("**ADA**"), the Genetic Information and Nondiscrimination Act ("**GINA**"), the Pregnant Workers Fairness Act ("**PWFA**"), the Employee Retirement Income Security Act of 1974 ("**ERISA**"), and any similar domestic or foreign laws, such as the California Fair Employment and Housing Act, California Labor Code Section 200 *et seq.*, California Business and Professions Code Section 17200, *et seq.*, and any applicable California Industrial Welfare Commission order. The Employee understands and agrees that this general release of claims is a good-faith compromise of disputed wage claims. However, the Employee is not releasing (i) any of the few claims that the law does not permit the Employee to release by private agreement, such as for unemployment or workers' compensation benefits; (ii) vested benefits (except already-denied benefits) under any employee-benefit plan governed by ERISA; (iii) any right the Employee has to be indemnified by the Company; or (iv) the Employee's right to enforce this Agreement.

The Employee expressly waives the protection of Section 1542 of the Civil Code of the State of California and any analogous rule or principle of any other jurisdiction. Section 1542 provides:

> A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party.

3. **Ownership of Claims**: The Employee has not assigned or given away any of the claims the Employee is releasing.

4. **Applicable Law**: To the extent federal law does not apply, all issues and questions concerning the construction, validity, enforcement, and interpretation of this Agreement shall be governed and enforced by, and construed in accordance with, the laws of the State of California, without giving effect to choice of law or conflict of law rules or provisions (whether of the State of California or any other jurisdiction) that would cause the application of the laws of any jurisdiction other than the State of California.

5. **Covenants**: The Employee acknowledges and agrees that:

(a) Reference Inquiries: The Company will direct its Human Resources department to provide potential future employers with the Employee's dates of employment and last position held in response to third party inquiries. The Employee agrees that the Employee will advise any potential future employer wishing to verify this information to contact the Company's Human Resources department.

(b) Dismissal of Pending Claims: The Employee agrees to cause the withdrawal or dismissal with prejudice of *Osan v. Live Nation Worldwide, Inc.*, No. 25STCV07519 (Cal. Super. Ct. Mar. 14, 2025). and any other pending lawsuit, complaint, charge, action, compliance review, investigation, or proceeding asserting any claim that the Employee has released within five days after the Effective Date. Until that withdrawal or dismissal is accepted or ordered, the Employee will not be entitled to receive any payments or benefits under this Agreement.

(c) Amount of Agreement to be Confidential: The Employee has not disclosed and agrees never to disclose the amount the Employee is being paid under this Agreement, to anyone other than a member of my immediate family or the Employee's attorney or other professional advisor and, even as to such a person, only if the person agrees to honor this confidentiality requirement. Such a person's violation of this confidentiality requirement will be treated as a violation by the Employee.

6. Consideration of Agreement: If initially the Employee did not think any representation made in this Agreement was true or if the Employee felt uncomfortable in making it, the Employee has resolved all the Employee's doubts and concerns before signing this Agreement. The Employee has carefully read this Agreement, the Employee fully understands what it means, the Employee is entering into it freely, knowingly, and voluntarily, and all the Employee's representations in it are true. I understand that I have at least five business days after receiving this Agreement to consult an attorney regarding this Agreement. The consideration period described in the box above the Employee's signature began when the Employee first was given this Agreement. The Employee represents that the Employee is under age 40.

7. Additional Representations: When the Employee decided to sign this Agreement, the Employee was not relying on any other promises or representations (whether oral or written) other than those set forth in this Agreement. The Company would not have agreed to pay the Employee payments or benefits in exchange for signing this Agreement but for the representations and covenants the Employee made by signing it. The Employee has not suffered any job-related wrongs or injuries, such as any type of discrimination and the Employee has no occupational diseases to my best knowledge. The Employee has properly reported all hours that the Employee has worked and the Employee has been paid all compensation, benefits, and other amounts that the Company or any Released Party owed the Employee. The Employee has submitted a request for reimbursement for all amounts for which the Employee is entitled to receive reimbursement from any of the Released Parties. The Employee has received all leaves of absence to which the Employee was entitled under the FMLA and applicable state and local law. The Employee understands that the Company in the future may improve employee benefits or pay. The Employee understands that the Employee's former job may be refilled. The Employee has not engaged in any unlawful conduct relating to the business of the Company.

8. Disclosure of Threatened Claims: The Employee has disclosed to the Company's general counsel in writing the details of any threatened claims against the Company or any other Released Party of which the Employee is aware or confirms the Employee is not aware of any such claims.

9. Arbitration of Disputes: To the maximum extent permitted by law, the Company and the Employee agree to resolve solely on an individual basis any and all disputes they may have with each other through final and binding arbitration, including but not limited to disputes about the formation, validity, or meaning of this Agreement and any common law, contract, tort, or statutory claims (including but not limited to claims for defamation, discrimination and retaliation). The Employee also agrees to resolve through final and binding arbitration solely on an individual basis any disputes the Employee has with any other Released Party who elects to arbitrate those disputes under this subsection. The Employee agrees that the Arbitrator(s) may not consolidate my claims with any other person's claims in a single proceeding. For the avoidance of doubt, this Agreement does not extend to claims that as a matter of law (after application of Federal Arbitration Act ("**FAA**") preemption principles) cannot be made subject to an arbitration agreement. Arbitrations will be conducted by JAMS in accordance with its employment dispute resolution rules available at www.jamsadr.com/rules-employment-arbitration (and no other JAMS rules), except that if any provision of this section conflicts with the JAMS rules, then the provision of this section will prevail. This agreement to arbitrate does not preclude resort to or recovery through any government agency process or proceeding, including but not limited to those of the National Labor Relations Board ("**NLRB**") and the Equal Employment Opportunity Commission ("**EEOC**") (or its state and local counterparts). Except as otherwise may be required by law, the parties to the arbitration will bear their own costs and attorneys' fees and share equally the JAMS fee and the arbitrator's fee; provided, however, that the arbitrator(s) at the conclusion of the arbitration will award costs and attorneys' fees to the prevailing party, except where the fee-shifting law applicable to the claim(s) asserted provides otherwise. The Employee acknowledges that the Employee understands this section's arbitration requirements and that arbitration would be in lieu of a court or jury trial. The FAA will govern this section, but if for any reason the FAA is held to be inapplicable, then the law of arbitrability of the state in which the Employee last worked for the Company will apply.

10. Fees and Costs: In the event of litigation or arbitration relating to this Agreement or its subject matter, the prevailing party will be entitled to recover its reasonable attorneys' fees and costs to the maximum extent permitted by law.

11. Government and Agency Communication, Testimony, Charges, etc.: Nothing in this Agreement prevents the Employee from giving truthful testimony or truthfully responding to a valid subpoena, or communicating, testifying before or filing a charge with government or regulatory entities (such as the U.S. Equal Employment Opportunity Commission, National Labor Relations Board, U.S. Department of Labor, or U.S. Securities and Exchange Commission), subject to any obligation the Employee may have to take steps to protect confidential information from public disclosure. However, the Employee promises never to seek or accept any compensatory damages, back pay, front pay, or reinstatement remedies for Employee personally with respect to any claims released by this Agreement. Further, nothing in this Agreement prevents the Employee from reporting a suspected violation of law to the appropriate governmental agency or authority.

12. Miscellaneous:

(a) Complete Agreement: This Agreement is the entire agreement relating to any claims or future rights that the Employee has or might have with respect to the Company and the Released Parties. This Agreement will not be construed strictly for or against the Employee, the Company, or any other Released Party. The headings contained in this Agreement are for convenience and will not affect the meaning or interpretation of this Agreement. Notwithstanding the foregoing, this Agreement will not supersede obligations I may have under any agreements with the Company regarding the non-disclosure of trade secrets and confidential or proprietary information, prohibiting solicitation of customers, suppliers, or employees, prohibiting competition with the Company, or assigning intellectual property.

(b) Counterparts: This Agreement may be signed in one or more counterparts or multiple originals, each of which will be an original but all of which together will constitute one and the same document. The parties agree that facsimile and electronic signatures have the same force and effect as original signatures.

(c) Waiver: No waiver of any provision of this Agreement will be binding unless reduced to writing and signed by the waiving party. No such waiver of any provision of this Agreement shall waive of any other provision of this Agreement or constitute a continuing waiver.

(d) Amendments: This Agreement only may be amended by a written agreement that the Company and the Employee both sign.

(e) Heirs and Assigns: This Agreement binds each of the parties as well as their heirs, beneficiaries, trustees, administrators, executors, and legal representatives, and shall inure to my benefit and the benefit of the Released Parties, and our respective heirs, beneficiaries, trustees, administrators, executors, assigns, and legal representatives. I will not assign any of my rights or obligations under this Agreement, but the Company may assign its rights and delegate its duties hereunder in whole or in part to any affiliate of the Company or to any transferee of all or a portion of the assets or business to which this Agreement relates.

(f) Effect of Void Provision: If the Company or the Employee successfully asserts that any provision in this Agreement is void, the rest of the Agreement will remain valid and enforceable unless the other party to this Agreement elects to cancel it; provided, however, that if the Company asks the Employee to sign a new document containing a legal and enforceable replacement provision in lieu of canceling the Agreement, the Employee promises that the Employee will do so. If this Agreement is canceled, the Employee will repay any payments or benefits the Employee received for signing it.

(g) No Wrongdoing: This Agreement is not an admission of wrongdoing by the Company or any other Released Party; neither it nor any drafts will be admissible evidence of wrongdoing.

YOU MAY NOT MAKE ANY CHANGES TO THIS AGREEMENT. BEFORE SIGNING THIS AGREEMENT, READ IT CAREFULLY, AND THE COMPANY ADVISES YOU TO DISCUSS IT WITH YOUR ATTORNEY. YOU HAVE 7 CALENDAR DAYS FOLLOWING THE DATE ON WHICH YOU RECEIVED THIS AGREEMENT TO CONSIDER IT AND DELIVER A SIGNED COPY OF IT TO CHRIS JALIAN AT CHRISJALIAN@PAULHASTINGS.COM, ALTHOUGH YOU ARE FREE TO SIGN AND DELIVER IT ANYTIME WITHIN THAT PERIOD. BY SIGNING IT, YOU WILL BE WAIVING YOUR KNOWN AND UNKNOWN CLAIMS.

DocuSigned by:

Date: 9/8/2025 ______________________________

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Employee

Date: ____________________ ______________________________

Company