

Our Materiality by the Numbers

GRI Content Index

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 1: FOUNDATION		
	Statement of use	Cox Enterprises has reported with reference to the GRI Standards for the period of January 1, 2021 to December 31, 2022
	GRI 1 used	GRI 1: Foundation 2021
	Applicable GRI sector standards	Not applicable
GRI 2: GENERAL DISCLOSURES		
2-1	Organizational details	<p>2022 Impact Report › Our Company, p. 6</p> <p>Cox Enterprises is a global company with nearly 50,000 employees and \$22 billion in revenue. We continue to invest in long-term growth while remaining a values-driven private corporation with fourth-generation family leadership. Cox Enterprises is a global conglomerate with a rich history of building world-class businesses and empowering our employees to grow and make a positive impact. As our primary divisions, Cox Communications and Cox Automotive, continue driving new waves of innovation within their industries, Cox is entering additional spaces like cleantech and healthcare to continue our purpose of building a better future for the next generation.</p>
2-2	Entities included in the organization's sustainability reporting	<p>2022 Impact Report › Appendix › About This Report, p. 58</p> <p>Unless otherwise noted within the footnotes of specific disclosures, this report is inclusive of the wholly owned U.S.-based operations of Cox Enterprises, Cox Communications and Cox Automotive in addition to our 2021 and 2022 acquisitions of BrightFarms, Spiers New Technologies, Dickinson Fleet Services, Segra and Axios.</p> <p>OUR APPROACH TO ACQUISITIONS AND ESG DATA:</p> <p>While incorporating our controlled investments into our footprint and reporting, we will collect data within 12-18 months of the acquisition of a company with 50%+ financial control. For any structural changes including mergers, acquisitions and divestments that have a significant impact on the sources of emissions, Cox will update the base year GHG emissions and provide restatements. As we integrate acquired companies into our portfolio and measure their environmental footprints, we will establish new milestones for carbon, water and waste reduction for these acquisitions. All environmental data includes data from our 2021 and 2022 acquisitions and/or the acquisition of majority ownership of BrightFarms, Dickinson Fleet Services, and Spiers New Technologies.</p>
2-3	Reporting period, frequency and contact point	<p>2022 Impact Report › Appendix › About This Report, p. 58</p> <p>Our 2022 Collective Impact Report covers activities and topics related to environmental, social and governance themes over the last year. Unless otherwise noted, this report captures events that took place during calendar year 2022 from January 1, 2022 through December 31, 2022. We currently report on a biannual cycle. We welcome comments and feedback on our report. Please contact us at csr@coxinc.com</p>

DISCLOSURE	DISCLOSURE TITLE	RESPONSE									
2-4	Restatements of information	We have restated data for GRI 404: Training and Education 2016, Disclosure 404-1. We updated our methodology to more accurately reflect employee training hours. For more information, please see Disclosure 404-1.									
2-5	External assurance	Cox seeks independent limited assurance for select ESG data at select periods. Most recently, we received reasonable assurance from Underwriter's Laboratories on our Zero Waste program and methodology in 2020-2021 and will seek another opinion in 2023. Additionally, we actively engage our internal audit services team to analyze our ESG data, the associated data processes, controls and reporting risks. Otherwise, the disclosures within this report have not been subjected to an audit or review or compilation engagement, and no third party assurance is provided on them. We have recently implemented a number of new systems through which our environmental and social data will be managed and we are preparing for third-party assurance of our ESG reporting in future years.									
2-6	Activities, value chain and other business relationships	<p>Cox Enterprises and its major operating divisions (i.e., Cox Automotive and Cox Communications) offer a variety of products and services through our B2B and B2C business activities. Cox's primary market is the United States, with international operations in Asia, Australia, Canada, Europe and Latin America.</p> <p>Some organizational changes are important to note as we report on our activities:</p> <ul style="list-style-type: none"> • Acquisition of Dickinson Fleet Services by Cox Automotive in 2021 • Acquisition of Spiers New Technologies by Cox Automotive in 2021 • Acquisition of the commercial services segment of Segra by Cox Communications in 2021 • Acquisition of BrightFarms by Cox Enterprises in 2021 • Acquisition of Trudell Holdings, Inc. by Cox Automotive in 2022 • Acquisition of a majority ownership in Axios Media Inc. by Cox Enterprises in 2022 • Launch of Cox Mobile by Cox Communications in 2022 <p>For additional information:</p> <p>Cox Automotive - Brands Cox Communications Cox Enterprises - New Ventures</p>									
2-7	Employees	<p>2022 Impact Report › Our Company, p. 6</p> <table border="1"> <thead> <tr> <th></th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>27,379</td> <td>14,832</td> </tr> <tr> <td>Part-time</td> <td>2,458</td> <td>647</td> </tr> </tbody> </table> <p>Data included in this table covers employees in the U.S. and Canada</p> <p>International: 2,664 (this covers permanent employees; gender breakdown and job data not available for international employees)</p> <p>Total: 47,980 employees</p>		Men	Women	Full-time	27,379	14,832	Part-time	2,458	647
	Men	Women									
Full-time	27,379	14,832									
Part-time	2,458	647									
2-8	Workers who are not employees	Contractor headcount data not available.									
2-9	Governance structure and composition	2022 Impact Report › Governance › Board of Directors, p. 46									

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-10	Nomination and selection of the highest governance body	The Board works with senior management to identify and recommend candidates to join our board of directors. The shareholders of the company meet annually to elect the full slate of directors, including any new directors. The shareholders and senior management are committed to continuing to have a majority of independent directors. The Company is committed to administering a director election process that encourages and promotes consideration of diverse candidates in the nomination and election of directors to the Board. In selecting nominees for independent director positions, we consider gender, race, and ethnic diversity, among other factors.
2-11	Chair of the highest governance body	The Chairman of the Board of Directors also serves as CEO of Cox. As CEO, he leads the management team of the company which includes the Presidents of Cox Enterprises, Cox Communications, Cox Automotive and the Cox Family Office. The Board of Directors has a committee made up of independent board members that approves related party transactions related to perceived or actual conflicts of interest.
2-12	Role of the highest governance body in overseeing the management of impacts	2022 Impact Report › Governance › Governance Structure, p. 47
2-13	Delegation of responsibility for managing impacts	2022 Impact Report › Governance, p. 45
2-14	Role of the highest governance body in sustainability reporting	2022 Impact Report › Governance, p. 45 2022 Impact Report › Appendix › About This Report, p. 58 This report was reviewed by our legal team, internal audit team, executive leadership, and presented to the ESG Committee of the Board ahead of publication.
2-15	Conflicts of interest	Employees can disclose a conflict of interest anytime through our Online portal including cross-board membership and cross-shareholding with suppliers and other stakeholders. In addition, each fall, Cox sends employees an ethics and compliance questionnaire to identify conflicts of interest. We do not disclose information on Board of Directors conflicts of interest due to confidentiality concerns.
2-16	Communication of critical concerns	2022 Impact Report › Governance › Ethics, p. 47 We do not report the total number and nature of critical concerns communicated to the Board due to confidentiality constraints.
2-17	Collective knowledge of the highest governance body	2022 Impact Report › Governance › Ethics › Governance Structure, p. 47
2-18	Evaluation of the performance of the highest governance body	Board composition is reviewed annually.
2-19	Remuneration policies	CEO compensation is determined utilizing proxy data from our company's similarly situated peer group. Short-term variable pay is performance based and tied to both company financials and enterprise-wide ID&E goals, and is paid out annually to reward executives for short-term company performance. Long-term variable pay is in the form of a long-term cash plan that pays out at the end of a 3-year period. Termination payments are the same as all other employees on these variable pay plans.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-20	Process to determine remuneration	An independent consulting firm assists in gathering market data for CEO pay and making recommendations on appropriate levels. CEO pay is approved by the Compensation Committee of the Board of Directors annually. Shareholder votes are not applicable.
2-21	Annual total compensation ratio	Not applicable; CEO pay ratio disclosure not required for private companies.
2-22	Statement on sustainable development strategy	2022 Impact Report › Letter from the Chairman and CEO, p. 3 2022 Impact Report › Introduction › Our Approach, p. 8
2-23	Policy commitments	2022 Impact Report › Appendix › About This Report, p. 58 2022 Impact Report › Governance › Ethics › Public Policy Governance, p. 47 Our 2022 Collective Impact Report covers activities and topics related to ESG themes over the last year. Unless otherwise noted, this report captures events that took place during calendar year 2022 from January 1, 2022 through December 31, 2022. We currently report on a biannual cycle. We welcome comments and feedback on our report. Please contact us at csr@coxinc.com
2-24	Embedding policy commitments	2022 Impact Report › Governance › Ethics › Training and Education, p. 47 2022 Impact Report › Governance › Responsible Supply Chain › Supplier Code of Conduct, p. 49 2022 Impact Report › Governance › Ethics › Public Policy Governance, p. 47 Please see additional policy statements on our ESG Hub
2-25	Processes to remediate negative impacts	2022 Impact Report › Governance › Ethics › Reporting a concern, p. 47 2022 Impact Report › Governance › Ethics › International Ethics Hotline, p. 47
2-26	Mechanisms for seeking advice and raising concerns	2022 Impact Report › Governance › Ethics › Reporting a concern, p. 47 2022 Impact Report › Governance › Ethics › International Ethics Hotline, p. 47
2-27	Compliance with laws and regulations	Because we operate in various countries, our businesses and employees are subject to, and expected to comply with, a diverse set of local laws and regulations. We have governance structures and compliance and regulatory teams in place to ensure compliance and keep track of new requirements. Cox Enterprises does not report the number of significant instances of non-compliance with laws and regulations due to confidentiality constraints.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
2-28	Membership associations	<p>We are a part of a number of membership and industry organizations, including – but not limited to – the following:</p> <ul style="list-style-type: none"> • National Diversity Council (including Georgia Diversity Council) • Diversity Best Practices • U.S. Chamber of Commerce Foundation • Boston College Center for Corporate Citizenship • Points of Light • Sustainable Brands (Gold) • Sustainable Leadership Forum • Chamber Commentary • National Cable Television Association (“NCTA - The Internet & Television Association”) • National Automobile Dealers Association • National Minority Supplier Development Council • Catalyst • National Organization on Disability • Disability: IN • The Internet and Television Association (NCTA) • Women In Cable and Telecommunications (WICT) • CableLabs • Cable and Telecommunications Association for Marketing (CTAM) • Society of Cable and Telecommunications Engineers (SCTE) <p>We also maintain memberships with local chambers of commerce, such as the Georgia Chamber of Commerce and the Metro Atlanta Chamber of Commerce, in the cities and states where we operate.</p>
2-29	Approach to stakeholder engagement	<p>2022 Impact Report › Appendix › Stakeholder Engagement, p. 59</p> <p>2022 Impact Report › Appendix › Materiality, p. 61</p>
2-30	Collective bargaining agreements	<p><1% (0.26%) of our U.S. and Canadian-based employees are covered by collective bargaining agreements.</p> <p>CEI: <1% (0.81%)</p> <p>CAI: <1% (0.40%)</p> <p>CCI: 0%</p> <p>The working conditions and terms of employment of employees not covered by collective bargaining agreements are not influenced or determined based on other collective bargaining agreements.</p>
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	<p>2022 Impact Report › Governance, p. 45</p> <p>2022 Impact Report › Appendix › Materiality › Materiality Assessment, p. 61</p>
3-2	List of material topics	<p>2022 Impact Report › Appendix › Materiality › Material Topics, p. 61</p>

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
GRI 201: ECONOMIC PERFORMANCE		
3-3	Management of the material topic	2022 Impact Report › Our Company › Who We Are, p. 6
201-1	Direct economic value generated and distributed	2022 Impact Report › Our Company › Who We Are, p. 6
GRI 203: INDIRECT ECONOMIC IMPACTS		
3-3	Management of the material topic	2022 Impact Report › Caring for People › 34 by 34, p. 11 2022 Impact Report › Protecting the Planet › Environmental Partnerships, p. 32 2022 Impact Report › Innovating for Impact › Advancing Connectivity, p. 37
203-1	Infrastructure investments and services supported	2022 Impact Report › Caring for People › 34 by 34, p. 11 2022 Impact Report › Protecting the Planet › Environmental Partnerships, p. 32 2022 Impact Report › Innovating for Impact › Advancing Connectivity, p. 37
GRI 205: ANTI-CORRUPTION		
3-3	Management of the material topic	2022 Impact Report › Governance › Ethics › Code of Conduct, p. 47 2022 Impact Report › Governance › Ethics › Governance Structure, p. 47
205-1	Operations assessed for risks related to corruption	2022 Impact Report › Governance › Ethics › Code of Conduct, p. 47 2022 Impact Report › Governance › Ethics › Governance Structure, p. 47 Code of Conduct Supplier Code of Conduct
205-2	Communication and training about anti-corruption policies and procedures	2022 Impact Report › Governance › Ethics › Code of Conduct, p. 47 2022 Impact Report › Governance › Ethics › Governance Structure, p. 47 Code of Conduct Supplier Code of Conduct
GRI 302: ENERGY		
3-3	Management of the material topic	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Energy, p. 29 Cox Conserves

DISCLOSURE	DISCLOSURE TITLE	RESPONSE				
302-1	Energy consumption within the organization					
			2019	2020	2021	2022
			kWh	kWh	kWh	kWh
		Total	945M	841M	753M	833M
		Non-renewable	940M	767M	631M	590M
		Renewable	5M	74M	122M	243M
		CEI				
		Non-renewable	52M	39M	48M	31M
		Renewable	190K	185K	18K	18K
		CCI				
		Non-renewable	692M	614M	508M	433M
		Renewable	3M	70M	97M	208M
		CAI				
		Non-renewable	143M	114M	74M	85M
		Renewable	2M	3M	26M	30M
		CMG				
		Non-renewable	53M	-	-	-
		Renewable	194K	-	-	-
		New Acquisitions				
Non-renewable	-	-	-	41M		
Renewable	-	-	-	4M		
<p>Column totals may not equal total due to rounding.</p> <p>CEI, CCI and CAI line items do not include new acquisitions. Reflects 2020 Cox business only.</p> <p>Electricity usage only (does not include natural gas, propane, other).</p>						

GRI 303: WATER AND EFFLUENTS

3-3	Management of the material topic	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Energy, p. 29 Cox Conserves
303-1	Interactions with water as a shared resource	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Water, p. 29 Cox Conserves

DISCLOSURE	DISCLOSURE TITLE	RESPONSE					
303-3	Water withdrawal						
		2020		2021		2022	
		kgal	% of total	kgal	% of total	kgal	% of total
	Total (Cox + New Acquisitions)						
	Municipal / Utility:	272,120	94%	249,739	97%	190,071	93%
	Wells:	17,930	6%	6,414	3%	14,892	7%
	CEI						
	Municipal / Utility:	21,450	100%	2,194	100%	26,283	71%
	Wells:	-	0%	-	0%	10,812	29%
	CCI						
	Municipal / Utility:	86,431	100%	82,092	100%	59,330	100%
	Wells:	-	0%	-	0%	-	0%
	CAI						
	Municipal / Utility:	164,137	90%	165,144	96%	104,458	96%
	Wells:	18,032	10%	6,414	4%	4,080	4%
	New Acquisitions						
	Municipal / Utility:	-	-	-	-	19,990	65%
	Wells:	-	-	-	-	10,812	35%

GRI 305: EMISSIONS

3-3	Management of the material topic	<p>2022 Impact Report › Protecting the Planet › Minimizing Our Environmental Impact, p. 30</p> <p>2022 Impact Report › Protecting the Planet › Minimizing Our Environmental Impact › Emissions › Fleet Vehicles, p. 30</p> <p>Cox Conserves</p>																																			
305-1	Direct (Scope 1) GHG emissions	<p>2022 Impact Report › Protecting the Planet › Minimizing Our Environmental Impact › Emissions, p. 30</p> <p>DIRECT (SCOPE 1) GHG EMISSIONS (SHORT TON CO₂e)</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Scope 1</td> <td>177,410</td> <td>129,288</td> <td>85,567</td> <td>77,444</td> </tr> <tr> <td>CEI</td> <td>6,516</td> <td>2,815</td> <td>5,420</td> <td>3,408</td> </tr> <tr> <td>CCI</td> <td>73,166</td> <td>68,398</td> <td>32,287</td> <td>21,189</td> </tr> <tr> <td>CAI</td> <td>88,867</td> <td>58,075</td> <td>47,860</td> <td>26,193</td> </tr> <tr> <td>CMG</td> <td>8,861</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>New Acquisitions</td> <td>-</td> <td>-</td> <td>-</td> <td>26,655</td> </tr> </tbody> </table> <p>CEI, CCI and CAI line items do not include new acquisitions. Reflects 2020 Cox business only.</p>		2019	2020	2021	2022	Total Scope 1	177,410	129,288	85,567	77,444	CEI	6,516	2,815	5,420	3,408	CCI	73,166	68,398	32,287	21,189	CAI	88,867	58,075	47,860	26,193	CMG	8,861	-	-	-	New Acquisitions	-	-	-	26,655
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305-2	<p>Energy indirect (Scope 2) GHG emissions</p> <p>2022 Impact Report › Protecting the Planet › Minimizing Our Environmental Impact › Emissions, p. 30</p> <p>ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (SHORT TON CO₂e)</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Scope 2</td> <td>391,472</td> <td>299,235</td> <td>279,573</td> <td>225,028</td> </tr> <tr> <td>CEI</td> <td>24,837</td> <td>17,643</td> <td>20,081</td> <td>14,192</td> </tr> <tr> <td>CCI</td> <td>282,515</td> <td>236,591</td> <td>227,108</td> <td>159,666</td> </tr> <tr> <td>CAI</td> <td>59,321</td> <td>45,001</td> <td>32,384</td> <td>32,885</td> </tr> <tr> <td>CMG</td> <td>24,799</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>New Acquisitions</td> <td>-</td> <td>-</td> <td>-</td> <td>18,286</td> </tr> </tbody> </table>		2019	2020	2021	2022	Total Scope 2	391,472	299,235	279,573	225,028	CEI	24,837	17,643	20,081	14,192	CCI	282,515	236,591	227,108	159,666	CAI	59,321	45,001	32,384	32,885	CMG	24,799	-	-	-	New Acquisitions	-	-	-	18,286	
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305-3	Other indirect (Scope 3) GHG emissions	We are in the process of collecting data and quantifying our Scope 3 emissions. We intend to report out on Scope 3 emissions in future reports.																																			
305-5	<p>Reduction of GHG emissions</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total Scope 1 & 2</td> <td>568,882</td> <td>428,523</td> <td>365,140</td> <td>302,473</td> </tr> <tr> <td>YoY Change in Emissions</td> <td>-</td> <td>-25%</td> <td>-15%</td> <td>-17%</td> </tr> </tbody> </table>		2019	2020	2021	2022	Total Scope 1 & 2	568,882	428,523	365,140	302,473	YoY Change in Emissions	-	-25%	-15%	-17%																					
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GRI 306: WASTE

3-3	Management of the material topic	<p>2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28</p> <p>Cox Conserves</p>										
306-1	Waste generation and significant waste-related impacts	<p>2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28</p> <p>Cox Conserves</p>										
306-2	Management of significant waste-related impacts	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28										
306-3	<p>Waste generated</p> <p>2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Total annual waste (tons)</td> <td>63,047</td> <td>51,608</td> <td>49,575</td> <td>49,505</td> </tr> </tbody> </table>		2019	2020	2021	2022	Total annual waste (tons)	63,047	51,608	49,575	49,505	
	2019	2020	2021	2022								
Total annual waste (tons)	63,047	51,608	49,575	49,505								

DISCLOSURE	DISCLOSURE TITLE	RESPONSE				
306-4	Waste diverted from disposal 2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28		2019	2020	2021	2022
		Amount of waste diverted (tons)	43,213	38,961	41,216	40,925
		Annual waste diversion rate	68.00%	75.50%	83.10%	87.80%
		Our waste reduction goal, zero waste to landfill by 2024, is on track to be achieved.				
306-5	Waste directed to disposal 2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28		2019	2020	2021	2022
		Amount of waste sent to landfill (tons)	19,834	12,647	8,359	8,580

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

3-3	Management of the material topic	2022 Impact Report › Governance › Responsible Supply Chain › Sustainable Supply Chain, p. 51 About Us - Suppliers Supplier Sustainability Initiative
308-1	New suppliers that were screened using environmental criteria	Supplier Sustainability Initiative

GRI 401: EMPLOYMENT

3-3	Management of the material topic	2022 Impact Report › Caring for People › Prioritizing Employees' Health, Safety and Wellbeing › Benefits and Wellness, p. 23 Cox Enterprises - People
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401-1	<p>New employee hires and employee turnover</p> <p>TURNOVER BY AGE (RATE)</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> </thead> <tbody> <tr> <td>Employees under 30 years old hired within calendar year</td> <td>2,218</td> <td>4.90%</td> <td>2,276</td> <td>5.10%</td> </tr> <tr> <td>Employees 30 to 50 years old hired within calendar year</td> <td>3,838</td> <td>8.60%</td> <td>3,962</td> <td>8.80%</td> </tr> <tr> <td>Employees over 50 years old hired within calendar year</td> <td>2,719</td> <td>6.10%</td> <td>2,359</td> <td>5.30%</td> </tr> </tbody> </table> <p>U.S. employees only</p> <p>TURNOVER BY GENDER (RATE)</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">2021</th> <th colspan="2">2022</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>3,089</td> <td>6.80%</td> <td>3,128</td> <td>6.80%</td> </tr> <tr> <td>Male</td> <td>5,784</td> <td>12.80%</td> <td>5,684</td> <td>12.40%</td> </tr> </tbody> </table> <p>U.S. employees only</p> <p>INTERNAL HIRE RATE</p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>30.30%</td> <td>40.40%</td> <td>42.50%</td> <td>38.00%</td> </tr> </tbody> </table> <p>U.S. and Canada employees</p> <p>PERCENTAGE OF EMPLOYEES WITH 5+ YEAR TENURE</p> <table border="1"> <thead> <tr> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>51.80%</td> <td>57.00%</td> <td>54.50%</td> <td>54.60%</td> </tr> </tbody> </table> <p>U.S. employees only</p>		2021		2022		Employees under 30 years old hired within calendar year	2,218	4.90%	2,276	5.10%	Employees 30 to 50 years old hired within calendar year	3,838	8.60%	3,962	8.80%	Employees over 50 years old hired within calendar year	2,719	6.10%	2,359	5.30%		2021		2022		Female	3,089	6.80%	3,128	6.80%	Male	5,784	12.80%	5,684	12.40%	2019	2020	2021	2022	30.30%	40.40%	42.50%	38.00%	2019	2020	2021	2022	51.80%	57.00%	54.50%	54.60%	
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401-2	<p>Benefits provided to full-time employees that are not provided to temporary or part-time employees</p>	<p>2022 Impact Report › Caring for People › Prioritizing Employees' Health, Safety and Wellbeing › Benefits and Wellness, p. 23</p> <p>Cox Enterprises - People</p> <p>All full-time employees with at least six months of service are eligible for eight weeks of paid parental leave. To see a full list of Cox employee benefits, visit the benefits page on our website.</p>																																																			
GRI 403: OCCUPATIONAL HEALTH AND SAFETY																																																					
3-3	<p>Management of the material topic</p>	<p>2022 Impact Report › Caring for People › Prioritizing Employees' Health, Safety and Wellbeing › Risk Mitigation, p. 22</p>																																																			
403-1	<p>Occupational health and safety management system</p>	<p>2022 Impact Report › Caring for People › Prioritizing Employees' Health, Safety and Wellbeing › Risk Mitigation, p. 22</p>																																																			

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
403-2	Hazard identification, risk assessment, and incident investigation	<p>Field technicians execute regular inspections of equipment, ladders, vehicles, PPE, etc. to ensure that operational risks are mitigated before actual work is performed at the customer premises or job site. In addition, facilities are inspected on a regular, recurring basis using a third-party risk consultant. Facilities inspections include fire protection reviews, infrared scans and general facilities safety. Improvement recommendations are reviewed and implemented where necessary. Technical facilities are also reviewed by Cox personnel on a regular basis to ensure general safety and protection. Cable plants are informally inspected by field personnel in all markets with the exception of California, which has a dedicated inspection team that has formal procedures for plant inspections to mitigate wildfire and other risks within the California markets. Lastly, leader observations conducted on the job site allows for immediate behavior changes necessary to prevent unsafe actions to continue unabated. CCI performs post-incident investigations using the fishbone methodology to determine ultimate root cause and implement necessary improvements to policies and procedures as well as training content to mitigate risk of future incidents.</p> <p>Workers Compensation and General Liability claims are reviewed to determine if there are opportunities to reduce occurrences through improved policies and procedures and training enhancements. Incident volumes are tracked and measured for targeting and improvement metrics. In addition, the reporting and investigation of near-miss incidents allows for proactive tactics to prevent losses from occurring in the first place.</p>
403-3	Occupational health services	2022 Impact Report › Appendix › GRI Content Index › Disclosure 403-2
403-4	Worker participation, consultation, and communication on occupational health and safety	Management and workers are involved in the continuous review of operational safety procedures, trainings, testing and exercises. Examples of worker participation and consultation in the development and evaluation of occupational health and safety include Fall Prevention Programs, Driver’s Program, Near Miss, RF safety, and Confined Space trainings, regular testing of alarms and monitoring systems, safety drills and table top exercises that are performed annually.
403-5	Worker training on occupational health and safety	A comprehensive library of safety classes are made available in the company Learning Management System (LMS – Learn@Cox). A specific curriculum is determined for new hire training which prepares employees to work safely on day one in the field. Ongoing assignments are created when there is a job change or change in work practices. Refresher training is provided for those high-risk areas where safety skills are necessary, including fall protection, driving and slip/trip/falls.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
403-6	Promotion of worker health	<p>2022 Impact Report › Caring for People › Prioritizing Employees' Health, Safety and Wellbeing › Benefits and Wellness, p. 23</p> <p>Cox Enterprises - Employee Benefits</p> <p>MEDICAL PLAN PARTICIPATION RATE:</p> <p>2021 Medical Eligible Employees Enrolled: 92%</p> <p>2021 Dental Eligible Employees Enrolled: 89%</p> <p>2021 Vision Eligible Employees Enrolled: 79%</p> <p>2022 Medical Eligible Employees Enrolled: 94%</p> <p>2022 Dental Eligible Employees Enrolled: 90%</p> <p>2022 Vision Eligible Employees Enrolled: 78%</p> <p>KNOW YOUR NUMBERS PARTICIPATION RATE:</p> <p>2021 Participation Rate for Eligible Participants: 28%</p> <p>2022 Participation Rate for Eligible Participants: 16%</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contract terms generally require workers meet or exceed certain levels of training and certification dependent upon the area of the business.
GRI 404: TRAINING AND EDUCATION		
3-3	Management of the material topic	2022 Impact Report › Caring for People › Fostering an Inclusive Workplace › Talent Management, p. 20
404-1	Average hours of training per year per employee	<p>2019: 27.1</p> <p>2020: 25</p> <p>2021: 37.5</p> <p>2022: 31.8</p> <p>NOTES:</p> <ul style="list-style-type: none"> Employee training figures include only training activity captured in our LMS. Trainings include skill-based training and compliance training taken online (virtual courses) and instructor-led courses. In 2021, we changed our training data methodology to remove statistical outliers and more accurately reflect employee training hours by basing our metric on the average time needed to complete the training.
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Impact Report › Caring for People › Fostering an Inclusive Workplace › Talent Management, p. 20

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

3-3 **Management of the material topic** 2022 Impact Report › Caring for People › Fostering an Inclusive Workplace › Our ID&E Strategy, p. 16

405-1 **Diversity of governance bodies and employees**

DIVERSITY REPRESENTATION BY LEVEL

	2021	2022
Total POC		
Exec	18%	19%
Leader	27%	29%
Individual Contributor	41%	42%

POC Women

Exec	8.10%	8.50%
Leader	12.00%	11.70%
Individual Contributor	15.20%	15.50%

POC Men

Exec	9.70%	10.80%
Leader	15.00%	17.50%
Individual Contributor	26.10%	26.20%

White Women

Exec	24.20%	24.00%
Leader	26.50%	24.00%
Individual Contributor	18.20%	18.20%

White Men

Exec	57.90%	56.60%
Leader	46.50%	46.90%
Individual Contributor	40.60%	40.20%

U.S. & Canada employees; employees who have no gender selected (null) or no ethnicity selected (null) are excluded from calculation

BOARD OF DIRECTORS DIVERSITY

	2022
Men (non-POC)	56%
Men (POC)	22%
Women (non-POC)	11%
Women (POC)	11%

ETHNICITY REPRESENTATION

	2021	2022
African American	15.40%	15.10%
American Indian/ Alaska Native	0.70%	0.70%
Asian	6.00%	6.20%
Hispanic/Latino	13.10%	13.10%
Native Hawaiian/ Pacific Islander	0.50%	0.40%
Two or More Races	2.60%	2.70%
White	61.50%	61.10%

U.S. employees; employees who have no ethnicity selected (null) are excluded from calculation

GRI 413: LOCAL COMMUNITIES

3-3 **Management of the material topic** 2022 Impact Report › Caring for People › Continuing Our Culture of Giving Back, p. 14

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
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413-1	Operations with local community engagement, impact assessments, and development programs					
	COX IMPACT ENROLLMENT PERCENTAGE					
	Number of Executives on Nonprofit Boards: 72 Cox-sanctioned nonprofit board placements in Atlanta					
	EMPLOYEE GIVING THROUGH COX CHARITIES AND ANNUAL ATLANTA GIVING CAMPAIGN FOR 2021 AND 2022					
	Season for Sharing Program Impact: Season for Sharing is a program focused on providing Atlanta-based Cox employees and their family members with holiday needs such as meals, holiday travel, gifts and other basic household items so they can have a more joyous holiday season. In 2021 and 2022, the Season for Sharing program provided more than \$358,000 in support to 1,062 Cox employees and their families.					
	EMPLOYEE VOLUNTEERS AND VOLUNTEER HOURS PER YEAR					
			2021	2022		
	# of employee volunteers:		3,242	7,881		
	# of employee volunteer hours:		23,000+	45,000+		
	Cox impact enrollment percentage as of year-end:		64%	65%		
	# of organizations served from 2021 - 2022				890	
	CORPORATE AND THE JAMES M. COX FOUNDATION GIVING AS CASH AND AS IN-KIND DONATIONS PER YEAR					
	2021	CAI	CCI	CEI	JMCF	Total
	Cash:	694,006	8,534,956	4,564,591	33,902,334	47,695,887
	In-Kind:	252,402	53,227,755	548,274	-	54,028,431
Total:	946,408	61,762,711	5,112,865	33,902,334	101,724,318	
2022	CAI	CCI	CEI	JMCF	Total	
Cash:	298,985	7,028,189	5,635,813	42,502,667	55,465,654	
In-Kind:	90,000	78,740,111	583,059	-	79,413,170	
Total:	388,985	85,768,300	6,218,872	42,502,667	134,878,824	
CERF IMPACT						
		2021	2022			
\$ Given		\$1.5M	\$1.2M			

GRI 414: SUPPLIER SOCIAL ASSESSMENT

3-3	Management of the material topic	2022 Impact Report › Governance › Responsible Supply Chain › Supply Chain Strategy, p. 49 About Us - Suppliers Supplier Diversity Program Supplier Sustainability Initiative
414-1	New suppliers that were screened using social criteria	We have recently implemented EcoVadis for purposes of supplier assessments (environmental and social). In 2022, 126 suppliers were screened using social criteria.

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
414-2	Negative social impacts in the supply chain and actions taken	In 2022, only 3 suppliers were identified as having potential negative social impacts. Given the recent introduction of our supplier social screening, we are still in the process of establishing formal corrective actions for suppliers identified as having significant actual and potential negative social impacts in the supply chain.
GRI 415: PUBLIC POLICY		
3-3	Management of the material topic	2022 Impact Report › Governance › Ethics › Public Policy Governance, p. 47 The Cox Enterprises Public Policy Office manages policy issues for all divisions and represents the interests of the company to officials regarding legislative or regulatory issues that may affect our business and our ability to meet the needs our customers.
415-1	Political contributions	2022 Impact Report › Governance › Ethics › Public Policy Governance, p. 47
GRI 418: CUSTOMER PRIVACY		
3-3	Management of the material topic	2022 Impact Report › Governance › Data Security and Privacy, p. 48
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 Impact Report › Governance › Data Security and Privacy, p. 48
TRANSPARENCY AND DISCLOSURE		
3-3	Management of the material topic	2022 Impact Report › Governance › Looking Ahead, p. 52 2022 Impact Report › Appendix › Our Materiality by the Numbers › GRI Content Index, p. 62
	No applicable GRI Standard	2022 Impact Report › Governance › Looking Ahead, p. 52 2022 Impact Report › Appendix › Our Materiality by the Numbers › GRI Content Index, p. 62
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT		
3-3	Management of the material topic	We follow the law and are subject to many laws and regulations. We honor not just the letter of the law (the actual words), but also the spirit of the law. Our commitment helps to build trust, protect our brand, and secure our future. Because we operate in various countries, our businesses and employees are subject to, and expected to comply with, a diverse set of local laws and regulations. We have governance structures and compliance and regulatory teams in place to ensure compliance and keep track of new requirements.
	No applicable GRI Standard	2022 Impact Report › Governance › Ethics, p. 47
ACCESS AND AFFORDABILITY		
3-3	Management of the material topic	2022 Impact Report › Innovating for Impact › Advancing Connectivity › Digital Equity, p. 38
	No applicable GRI Standard	2022 Impact Report › Innovating for Impact › Advancing Connectivity › Digital Equity, p. 38

DISCLOSURE	DISCLOSURE TITLE	RESPONSE												
INNOVATION AND TECHNOLOGY														
3-3	Management of the material topic	<p>2022 Impact Report › Our Approach › Progress Toward Our Goals, p. 8</p> <p>2022 Impact Report › Innovating for Impact, p. 35</p> <p>STARTUPS SUPPORTED</p> <table border="1"> <tbody> <tr> <td>Total since 2016</td> <td>397</td> </tr> <tr> <td>Based in Atlanta</td> <td>195</td> </tr> <tr> <td>Total in 2021</td> <td>83</td> </tr> <tr> <td>Based in Atlanta</td> <td>35</td> </tr> <tr> <td>Total in 2022</td> <td>87</td> </tr> <tr> <td>Based in Atlanta</td> <td>42</td> </tr> </tbody> </table>	Total since 2016	397	Based in Atlanta	195	Total in 2021	83	Based in Atlanta	35	Total in 2022	87	Based in Atlanta	42
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PUBLIC HEALTH RISKS		
3-3	Management of the material topic	<p>Public Health Risks were a new topic stemming from our 2022 materiality assessment. At Cox, our commitment to lead by example has guided every effort we've undertaken to keep employees, customers and communities as safe as possible while reimagining our business operations across industries and continents. This required quickly moving our employees to an entirely virtual environment, connecting people to essential resources, and launching — or expanding — products and services to provide business clients and customers with everything from reliable internet access to home services for auto dealers to keep their businesses running at the height of the pandemic. In our 2020 Impact Report, we reported on our approach to and management of the COVID-19 pandemic. We rely heavily on the CDC for COVID-19 and other public health guidance and continue to update our approach as new insight comes forward. Overall, this response has highlighted our company's commitment to public health, including the health and safety of our employees, customers and communities.</p> <p>In 2020, we expanded our healthcare benefits by including free and reduced cost access to virtual doctor visits, offering free COVID-19 testing and giving employees the ability to have prescriptions refilled early and delivered for free. We also offer employees up to four hours of paid time off to get the COVID-19 vaccine, in addition to a number of health-related benefits including onsite flu vaccines, etc.</p>

SASB

SASB CODE	CATEGORY	RESPONSE
DATA SECURITY		
TC-IM-230a.2	Discussion and analysis	2022 Impact Report › Governance › Data Security and Privacy, p. 48
TC-TL-230a.2		

United Nations Sustainable Development Goals

Established in 2015, the United Nations Sustainable Development Goals (SDGs) are an urgent call-to-action toward a 2030 deadline. The 17 SDGs and their 169 targets embody an array of complex, interrelated global issues, such as gender equality and climate action, that require innovation and global cooperation to solve.

While Cox supports all 17 SDGs, we have identified 12 goals that are most relevant to our business. Outlined below, these goals align with our ongoing strategy, initiatives and long-term goals.



CARING FOR PEOPLE	PROTECTING THE PLANET	INNOVATING FOR IMPACT
<ul style="list-style-type: none"> • SDG 3: Good health and wellbeing • SDG 4: Quality education • SDG 5: Gender equality • SDG 8: Decent work and economic growth • SDG 10: Reduced inequalities • SDG 16: Peace, justice and strong institutions 	<ul style="list-style-type: none"> • SDG 6: Clean water and sanitation • SDG 11: Sustainable cities and communities • SDG 12: Responsible consumption and production • SDG 13: Climate action 	<ul style="list-style-type: none"> • SDG 3: Good health and wellbeing • SDG 7: Affordable and clean energy • SDG 9: Industry, innovation and infrastructure • SDG 13: Climate action

