

OUR FUTURE IS OUR LEGACY

2022 Collective Impact Report



COX
ENTERPRISES

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FRONT COVER

Left: Matt Belcher volunteers to plant trees in partnership with Trees Atlanta. **Center:** Mia Cahal enjoys the fall weather and a break from work.

Right: Detric Porter and John Edmond celebrate our new social goal, 34 by 34, during the New Orleans Act to Impact Roadshow stop.

LETTER FROM THE CHAIRMAN AND CEO

Since our founding in 1898, we have sought to build a better future for the generations to come. For 125 years, this value has guided how we do business, inspiring and enabling us to make a positive impact on the world around us.

We've been publishing our impact report for the past nine years to share our progress on our ambitious goals. These reports cover many areas, from providing our communities with affordable access to the internet, to helping protect the planet through environmental initiatives, to caring for our employees. The metrics we track tell a story, inspiring us to stay motivated and press forward. As the saying goes, you can't improve what you don't measure, and watching our strategies gain traction is exciting. We're leading the charge, and we hope other companies follow.

Fortunately, Cox is well positioned to make a meaningful impact. Our footprint and influence are large. Our team of nearly 50,000 dedicated employees is working to address issues that face our business and our world. We work in multiple sectors to solve crucial challenges related to connectivity, transportation mobility and sustainable innovation.

In 2022, we worked boldly to integrate our Purpose — Empower People Today to Build a Better Future for the Next Generation — into all facets of our business. We continued to make progress with our Inclusion, Diversity and Equity (ID&E) strategy and moved closer to achieving our goals, including increasing representation of people of color (POC) among executives by 50% by the end of 2025. And we invested in and acquired several exciting companies seeking to address the pressing issues facing our world. These include controlled environment agriculture businesses BrightFarms and Mucci Farms and advanced recycling company Nexus Circular. And with acquisitions like Axios, we're investing in our values — ensuring citizens have the fact-based information they need to make smart decisions, hold elected officials accountable and access government services.



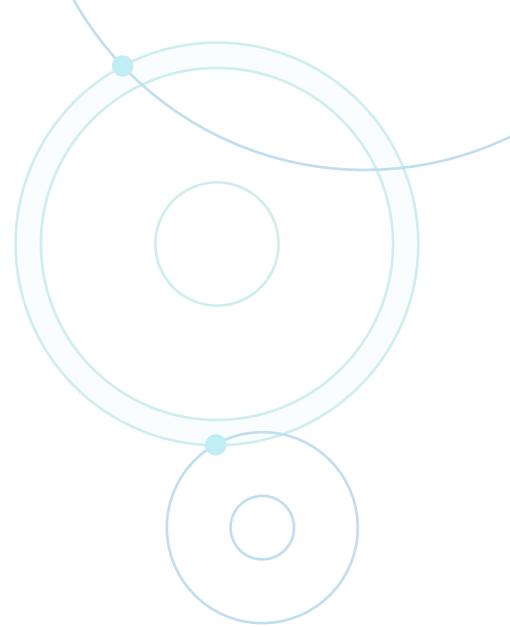
“We’re confident in our ability to reach the ambitious objectives we’ve set for ourselves. This optimism is fueled by our employees and the culture we’ve created. Simply put, we are a group of people dedicated to solving problems — and hopefully making the world a better place along the way.”

Looking ahead, our social impact initiative, 34 by 34, aims to empower 34 million people to live more prosperous lives by 2034. Through Cox Conserves, our environmental sustainability framework, we aim to meet aggressive goals: achieving zero waste to landfill by 2024 and becoming carbon and water neutral by 2034. And, thanks to strategic investments and continuous innovation, we are on track to create a large and impactful cleantech business for a more sustainable future.

In this report, you'll find detailed information on Cox's social and environmental impact and the ways we're taking action to meet our goals. Although ambitious, we're confident in our ability to reach the objectives we've set for ourselves. This optimism is fueled by our employees and the culture we've created. Simply put, we are a group of people dedicated to solving problems — and hopefully making the world a better place along the way. Thinking innovatively and working together with our employees, customers, partners and communities, we believe we can use our business to unlock a better future for all.



Alex Taylor
Chairman and CEO
Cox Enterprises



Mucci Farms' 72 acre strawberry greenhouse.



2021-2022 HIGHLIGHTS

Since our last report, we have worked to create a better tomorrow through a host of activities, initiatives, investments and partnerships that support employees, customers, communities and the planet.

Highlights include:

Caring for People

- Brought our social impact goal, **34 by 34**, to life by visiting nine cities nationwide in our **Act to Impact** tour, where employees learned about the goal, took part in a community project and left a major gift to a deserving organization in every community
- Empowered **2.8 million people** through Cox Communications' digital equity programs and partnered with **True Impact** to quantify our efforts
- Volunteered **68,000+ hours across 6,800 events** tracked through our employee engagement platform, **Cox Impact**
- Unveiled an **ID&E strategy** that provides a centralized framework for our strategic ID&E pillars, long-term ambitions and measurable goals
- Implemented **Flex Forward**, a new flexible-working initiative that embraces new ways of working while maximizing employee productivity and performance
- Introduced new benefits including **Hinge Health** (virtual physical therapy), **My Money 101** (financial literacy) and **Progyny** (fertility assistance)

Protecting the Planet

- Reached **87.8% waste diversion rate** across our enterprise — **97.6%** to our **2024 Zero Waste to Landfill goal**. Received reasonable assurance from Underwriter's Laboratories on our Zero Waste dataset and methodology for 2020-2021
- Signed renewable electricity supply agreements that will help us achieve more than **60% renewable energy** starting in 2025
- Began replacing conventional vehicles with **30 all-electric commercial vans** at Cox Communications while setting up charging infrastructure, employee reimbursement and maintenance training. Plans are in place to ramp up these efforts across our divisions to support our goal of **carbon neutrality by 2034**
- Since 2014, Cox has an annualized water reduction/replenishment of **~181 million gallons per year**
- Had nearly **1,500 Cox employees** take more than **9,400 actions** to reduce their personal carbon footprints through our company-wide sustainability program, the Chairman's Challenge
- Expanded our **2022 Cox Conserves Heroes award** to three categories: adult (18+), youth (under 18) and nonprofit

Innovating for Impact

- Acquired **BrightFarms** and made a significant strategic investment in **Mucci Farms**, two indoor farming companies, which expands our footprint in sustainable agriculture
- Acquired **Spiers New Technologies**, which has repaired, refurbished or remanufactured more than **51,000 battery packs** for electric and hybrid vehicles
- Made a major investment in **OpenGov**, the leading cloud software platform for state and local governments that enables more efficient, transparent and accountable government
- **Cox 2M** continued to engage in smart community projects in **eight cities** throughout 2021 and 2022
- Acquired a majority ownership in **Axios**, furthering our commitment to delivering vital, trustworthy news and analysis in the most efficient ways possible
- Celebrated **100 companies** in Atlanta that have now completed the **Cox Techstars** startup accelerator enabling entrepreneurship and innovation while focusing on problem solving

OUR COMPANY

OUR PURPOSE: EMPOWER PEOPLE TODAY TO BUILD A BETTER FUTURE FOR THE NEXT GENERATION.

Cox Enterprises was founded by James M. Cox in 1898 as a company committed to doing the right thing, always. And while our business has grown and evolved, we have always upheld this simple yet powerful promise. As we continue to expand into new industries, our Purpose remains top-of-mind. That's why we take care of our employees, give back to our communities, and invest our time and resources to create a virtuous cycle of innovation in our business and address societal challenges.

Who We Are

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 expand our purpose of building a better future for the next generation.

Our Vision

Our greatest people working together to solve the most pressing problems of the time.

Our Values

As our company grows, we continue to foster a culture that puts people first and upholds fundamental values, such as honesty, integrity and accountability. Our values and [Code of Conduct](#) ensure our commitment to operating with the highest ethical standards will never change.

VALUES IN ACTION

OUR EMPLOYEES AND COMMITMENT TO DIVERSITY

Our employees are our most important resource. We encourage entrepreneurship and initiative. We recognize and reward achievement.

We are committed to having a diverse workforce that reflects the communities we serve. We embrace and foster an environment that builds on the unique talents that come from people with a variety of backgrounds and perspectives.

NEW TECHNOLOGY AND BUSINESS OPPORTUNITIES

We embrace new technology to give our customers the variety and quality of services they demand.

We invest in new business opportunities, making smart, bold moves to enhance our growth.

OUR CUSTOMERS ARE OUR LIFEBLOOD

We're dedicated to building lasting relationships with them and meeting their needs with high-quality products and services that go beyond their expectations.

A BETTER COMMUNITY AND A BETTER WORLD

We believe it's good business to be good citizens of the communities we serve through volunteerism and financial support.

We are committed to helping shape a better world through responsible company and individual actions.

Our Divisions and Businesses

Cox Enterprises is dedicated to building a better future through our leading communications and automotive services companies. Our major operating subsidiaries include Cox Communications and Cox Automotive. Cox is pushing beyond the boundaries of our core businesses with investments in adjacent industries and high growth potential markets, such as cleantech, healthcare, digital media and the public sector.

Cox Communications

We provide broadband connectivity to nearly 7 million homes and businesses across 18 states as the largest private broadband company in the United States.

Cox Automotive

We simplify the process of buying, selling, owning and using cars by bridging the gap between consumers, manufacturers, dealers, lenders and new transportation mobility providers.

Cox Enterprises

We invest in and acquire clean, sustainable technologies that safeguard the environment, improve healthcare, benefit the public sector and provide access to unbiased quality journalism so future generations can thrive.

<p>CONNECTIVITY</p> 	<p>MOBILITY</p> <p>COX AUTOMOTIVE / MOBILITY</p> 	<p>SUSTAINABILITY</p> 
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* Not representative of our full suite of brands.

Business Resilience

Our world continues to evolve, and in order for us to grow, innovate and bring more widespread value to generations to come, we must be able to identify and adapt to changes and challenges that affect our business.

Cox has been a business since 1898 and we continue to view business through a distinctly long-term lens. We believe that investing in the wellbeing of people and the environment ultimately mitigates

risk and supports our business. The investments we make now in sustainable technologies and new ventures will help carry our business into a better future. We firmly believe a more sustainable

future is good for Cox's business resiliency. So we work to identify and manage risks and opportunities connected to social, environmental and economic challenges through our vision for our business.

OUR APPROACH

Making Our Mark

We strive to “Make Our Mark” by leaving the world a better place for future generations. We pay careful attention to the events, trends and research shaping our world and our business, and we strive to build strong systems to ensure we effectively manage these issues. In our 2022 materiality assessment, we both confirmed that our focus areas were valid and identified new topic areas that we have folded into our framework: Caring for People, Protecting the Planet and Innovating for Impact. This ensures we can make progress toward our long-term Impact Goals, define new ones, and continue to evolve our strategy with a focus on impact and an ambition to build a better future for the next generation.

Progress Toward Our Goals

In 2014, Cox established FutureFocus 2034, a bold plan to build on our 120+ year history of innovation and diversification. Since then, we’ve expanded FutureFocus 2034 into an ambitious vision that includes our commitment to make the world a better place for our employees, our customers and our communities.

As we strive to achieve key milestones within our FutureFocus 2034 strategy, we are committed to:

- Setting measurable, time-bound goals that support the impact we want to have on the world
- Openly reporting on our progress toward these goals
- Refining targets and goals as needed
- Continually monitoring topics that could have a material impact on our business (or ones which could influence our impact on others) in order to validate and inform Cox’s current and future strategy




“Cox is a company that cares about our people and our communities, which is why we’ve created bold commitments to positively impact environmental, social and governance matters. We want to build a better future, and showing evidence of our progress in these areas is another way we can attract like-minded individuals to our company to help us reach our goals.”



Karen Bennett

executive vice president and chief people officer, Cox Enterprises

Our Integrated Impact Strategy

OUR BUSINESS		
<p>CONNECTIVITY</p>  <p>Connecting more than 7 million people and businesses to the things they care about most</p>	<p>MOBILITY</p>  <p>Transforming the way the world buys, sells, owns and uses vehicles</p>	<p>SUSTAINABILITY</p>  <p>Addressing the environmental crisis of our generation by investing in renewable energy and clean technologies</p>

OUR STRATEGY		
<p>OUR FUTUREFOCUS 2034 STRATEGY ENCOMPASSES THREE AREAS:</p>		
<p>1 Business and sustainable growth</p>	<p>2 Culture and talent</p>	<p>3 Communities, our value chain and the environment</p>

IMPACT PILLARS	GOALS	PROGRESS TO DATE
<p>CARING FOR PEOPLE Ensure our employees and communities thrive</p>	Empower 34 million people to live more prosperous lives by 2034	Empowered over 4.7 million people
	Improve executive POC representation by 50% by the end of 2026	40% progress to goal
	Spend \$1 billion with diverse suppliers by the end of 2026	\$943.5 million spent with diverse suppliers
<p>PROTECTING THE PLANET Leave the planet better for future generations</p>	Send zero waste to landfill by 2024	97.6% to goal*
	Become carbon neutral by 2034	52% to goal*
	Become water neutral by 2034	56% to goal*
<p>INNOVATING FOR IMPACT Drive innovation that improves the world</p>	Make investments to create a large and impactful cleantech business for a more sustainable future	We are on track, having invested more than \$1 billion in 7 cleantech companies to date

* Learn more about our progress toward our goals in the [GRI Content Index](#).

CARING FOR PEOPLE

Our Commitment

Ensure our employees and communities thrive

Focus Areas

[Continuing our culture of giving back](#)

[Fostering an inclusive workplace](#)

[Prioritizing employees' health, safety and wellbeing](#)

Caring for People is fundamental to everything we do as a company. Inspired by our founder's generosity toward others and his dedication to public service, our support and dedication to our employees and communities have been a core part of our culture for over a century. We empower our employees by providing them with a diverse, inclusive work environment where they can pursue their fullest potential and every person's perspective is valued. And we are building stronger, more vibrant communities by supporting increased access to information and communication technology and giving our resources to causes that align with our goals. By Caring for People, we are making the world a better place, while positioning our business for sustainable success for generations to come.

Left to right: Mia Cahal and Amanda Atkins catch up on work outside while enjoying the fall weather.



2021-2022 Highlights

Brought our social impact goal, **34 by 34**, to life by visiting nine cities nationwide in our *Act to Impact* tour, where employees learned about the goal, took part in a community project and left a major gift to a deserving organization in every community

Empowered **2.8 million people** through Cox Communications' digital equity programs and partnered with *True Impact* to quantify our efforts

Volunteered **68,000+ hours** across over **6,800 events** tracked through our employee engagement platform, *Cox Impact*

Unveiled an **ID&E strategy** that provides a centralized framework for our strategic ID&E pillars, long-term ambitions and measurable goals

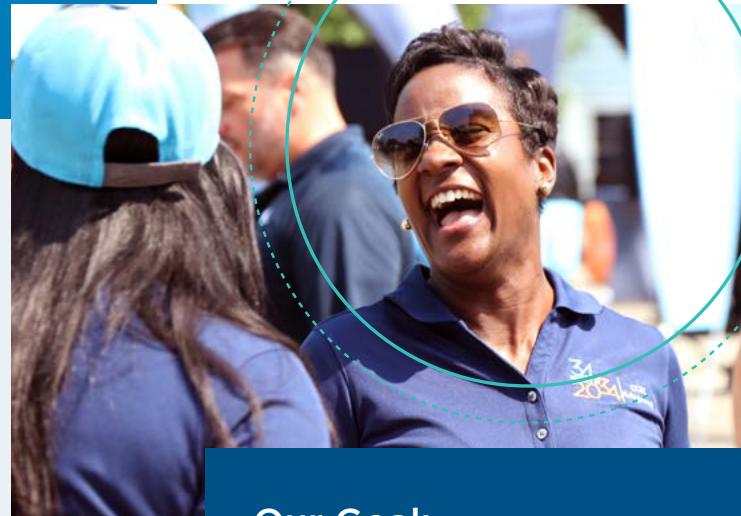
Implemented **Flex Forward**, a new flexible-working initiative that embraces new ways of working while maximizing employee productivity and performance

Introduced new benefits including **Hinge Health** (virtual physical therapy), **My Money 101** (financial literacy) and **Progyny** (fertility assistance)

34 BY 34

Building a Better Future for Millions

Our social impact initiative, known as 34 by 34, is aimed at removing obstacles and expanding access to programs to help 34 million people live more prosperous lives by 2034. From bridging the digital divide to addressing social equity and environmental sustainability challenges, we're committed to creating a ripple effect starting with our employees. From there, it will extend through our supply chain and out into the communities we serve, growing the good one action at a time.



Erin Monroe Wesley celebrates 34 by 34 at the New Orleans Act to Impact roadshow.

Our Goal:

Empower **34 million people** to live more prosperous lives by 2034.

34 by 34 Pathways to Progress

34 by 34 focuses on six pathways where Cox has the tools and know-how to make a real impact. From 2020 through 2022 we empowered more than 4.7 million people.



TECHNOLOGY ACCESS

2.8M+ People Empowered

through Cox Communication's digital equity programs such as Connect2Compete, Connect Assist and the FCC's Affordable Connectivity Program, and in partnership with nonprofits including PCs for People, Boys & Girls Clubs of America Innovation Centers and others.



ACCESS TO LIFELONG EDUCATION

496K+ People Empowered

through breaking down education barriers in partnership with Girls Inc. National STEM and College and Career Readiness program, Girl Talk and more.



EMPLOYMENT SKILLS

97K+ People Empowered

through providing employment pathways through partnerships with the National Association of Asian American Professionals, Startup Runway, Urban League of Greater Atlanta and more.



ENVIRONMENTAL SUSTAINABILITY

821K+ People Empowered

through partnerships with Keep America Beautiful, American Rivers, the Cox Conserves Radium Springs Farm Efficiency Project and more.



SOCIAL EQUITY

212K+ People Empowered

through addressing structural and economic challenges in partnership with the National Center for Civil and Human Rights, United Way and Families First.



GOOD HEALTH

254K+ People Empowered

through health and wellbeing programs with the Center for Pan Asian Community Services, Susan G. Komen, Open Hand, Camp Southern Ground and more.

Social Impact Measurement

We aim to report on our total impact biannually to measure how we're progressing toward our goal and the impact of our overall programs. The 34 by 34 measurement process involves:

1 QUALIFICATION

We assess if a program qualifies for inclusion by meeting one of our qualifying criteria for our six pathways. New programs require 'sign off' for inclusion from a committee led by the CSR team and include Finance Business Operations and Audit Services.

2 QUANTIFICATION

If a program qualifies, quantification criteria associated with the pathway is used. Depending on the program specifics, the right indicator is chosen to track people empowered (i.e. number of students improving grades in schools or number of mentees).

3 AGGREGATION

The program is then right sized and aggregated based on factors identified in steps 1 and 2. Each program is assigned an attribution percentage based on how much funding is provided. For example, if we are responsible for 20% of the funding for the program, we only claim 20% of the impact.

Cox is a leader in social impact measurement. We use several tools and mechanisms developed with guidance from third parties to measure our impact. And we use the resulting data to work toward our goal with all our stakeholders.

We partnered with True Impact, an innovative social impact measurement and reporting tool, to gain a more thorough understanding of how our partnerships (a mix of grants, volunteerism and in-kind contributions) support 34 by 34 initiatives. The True Impact platform guides nonprofit partners to streamline their reporting on social outcomes, easily calculate Cox's claim of overall impact, and submit results to be tallied across a portfolio of social investments. This tool is one of several ways that we gather data and hone in on the types of social investments that yield the most meaningful impact.



If a company wants social impact to be part of the DNA of the business, it has to be connected with the strengths and skills of the organization."



Maury Wolfe

vice president of corporate responsibility and social impact, Cox Enterprises

We acknowledge that social impact measurement is a new, evolving space. Therefore we are constantly refining our approach to measuring and sharing progress toward the 34 by 34 goal. There's still not a clear roadmap or set of best practices for impact reporting. But we don't want the idea of perfection to impede progress.

Our social impact measurement plan was built on how the future of business, our culture, our concern for these focus areas and our purpose align. We will apply our learnings to innovate and spark meaningful conversations with new partners.

Act to Impact Roadshow

In 2022, we brought 34 by 34 to life with our Act to Impact Roadshow. In nine cities across the U.S., nearly 10,000 local Cox employees took part in community projects and provided donations to organizations that support the 34 by 34 goal. We worked closely with longtime partners such as Boys & Girls Clubs of America, Girls Inc., Inside the Outdoors and others to identify projects and recipients in each city.



Each stop included an environmentally sustainable half-day employee festival, where we partnered with diverse vendors that infused local flavor distinct to the city and helped us celebrate heritage months in partnership with our employee resource groups.

In addition to volunteering and empowering more than 64,000 individuals, employees learned about the 34 by 34 goal through inspirational speakers and an educational scavenger hunt experienced through the Cox Impact employee engagement site. Leading the way to each city on the tour was an energy-efficient Airstream trailer with interactive elements, including a recording studio that captured stories of Cox's impact in our communities.

By the numbers:

- 9 stops
- Nearly 10,000 employees attended
- Over 12,000 Airstream miles offset with carbon credits
- 2,000 hours volunteered
- Nearly 30 nonprofits supported
- 34 diverse vendors participated
- More than 64,000 people empowered



ROADSHOW HIGHLIGHTS



“The 34 by 34 goal ties actions across Cox back to our Purpose of building a better future. It focuses on social issues our businesses have the tools and knowledge to solve.”



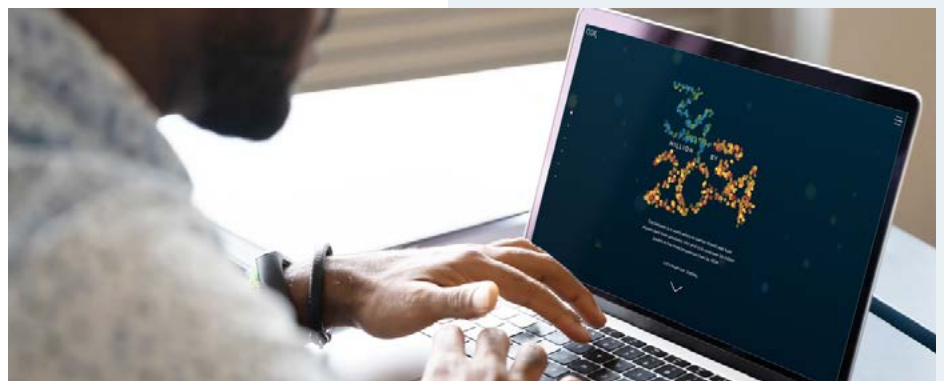
Dallas Clement

president and chief financial officer, Cox Enterprises

Kia Painter celebrates 34 by 34 in Hampton Roads during the Act to Impact Roadshow.

SHARING STORIES OF IMPACT

Visit the [Journey to 34 by 34: Sharing Stories of Impact website](#) and physical installation in the Discovery Center at our headquarters in Atlanta. There, you'll learn more about 34 by 34, the pathways, stories of impact and how you can help us reach our goal.



Continuing Our Culture of Giving Back

Our tradition of giving back in communities where we live and work can be traced back to our founder, and Cox employees are proud to carry on his example to this day. We invest in programs that offer solutions to environmental and STEAM (science, technology, engineering, art and math) challenges for underserved communities.

Volunteerism

COX IMPACT

Cox Impact is our employee engagement platform where employees find opportunities and take action toward our social goal, environmental sustainability efforts, employee resource groups, ID&E initiatives and wellness programs. Cox provides paid time off to volunteer and with Cox Impact, employees can participate in events, track community volunteer hours, join employee resource groups and more. Since the platform launched in 2019, more than 60% of employees have joined, served over 200,000 volunteer hours and collectively taken more than 430,000 positive actions. By scaling virtual events and

localizing volunteer experiences, Cox Impact is a place where our people are empowered to empower others, building a better future for our communities one action and one ripple effect at a time.

GIRLS INC.

Girls Inc. inspires all girls to be strong, smart and bold through direct service and advocacy. As part of the organization's evidence-based approach, Girls Inc. promotes STEAM learning with year-round programming, experiences and activities that allow girls to explore, ask questions, persist and solve problems.

Cox is a national sponsor of Girls Inc. STEM and College and Career Readiness Program, and we support their mission with a variety of efforts, including employee volunteerism. For example, in 2021 and 2022, more than 300 Cox employees volunteered their time to build educational robots for Girls Inc. affiliates in Atlanta, Chicago and Long Island. The robots will be used to help teach girls the importance of internet safety and STEAM education.

TO DATE, COX'S PARTNERSHIP WITH GIRLS INC. HAS:

Empowered more than **8,000 girls** by providing them with an equal opportunity in education.

OUT TEACH

Out Teach equips teachers to unlock student performance with the power of outdoor experiential learning. Since partnering with Out Teach in 2020, Cox Enterprises has connected over 1,000 students to STEAM opportunities and provided over 200 teachers with the tools and resources to inspire our next generation of innovators.

890 organizations served 2021-2022

\$236M+ total charitable contributions 2021-2022 (cash & in-kind)

Empow[HER] Employee Resource Group volunteers led girls at the Girls Inc. Marietta center through a computer build.

Cox employees volunteer their time with Out Teach to support teachers and students in the Atlanta area. In 2022:

- Cox provided an **Outdoor Learning Lab** to Kindezi at Gideons Elementary School.
- More than **40 employees** volunteered to train **54 teachers** to effectively use the lab, and **365 students** are now able to access daily outdoor learning.
- A team of **100 Cox Employees** helped create STEAM learning toolkits for **700 students** at Harper Archer Elementary School and made improvements to their Outdoor Learning Lab.



California Cox Tech Tank

In an effort to empower older individuals to live more independently, remain connected with family and friends, and improve their quality of life and wellness, we opened the [Cox Tech Tank](#) in San Diego in early 2021.

A partnership with San Diego Oasis, a nonprofit working to prevent isolation in older adults, this innovative center supports individuals ages 50 and up with workshops, one-on-one training and demonstrations on Cox products. In its first month, the Cox Tech Tank served more than 300 community members, with nearly 95% of surveyed users reporting they were “extremely satisfied” with the services provided by the Tech Tank.

Cox Automotive and NAMAD Rising Star Award

In partnership with the National Association of Minority Automobile Dealers (NAMAD), Cox Automotive awarded its Rising Star Award to Amber Martin, director of community and business partnerships for Martin Management Group in Bowling Green. Martin, who has a 15-plus year career in the automotive industry, currently serves as a board member for the Kentucky Automobile Dealers Association and spearheads the association’s NextGen program. Additionally, she volunteers with Junior League of Nashville, United Way of Southern Kentucky and Junior Achievement of South Central Kentucky.

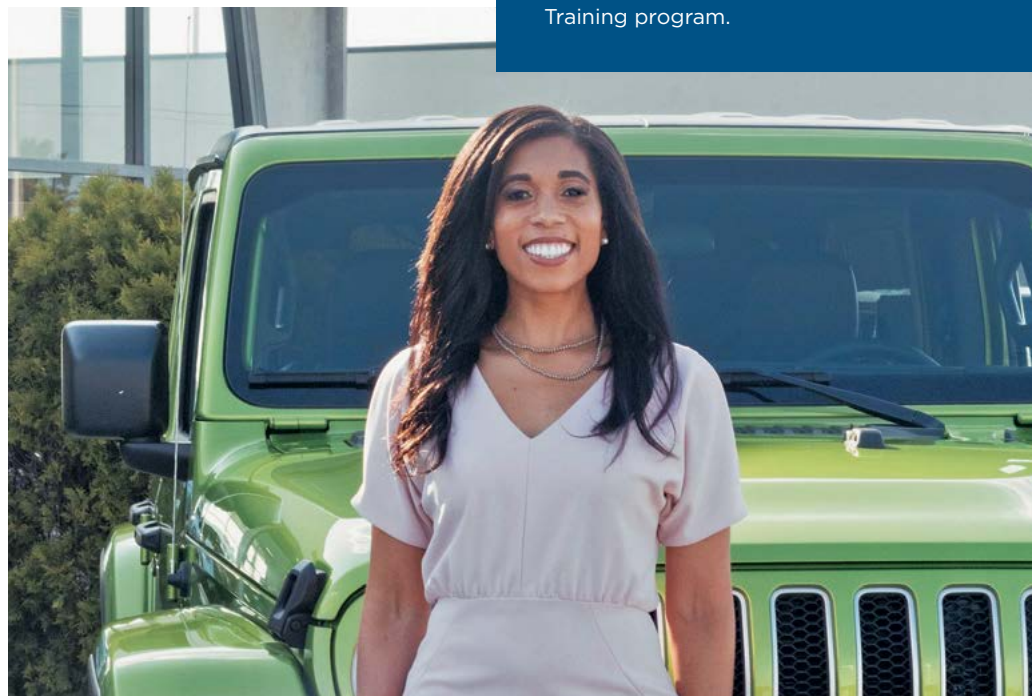
Martin was selected for her contributions to the automotive industry and commitment to the local community and minority populations. The recognition emphasizes the importance of diversity in the automotive industry.

No Child Left Ashore STEM Education Scholarship

Cox Communications is a proud sponsor of Midway’s No Child Left Ashore STEM education scholarship fund in San Diego. Support from Cox Communications directly underwrote tuition and transportation expenses for approximately 1,500 elementary and middle school students attending Midway STEM education programs. As part of this partnership, Cox and Midway jointly promote Cox’s Connect2Compete initiative, which provides internet access to families in need.

Amber Martin awarded the Rising Star Award from Cox Automotive and National Association of Minority Automobile Dealers.

On behalf of Amber Martin receiving the NAMAD Rising Star Award, Cox Automotive donated **\$5,000** to the Institute for Behavior and Health Inc. and its Stop Drugged Driving initiative. Cox also made a **\$10,000** donation to fund the tuition for a participant in City of Refuge’s full-time, 4-month Automotive Technician Training program.



“On behalf of Cox Automotive and in partnership with NAMAD, I am honored to recognize Amber Martin as the 2021 Rising Star. Not only does Amber exemplify the words ‘rising star,’ but she also exemplifies a core value of Cox and the Cox family — community engagement.”



Jason Jager

senior director, alliance/partnership management, Cox Automotive

Fostering an Inclusive Workplace

Proactively advancing a culture of inclusion, diversity and equity aligns with our values, as it is unquestionably the right thing to do. Fostering a culture of belonging and inclusion opens opportunities for new perspectives and ideas that help advance business objectives. We believe diverse, inclusive companies deliver better company performance and are more innovative, better at attracting and retaining talent and better equipped to serve the needs of their customers.

Our ID&E Strategy

In 2021 and 2022, we embarked on a new chapter in our ID&E journey. Drawing on voices across our organization, we established one ID&E strategy that applies to all parts of our business. This strategy consists of four strategic priorities — Foster Inclusion, Promote Talent Equity, Deliver Positive Impact and Fuel Innovative Solutions. Implementation of each pillar can be tailored based on geographic and business realities. In all cases, inclusion is the golden thread that brings it all together.

Left: Deborah Donovan and Jennifer Harper catch up over coffee in the Atlanta campus. **Right:** Cox employees at the Atlanta PRIDE parade.



“While inclusion and diversity have been a part of the fabric of Cox for over 100 years, we see inclusion as the golden thread that unites the potential of our employees, businesses and so much more. Since we view progress as a journey and not a destination, we’re continuously nurturing an atmosphere where great people want to be and where every employee can bring their best self to work and feel valued, respected and empowered to build a better future.”



Erin Mitchell Richeson
vice president, inclusion, diversity and equity, Cox Enterprises

FOSTER INCLUSION

Inspire a culture of inclusion that embraces authenticity, cultivates belonging and empowers people to bring their best to work.

UNITED BY OUR UNIQUENESS

Through our United By Our Uniqueness campaign, we showcase honest conversations and celebrate the unique voices of our employees, helping support a culture of safety, listening and belonging. We captured employee spotlights where employees told their stories from a first-person perspective. Additionally, in 2022, we've celebrated five different Employee Resource Groups (ERGs) by featuring them in photos and videos: [Lotus](#) (Asian and Pacific Islander), [Empow\[HER\]](#) (Women), Soul (Black/African American), Pride (LGBTQ+) and [DiverseABILITY](#) (Persons with Disabilities). We know inclusion is a journey and not a destination. Our legacy of championing underrepresented individuals helps guide us as we create a better workplace and world for everyone.

MEANINGFUL CONVERSATIONS

Beginning in 2020, Cox conducted many meaningful conversations with employees related to social justice issues. The response was very positive, so we continued the practice. When the Supreme Court overturned *Roe v. Wade*, Cox conducted a series of 11 hour-long sessions for employees to come together, express themselves and gain an understanding of different points of view. Our Center for Inclusion partnered with two ERGs — Empow[HER] and Pride — to facilitate these conversations.

Meaningful Conversations was not created to share a company perspective or influence company policy. Rather, we sought to create a safe space for employees to voice different perspectives and be heard. Every participant had an opportunity to share, and each participant had opportunities to consider others' perspectives.

In the future, we will use Meaningful Conversations to bring employees together over important topics, and

all ERGs are empowered to facilitate a session. Ultimately, we hope Meaningful Conversations can encourage employees to understand and support each other, making our team stronger and more capable of enacting a better future.

NINE EMPLOYEE RESOURCE GROUPS (ERGs)

COX
DiverseABILITY^{ERG}

COX
MOSAIC^{ERG}

COX
Empow[HER]^{ERG}

COX
Pride^{ERG}

COX
iHOLA!^{ERG}

COX
SALUTE^{ERG}

COX
Lotus^{ERG}

COX
Soul^{ERG}

COX
Momentum^{ERG}

Wanda Cherry shares what inspires her as a woman in the workplace.

“

I can change my look, change my hair, flex my wardrobe to match the different parts of me at different times. The authentic me can show up in so many ways and I'm proud to be a part of a multifaceted culture where my authentic me doesn't have to look one way.”



Jamelia Smith
senior program manager,
Cox Communications

[Read more about Jamelia Smith's story](#)

2022 United By Our Uniqueness campaign left **153,500+ total impressions** on social media



PROMOTE TALENT EQUITY

Engage, develop and unleash the potential of current and future employees who reflect the diverse communities and customers we serve.

ASCEND AND ACCELERATE

Ascend (Manager/Sr. Manager-level) and Accelerate (Director-level and above) are Cox's sponsorship and development programs designed to equip high-achieving women and POC with the skills they need to advance their careers, helping them increase their influence and shatter limitations. These programs help retain talent and increase their commitment to Cox Automotive. Participants in this program participate in learning labs, executive coaching sessions and meet with executive sponsors to support their journey during the program and

Participants and their sponsors in the Accelerate development program during their graduation.

beyond. In early 2023, Ascend graduated 35 protégé (27 Cox Automotive employees/8 Cox Communications employees) and Accelerate graduated 13 Cox Automotive protégé.

DELIVER POSITIVE IMPACT

Consciously invest resources and use our collective strength to combat systemic barriers, supporting our communities' pursuit of more equitable and prosperous outcomes.

ATL ACTION FOR RACIAL EQUITY

Cox's commitment to inclusion and diversity — especially in our hometown of Atlanta — is an important part of our legacy. We stood with Ralph McGill in his editorials against segregation published

in *The Atlanta Journal-Constitution* in the 1950s and hired Jocelyn Dorsey, the first person of color to anchor the daily evening news in Atlanta in 1973.

In 2022, we proudly joined the Metro Atlanta Chamber of Commerce and more than 150 Atlanta-based companies to sign the [ATL Action for Racial Equity](#). This multi-year, multi-step action plan is designed to help address the ongoing effects of systemic racism impacting the Black community. By signing this pledge, we committed to leverage the ATL Action for Racial Equity playbook to carry out targeted actions, track our progress and share lessons learned with others. We strive to leverage our size and scale to make metro Atlanta a more vibrant, equitable and inclusive region.

“Building a more inclusive and equitable community benefits us all. Working together, we will ensure Atlanta continues to thrive and prosper. We support the Metro Atlanta Chamber in its efforts to tell Atlanta’s story of inclusion and equity.”



Alex Taylor

chairman and CEO, Cox Enterprises



FUEL INNOVATIVE SOLUTIONS

Leverage and integrate the uniqueness of our employees, customers and suppliers into business strategies, products and services to shape a better tomorrow.

ACTIONS SPEAK

Actions Speak was founded in 2020 as an enterprisewide task force for driving ID&E at Cox by promoting best practices and establishing measurable ID&E goals that affect our people, business and community. In 2022, Actions Speak activities were integrated into all our businesses, helping us turn our aspirations for ID&E at Cox into concrete actions.

A range of collaborative and cross-divisional teams contributed to the success driven by Actions Speak in 2021 — such as the Center for Inclusion, Corporate Communications, Corporate Social Responsibility, Employee Engagement, Government Affairs, Learning and Development, Supplier Diversity, Talent Acquisition, Talent Management and a range of other Cox business leaders. A partial list of the accomplishments born out of the collective effort of Actions Speak includes:

- Added resources to a team of ID&E practitioners and launched the Center for Inclusion to drive Cox's ID&E strategy
- Partnered with stakeholders across all divisions and businesses to align and enable all employees to champion inclusion
- Produced the ID&E strategy overview and journey map
- Launched Champion Inclusion Learning, an umbrella of interactive courses, dialogues and other ways to learn
- Developed and launched Inclusion@Cox; more than 2,000 employees completed this training in the first week it launched, and to date more than 10,400 employees have finished the coursework

PROJECT CONVEY

Video chat has become a common tool for work, school and social connection. While many have embraced the technology, it presents a challenge for some. Individuals on the autism spectrum often have difficulty interpreting non-verbal social cues like facial expressions and tone of voice — issues exacerbated by remote working.

We helped create Project Convey, a video chat prototype that helps people on the autism spectrum make more meaningful connections online. Using speech and facial recognition technology, the prototype analyzes facial expressions, words and tone of voice to interpret and assign meaning to video chat interactions, translating them instantly into emojis that individuals on the spectrum can readily understand.

Cox is releasing all research and development for the project to the autism community and video technology companies who can explore other potential uses for it.

COX COMMUNICATIONS DIVERSITY COUNCILS

In 2022, Cox Communications' national Diversity and Inclusion Councils established a set of pillars and goals to support ID&E by:

- Increasing awareness of Individual Development Plans and their value in supporting wellness, dream fulfillment and employee experience
- Focusing on our diverse customer needs and improving digital equity
- Promoting digital equity through technology access and social equity in the communities in which we serve
- Increasing diverse supplier spend, outreach through supplier diversity programs and scholarships

COX PRESENTS: PROJECT CONVEY



Our hope is that one day every video chat platform out there will have a tool that creates meaningful connections like this or be inspired to create one."



Rachel Negretti

senior director of brand strategy and new media, Cox Communications

Talent Management

To build a better future for the next generation, we must recruit, retain and develop the best talent. Our current and prospective employees care deeply about our impact on people and the planet, and we're committed to creating a workplace of which they are proud to be a part. We are on a mission to empower our workforce to engage in their own development by equipping them with opportunities to acquire the knowledge, skills and abilities needed by the businesses of the future.

In 2017, we launched Learn@Cox, an enterprisewide catalog of instructor led offerings based on micro-learning, experiences and tailored learning. We have also built and deployed a portfolio of executive development experiences that seeks to create agile leaders by reinforcing empathy and introspection, innovation and enterprise thinking.

42.5% (2021) | 38% (2022)
transfer rate within our company

37.5 (2021) | 31.8 (2022)
average hours of training per year
per employee

VOICE OF THE EMPLOYEE

At Cox, we believe building a culture of empowered people requires us to value every voice. So we are intentional about how we listen to our employees, collect their feedback about their needs and feelings about life at Cox and share results. We listen to employees in a variety of ways:

- Quarterly pulse surveys
- Small focus groups
- Employee meetings
- Listening sessions

Our centrally coordinated and cross-functionally executed Voice of the Employee Survey allows us to collect and combine various data sources tied to HR and business metrics. In 2021, Cox streamlined employee surveys so no matter what you do or where you work in our divisions, the experience is consistent. This helps us collect better data to improve the employee experience.

In 2022, each division, as well as Cox overall, maintained favorable scores across all areas assessed by the survey (employee engagement, employee net promoter score and intent to stay). Enterprisewide, employees remain engaged, recommend Cox as a great place to work and indicate intent to stay with our company.

Engagement

77

Index Score

Employee Net Promoter Score

85%

% Favorability

Intent to Stay

75%

% Favorability

Avia Meadows joins a small group discussion between leaders and employees during Convos at Cox.





We were honored to receive a [2021 Flex Impact Award](#) from the Diversity and Flexibility Alliance for our Flex Forward initiative.

Dev Kapoor attends a virtual meeting.

FLEX FORWARD

Cox is made up of many teams working toward one Purpose. During the COVID-19 pandemic, we learned *how* we work together to accomplish goals is more important than *where* we do that work.

In 2021, we implemented our new flexible working initiative, Flex Forward. This initiative empowers teams to work together to create the right balance of in-person and remote work within their unique needs and job requirements. Through Flex Forward, we help ensure everyone at Cox is able to do great work — no matter where they are working or what challenges they are tackling.

RANDOMCOFFEE

While flexible working arrangements certainly benefit teams and employees, remote work can limit opportunities to connect with other employees.

Cox's RandomCoffee program was designed to provide Cox Enterprises employees an opportunity to meet with colleagues from different departments and locations in a virtual environment.

Interested employees are randomly matched with another Cox employee. From there, both employees can coordinate a virtual meeting time and get to know each other.

EMPOWERING OUR EMPLOYEES WITH CAREER AHEAD

During 2022, we launched Career Ahead to help our employees take charge of their careers by better understanding roles and opportunities across our businesses.

The Career Ahead framework provides:

- Consistency and alignment in job levels across the enterprise
- Profiles that highlight the core responsibilities and skills needed for success within each job family group
- Standardized job titles across all divisions

By clarifying how positions are defined and organized across our organization and outlining expectations for each role, we are helping employees plan for long-term success. Career Ahead also helps leaders with talent planning,

performance assessments and career development. Career Ahead was designed following conversations with more than 1,000 employees about what they needed to plan for a long and rewarding career at Cox.

COX GIGS

Cox Gigs is a cross-divisional program that matches employees with short-term projects outside their department or division. The program creates opportunities for employees to expand skill sets and diversify their experiences by participating in “gigs” — short-term projects that last up to six months and involve a four-to-ten hours-per-week time commitment.

Cox Gigs provides employees with a unique opportunity to connect with colleagues they might not otherwise get to work with and develop skills unique from those required by their normal job responsibilities.

“I see [Cox Gigs] as one of the most valuable programs we have to share knowledge, build relationships and collaborate. This is a huge milestone in employee development and retention. There is no downside.”



Elton O'Neal
associate vice president of data strategy, Cox Automotive

“RandomCoffee supports Cox’s culture of relationships and provides an opportunity to network with colleagues you may not meet otherwise. Whether you’re sharing how long you have been at Cox, introducing your pets or learning how you could partner on a project, RandomCoffee will leave you feeling more connected, regardless of where you are located.”



Grace Murphy
talent solutions specialist, Cox Enterprises

Prioritizing Employees' Health, Safety and Wellbeing

Cox has long held that our employees are our most important resource, so we prioritize their health, safety and wellbeing. We take a holistic approach to upholding employee wellness, strive to meet our employees where they are and empower our people today to build their brighter future for tomorrow.

Risk Mitigation

The pursuit of safety excellence continues in the Cox company of businesses. Both environmental and occupational health and safety are managed by a dedicated team in each division. Expansion into new and unique industries (e.g., indoor agriculture/farming, electric vehicle battery services, fleet services, etc.) has provided new challenges for the company to protect the safety and health of our employees and the communities where we operate. All business groups have been working diligently to implement proactive efforts

that prevent incidents. For example, in our fleet services, we are investing in technology such as telematics and drive cams with artificial intelligence that allow for real-time monitoring and feedback to drivers. This allows us to address the types of behaviors that could lead to incidents and accidents.

As the company continues to grow through acquisition, we are focused on integrating best practices and ensuring compliance. This will allow us to better understand opportunities where we can reduce risk as we operate these new entities.

The policies and procedures within our Safety Management System were built over time and constantly evolving to stay current. Our safety system, which includes classes in our training curriculum, is reviewed frequently to keep pace with changes to our operating procedures and technologies in Field Operations.

The expansion of programs and best practices such as near-miss reporting, improved employee training and thorough incident investigation (including root cause identification) drive employee engagement and involvement. Through these efforts, we aim for all Cox companies to excel in environmental and occupational health and safety.



COX EMPLOYEES AT A GLANCE

45,316 total employees

42,211 regular full-time employees

3,105 regular part-time employees

54.5% (2021) | 54.6% (2022)
of employees with five years or more tenure

Soraya Kassamali enjoys kickboxing to stay active.

BUSINESS CONTINUITY PLANNING

Our comprehensive Business Continuity Plan ensures we're prepared to respond to any potential crisis that may disrupt our business operations. Cox launched the first ever customer-facing [website](#) that tells our BCP story and helps customers get and stay prepared. Additionally, our partnership with AccuWeather has vastly improved alert procedures during pending and ongoing emergencies. Our seasonal-specific briefings and tabletop exercises involve various company stakeholders and provide a foundation for all disaster scenarios.

Benefits and Wellness

We want our employees to live their best lives. That means different things to different people, so we've curated a host of flexible and affordable benefits that reflect the differing needs and pursuits of our diverse workforce. We're proud these best-in-class offerings are available for premiums that remain 35% lower than those at other large companies.

PHYSICAL HEALTH

Cox offers a variety of programs to promote physical health, from Livongo, a program that provides employees with the tools and support to address chronic illnesses such as diabetes and hypertension, to Know Your Numbers, our flagship preventive care program that offers up to \$400 in payroll credits to employees and their spouse or partner who complete an annual health screening.

We also recently introduced Hinge Health, which provides virtual physical therapy from the comfort and convenience of home. The service can be particularly helpful with pain from repetitive lifting and other repetitive movements or from a poor ergonomic setup at a remote office.

MENTAL WELLNESS

Mental wellness is as important as physical health, which is why we offer up to eight free counseling sessions per year



Daisy Kuo and her husband enjoy time with their newborn at home.

per topic through Resources for Living. We also host wellness forums guided by a licensed professional to help manage and cope with a range of emotions.

Additionally, all employees get free access to Headspace, which provides guided meditation to help decrease stress and anxiety and improve sleep.

FINANCIAL WELLBEING

At the request of our employees, we delivered a financial literacy program to help boost financial confidence. My Money 101 powered by Truist Momentum is a guided program that helps our people reach their financial goals.

FAMILY CARE

Families come in all different forms, and we support them all. Progyny is our new fertility benefit that helps employees with a custom fertility plan regardless of gender or marital status. Our adoption assistance program offers up to \$5,000

per successful adoption (\$10,000 if you're adopting twice in one year). We support nursing moms who travel for work with Milk Stork, a home-delivery breast milk travel solution for working moms. Through Resources for Living and Care@Work, we help find vetted child and elder care professionals for our families.

To provide employees with the most flexibility when they need it, Cox offers a variety of leave options, including eight weeks of paid parental leave.

To see a full list of Cox employee benefits, visit the [benefits page](#) on [CoxEnterprises.com](#).

COX EMPLOYEE RELIEF FUND

The Cox Employee Relief Fund (CERF) is funded by our people, for our people. The fund provides our families peace of mind knowing they're covered and taken care of when facing unexpected expenses from illness or injury, natural disaster, passing of a loved one, loss of employment of a spouse or domestic partner, or sale or foreclosure of a home being rented.

In 2022, many of our employees were adversely impacted by Hurricane Ian. CERF provided relief to approximately 65 families. One of them, Mark and Elizabeth Rigsby of Fort Myers, Florida, lost everything when the storm surge along the canal by their house flooded their home. Their house was under seven feet of water.

Mark, a retiree who works part-time as a driver for Manheim Fort Meyers, received \$11,000 from CERF to cover the deductibles on his homeowners and flood insurance. He was stunned when he learned about the amount he had been approved for.

"We just sat down and cried," Mark said. "I did not expect that much. I tell people I've got this part-time job and you're not going to believe what people did for us. Nobody can believe it and I can't understand it, but it's fantastic."

His wife added, "No amount of thank yous can ever express how overwhelmed and touched we are by your generosity. The help you have offered and given us is beyond our expectation and came at the perfect time."

Auction general manager Michael North also organized other relief for the Rigsbys, including multiple boxes full of clothing, pots and pans and other essential household items.

EMPLOYEE TUITION REIMBURSEMENT

In addition to our in-house training programs, we encourage employees to pursue professional development outside Cox. In 2022, we enhanced our tuition assistance program to financially reimburse regular full- and part-time employees with at least six months of service for courses at any accredited educational institution.

PAID TIME OFF TO VOTE

Cox has a long history of supporting civic engagement, rooted in the actions of our company's founder, Gov. James M. Cox, who served as a three-term governor of Ohio and ran for president of the U.S. in 1920. Today, our company remains just as committed to empowering people to build a better future for the next generation, including our support of increased citizen participation in the election process.

Cox Enterprises is a proud member of [Time to Vote](#), a nonpartisan, business-led coalition that aims to increase voter participation in elections. As a member of this coalition, we provide all Cox employees with paid time off to perform their civic duty. Cox employees can use up to six hours per year of paid time off to vote in federal, state and local elections and primaries. All full-time exempt and nonexempt employees in the U.S. are eligible, across all divisions.

EMPLOYEE TUITION

What's covered?

- Degree programs (associate, bachelor, master and PhD)
- Certifications (project management, coding, change management)
- English as a second language programs
- Vocational programs
- GED programs

How much is covered?

- Full-time employees are reimbursed up to \$5,250 per calendar year.
- Part-time employees are reimbursed up to \$1,500 per calendar year.

CERF IMPACT IN 2021 AND 2022

\$1.5M given in 2021

\$1.2M given in 2022



When you support CERF, you support your fellow employees. Through CERF, we're truly living our Purpose of building a better future for the next generation. It's inspiring to see the impact that has on people's lives."



Adrana France

program manager, Cox Employee Relief Fund

Looking Ahead

As our business grows and our influence in the world around us increases, we are excited by the opportunities to build a better future for the next generation. We will continue to take a long-term approach to positive impact while encouraging our employees to make their mark — leading to a more successful business and sustainable world.

A FEW FORCES SHAPING OUR BUSINESS	OUR APPROACH
<p>ID&E ACTION AND TRANSPARENCY</p> <p>Stakeholders continue to expect increased action and transparency from businesses related to inclusion, diversity and equity.</p>	<p>We are making progress toward reaching our ID&E goals as One Cox — with greater consistency, intentionality and accountability to accelerate actions that will yield results.</p> <p>We will integrate our ID&E goals into our talent acquisition practices and work with community partners to create a diverse talent pipeline.</p>
<p>THE RACE FOR TALENT</p> <p>Competition for talent remains fierce as employee desires and expectations for employers to evolve.</p>	<p>Our rapidly changing workforce requires new ways of working. We'll aim to improve development opportunities for employees through career planning. We will build on our Empowered People model to highlight accountability, equip teams to achieve our long-term ambitions and reinforce our purpose as a driver to retain top talent.</p>
<p>PROSPERITY FOR ALL</p> <p>Social issues affecting prosperity continue to affect larger portions of the population.</p>	<p>We will utilize 34 by 34 as a platform to build a better future for communities by:</p> <ul style="list-style-type: none"> • Expanding our current methodology and measurement approach to quantify our impact • Continuing to pilot new and innovative programs to drive impact • Scaling highly impactful programs

PROTECTING THE PLANET



Our Commitment

Leave the planet better for future generations

Focus Areas

[Conserving natural resources](#)

[Minimizing our environmental impact](#)

[Employee-driven environmental stewardship](#)

[Environmental partnerships](#)

[Engaging local environmental initiatives](#)

The success of our business is fundamentally connected to the wellbeing of our world, and we continuously look for ways to improve our environmental impact across our enterprise. We believe resource efficiency is great for business, as improved efficiency always helps the bottom line. In order to maximize our positive impact on the planet where we work and live, we focus on alternative energy, energy conservation, waste diversion and recycling, water conservation and supply chain sustainability. By leveraging our influence to protect our planet, we are creating a strong foundation that will positively impact generations to come.

Salman Sheikh takes part in the Great American Cleanup® with Keep America Beautiful, the nation's largest community improvement program.



2021-2022 Highlights

Reached **87.8% waste diversion rate** across our enterprise – **97.6%** to our **2024 Zero Waste to Landfill goal**. Received reasonable assurance from Underwriter's Laboratories on our Zero Waste dataset and methodology for 2020-2021

Signed renewable electricity supply agreements that will help us achieve more than **60% renewable energy** starting in 2025

Began replacing conventional vehicles with **30 all-electric commercial vans** at Cox Communications while setting up charging infrastructure, employee reimbursement and maintenance training. Plans are in place to ramp up these efforts across our divisions to support our goal of **carbon neutrality by 2034**

Since 2014, Cox has an annualized water reduction/replenishment of **~181 million gallons per year**

Had nearly **1,500 Cox employees** take more than **9,400 actions** to reduce their personal carbon footprints through our company-wide sustainability program, the Chairman's Challenge

Expanded our **2022 Cox Conserves Heroes award** to three categories: adult (18+), youth (under 18) and nonprofit

BOYS & GIRLS CLUBS SOLAR PANEL INSTALLATION

In 2022, we made a \$250,000 grant to the Boys & Girls Clubs of the Valley in Phoenix. This donation will be used to fund the installation of solar panels at the Rosenzweig Boys & Girls Clubs branch in Phoenix.

Installation of solar panels will save the club an estimated 116,640 KWh in annual electricity, representing an estimated annual savings of \$14,688. The Club will be able to invest those savings back into the community, providing approximately 180 students with academic and character development programming. At the same time, Cox's solar installation will avoid 82,660 kg in carbon emissions currently generated.

\$14,688

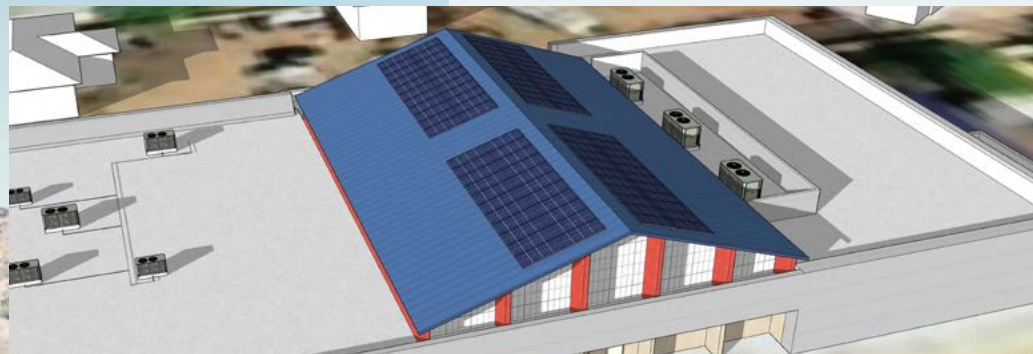
estimated annual savings

82,660 kg

reduction of carbon emissions



Left: Mark Greatrex announces the solar panel project benefiting the Boys & Girls Club in Phoenix during the Act to Impact Festival. **Right:** Rendering of the new solar panels that will be installed at the Boys & Girls Clubs of the Valley in Phoenix.



“

Cox's investment in solar panels for our Rosenzweig Club will help us save money, conserve energy and reduce our environmental footprint. It's also a visual reminder to our neighbors, parents and Club members how we can include sustainable technologies in the built environment to make a positive impact.”



Marcia L. Mintz
CEO, Boys & Girls Clubs of the Valley

Conserving Natural Resources

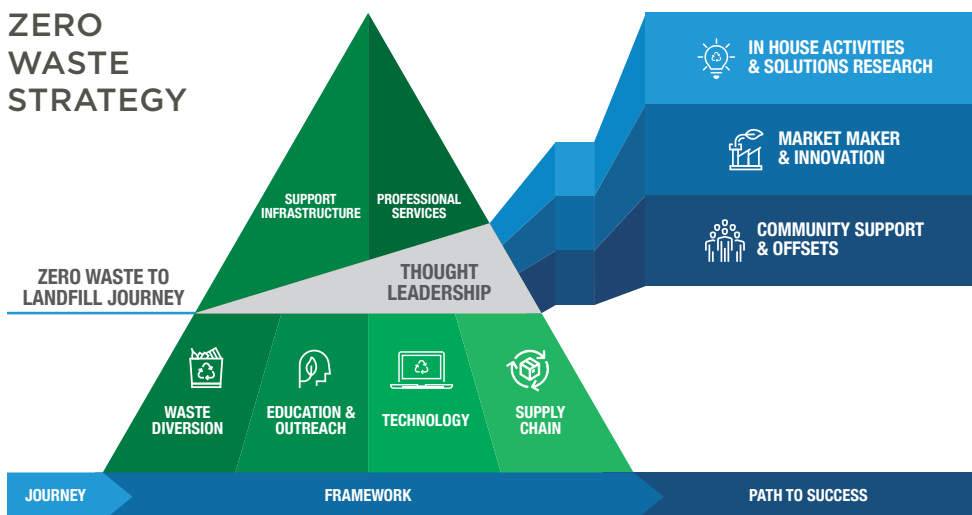
For over two decades, our sustainability programs have been instrumental in driving progress toward our environmental goals. Through large-scale corporate programs and thousands of actions taken by individual employees, we are on track to meet our Cox Conserves goals: Send zero waste to landfills by 2024 and become carbon and water neutral by 2034.

Waste Reduction

We have committed to sending Zero Waste to Landfill at an enterprise level by 2024. As of 2022, our company waste diversion rate has reached 87.8% – 97.6% to our Zero Waste to Landfill goal. 70 domestic locations have achieved Zero Waste to Landfill status, and five new locations improved waste diversion by 50% or more through sustainable material management strategies. 34 locations increased waste diversion rates by recycling more materials and continuing to reduce trash. And Cox Communications reached Zero Waste to Landfill status – two years ahead of schedule, making it the first U.S. telecom provider to do so.

ZERO WASTE STRATEGY

This framework highlights the six strategies used to achieve our enterprisewide Zero Waste goal.



COX AUTOMOTIVE TEAMS CHALLENGE

We developed a major initiative across Cox Automotive to progress toward our zero waste goal. In 2021 only 47% of waste was being diverted from Cox Automotive locations.

In response, Cox Automotive initiated a quarterly Team Challenge to drive engagement in waste diversion at all Manheim auction sites. To earn points on our employee engagement platform, employees had to complete specific actions to divert waste. Each quarter, the auction site with the most points from each region was named the winner. More than 96% of auction sites participated in at least one quarterly challenge.

By the end of the teams challenge, more than 74% of waste was being diverted from Cox Automotive locations (a 77% improvement in just 4 years).

“The unprecedented commitment from the leadership team, combined with the challenge quality and competitiveness of team members at the locations, were important to realizing these great results over a relatively short time.”



Alan Lang
divisional vice president,
Cox Automotive

Since 2013, our Zero Waste to Landfill efforts have kept nearly **300,000 tons of material** out of landfills.

Following a 14-month audit process (delayed due to covid), the Cox Enterprises Zero Waste dataset and methodology was reasonably assured by Underwriter’s Laboratories (UL) in accordance with ISO 14016: 2020. The UL assurance validated Cox’s methodology and publicly confirms the credibility of our Zero Waste program, noting the waste diversion rate is materially correct, fairly represents our waste diversion performance and is prepared in accordance with our stated criteria. We were assured against a 5% margin of error, and no material threats were identified.

Energy

Projects focused on alternative energy, energy conservation, renewables and smart fleet operations are allowing us to move toward carbon neutrality while making us a more efficient and sustainable company. We have signed renewable energy supply agreements that will help us achieve 60% renewable energy starting in 2025. And we are enacting energy conservation measures throughout our enterprise, such as HVAC retro-commissioning at a site in Pennsylvania that will save approximately 1,000 tons of carbon per year.

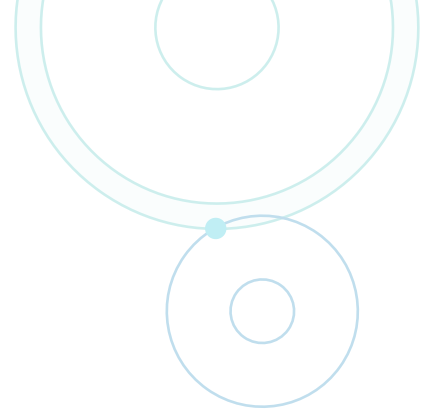
54 alternative energy projects completed since 2007

64M kWh — amount of renewable energy our alternative energy projects have the capacity to generate annually

30% of total energy consumed by Cox comes from renewable energy

Water

Our goal to become water neutral by 2034 reflects our commitment to address water scarcity — one of the most significant environmental challenges of our time. Through a variety of technologies and investments, Cox has an annualized water reduction / replenishment of approximately 181 million gallons per year. We understand water scarcity is an intensely localized issue, and we implement water-saving strategies that are tailored to the needs of water-stressed locations.



WATER CONSERVATION

Rainwater harvesting at Manheim in Statesville, North Carolina, collects

700,000

gallons of water annually, which is used to wash cars.

A xeriscaping project at Manheim San Francisco Bay in Hayward saves

800,000

gallons of water per year.

In the upper Los Angeles River Basin in California's San Fernando Valley, eradication of invasive Arundo Donax plants (which sit on the river banks and absorb five times as much water as native plants) will save California aquifers approximately

11.8 million

gallons of water per year.

A partnership with the Colorado River Indian Tribes to implement drip irrigation on farmland that historically has used flood irrigation will conserve

16 million

gallons of water per year and help maintain water levels in nearby Lake Mead.



Minimizing Our Environmental Impact

Minimizing our environmental impact is an enterprisewide priority — and we have the track record to prove it. In addition to investments in new sustainable businesses, we’ve funded 400 environmental projects — totaling more than \$140 million — through our Cox Conserves program aimed at treading more lightly on our planet.

Emissions

We’re committed to taking bold action toward carbon neutrality and reducing the pollutants that lead to climate change. We will do this by creating a more efficient and sustainable enterprise. Our wide array of projects focuses on smart fleet operations, renewable energy projects, energy conservation and alternative energy.

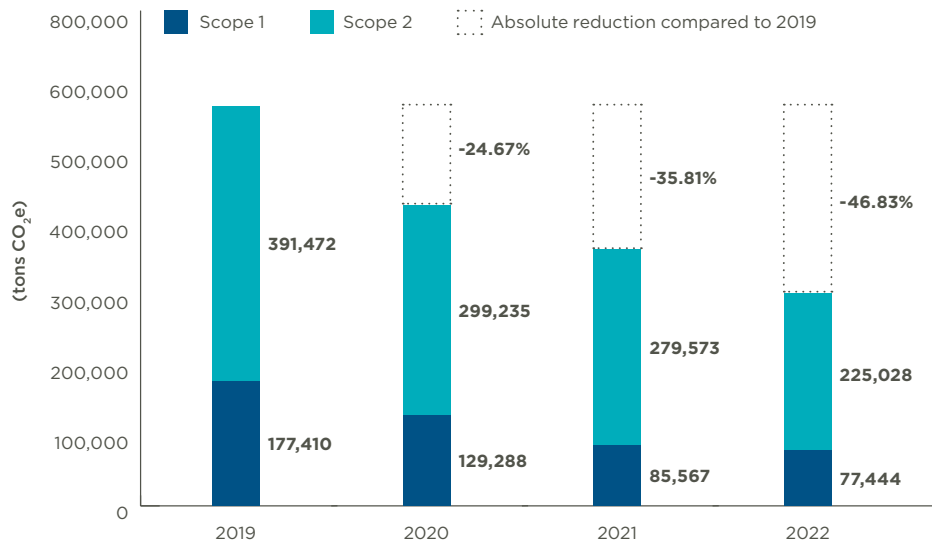
FLEET VEHICLES

Cox continues to take action to reduce emissions caused by our fleet vehicles by replacing conventional vehicles with electric vehicles in each of our divisions. We also have plans to increase the number of these electric fleet vehicles. Additionally, we are exploring EV conversion kits, hydrogen fuel cell vehicles and alternative fuels.

We created roadmaps for depot-based infrastructure installations for electric vehicle charging. And, for Cox Communications, we developed a home charging installation program and driver reimbursement, as 85% of drivers keep their vehicles at home.

Manheim employee charging one of the EV fleet vehicles.

SCOPE 1 AND SCOPE 2 EMISSIONS

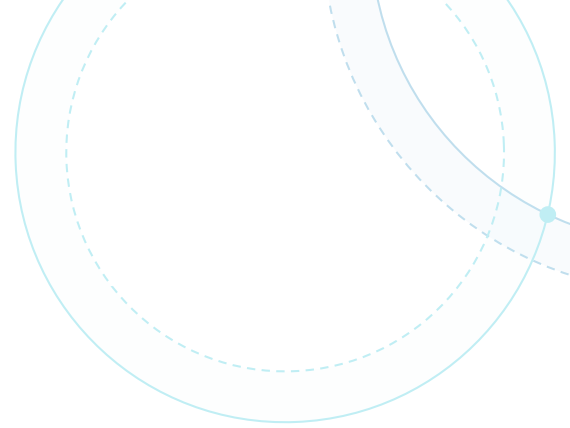


We are in the process of collecting data and quantifying our Scope 3 emissions. We intend to report out on Scope 3 emissions in future reports.



Employee-Driven Environmental Stewardship

At Cox, we believe every employee has the ability to shape a better world for future generations. Our employee engagement platform, Cox Impact, invites everyone to help us achieve our environmental sustainability goals. The platform encourages employees to take eco-friendly actions big and small, such as forgoing a plastic straw or purchasing a hybrid vehicle.



IMPACT FROM EMPLOYEE LIFESTYLE CHANGES

6.9 million

pounds of carbon emissions saved

5.3 million

gallons of water saved

769,000

pounds of waste diverted

Chairman's Challenge

The Chairman's Challenge is an opportunity for employees to think differently about ways to help Cox reach our environmental sustainability goals. With the encouragement of our chairman and CEO, the 2022 Chairman's Challenge featured the launch of a new carbon measurement tool for employees to calculate their carbon footprint and explore actions to reduce emissions related to their housing, food, travel and goods.

This carbon management tool includes a marketplace for users to purchase renewable energy credits to offset their individual impact by investing in carbon-reducing projects. Ultimately, employees can better support the Cox Conserves goal of carbon neutrality when they can understand their personal impact.



In 2022, nearly **1,500 Cox employees** took over **9,400 actions** on Cox Impact to reduce their carbon footprints.

Environmental Partnerships

Protecting the planet on a broad scale requires dedication and collaboration between businesses and individuals. Cox partners with a host of national and local environmental groups and initiatives, and our employees actively support local environmental organizations across the country.

The Recycling Partnership

We have a multipronged partnership with The Recycling Partnership to improve recycling infrastructure, resilience and access to recycling in regions where we live and work.

THE RECYCLING INCLUSION FUND — ORLANDO, FLORIDA

Cox is a founding member of the Recycling Inclusion Fund, a group of corporate leaders committed to creating an equitable zero waste landscape. Through this fund, we contributed \$250,000 to a project that brings recycling bins to underserved communities in Orlando. In 2021, the project diverted 2,200 tons of waste from landfills and positively impacted 35,000 households.

MATERIAL RECOVERY FACILITY — TULSA, OKLAHOMA

Cox made a \$200,000 investment to expand recycling sorting technology at American Waste Control, Inc. Material Recovery Facility in Tulsa. The new technology will allow the facility to capture plastics that are currently being thrown away. In 2021, the project diverted 466 tons of waste from landfills.

CURBSIDE RECYCLING BINS — HENRICO COUNTY, VIRGINIA

In 2023, we will invest \$700,000 to upgrade curbside recycling bins (from small boxes to carts) and provide recycling education in the 13 communities of Henrico County. These efforts will keep approximately 4,500 tons of materials out of landfills and positively impact 95,000 households.

Creating Zero Waste Solutions

Cox's businesses and partners are working together to create a compelling, end-to-end zero waste solution in Atlanta.

The volume of garbage in our rivers, lakes and oceans has become a global crisis. To remove litter from Atlanta-area streams, Cox sponsors trash traps that collect materials in and around Atlanta waterways.

Once waterway litter and garbage have been collected, these materials head to Live Thrive Inc.'s Center for Hard to Recycle Materials (CHaRM).

From there, the material goes to Nexus Circular, a Cox Cleantech company, to be converted into high-quality materials for other companies to use to create new plastic products. To read more about our partnership with Nexus Circular and their work with plastic circularity, see page [41](#).

In 2021, Cox teamed up with CHaRM to create its Corporate Challenge. Through the challenge, employees from more than a dozen leading Atlanta companies worked together to reuse, recycle and re-engineer more than **1 million pounds** of waste in celebration of Earth Day. During the 2022 Corporate Challenge, Cox employees diverted nearly **10,000 pounds** of materials in just two weeks.

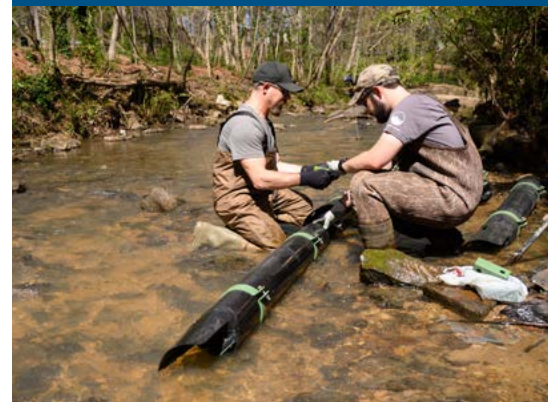
Keep Georgia Beautiful

Cox again partnered with the Keep Georgia Beautiful Foundation as the premiere sponsor of the 2022 Great American Cleanup (GAC). Communities across the state of Georgia engaged in cleanup efforts, recycling drives, educational workshops and beautification events.

For 2021-2022, Cox employees volunteered over **11,500 hours** with environmental organizations.

As a result of corporate donations to environmental partners and Cox-sponsored volunteer events, our environmental partners were able to demonstrate the following impact:

- **111 metric tons** of CO₂e reduced
- **293,000 gallons** of water conserved in the communities we serve
- **17,000 short tons** of materials recycled to end markets
- **40,000 pounds** of hazardous materials disposed or controlled



Members of the Cox Conserves waste diversion team and the Chattahoochee Riverkeeper prior to installing one of two trash traps ("Bandit") in Atlanta area waterways.

Engaging Local Environmental Initiatives

Cox Conserves Heroes is part of Cox Enterprises' national sustainability initiative, designed to recognize volunteers and nonprofits making a positive impact on our environment. These heroes are actively reducing or reusing carbon/energy and water, or are minimizing waste sent to landfills, in line with our company's own sustainability goals.

The 2022 Cox Conserves Heroes were chosen from three categories: Adult (18+), Youth (under 18) and Nonprofit. The winners in each category received \$30,000 from the James M. Cox Foundation for the nonprofit of their choice. Second place received \$15,000 and third place received \$5,000. We received more than 250 nominations this year, representing an impressive group of volunteers and organizations

all taking action to create a healthier planet. Nearly 8,000 votes were cast to pick the winners.

Cox Enterprises Chairman and CEO Alex Taylor and Chairman Emeritus Jim Kennedy announced the winners of the 2022 Cox Conserves Heroes program at the 34 by 34 Act to Impact Roadshow event in Atlanta in October 2022. Congratulations to [Shirley Nichols](#), [Madhvi Chittoor](#) and [Youth Environmental Alliance](#).

Shirley Nichols is a tireless advocate for the parks, waterways and greenspaces in her South River Gardens community.



All 2022 finalists were profiled on the [Cox Conserves Heroes website](#) with videos sharing their stories.



For 47 years, my neighborhood and I have been working to keep my neighborhood balanced and clean. We've been teaching our kids about recycling, water purification and nature conservation. We created our own adopt-a-spot program to conserve our forest land, including the Lake Charlotte Nature Preserve. Through Park Pride and the Conservation Fund, we now have approval for two city parks for our children."

Shirley Nichols
Cox Conserves Heroes 2022 Winner

Looking Ahead

In order to improve our impact on the planet for future generations, we will continue to work toward our water, waste and emissions goals. We will focus on alternative energy, energy conservation, waste diversion and recycling, water conservation and supply chain sustainability through quantitative analysis and regular reporting.

A FEW FORCES SHAPING OUR BUSINESS	OUR APPROACH
<p>ACCELERATING SUSTAINABILITY COMMITMENTS</p> <p>Various stakeholders are increasing pressure for virtually all companies to strengthen and accelerate their sustainability commitments, define roadmaps to report on their progress and provide transparency and accountability to combat “greenwashing” cynicism.</p>	<p>We are well on the way to achieving our environmental goals. We plan to continue this trajectory by enhancing our strategic partnerships, scaling our innovation efforts and successful pilot programs and putting strong integration plans in place for acquisitions.</p> <p>We will continue to take steps toward becoming carbon neutral by 2034 by reducing energy consumption in our businesses, constructing Cox-owned on-site renewables and procuring renewable energy and fuels in strategic market areas.</p> <p>We will also continue to take steps to become water neutral by 2034 through a range of activities such as adding low-flow aerators and installing rainwater harvest systems.</p> <p>To achieve our zero waste to landfill goal by 2024, we’ll continue to take a holistic approach to waste. This includes strategic efforts for waste reduction, customer, supplier and employee engagement and partnerships for waste recycling.</p>
<p>TRANSPARENCY ON GREENHOUSE GAS EMISSIONS</p> <p>Stakeholders increasingly expect companies to report on scope 1, 2 and 3 emissions to realize credible climate change commitments.</p>	<p>We will continue to track and report on our Scope 1 and 2 emissions, including integrating acquisitions into our reporting. We recognize these acquisitions often bring additional greenhouse gas (GHG) emissions to our footprint. However, we are committed to measuring, reporting and developing plans to reduce our footprint over the long term. For Scope 3, we will continue to embed supply chain sustainability into our operations across our businesses. Additionally, we are in the process of measuring/establishing a baseline for other Scope 3 emissions categories such as business travel, employee commuting and energy use from sold and leased products. Once baseline measures are established, we plan to develop enterprisewide goals and strategies for reducing these emissions going forward.</p>
<p>RISE IN RENEWABLE ENERGY DEMAND</p> <p>Despite the dramatic growth in the renewables sector, unpredictable weather and macroeconomic and geopolitical events have recently led to volatile energy costs.</p>	<p>We will continue to build renewable energy projects on our own facilities, continue discussions with multiple developers to identify appropriate off-site projects for power purchase agreements and evaluate innovative technologies for pilot projects, including microgrids and distributed generation.</p>

INNOVATING FOR IMPACT

Our Commitment

Drive innovation that improves the world

Focus Areas

[Our approach to investing](#)

[Advancing connectivity](#)

[Transportation mobility](#)

[Growth operations](#)

At Cox, we have a bold plan to build on our 120+ year history of innovation and diversification. FutureFocus 2034 encompasses our goal to grow our business while pursuing our Purpose to Empower People Today to Build a Better Future for the Next Generation. While investing in and acquiring businesses increases our footprint, we take a long-term, purpose-driven approach when making these investments. By supporting companies that are driving innovation, our net impact on the world can improve. We believe transformative innovation takes time, and our long-term approach gives us a competitive advantage. Since 2007, we have invested more than \$1 billion in sustainable businesses and technologies. As we continue to invest in new industries and evolve our businesses, we remain committed to enabling innovation that can unlock a healthier, more sustainable future.

Bryan Schultz, sr. director of engineering operations at Spiers New Technologies, engages with our proprietary battery decision platform known as ALFRED to test EV battery health.



2021-2022 Highlights

Acquired **BrightFarms** and made a significant strategic investment in **Mucci Farms**, two indoor farming companies, which expands our footprint in sustainable agriculture

Acquired **Spiers New Technologies**, which has repaired, refurbished or remanufactured more than **51,000 battery packs** for electric and hybrid vehicles

Made a major investment in **OpenGov**, the leading cloud software platform for state and local governments that enables more efficient, transparent and accountable government

Cox 2M continued to engage in smart community projects in **eight cities** throughout 2021 and 2022

Acquired a majority ownership in **Axios**, furthering our commitment to delivering vital, trustworthy news and analysis in the most efficient ways possible

Celebrated **100 companies** in Atlanta that have now completed the **Cox Techstars** startup accelerator enabling entrepreneurship and innovation while focusing on problem solving

BRIGHTFARMS

In 2021, Cox Enterprises announced the acquisition of [BrightFarms](#), an indoor farming company and provider of locally grown packaged salads. Fueled by increasing climate-driven disruptions of outdoor farming and more conscientious consumers, BrightFarms is leveraging its unique farming model and relationships with the nation's largest retailers to transform the leafy greens industry. BrightFarms' expansion through the construction of a network of high-tech farms will accelerate the salad industry's transition to indoor farming — creating a more sustainable and resilient supply chain that gives consumers a cleaner and fresher product.



HYDROPONIC INDOOR FARMING

Compared to produce grown in a traditional field, BrightFarms' sustainable, hydroponic indoor farms:

Use
less
water, land, energy and shipping fuel

Reduce
time
from harvest to store to as little as 24 hours

Enable
year-round
production across the country

Improve
food safety
and traceability

Use
no pesticides

“BrightFarms is a perfect example of our Cox Cleantech strategy — positively impacting the world through profitable, mission-driven businesses. Over the years, our enthusiasm for BrightFarms and the opportunity to transform the industry has increased tremendously, which led us to want to play a larger role in what they're doing.”



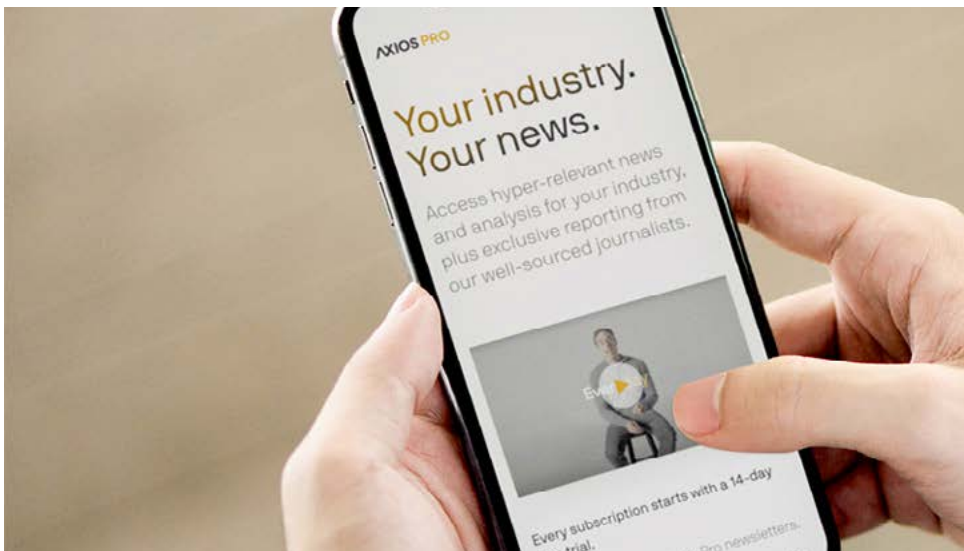
Steve Bradley
vice president of Cleantech, Cox Enterprises



Our Approach to Investing

We invest in businesses we believe are positioned to have a positive impact on the future. Incorporating Environment, Social and Governance (ESG) into business practices aligns with our purpose, external goals and market best practice. We have worked with internal and external partners to develop an approach to ESG evaluation at the industry and company level to inform our investment decisions and mergers and acquisitions (M&A) process. Once we acquire a company, we include ESG factors, including reporting in post-closure and integration processes. We have begun to implement this approach in our M&A activity and will refine our processes in the future.

Axios is an American news website covering breaking news, U.S. news, politics and local news.



Advancing Connectivity

Over the last decade, mobile and broadband technology has completely transformed nearly all facets of our daily lives — how people work, communicate, access healthcare and pursue education — and COVID-19 dramatically accelerated many of these shifts. As the largest private broadband company in America, Cox connects more than six and a half million people and businesses. In the last 10 years, Cox Communications has invested more than \$15 billion in infrastructure upgrades to deliver video, phone and high-speed internet service to homes and businesses, allowing more people than ever to participate in today's connected economy. As our world becomes increasingly digital, we are committed to advancing the speed, reach, reliability and accessibility of our networks through innovation and strategic investments.

“If we want to build a better future, we have to start today. We have a distinctive strategy for leaning into our investments and helping them reach their goals. By utilizing Cox resources, we can help them scale their business while also increasing the impact for Cox and our stakeholders.”



Shereta Williams
senior vice president, growth and operations, Cox Enterprises

COX 2MSM

A Cox Communications business line, Cox 2M is committed to enabling truly connected environments by providing commercial Internet of Things solutions to businesses and communities. Cox 2M is a long-term digital transformation partner to its customers and delivers a platform and ecosystem of solutions that lay the foundation for innovation and advancement. Cox 2M's end-to-end solutions seamlessly integrate connectivity, hardware, software and analytics to solve customer problems. Cox 2M currently serves the automotive, industrial and municipal sectors.

In July 2021, Cox continues its Smart City initiative with the City of Henderson, Nevada, by further expanding its project into Smart Water Meters and Smart Parking. The data from these solutions allows the city to draw operational insights and use that to plan and create new policies to support future activities to build a stronger and more vibrant community.

Digital Equity

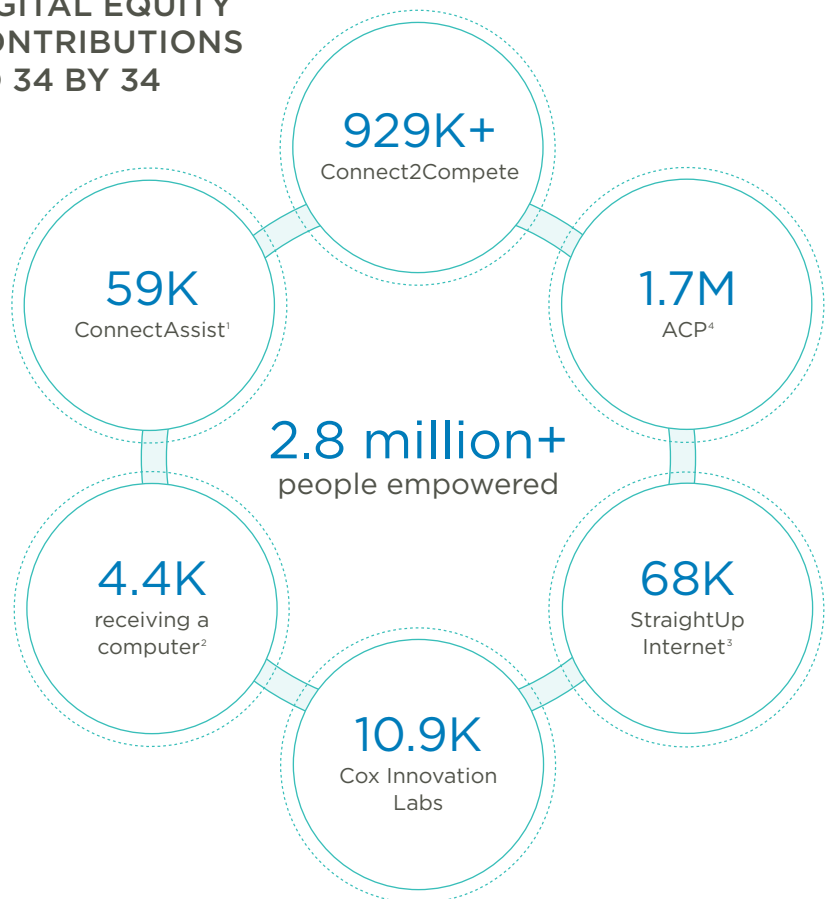
Cox Communications is building a better future through affordability and internet offerings that seek to bridge the digital divide for underserved communities. Since 2012, [Connect2Compete](#) has provided low-cost home internet with Wi-Fi to families with children. Launched in 2021, [ConnectAssist](#) is an affordable internet plan for households or individuals without children. Cox has helped to administer the FCC's [Affordable Connectivity Program](#) (ACP), a U.S. government program that helps many eligible low-income households with discounts for internet service and equipment costs (in partnership with PCs for People). By the close of 2022, our digital equity initiatives will have impacted 2.8 million people.

Expanding our Digital Equity Portfolio

Since 2012, Cox has been dedicated to helping make the internet accessible for students, families and all members of the communities where we operate. We offer affordable plans and a monthly credit through the ACP. Since the fall of 2020, we have expanded our affordability portfolio in order to help connect the unconnected and ensure that our community has the internet service and devices they need. Through Cox's private/public partnerships, low-income households participating in these programs can now get free or reduced-cost internet.

2020-2022

COX COMMUNICATIONS DIGITAL EQUITY CONTRIBUTIONS TO 34 BY 34



We're committed to the Affordable Connectivity Program, as it aligns with our values and digital equity strategy to offer greater access to more people. It's a powerful example of how public and private partnerships can ensure households of all economic statuses can unlock the possibilities that high-speed broadband has to offer."



Mark Greatrex
president of
Cox Communications

¹ Assumes the cost to serve is equivalent to the Essential Data Tier in 2021.

² Computers provided through ACP and C2C are excluded from 34x34 count as recipients are already included.

³ StraightUp Internet reach includes only underserved households defined as at or below 200% poverty level.

⁴ ACP excludes people applying their subsidy to C2C and ConnectAssist to avoid double counting.

Partnership with Malcolm Mitchell to Promote Digital Equity

Cox partnered with NFL Super Bowl champion Malcolm Mitchell in 2021 to narrow the learning gap in diverse, low-income neighborhoods through its Connect2Compete program, which provides internet access to eligible K-12 students and families at a low cost of \$9.95/month.

As more activities have shifted online, lack of internet access can present serious challenges for minority and low-income children. Lack of internet connectivity presents a very real barrier to education and advancement.

Malcolm is the founder of the Share the Magic Foundation whose mission is to unlock the potential of young lives through literacy. By introducing reading and providing innovative and inclusive literacy programming, students at risk of academic failure are encouraged to read to help them build a brighter future.

While the Share the Magic Foundation focuses on literacy, we enable technology and connection to ensure young students are positioned for achievement and success. Together, we have the ability

“

I was unable to afford internet service prior to this opportunity. My daughter couldn't do her homework at home, and I was unable to take her to the public library.”

Cox customer using the C2C service

to transform the lives of children by equipping the next generation of leaders with the tools for success. Through Cox's affordable products and programs such as Connect2Compete, ConnectAssist and the federal government's ACP, Malcolm helps to share the tremendous benefits these programs can have on youth and families.

2022 Impact Findings Around Digital Equity

Cox's commitment to narrowing the digital divide began 20 years ago with the Connect2Compete (C2C) program for families with K-12 children. Today, we also deliver financial relief to customers through the ACP and recently launched a new low-cost solution ideal for veterans, senior citizens and Americans with disabilities called ConnectAssist.

Customers enrolled in these services are experiencing significant positive impacts to their careers, their children's education and to the continuing education of the adults in their household. According to information provided by more than 2,000 customers enrolled in these programs:

- About half have home internet for the first time
- 70% credit home internet for finding a new job or a better job
- Half said they got a promotion or an increase in pay
- 90% said they are now doing homework at home
- Half said they are now able to apply to college and apply for financial aid
- Half said they have gotten certified in a specific skill or trade
- One-third reported they are a first-generation college graduate in their family as a result of home internet
- 90% of households say Cox internet access has had a positive impact on their children's education
- Customers used words such as “grateful,” “relieved” and “blessed” to describe having internet for the first time



Malcom Mitchell with Boys & Girls Clubs of New Iberia students in Lafayette, Louisiana.

Transportation Mobility

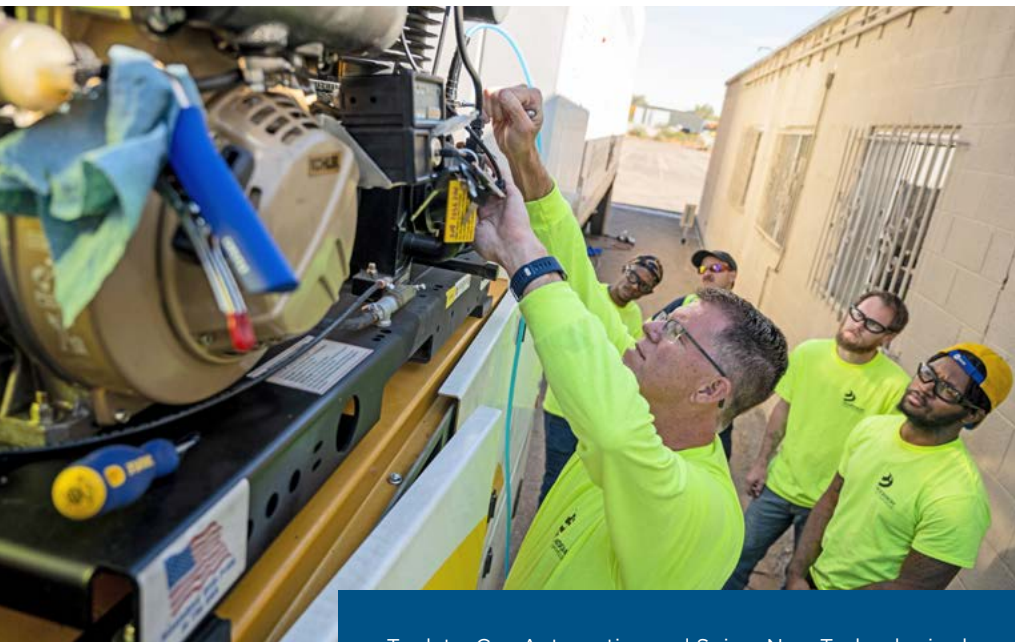
The transportation and mobility industry is changing rapidly. The rise of EV technologies, emissions reduction targets and fleet services has dramatically altered the way humans think about and interact with automobiles.

As an innovator and thought leader, Cox embraces innovation and seeks to unlock a better future. Cox Automotive Mobility is a fundamental enabler of the emerging global transportation ecosystem — one that we believe is autonomous/aerial, connected, electric and shared. We connect our partners with proven technology and services — grounded in Cox Automotive’s unparalleled data — to simplify and accelerate their business.



[Spiers New Technologies](#) is the leading provider of “4R” services (remanufacturing/refurbishment, repair, reuse, recycling) for battery packs used in hybrid and electric vehicles. Cox Automotive Mobility in collaboration with Spiers New Technologies expanded

its global EV battery service center network by adding new facilities in Belleville, Michigan, and Las Vegas. We also operate end-to-end EV battery service centers in Oklahoma City and Ede, Netherlands. The expansion of our EV battery service centers reinforces Cox Automotive’s commitment to being the world’s best battery health innovator and end-to-end battery services provider.



Technicians take part in training at the Indianapolis FleeTec Training Center.

To date, Cox Automotive and Spiers New Technologies have repaired, refurbished or remanufactured more than **51,000 battery packs**, extending their first life and decreasing the need for new battery pack production. Through our pre-treatment recycling process, we have also recycled nearly **2,000,000 pounds** of material and produced **362 metric tons** of recycled materials to be used in new battery production.

“Cox Automotive’s mission is to make buying, selling and owning cars easier for everyone. We’ve always been there to help car shoppers and vehicle retailers, and our team is passionate about finding new ways to ensure that our clients in the global automotive industry thrive for generations to come. One way we’re doing that is by taking charge of the EV battery lifecycle to make vehicle transportation more sustainable for everyone.”



Steve Rowley
president of Cox Automotive

FleeTec®

As part of Cox Enterprises’ goal to dramatically reduce its carbon, water and waste impact on the environment by 2034, Cox Automotive Mobility is making important advancements in fleet electrification. As the world transitions from internal combustion engines to EVs, technicians must be trained with the proper tools, techniques and safety procedures for these vehicles.

In 2022, we opened an Advanced EV Training Center at [FleeTec Academy](#) in Indianapolis to train technicians for the electrified future. We also expanded our nationwide mobile charging services and modernized our fleet and refurbishment services. Cox Automotive Mobility also is exploring opportunities to help counsel and train technicians at other companies as a way to further progress the industry as a whole.

Growth Operations

One of Cox's primary approaches to growth is through acquisitions. Unlike some businesses that may focus primarily on short-term returns, Cox takes a different approach. With any new technology, the market needs time to transition before adopting it. We believe in investing in the technologies and companies of the future that offer long-term, sustainable growth potential. This strategy aligns with our approach of empowering our stakeholders to build a better world with us.

Incorporating ESG into business practices aligns with our purpose, external goals and market best practice. We have worked with internal and external partners to develop an approach to ESG evaluation at the industry and company level to inform our investment decisions and M&A process. Once we acquire a company, we include ESG factors, including reporting in post-closure and integration processes. We have begun to implement this approach in our M&A activity and will refine our processes in the future.

Cleantech

At Cox, we believe that solving pressing environmental issues related to climate change and resource scarcity will require bold innovation. Through our focus on cleantech — which we define as innovation that makes the world a better place while creating jobs and generating a financial return for our company — we seek to turn environmental challenges into business opportunities. Businesses that are able to do more with less will outperform the competition, and we are focused on finding and building resource-efficient businesses to drive a new wave of sustainable growth for Cox.

MUCCI FARMS



In 2022, Cox Enterprises announced a significant strategic investment in [Mucci Farms](#), a leading agriculture business with a network of thousands of acres of indoor-grown fruits and vegetables. Vertically integrated from seed to retail, the company owns and operates greenhouse and warehouse facilities spanning the continent with a mission to deliver the highest quality of fresh produce in the market through innovation at all levels.

As a long-term operator and investor, Cox is uniquely positioned and committed to partnering with Mucci Farms to scale and meet growing consumer demand. For us, this strategic partnership is the next phase in building a multibillion-dollar controlled environment agriculture business and establishing Cox as one of the leading providers of sustainable produce across North America.



Nexus Circular accelerates plastic recycling to divert hard-to-recycle plastics from landfills.

NEXUS CIRCULAR



[Nexus Circular](#) converts waste plastics — which usually end up in landfills or oceans — back into their original components so they can be used to create new products. Nexus Circular's proprietary recycling process turns waste plastics into virgin-quality plastic precursors and resins that can be used in manufacturing. Nexus' technology unlocks a circular lifecycle for plastics and reduces the need to continually rely on fossil fuels.

In 2022, Cox Enterprises made a major investment to accelerate Nexus's market expansion. With this investment, Nexus will build its next plastics recycling facility in the U.S. This plant will allow Nexus to provide materials to global partners, such as Chevron Phillips Chemical and Braskem.

Public Sector

State and local governments provide mission-critical services to our communities, such as roads, power, water, parks and emergency services, and represent one of the largest software markets in the country with more than \$20 billion in spending annually. But the solutions they employ to provide these services are often legacy, end-of-life software systems that are expensive to run, clunky to administer and lead to frustratingly slow processes for their citizens.

We believe modern technology will bring the benefits of the private sector to our nation's public servants and citizens. Technology provides easier access to essential services and enables greater government transparency and accountability while avoiding inefficient, manual processes that tie up government resources (such as filing paper forms or fielding phone calls). Our investment in this technology is accelerating the adoption of better government software and improving the lives of citizens.

OPENGOV



[OpenGov](#) is leading this important transformation by building the largest modern, cloud-based software platform for state and local governments. OpenGov enables public servants to revolutionize how they budget, plan, procure and deliver important citizen services and keep their communities engaged and informed.

One of the most difficult challenges in government today is efficiently maintaining aging critical infrastructure, including roads, utilities, parks, fleets and thousands of other assets, to close a multitrillion-dollar investment gap. In 2022, Cox Enterprises made a major investment in OpenGov to fund its acquisition of Cartegraph, a software platform that improves the operations of these important assets to create safer, more resilient and sustainable communities. By combining Cartegraph's capabilities with OpenGov's platform, Cox is helping to power the next generation of efficient and accountable government.

Healthcare

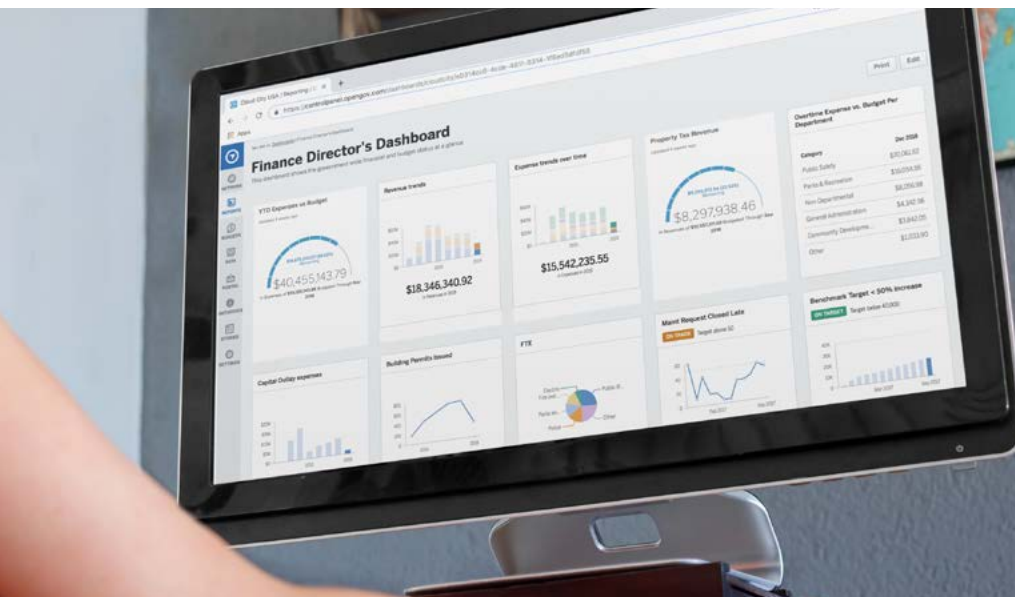
People from all over the world come to the U.S. for medical treatment because of the quality, breadth and advancement of our healthcare system. Yet, obtaining access to affordable, transparent, high-quality care remains a challenge for many Americans. We are keenly focused on supporting emerging business models that seek to improve health outcomes. We believe patients should understand the cost of the services they are paying for and should be able to expect results — not just fees. Simply put, we are looking to invest in healthcare models that are incentivized to help you discover the healthiest version of yourself.

MOTIVO HEALTH



In 2022, Cox led a \$14 million round of Series A funding for Motivo Health, an Atlanta-based marketplace that connects mental health therapists with clinical supervisors online. 2018 Techstars Atlanta alumna Rachel McCrickard founded Motivo after finding that the long, expensive process of obtaining licensure significantly contributed to the shortage of mental health providers.

Motivo streamlines licensure requirements and enables virtual supervision — making it easy for therapists to achieve and maintain licensure. To date, Motivo has helped more than 2,500 therapists obtain licensure. In August 2022, the company employed 23 full-time employees. Series A funding will allow Motivo to hire sales leaders and additional software engineers, helping its business enable better mental health outcomes.



OpenGov is the leader in modern cloud software for our nation's cities, counties and state agencies.

New Media

From the moment James M. Cox first entered the newspaper business in 1898, our company has believed in journalism's mission to hold government accountable. We remain deeply committed to supporting local journalism and deep investigative work with *The Atlanta Journal-Constitution* and *Dayton Daily News*. With our 2034 goals to grow and diversify our company firmly in mind, we look for opportunities to advance profitable journalism models that align with our values — providing communities with access to unbiased, high-quality news.

AXIOS



Axios Media Inc. first launched in January 2017 based on the belief that the rapidly changing world called for sharper, more focused and more efficient coverage of newsworthy topics. The company is widely recognized for its Smart Brevity® communication formula, which prioritizes essential news, explains its impact on readers and delivers messages in the most efficient ways possible. Axios' quick snippets of unbiased news are primarily deployed through daily newsletters. In 2020, Axios expanded its strictly national platform to launch local coverage.

In 2022, Cox Enterprises announced it acquired a majority ownership of Axios. After an initial investment in the fall of 2021, we determined that Axios' attractive business model and commitment to independent local journalism aligned well with our business goals and values. Our investment will help Axios accelerate its plans to expand multiple products, including local news coverage in more local markets.

TECHSTARS

[Techstars Impact](#) is a program focused on for-profit companies making a positive impact on underrepresented groups, underserved communities and environmental sustainability. Spurred by the movement against racial injustice, our 2021 Impact accelerator focused exclusively on working with, and investing in, companies tackling issues of social injustice and systemic racism. For example, [Acclinate](#) is an Atlanta-based company formed to educate and recruit more Black people and minorities to join clinical medical trials to enhance the efficacy of medicines for communities of color. Acclinate was one of 10 for-profit, mission-driven companies selected for a 90-day blitz of virtual mentoring, funding and global connections from Cox business leaders and experts.

[Techstars Atlanta's](#) program is located in the epicenter of startup activity in the Southeast U.S. and focuses on helping entrepreneurs build meaningful companies and enduring brands. The 2022 Techstars Atlanta cohort included a diverse

With the close of the Techstars Atlanta 2022 cohort, **100 companies** have now completed Cox Techstars programming in Atlanta.

range of business types, including [Payvmnt](#), a logistics technology platform that builds better routing and mapping software by capturing driver intelligence in real-time, and [Illuminus](#), a data analytics platform designed to empower leaders to activate and manage their organization's diversity, equity and inclusion strategy. In 2022, Cox also invested in Motivo, which had completed Techstars Atlanta programming in 2018.

Techstars Impact and Techstars Atlanta represent important parts of our commitment to the Atlanta startup ecosystem, but we also extend support to [Engage](#), [Endeavor Atlanta](#) and [Startup Runway](#).



We have found our kindred spirit for creating a great, trusted, consequential media company that can outlast us all. Our shared ambitions should be clear: to spread clinical, nonpartisan, trusted journalism to as many cities and as many topics as fast as possible."



Jim Vandettei
co-founder and CEO, Axios

By the end of 2022, Axios Local served **26 cities**. Our goal is to eventually reach 100 metro areas.

Looking Ahead

We are excited by the promise that some of our investments have shown in unlocking a healthier, more sustainable future. But addressing the world's most pressing issues will require more innovation and additional support. We will continue to look for ways we can invest that will help both our organization and future generations.



A FEW FORCES SHAPING OUR BUSINESS	OUR APPROACH
<p>THE DIGITAL DIVIDE</p> <p>Lack of broadband and digital infrastructure in underserved communities continues to be a pressing social issue.</p>	<p>Cox Communications will continue to improve the speed, reach, reliability and accessibility of our networks while providing customers with new technologies. We will continue to explore, launch and invest in new product lines that allow us to connect to customers in new ways, including cloud services and the recently launched Cox Mobile. We will continue to provide and grow digital equity programs including Connect2Compete, Connect Assist and the ACP to help bridge the digital divide.</p>
<p>DEMAND FOR SUSTAINABLE MOBILITY SOLUTIONS</p> <p>From reducing emissions to ensuring that our transportation systems are safe, affordable and accessible, the world is increasingly looking for more sustainable mobility solutions.</p>	<p>Cox Automotive will remain focused on embracing the transition from traditional ownership to mobility models while adjusting to the shifting consumer transportation needs. Cox will continue to explore EV conversion sites, hydrogen fuel cell vehicles and alternative fuels as consumers demand more sustainable transportation opportunities.</p>
<p>MITIGATING BUSINESS RISKS</p> <p>The world is experiencing a level of disruption and business risk not seen in generations. From continued supply chain issues, inflation and fierce customer competition, companies must set themselves apart from competitors and continue to innovate to thrive.</p>	<p>The challenges our business and society at large face are the ones we want to play a part in solving. Change and disruption create new business opportunities.</p> <p>We aim to make bolder moves to strategically diversify and grow our core business to maintain our leadership position while investing in transformative industries such as cleantech, healthcare focused on social determinants of health, sustainable agriculture and govtech, while also continuing to ensure our established divisions thrive.</p> <p>By utilizing our capital from the success of our established divisions, we'll reinvest in purposeful industries and companies for long-term value creation solving critical environmental and social challenges.</p>

GOVERNANCE

Cox has always been a company dedicated to doing the right thing and our strong corporate governance practices reflect our principled approach to business. Corporate governance provides a solid foundation from which we can lead Cox into the future with integrity and accountability — protecting stakeholder interests, mitigating risk, working toward our impact goals, strengthening business performance and enhancing trust with our employees, communities and customers.

Management of our ESG impact is overseen by the ESG subcommittee of our Board of Directors, corporate leadership and our Corporate Social Responsibility team. Responsibilities include assessing our sustainability risks, driving social and environmental impact, ensuring supply chain responsibility and advancing progress toward our ESG goals. Updates on our ESG risks and impact are reported to our Board of Directors on a regular basis. The subcommittee meets once a year and welcomes our new chair, Grace Lieblein, retired VP of Global Quality at General Motors Company. The scope of the subcommittee covers all material topic areas. For more details on our materiality, see page [61](#). Details on our approach to risk management and corporate governance are available on page [22](#).

Responsibility for managing impacts is delegated to senior executives across business functions who provide leadership, partnership and action to manage impacts and advance our ESG objectives and strategy. These groups include Corporate Social Responsibility, Corporate Sustainability (“Cox Conserves”), HR, Legal, Finance/Treasury and Supply Chain.

As a global company operating in multiple industries, we recognize that we must address a broad range of environmental and social issues. In 2022, we collaborated with a global consulting

firm on a third-party materiality assessment to ensure our approach to material topics accounts for changes in our business, industries and the world in which we operate. Learn more about our updated materiality assessment in the appendix on page [61](#). Since our last report, we have also implemented an ESG data management system and other topic-specific systems to ensure data quality and controls. Our internal audit team reviewed our data and systems,

as well as the content of this report. We plan to pursue external verification in the future.

Every two years, we produce a comprehensive Impact Report to inform stakeholders about our progress. Our Impact Report is reviewed by our legal team and executive leadership. This report adheres to and has been prepared with reference to the Global Reporting Initiative (GRI) Standards.



Chad Prosser and Karen Bennett catch up during the Evolve Leadership Conference.

Board of Directors

Cox Enterprises remains privately held with independent board members. Our Board of Directors reviews risks and opportunities related to our economic, social and environmental impacts on an ongoing basis as part of our strategic planning, risk management and governance approach.



JAMES C. KENNEDY
Chairman Emeritus and Chairman, James M. Cox Foundation



HENRY PARRY-OKEDEN
Co-founder, InvitedHome



BYRON D. TROTT
Founder, Chairman and CEO, BDT & Company



JAMES C. "RAD" WEAVER
CEO and Chairman, CW Interests



CHRISTOPHER J. WILLIAMS
Chairman and CEO, The Williams Capital Group L.P.

ESG Committee Members



ALEX TAYLOR
Chairman and Chief Executive Officer



BARBARA KENNEDY HARTY
Board member, James M. Cox Foundation



GRACE LIEBLEIN
Vice President of Global Quality, General Motors (Ret.)



TROY D. TAYLOR
Founder, Chairman and CEO, Coca-Cola Beverages Florida

Ethics

Integrity and accountability are vital to our long-term success, and we strive to adhere to the highest ethical standards and conduct.

Code of Conduct

Cox's commitment to our values of integrity is clearly outlined in our enterprisewide [Code of Conduct](#). The Code clearly articulates expectations for our employees and promotes a culture of compliance. While Cox businesses previously had separate codes of conduct, we launched an enterprisewide Code of Conduct in 2020 to ensure consistency in the way we communicate our values to employees. We support our Code with regular training to provide employees with guidance and clarity on how they can address certain situations, ask questions and report any wrongdoing.

Governance Structure

In 2022, Cox's Ethics and Compliance teams implemented an enterprisewide process to monitor specific identified risks, furthering our continual efforts of doing business the right way. Ethics and Compliance updates are now reported to the Audit Committee of the Board to provide for increased transparency and oversight.

Training and Education

Each year since implementing the enterprisewide Code of Conduct, Cox has looked for enhancement opportunities to our annual Code policy and training. By providing timely and relevant information, we help employees model our core values and set the standard for doing the right thing. With the move toward flexible and remote working arrangements, instilling our standards for ethics in our employee base has required increased communication, training and collaboration.

Tracy Palma (left) and Ajia Robison (right) catch up on work.

For example, at Cox we believe that issues of inclusion, diversity and equity are deeply ethical issues. In response to 2020's movement against racial injustice, the Cox Ethics and Compliance teams collaborated with our ID&E leaders to create training courses to educate our entire employee population on their role in creating and championing an inclusive, diverse and equitable workplace. Those training courses were incorporated into the annual all-employee Code of Conduct training campaigns in 2021 and 2022.

Reporting a Concern

Our Employee Problem Resolution Policy allows employees to talk to their manager any time about any problems or concerns. This policy also provides employees with other avenues to address concerns, including our Ethics Hotline. Available 24/7 by phone (1-877-329-0696) or [web](#), our Ethics Hotline allows employees to ask questions or share concerns anonymously with an independent, third-party interview specialist.

International Ethics Hotline

Cox Automotive will roll out an International Ethics Hotline to ensure that international employees can raise concerns regarding ethical behavior.

This tool empowers local businesses to monitor and address reported compliance concerns, regardless of location. The International Hotline includes the following countries:

- Australia
- Belgium
- Brazil
- Canada
- France
- Germany
- Ireland
- Italy
- Netherlands
- New Zealand
- Portugal
- Spain
- Sweden
- UK

Public Policy Governance

Cox employee political action committees (PACs) and various industry trade association PACs accept voluntary contributions from eligible employees to support the political campaigns of candidates who further Cox's business and industry goals. We comply with all applicable laws and regulations governing solicitations for contributions and disbursement of funds. Participation in any Cox PAC (federal or state) or industry trade association PAC is completely voluntary and no employee is required to participate. For questions about ethics, [contact our Ethics team](#).



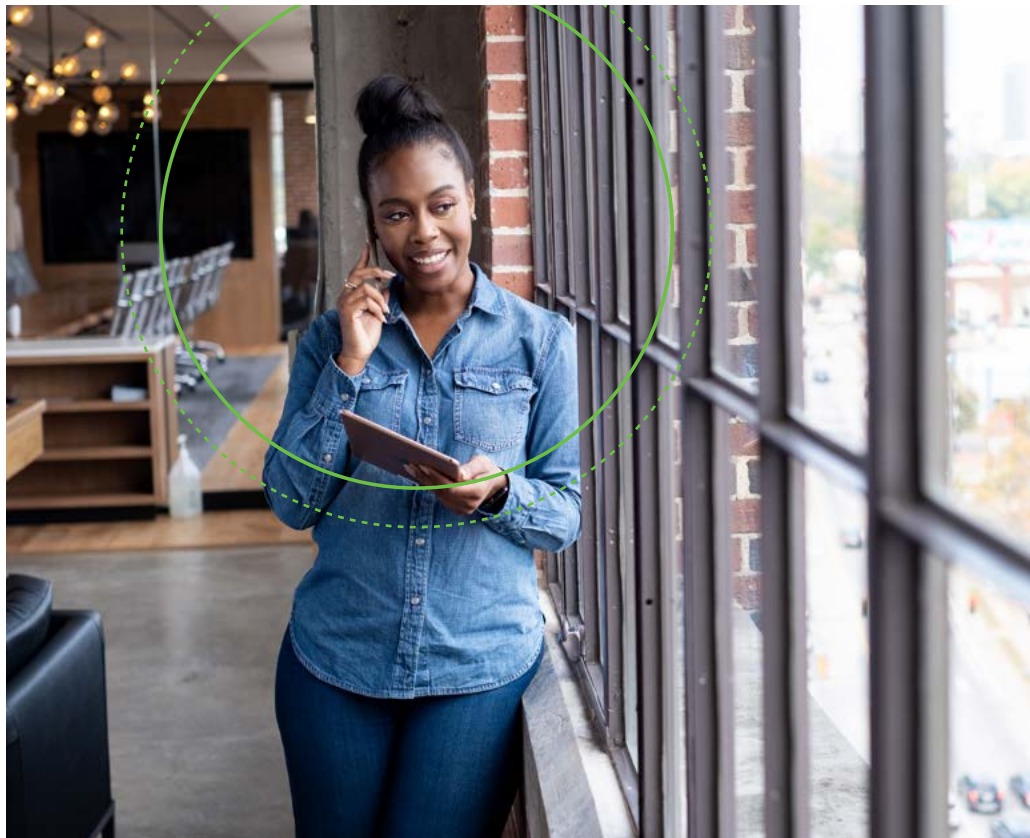
Data Security and Privacy

Keeping personal information safe provides a foundation for trust. Our employees and customers count on us to provide transparent processes, respect their privacy, honor their choices and protect their personal information. We continuously adapt to the evolving legal landscape around data security and privacy.

Data privacy and security is overseen by a chief privacy officer and a chief information security officer for each division who work to ensure the security of our network and customer and corporate data. These chief privacy officers collaborate, when appropriate, to review changes in operations, practices and laws to confirm we are meeting appropriate privacy requirements and best practices and to address emerging cyber issues which could result in disruption to business operations or unauthorized access to employee, customer and business information. Employees receive general training on protection of data, and some employees receive additional specific data protection training depending upon their job function.

Since our last report, our different divisions have agreed upon a single Information Security Policy and Standard, and Records and Information Management Policy. We recently adopted a cross-divisional biometrics policy intended to keep up with increased use of biometrics to access facilities and information systems. We also updated our Employee Privacy Policy to incorporate international privacy considerations, specifically in Canada, in furtherance of our goal to harmonize our employee privacy policy across all countries. We have adopted and/or updated specific employee privacy policies intended to reflect our privacy practices as required by applicable privacy laws.

We review these policies annually and on an as-needed basis to keep up with changes in operations, practices and laws. By identifying new, in-flight strategic initiatives, we can improve our ability to protect our companies from



Alisha Bowman speaks to a colleague while working remotely.

cyber threats, prevent unauthorized access to employee, customer and business information, support new growth and secure the digital technologies that power our businesses.

Thorough cybersecurity and privacy due diligence are fundamental to all Cox investments. During the due diligence process of each acquisition, we evaluate data privacy and security issues. Each new company presents its own approach to data privacy and cybersecurity, and we identify and recommend appropriate solutions for the new company to consider as part of our due diligence process.

As with most companies, regardless of their size or industry, Cox may experience incidents involving phishing of employees, human error, unexpected software errors and direct or indirect attacks by cybercriminals, requiring an internal investigation that is led and resolved by a team of highly qualified professionals. We maintain our readiness by conducting regular rehearsals of our incident response plans and with independent review of our security posture.

Responsible Supply Chain

We rely on a diverse network of suppliers, service providers and vendors across our divisions to procure goods and services. Especially in light of recent instability in global supply networks, we know an inclusive, sustainable supply chain is important to the future of our business. By advancing responsible supply chain practices, we can mitigate risk, enhance the quality and value of our procurement activities and make progress toward our social and environmental goals.

Supply Chain Strategy

Our sustainable supply chain vision, scope and focus areas are based on insights across all Cox businesses.

VISION:

Be regarded as a responsible supply chain thought leader among both suppliers and customers for the positive environmental and social value we deliver.

SCOPE:

Cradle-to-cradle procurement, including design, sourcing, planning, forward and reverse logistics, warehouse operations, repair/refurbishment and responsible investment recovery.

FOCUS AREAS:

- Initially, focus on foundational priorities, measuring impact and partnering with suppliers to reduce the environmental impact of our supply chain.
- Our near-term goal is to ensure our suppliers report on their environmental footprint and what they are doing to minimize their impact, and over time, to drive down the environmental footprint of the goods and services they provide to Cox.

We have developed a phased responsible supply chain strategy and we are working to execute against this plan.

Supplier Code of Conduct

We expect that anyone who conducts business on our behalf will operate ethically, comply with the law and uphold human rights. That's why we work with suppliers who share our commitment to ethical business and operating with

integrity, respect and transparency. Our [Supplier Code of Conduct](#) holds our suppliers to the same high standards to which we hold ourselves, covering topics such as compliance with antitrust and fair competition laws, environmental sustainability and more. Additionally, Tier 1 suppliers (those we work with directly) are asked to report their supplier diversity spend to us quarterly through a third-party database.

Supplier partnership reception.



2021-2022 IMPACT OF OUR SUPPLY CHAIN STRATEGY

8,787 tons

Total reduction of waste

5,510 tons

Total reduction of carbon

1.18B gallons

Total reduction of water

Supplier Diversity

Supporting diverse suppliers expands our supplier base, supports business objectives and contributes to the economic wellbeing of the communities where we live and work. Cox Enterprises has committed to spending \$1 billion with diverse-owned businesses by 2026.

Our supplier diversity team is working with enterprisewide leaders to develop initiatives to help diverse-owned businesses grow, thrive and compete, such as continuing education programs and investments in underrepresented firms and funds. With supply chain considerations top-of-mind in most industries in 2021, Cox engaged senior executive leaders, the parent company/divisions and local markets to better understand how we could accomplish our supplier diversity goals. In 2022, we laid out a clear plan to reach our \$1 billion goal by investing in diverse supplier programs and creating new ways to integrate diverse suppliers throughout the supply chain.

CERTIFICATION ASSISTANCE PROGRAM

In 2021, Cox established the Cox Certification Assistance Program, which provides diverse suppliers with educational resources, coaching from supplier diversity professionals and connections with critical contacts at certifying organizations. Cox has invested \$30,000 in this program to help certify diverse suppliers.

SMALL BUSINESS LEADERSHIP ACADEMY MARKET EXPANSION

The Cox Small Business Leadership Academy program seeks to support leadership development, operational sustainability and improved scalability of qualified, diverse suppliers. By bringing more diverse suppliers into the Cox Supply Chain, we are acting on our commitment to supplier diversity and accelerating growth for these suppliers' businesses. In 2021, Cox awarded 56 scholarships to diverse suppliers and

Through our Cox Certification Assistance Program, we certified **13 new suppliers** — helping direct an annual **\$23 million** to diverse suppliers.

Cox Business customers. In 2022, we expanded the program's footprint to include companies in regions that were previously unreached.

SCHOLARSHIP AWARD CANDIDATE CRITERIA:

- A minority-owned business
- A minimum business tenure of three years
- Annual revenues of at least \$750K, fewer than 500 employees and ideally not a sole proprietorship

2022 SUPPLIER DIVERSITY IMPACT

\$943M+

Combined tier 1 and tier 2 spend

300

Diverse suppliers utilized

+53M

Net new dollars

In 2021, Cox Communications was recognized as one of DiversityInc's Top 50 Companies for Supplier Diversity.

Graduates from the Cox Small Business Leadership Academy in Tulsa, Oklahoma.



Sustainable Supply Chain

In 2020, we conducted an environmental impact assessment which revealed that (like many companies) our supply chain has a significantly greater impact on the environment than our own operations. As we look to build a better future for the next generation, we are taking action to decrease the environmental impacts of the products and services we procure.

Our executive leaders and divisions are working to develop specific time-bound goals and targets. To date, we've seen progress in several areas. Our Supply Chain Warehouse and Logistics Operations are becoming more sustainable. Our Supply Chain Management landfill diversion rate is 95% and four of our warehouses are TRUE Zero certified warehouses. Circularity has become a core operations strategy.

Our professional project management intake process now includes sustainable design dimensions for all major initiatives. This ensures high-impact teams are engaged in sustainability throughout their entire product design journey. We have implemented supplier, internal stakeholder and procurement professional training modules focused on sustainability. One hundred percent of procurement teams have completed training and supplier training was launched at the end of 2022.

We are taking steps to build supplier transparency into our everyday business operations. The integration of environmental impact factors by industry into existing spend analytics tools is allowing for real-time impact analyses. For example, in 2022 Cox implemented EcoVadis, a technology platform that provides insights about the ESG performance of global suppliers. Nearly 120 EcoVadis scorecards provided us with valuable information about the ESG impacts of more than \$1.9 billion in spend with our largest, most important suppliers.

We are constantly innovating to develop more sustainable solutions in our own business — such as innovative packaging



solutions and streamlined paperless processes. Where opportunities exist, we are already partnering with suppliers in high-impact categories (such as coaxial cable and electronics) to minimize environmental impacts from their products, packaging and operations. We work closely with industry organizations to address standards that harm the circular economy and signal demand for more sustainable products and services.

Representatives at STARS showcase their work during the Phoenix Act to Impact Roadshow. STARS supports individuals with high needs and partnered with Cox to sort, clean, package and test Cox Communications cables.

Looking Ahead

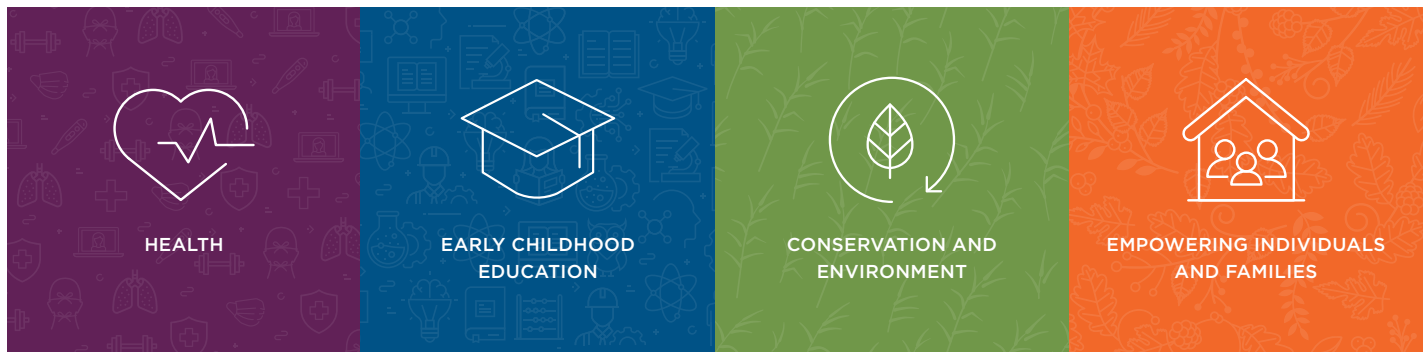
We believe corporate governance is critical to ensuring we continue to strengthen our business, achieve our goals and enhance trust with our employees, communities and customers. As our company grows, we will remain focused on pursuing ways to improve corporate governance while serving the long-term interest of our stakeholders.

A FEW FORCES SHAPING OUR BUSINESS	OUR APPROACH
<p>ESG TRANSPARENCY</p> <p>Companies are facing increased pressure from varying stakeholders (including customers, banks, employees, partners, etc.) to report on ESG factors.</p>	<p>We will continue to provide transparency on our ESG goals and validate our reporting and methodology through external assurance when possible. Our ESG systems capture and validate our metrics and ensure controls are in place. We plan to continue to evolve these systems and report regularly to key stakeholders.</p>
<p>EMBEDDING ESG THROUGHOUT THE ORGANIZATION</p> <p>Leadership on our ESG material factors will continue to require full integration into our business.</p>	<p>We plan to continue to embed ESG considerations into decision making up, down and across our leadership structure. This includes our ESG Committee of the board, our ESG team and our material topic owner leaders to ensure alignment across material topic areas.</p>
<p>EVOLVING STAKEHOLDER DEMANDS</p> <p>The world and stakeholder interests are changing quickly, and businesses must be able to respond and adapt.</p>	<p>As we have done through our company's long history, we will continue to review and evolve our Code of Conduct, corporate guidance and policies, strategic plans and training to align with advancements in our material topics and other business critical areas.</p>
<p>ESG IMPACTS OF INVESTMENTS</p> <p>Our growth plans and interest in transformative, long-term change requires thinking through the broad ESG impacts these plans could have.</p>	<p>We will continue to expand ESG factors into the lifecycle of our growth plans, including reviewing verticals and companies, during due diligence ahead of investments, and during integration of new companies.</p>

THE JAMES M. COX FOUNDATION

Grounded in the belief and values of our founder, the James M. Cox Foundation has a rich history of giving back to the communities where Cox does business. We continue this legacy under the leadership of Jim Kennedy, Cox Enterprises chairman emeritus and chairman of the James M. Cox Foundation, by supporting nonprofit organizations that address complex social and environmental issues and help make our communities stronger. The Foundation concentrates its support within our four focus areas.

OUR FOUR FOCUS AREAS:



“Giving back to the communities where we do business has always been important. The Foundation and our businesses work together to find ways to help people and these communities.”

Jim Kennedy
chairman emeritus
and chairman,
James M. Cox Foundation

Students learning in a Cox Pre-K classroom at Drew Charter School in Atlanta.



Health

Access to quality healthcare is a cornerstone of strong communities. Equal access to care remains challenging for people everywhere. We invest in programs that reimagine healthcare while expanding access to treatment for everyone.



Shepherd Center

Shepherd Center is a private, nonprofit hospital in Atlanta that specializes in medical treatment, research and rehabilitation for people with spinal cord and brain injuries, strokes, multiple sclerosis and other neuromuscular conditions. The world-renowned 152-bed hospital treats more than 8,700 patients each year.

Shepherd Center has to turn away 250-300 patients annually due to lack of space, and the hospital has long waitlists for outpatient and rehabilitation services. To help increase patient access and improve patient and family experience, the James M. Cox Foundation has pledged \$10 million to the Shepherd Center over five years. Funds will help the hospital offer 32% additional beds, allowing them to serve 350 more patients annually. Funds will also help provide on-site housing (offered at no cost for families of patients from outside Atlanta), expand telehealth services and equip all patient rooms with smart home technology.

Banner Health Foundation

Banner Health is the largest single provider of child healthcare in Arizona and one of the largest nonprofit healthcare systems in the country. In 2022, the James M. Cox Foundation donated \$5 million to create a unified Children's Cancer Center, continuing the work the Foundation started with a \$5 million gift in 2012 to create an integrated cancer center.

The Center will provide a comprehensive pediatric oncology clinic, offering convenience and proximity for families

from the East Valley (325,000+ residents under 18). The facility will reduce the time doctors and nurses spend going back and forth between the locations to provide care and create other efficiencies. The annual population served by this Center is estimated at 562 patients, impacting an estimated 1,416 family members. With a projected 14% growth of new oncology patients over the next ten years, the Cancer Clinic will serve more than 2,255 unique patients and family members by 2034.

Sharp HealthCare

Sharp HealthCare is the largest and most comprehensive healthcare delivery system in San Diego County, offering care to 3.3 million residents. Sharp is currently developing the Sharp Prebys Innovation and Education Center.

The \$74 million project includes a four-story, 70,000-square-foot facility that will bring together local, national and worldwide leaders in healthcare and technology for collaboration, with the goal of creating cutting-edge health and workforce solutions. The Center will include a Technology Immersion Lab and Simulation Center where hands-on training and work will result in

medical innovations and new practices. The Simulation Center will include a mock operating room, an ICU room, a standard patient room and an ambulatory/neonatal intensive care unit simulation.

To support the Technology Immersion Lab at the Prebys Center, the James M. Cox Foundation donated \$500,000 to the project. With these funds, Sharp HealthCare hopes to advance technologies to provide the highest quality medical care that span from a patient's first health interaction to their post-operative care.

The Banner Children's Cancer Center will have state-of-the-art medical equipment and an aesthetic designed with the unique needs of children in mind.



We are grateful to the James M. Cox Foundation for their long-standing support. Cox has been a leader in communication and innovation, and the grant to the Sharp Prebys Innovation and Education Center is a forward-thinking demonstration of their leadership in philanthropy.”



Bill Littlejohn

senior vice president and CEO, Foundations of Sharp HealthCare

Early Childhood Education

Our connection to early childhood education has deep roots — our founder, Governor James M. Cox, began his career as a schoolteacher. Scientific research supports the notion that the early years (birth to kindergarten) create the foundation for success later in life. Through our investments and support of early childhood education, we’ve been a part of exciting improvements that are changing the life of children across the nation.



Cox Campus

The Cox Campus is a free online professional learning platform for teacher training and healthcare professional development focused on the promotion of language and literacy skills in young children. The Cox Campus has more than 170,000 registered members from all 50 U.S. states and 68 other countries, and the Cox Campus received accreditation from the International Accreditors for Continuing Education and Training, an important achievement.

To support the next phase of the Cox Campus, the James M. Cox Foundation has made a \$3.8 million grant. The Cox Campus will focus on developing partnerships with school districts, early learning organizations and hospitals.

Cox Pre-K

In 2007, the East Lake Foundation in Atlanta launched spaces that have become known as Cox Pre-K classes. These are hosted at Drew Charter School and serve as demonstration sites for early childhood educators, allowing them to refine their skills. To support this important work, the Foundation provided a \$2 million grant to create a new Cox Teacher Fellowship and develop new resources for the Cox Campus in 2021. Since 2007, the Foundation has donated more than \$7 million to support these educational spaces.

Through the Fellowship, one Fellow will serve in each of the four Pre-K classrooms by 2024. Each Fellow will receive professional development



A student at the Cox Pre-K program, which is testing and implementing cutting edge practices in language and literacy development.

through Cox Campus courses, coaching from a Rollins Center for Language and Literacy facilitator and coaching from their classroom’s Lead Teacher.

Funds from the grant will also help create additional resources — such as video coursework, strategies and processes on lesson design, progress monitoring and data analysis — for pre-K teachers on the Cox Campus. Cox pre-K resources will help Cox Campus users implement and integrate effective practices aligned with the science of language and literacy.

“Starting with Gov. Cox, we have always appreciated the importance of education. The James M. Cox Foundation has made significant investments in early childhood education because we know that a better start leads to better outcomes for children.”



Nancy Rigby
president, Cox Foundations

Conservation and Environment

In 2007, Jim Kennedy formalized Cox and the Foundation's efforts to make a positive impact on the planet through our Cox Conserves program. In addition to our commitment to minimize our environmental impact as a business, we're invested in long-term partnerships that help preserve and restore natural places that help communities prosper.



Atlanta BeltLine + PATH

The Atlanta BeltLine draws two million visitors each year to its paved trails and 407 acres of greenspace, and is a long-standing partner of the James M. Cox Foundation. To date, 4,433 units of affordable housing have also been built around the BeltLine. Today, the Atlanta BeltLine is focused on completing the 22-mile loop of parks, trails and transit.

To complete the mainline corridor by 2030, the Atlanta BeltLine and the PATH Foundation will partner to design and build the Northwest Trail portion, a 4.4-mile section of trail connecting the Westside and Northeast trails. This portion of the trail is one of the most difficult to build based on the dense urban area.

In addition to past gifts, The James M. Cox Foundation recently committed a \$30 million grant to support the completion of the Atlanta BeltLine trail network.

Atlanta Botanical Garden

In 2022, the James M. Cox Foundation made a \$25 million grant to expand the Atlanta Botanical Garden (ABG) and Piedmont Park. The grant will allow the ABG to expand by about seven acres, expanding the garden by almost 25% and adding new acreage for the first time since the garden was incorporated in the 1970s.

By acquiring commercial property along Piedmont Avenue, the expansion connects the ABG to the BeltLine, one of the nation's most popular urban revitalization projects. The expansion also adds a second entrance dedicated to walkers and bikers

and provides several new access points to the Garden and Piedmont Park. The project is aimed at creating a more walkable, bikeable and livable urban environment, with reduced reliance on automobiles as Atlanta's population continues to grow.

Ducks Unlimited

Ducks Unlimited (DU) performs wetland conservation work that provides important economic, ecological and societal benefits that ripple across the country. Through a \$3.1 million donation, the Foundation is supporting key conservation efforts in several areas where we operate.

The Mid-Atlantic region, including the Chesapeake Bay, provides habitat for many wetland-dependent species and serves several vital ecosystem functions, ensuring clean water, coastal resilience and flood protection for millions of people. For example, wetlands can remove up to 90% of nitrogen and 80% of phosphorus from water and capture particulate matter suspended in the runoff. Funds from the

Foundation will help DU biologists and private and public landowners restore and enhance 1,600 acres of wetlands, plant upland grass buffers, reforest riparian corridors and improve coastal salt-marsh habitats throughout this region.

The Louisiana coastline experiences the highest rate of wetland loss of any region in the U.S., losing 17 square miles per year. Over the next 50 years, Louisiana is expected to lose an additional 1.4 million acres of wetlands unless humans intervene. In 2023, the organization will invest more than \$10 million to protect and preserve an additional 100,000 acres in the region. Funds from the Foundation will help preserve 22,500 acres of land, continue restoration of Bayou Sauvage National Wildlife Refuge and install additional earthen terraces and support for the Mermentau Basin.

The donation to the BeltLine is the largest in the Foundation's history and helps close a crucial fundraising gap for the remaining design and construction.



“The Foundation's gift is transformational as it enables the Garden to develop an entrance on the BeltLine. The Foundation's commitment to greenspace, sustainability and the Garden converge with this gift. They are truly visionary and generous leaders in our city.”



Mary Pat Matheson

Anna & Hays Mershon
president & CEO, Atlanta
Botanical Garden

Empowering Individuals and Families

Everyone deserves the right to healthy food, youth support services and affordable housing, yet financial disadvantages can hinder an individual's opportunity to these services. We support initiatives that address the needs of underserved communities, helping individuals and families improve their lives.



Westside Future Fund

Launched by the Atlanta Committee for Progress in 2014, the Westside Future Fund (WFF) seeks to create a diverse, mixed-income community in Atlanta's Historic Westside, improve the quality of life for current and future residents and elevate the region's unique history and culture. The WFF seeks to create 800 affordable housing units by 2025 in four neighborhoods facing the greatest need. To date, 676 WFF-owned residential units of housing are occupied, in development or slated for upcoming development.

In support of these communities, the Foundation donated \$2 million to help

advance the construction of two multi-family affordable housing complexes that will provide 50 units of urgently needed housing.

Boys & Girls Clubs of America

With 4,700 clubs nationwide, Boys & Girls Clubs of America (BGCA) serves an estimated 4.3 million youth each year. As a long-time supporter of this organization, the Foundation has donated more than \$7.4 million to BGCA. The Foundation committed another \$150,000 to construct five new Cox Innovation Labs (formerly known as Tech Centers).

Cox Innovation Labs provide access to computers for homework and engage members in BGCA's My Future online platform, which includes content related to digital literacy, computer science and science, technology, engineering and math educational activities. Key components of Cox Innovation Labs include laptops, tablets, cameras, 3D printers, robotics equipment and software with high-speed internet. In 2021, the Labs served more than 900 youth ages 6-18.

Boys & Girls Clubs students from San Marcos Innovation Lab.



APPENDIX

About This Report

Thank you for your interest in the 2021-2022 Cox Collective Impact Report. We have published this report to provide an overview of our company's operations related to environmental, social and governance (ESG) topics. This includes both quantitative and qualitative information and contains comparisons of 2021-2022 results to previous years, as well as progress toward our Impact goals, using baseline data as noted throughout the report. Unless otherwise noted, this report is for the calendar years beginning on January 1, 2021, and ending December 31, 2022, for our wholly-owned U.S.-based operations. Where necessary, (e.g. for environmental reporting), Cox utilizes the operation control approach for purposes of scoping organizational and operational boundaries, which means we account for those operations over which Cox has control. Cox defines operational control as having the authority to introduce and implement operational policies over an asset or a location.

Unless otherwise noted within the footnotes of specific disclosures found in our Global Reporting Initiative (GRI) [Content Index](#) this report is inclusive of the wholly owned U.S.-based operations of Cox Enterprises, Cox Communications and Cox Automotive. While incorporating our controlled investments into our footprint and reporting, we plan to collect data within 12-18 months of the acquisition of a company with 50%+ financial control. All environmental data includes data from our 2021 and 2022 acquisitions of BrightFarms, Dickinson Fleet Services and Spiers New Technologies.

Cox strives to continuously improve our ESG management through the use of standards and reporting frameworks. Our 2021-2022 reporting process has been guided by leading ESG frameworks

and standards when applicable. We self-declare that this report was prepared with reference to the GRI Standards and the Sustainability Accounting Standards Board (SASB) and considers additional disclosures outlined by the United Nations Sustainable Development Goals (SDGs). A GRI Content Index on page [62](#) of this report shows our alignment with GRI reporting elements and our material topics and a SASB index can be found on page [78](#). We intend to continue to report biannually.

We also disclose metrics that are not explicitly mentioned by these frameworks, but that we believe are relevant to our ESG initiatives as identified through regular ESG materiality assessments. To prepare this report, we considered the following:

- Input from executives and subject matter experts
- Insights from external stakeholders
- The world's most pressing challenges
- Reporting trends and best practices

For the purposes of this report, the concept of materiality used in our ESG disclosures is based on a definition of materiality specific to the assessment of ESG issues and does not correspond to the concept of materiality used in the securities laws and disclosures required by the U.S. Securities and Exchange Commission (SEC). Issues that we identify as "material" from an ESG perspective are not necessarily material to the Company under securities laws, rules and regulations in place at publication.

Unless otherwise noted, this report shares stories of our performance, initiatives and progress in the U.S. during the calendar years 2021 and 2022. The information reported is current as of the date of its publication. This report was reviewed by

our legal team and executive leadership. In addition to this report, we also provide updates on our progress in the Making Our Mark section of our website. We welcome comments and feedback on our report. Please contact us at csr@coxinc.com.

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.

This report contains forward-looking statements, including but not limited to ESG and business goals, plans and strategies to achieve goals or future performance, goals or results. All forward-looking statements are subject to internal and external uncertainties, risks and opportunities that could change actual future goals, strategy or performance. While Cox will continue to report on our ESG strategy, programs and progress biannually, we assume no obligation for updating or amending any forward-looking statements found in this year's Impact Report.

For additional information regarding this report and its contents, please visit our website at: www.coxenterprises.com or contact csr@coxinc.com.

Stakeholder Engagement

At Cox, we aim to see our impact through the eyes of our stakeholders. We do this by creating an open dialogue that helps us broaden our awareness, expand our impact and evolve our strategic initiatives to tackle issues that matter most. Together with our materiality assessment, formal and informal stakeholder engagement is essential for gaining a deeper understanding of our stakeholders’ needs, implementing changes, and creating greater and more effective impact. The table below outlines some of the ways we maintain frequent engagement with our stakeholders.

STAKEHOLDER	HOW WE ENGAGE
EMPLOYEES	<ul style="list-style-type: none"> • Cox Impact employee engagement platform • Quarterly employee pulse surveys • Employee listening sessions • Employee Resource Groups • EXLab: cross-functional working teams to look at the end-to-end employee experience at Cox
SUPPLIERS	<ul style="list-style-type: none"> • Sustainability questions in supplier RFPs • Supplier sustainability assessments • Collection of vendor data • Annual Cox Communications supplier award event recognizing leaders in the categories of Collaboration, Diversity, Delivery, Strategy and Innovation
CUSTOMERS	<ul style="list-style-type: none"> • Conferences and summits • Educational forums ranging from webinars and courses to immersive experiences like Cox Automotive University, Forward Focus and the Cox Automotive Experience • Sales calls • Product demos • Installations • Customer recognition awards such as the annual Cox Automotive Leader in Sustainability Award and Barbara Cox Woman of the Year Award

STAKEHOLDER	HOW WE ENGAGE
COMMUNITIES	<ul style="list-style-type: none"> • Employee volunteerism • Charitable contributions • In-kind donations • Nonprofit partnerships • Community relations teams • Tracking and reporting partnership results using True Impact measurement tool
INDUSTRY	<ul style="list-style-type: none"> • Participation in industry groups such as The Internet and Television Association (NCTA), Women In Cable and Telecommunications (WICT), CableLabs, Cable and Telecommunications Association for Marketing (CTAM), and Society of Cable and Telecommunications Engineers (SCTE) • Signing pledges and initiatives that move the industry and our communities forward, such as the NCTA K-12 Bridge to Broadband program • Supporting the CoxPAC (Political Action Committee) fundraising efforts and partnering with industry groups, such as national and local automotive trade associations
BOND HOLDERS	<ul style="list-style-type: none"> • Phone calls • Responding to email requests • Filling out questionnaires
GOVERNMENT/ REGULATORS	<ul style="list-style-type: none"> • Educating officials (including members of Congress and agencies such as the FCC) and trade associations about our businesses • Developing public policy positions that will benefit our employees, our customers and our communities • Advocating for Cox Enterprises policy positions before Congress and federal agencies • Helping Cox leaders interpret the federal decision-making process and developments on the national legislative scene to ensure they are fully informed when making business and policy decisions
MEDIA	<ul style="list-style-type: none"> • Engaging with media outlets when we have compelling news to share that will resonate with audiences outside of Cox or if a subject matter expert can speak to an emerging trend in the current news cycle • Sending pitches to top tier, local, national and/or trade media outlets as well as through press releases, bylines and media alerts • Social media posts • Speaking engagements • Thought leadership opportunities

Materiality

By understanding the environmental, social and governance issues that are most material to our business and our stakeholders, we can focus our efforts and deliver the greatest impact.

Materiality Assessment

In 2022, we updated our previous materiality assessment based on internal and external stakeholder feedback, peer benchmarking and input from an ESG analytics platform.

This exercise identified priority ESG topics for our business and showed us how these topics have evolved since our last materiality assessment in 2019.

Material Topics

Based on our materiality assessment, we prioritized 12 material issues that have the greatest impact on our business and our stakeholders.

ENVIRONMENTAL:

1. Business model resilience*
2. Climate change and GHG emissions

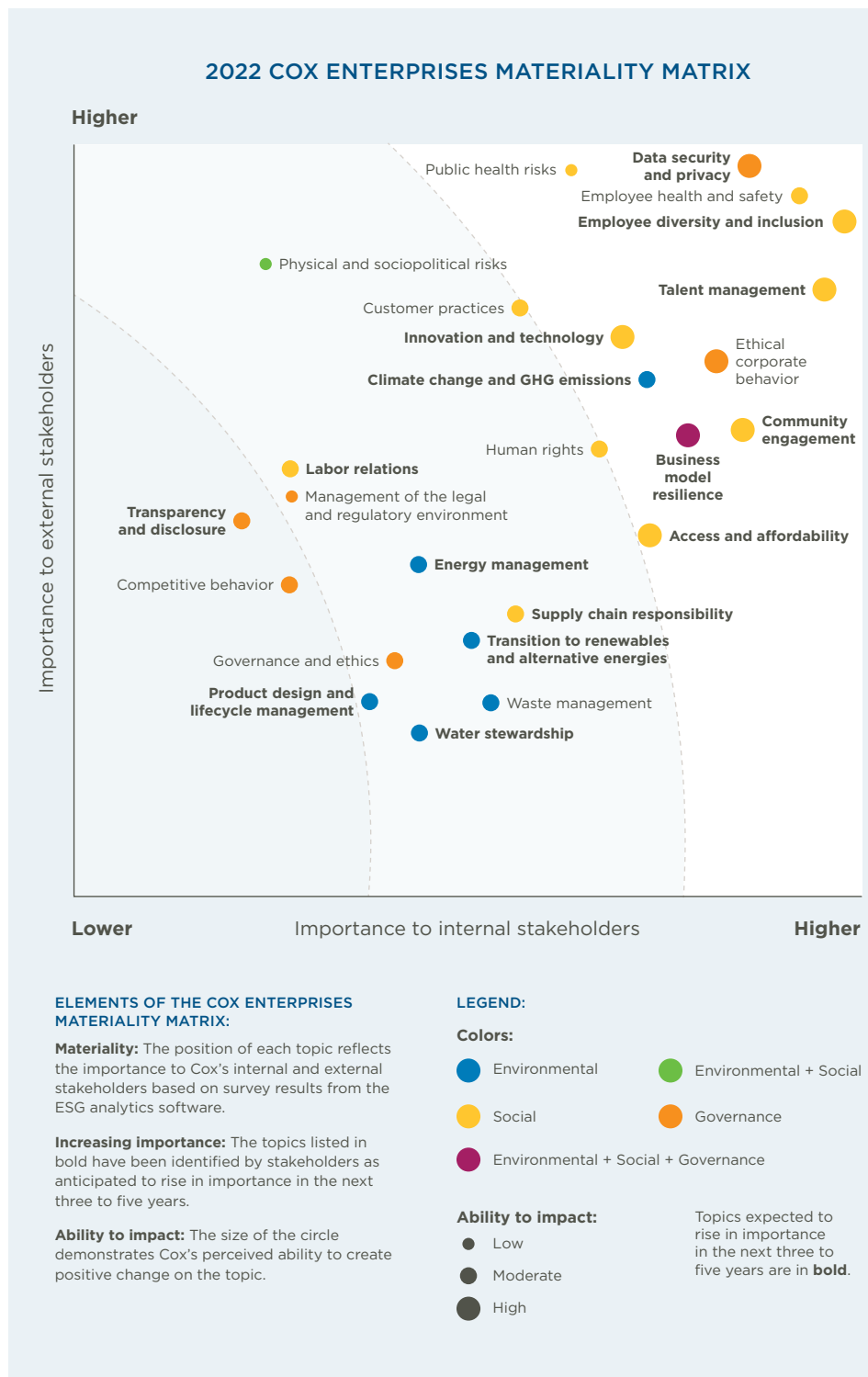
SOCIAL:

3. Access and affordability
4. Community engagement
5. Employee diversity and inclusion
6. Employee health and safety
7. Human rights
8. Innovation and technology
9. Public health risks
10. Talent management

GOVERNANCE:

11. Data security and privacy
12. Ethical corporate behavior

* Falls under all three ESG areas



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. Cox Enterprises, Inc. is a privately held family-owned corporation. All of the voting securities of Cox Enterprises, Inc. are held by the Cox Family Voting Trust u/a/d 7/26/13. 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>

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
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 years beginning on January 1, 2021 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>
2-4	Restatements of information	<p>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.</p>
2-5	External assurance	<p>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.</p>
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</p> <p>Cox Communications</p> <p>Cox Enterprises - New Ventures</p>

DISCLOSURE	DISCLOSURE TITLE	RESPONSE									
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									
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	<p>2022 Impact Report > Governance, p. 45</p> <p>2022 Impact Report > Appendix > About This Report, p. 58</p> <p>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.</p>									
2-15	Conflicts of interest	<p>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.</p> <p>We do not disclose information on Board of Directors conflicts of interest due to confidentiality concerns.</p>									

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
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.
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 beginning on January 1, 2021 and ending 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

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
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.
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

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
3-1	Process to determine material topics	2022 Impact Report › Governance, p. 45 2022 Impact Report › Appendix › Materiality › Materiality Assessment, p. 61
3-2	List of material topics	2022 Impact Report › Appendix › Materiality › Material Topics, p. 61
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	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> <tr> <th></th> <th>kWh</th> <th>kWh</th> <th>kWh</th> <th>kWh</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>945M</td> <td>841M</td> <td>753M</td> <td>831M</td> </tr> <tr> <td>Non-renewable</td> <td>940M</td> <td>767M</td> <td>630M</td> <td>711M</td> </tr> <tr> <td>Renewable</td> <td>5M</td> <td>74M</td> <td>123M</td> <td>120M</td> </tr> <tr> <td colspan="5">CEI</td> </tr> <tr> <td>Non-renewable</td> <td>52M</td> <td>39M</td> <td>48M</td> <td>31M</td> </tr> <tr> <td>Renewable</td> <td>190K</td> <td>185K</td> <td>18K</td> <td>18K</td> </tr> <tr> <td colspan="5">CCI</td> </tr> <tr> <td>Non-renewable</td> <td>692M</td> <td>614M</td> <td>508M</td> <td>538M</td> </tr> <tr> <td>Renewable</td> <td>3M</td> <td>70M</td> <td>97M</td> <td>101M</td> </tr> <tr> <td colspan="5">CAI</td> </tr> <tr> <td>Non-renewable</td> <td>143M</td> <td>114M</td> <td>74M</td> <td>96M</td> </tr> <tr> <td>Renewable</td> <td>2M</td> <td>3M</td> <td>26M</td> <td>19M</td> </tr> <tr> <td colspan="5">CMG</td> </tr> <tr> <td>Non-renewable</td> <td>53M</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Renewable</td> <td>194K</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td colspan="5">New Acquisitions</td> </tr> <tr> <td>Non-renewable</td> <td>-</td> <td>-</td> <td>-</td> <td>46M</td> </tr> <tr> <td>Renewable</td> <td>-</td> <td>-</td> <td>-</td> <td>0.0M</td> </tr> </tbody> </table> <p>CEI, CCI and CAI line items do not include new acquisitions. Reflects 2020 Cox business only. Electricity usage only (does not include natural gas, propane, other).</p>		2019	2020	2021	2022		kWh	kWh	kWh	kWh	Total	945M	841M	753M	831M	Non-renewable	940M	767M	630M	711M	Renewable	5M	74M	123M	120M	CEI					Non-renewable	52M	39M	48M	31M	Renewable	190K	185K	18K	18K	CCI					Non-renewable	692M	614M	508M	538M	Renewable	3M	70M	97M	101M	CAI					Non-renewable	143M	114M	74M	96M	Renewable	2M	3M	26M	19M	CMG					Non-renewable	53M	-	-	-	Renewable	194K	-	-	-	New Acquisitions					Non-renewable	-	-	-	46M	Renewable	-	-	-	0.0M
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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	2022 Impact Report > Protecting the Planet > Minimizing Our Environmental Impact, p. 30 2022 Impact Report > Protecting the Planet > Minimizing Our Environmental Impact > Emissions > Fleet Vehicles, p. 30 Cox Conserves																																			
305-1	Direct (Scope 1) GHG emissions 2022 Impact Report > Protecting the Planet > Minimizing Our Environmental Impact > Emissions, p. 30 DIRECT (SCOPE 1) GHG EMISSIONS (SHORT TON CO₂e) <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>77,445</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	77,445	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	Energy indirect (Scope 2) GHG emissions 2022 Impact Report › Protecting the Planet › Minimizing Our Environmental Impact › Emissions, p. 30 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS (SHORT TON CO₂e)																																				
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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	Reduction of GHG emissions																																				
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GRI 306: WASTE

3-3	Management of the material topic	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28 Cox Conserves										
306-1	Waste generation and significant waste-related impacts	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28 Cox Conserves										
306-2	Management of significant waste-related impacts	2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28										
306-3	Waste generated 2022 Impact Report › Protecting the Planet › Conserving Natural Resources › Waste Reduction, p. 28											
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	2019	2020	2021	2022								
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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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DISCLOSURE	DISCLOSURE TITLE	RESPONSE																																																			
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.
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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



Key Community Partnerships

Cox is committed to giving back to our communities and addressing local needs. The logos below reflect a sample of the organizations we support.



Awards and Recognition



ATLANTA BUSINESS CHRONICLE
2022 BEST PLACES TO WORK

Atlanta Business Chronicle Best Places to Work (2021-2022)



DEI Best Place to Work for Disability Inclusion (2020-2022)



DiversityInc Top Companies for Diversity (2019-2022)



DiversityInc Top Companies for ESG (2021)



DiversityInc Top Companies for Philanthropy (2022)



Forbes America's Best Large Employers



Forbes Best Employers for Diversity (2019-2022)



Forbes Best Employers for Veterans (2021)



Forbes Best-In-State Employer - Arizona (2020, 2022)



Forbes Best-In-State Employer - Georgia (2020-2022)



Forbes Best-In-State Employer - Oklahoma (2022)



Forbes Best-In-State-Employer - Kansas (2020-2021)



Fortune 100 Best Companies to Work For (2022)



Great Place to Work (2020-2022)



HRC Best Place to Work for LGBTQ+ Equality (2019-2022)



LinkedIn Top Companies in Atlanta (2021)



NBIC Top 50 Corporations for Inclusion (2021)



PEOPLE Companies That Care (2021-2022)



Points of Light The Civic 50 (2021)



Seramount Best Companies for Multicultural Women (2022)



Seramount Inclusion Index (2022)



Top Workplaces Austin (2020-2021)



Top Workplaces Orange County (2022)



Top Workplaces San Diego (2020-2022)



Top Workplaces USA (2021-2022)



Triangle Business Journal BPTW - RapidScale (2022)



Elizabeth River Project - River Star Business (2022)



Sustainable Tulsa - Bellmon Award, Large Business Category (2021)



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