



LEGACY DRIVEN



FUTURE FOCUSED

2024 Collective Impact Report

Table of contents

Letter from our Chairman and CEO	3
2023-2024 highlights	4
Our company	5
Our legacy of impact	6
Our approach	8
Caring for people	10
Impact feature: 34 by 34	11
Community engagement	14
Advancing connectivity	17
Inclusion	18
Employee health and well-being	22
Looking ahead	24
Protecting the planet	25
Impact feature: zero waste achievement	26
Minimizing our environmental impact	27
Advancing clean energy, recycling and EV technologies	32
Partnering for greener communities	33
Cox Conserves goals	36
Looking ahead	37
Innovating for impact	38
Impact feature: Cox Farms	39
Investing in innovation	41
Growth Operations	42
Looking ahead	46

James M. Cox Foundation	47
Biodiversity, conservation and environment	48
Early childhood education	50
Health	51
Empowering individuals and families	52
Governance	53
Environmental and social governance	53
Ethical corporate behavior	55
Risk and resilience	57
Data security and privacy	58
Supply chain responsibility	59
Looking ahead	61
Frameworks and data	62
About this report	62
Stakeholder engagement	63
Glossary of material topics	64
Data summary	67
GRI index	75
Key community partnerships	89
Awards and recognition	90

Our Collective Impact Report highlights 2023-2024 progress across environmental, social and governance priorities, covering Cox's U.S. operations and majority-owned investments. Environmental data includes only operations under Cox's financial control.

FRONT COVER: **Top:** Zoe Jackson, Estimator/Auditor II with Cox Automotive. **Bottom:** Augusto Lopez Tovilia inspects the fresh grown Mucci vegetables.

Letter from our Chairman and CEO

From the beginning, Cox has been a company dedicated to making an impact. When my great-grandfather Governor James M. Cox borrowed \$26,000 to purchase the Dayton Daily News 127 years ago, he didn't do it because he thought it would lead to the company we have today. He did it because he saw an opportunity to make a difference.

This belief has been the basis of everything we do. Every day across Cox, we are solving problems. We demonstrate resilience, creativity and determination. We strengthen the foundation of who we are as individuals and as a company.

Only 3% of family-owned businesses survive into the fourth generation. Every company and situation is different, but one of the reasons we're still thriving is because we know the value of innovation and renewal. Of not resting on our laurels but continuing to seek out new ways of doing things. New ways of making an even bigger impact.

This has long been true for Cox Communications and Cox Automotive. From connecting 1 million customers to the internet through our digital access products, to becoming one of the largest EV battery recyclers in the world, we continue to do things today that will help people in the future.

Now we've added additional growth areas to the mix. Cox Farms has become the largest greenhouse operator in North America, and our advanced recycling business,

Nexus Circular, is converting hard to recycle plastics into renewable materials. We also play a bigger role in making our local, county and state governments more efficient and accountable through OpenGov, and we continue to find new ways of delivering information people need through our newspapers and Axios.

Thinking about the future is one of the reasons we announced in May 2025 that we've entered into an agreement to combine Cox Communications with Charter Communications. This was a big decision, and we are confident that if the deal is approved, it will bring together two amazing companies that can collectively make an even bigger impact on our employees, customers and local communities for many years to come.

Within these pages you'll find more information about the social and environmental impacts we're making every day. Our purpose is to empower people today to build a better future for the next generation. That's always been a tall order, which is why the work highlighted in this report is so important.



Alex Taylor
Chairman and CEO
Cox Enterprises



“Every day across Cox, we are solving problems. We demonstrate resilience, creativity and determination. We strengthen the foundation of who we are as individuals and as a company.”

2023-2024 highlights

Caring for people

Contributed **160,000** employee volunteer hours across more than **1,500** events.

Reached nearly **6.7 million** new people in 2023 and 2024 through our social impact goal, 34 by 34, for a total of **11.6 million** people empowered since 2020.

Since 2023, through our rural broadband expansion and affordability initiatives, we positively impacted more than **2 million** individuals by providing access to high-speed internet, driving progress toward our 34 by 34 social goal.

Launched pay transparency, fostering trust by providing visibility into how employee's roles are compensated.

Achieved numerous awards including:

- Fortune: Best Workplaces in Technology
- Forbes: America's Top Private Company
- Anthem Awards: 2024 Corporate Social Responsibility

Protecting the planet

Became the first U.S.-based, enterprisewide service company to achieve zero waste to landfill with a **92%** diversion rate.¹

Completed 80 projects that collectively saved **19M kWh** of energy across our operations.

Became the majority owner of Nexus Circular, an advanced plastics recycling company.

Designated as one of the largest recyclers of end-of-life EV batteries.

Conserved more than **300,000** gallons of water (by **3,000** "water warrior" employees) through the 2023 Chairman's Challenge.

Innovating for impact

Established Cox Farms, now the largest greenhouse operator in North America.

Announced the launch of Socium Ventures to invest in and support tech businesses enhancing transparency, efficiency and operational diversity.

Acquired OpenGov, a leader in modern cloud software for our nation's local and state agencies.

Invested in Amplify, an edtech pioneer leading the way in next-generation curriculum and assessments in literacy, math and science.

Co-founded the Cox Cleantech Accelerator in partnership with gener8tor, a bi-annual 12-week program that invests **\$100,000** in five startups per cohort.

Invested **\$100 million** in Devoted, an all-in-one healthcare company for Medicare recipients.

¹ Recognized as a zero waste business by Zero Waste USA based on a 92% diversion rate that was verified by GreenCircle Certified (excludes acquisitions since 2021 and international locations).

James M. Cox Foundation

Established the Cox Biodiversity Fund to protect habitats and species, supporting five organizations in its first year, including a **\$100 million** donation from Cox Enterprises to Ducks Unlimited and Wetlands America Trust.

With the Foundation's support, **nine** new Boys & Girls Clubs of America Innovation Labs opened nationwide in 2023 and 2024.

Donated **\$4 million** to Food Well Alliance to support their mission to build thriving community gardens and urban farms.

In addition to past donations of more than **\$7.6 million** to the Grady Health Foundation, the Foundation has pledged an additional **\$10 million** over five years to support the renovation and expansion of existing facilities.

Donated **\$1 million** for the revitalization of the Phillis Wheatley Westside YWCA to help families with health, career and early child education programs.

Our company

Cox Enterprises was founded by James M. Cox in 1898 as a company committed to doing the right thing, always. 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 and give back to our communities. At Cox, we invest our time and resources to create a cycle of innovation in our business and address societal challenges.

Today, we are a global company with nearly **50,000** employees and **\$23 billion** in revenue. Our primary market is in the United States, with international operations in Asia, Australia, Canada, Europe and Latin America. We continue to invest in long-term growth while remaining a values-driven private corporation with fourth-generation family leadership. Our primary divisions, Cox Communications and Cox Automotive, continue driving new waves of innovation within their industries. As Cox enters additional spaces like cleantech, public sector software, digital media and greenhouse-grown agriculture, and supports our communities through employee engagement, community programs and grants from the James M. Cox Foundation, we will continue building a better future for the next generation.



Cox is expanding beyond its core businesses with investments in high-growth markets such as cleantech, public sector software, digital media and greenhouse-grown agriculture. In 2024, Cox Farms became North America's largest greenhouse operator. We are leveraging our 126-year history of innovation to strategically diversify and invest in transformative industries.

Cox Cleantech: Nexus Circular | **The Atlanta Journal-Constitution** | **Axios** | **OpenGov** | **Socium Ventures**



We simplify car buying, selling, ownership and usage by connecting consumers, manufacturers, dealers, lenders and fleets. Our innovation and sustainability leadership have driven milestones like the first 100% online new car sale, [Private Seller Exchange](#) for buying and selling vehicles, and [Retail360](#), the first true omnichannel car-buying experience. We also launched the first [VIN-specific EV battery health solution](#) and run one of the world's most efficient EV battery recycling operations.

Autotrader | **Kelley Blue Book** | **CentralDispatch** | **Dealer.com** | **Dealertrack** | **EV Battery Solutions** | **Fleet Services** | **FleetNet America** | **Manheim** | **NextGear Capital** | **vAuto** | **VinSolutions** | **Xtime**

OUR PURPOSE

Empower people today to build a better future for the next generation.

OUR VALUES

Employees:

Our employees are our most important resource.

Diversity:

We're committed to having a diverse workforce that reflects the communities we serve.

Customers:

Our customers are our lifeblood.

Technology:

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

OUR VISION

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

Investment:

We invest in new business opportunities with a mixture of caution and initiative to enhance our growth.

Community:

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

Environment:

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



As the largest private broadband provider in the U.S., we operate fiber networks in 30+ states, connecting nearly 7 million people and businesses. With a \$12 billion investment in network upgrades, we drive access to the connected economy. In 2023, we launched [Cox Mobile](#) for affordable cell service and offer cloud and IT services through [RapidScale](#). We've also invested in companies like [Segra](#) and [Logicworks](#) to meet rising tech demand.

Cox Media | **Cox Business** | **Cox Mobile** | **Segra** | **RapidScale**



Cox Farms is redefining farming and setting the global standard in growing a safe, secure and responsible food supply capable of feeding a growing population, regardless of calendar or climate. Through our multinational network of indoor farms and consumer brands, including [BrightFarms](#) and [Mucci Farms](#), the business is the largest greenhouse operator in North America with anticipated revenues approaching \$1 billion and a workforce comprising over 2,500 dedicated employees. Cox Farms is future-proofing the world of produce with clean, flavorful products serving the biggest names in retail and food service. Owned by Cox Enterprises, a private, family-owned business, Cox Farms represents the company's commitment to improving the planet and elevating human health.

BrightFarms | **Mucci Farms**

Our legacy of impact

From our early days to our expansion into industries like cleantech and greenhouse-grown agriculture, our Purpose has guided us every step of the way. We invest in our employees, uplift communities and drive innovation that creates a better future. Our legacy of impact timeline showcases the milestones that define our commitment to making a meaningful difference, proving that doing good isn't just our history — it's our future.

- James M. Cox entered politics, serving in Congress (1909–1913) and as Ohio Governor (1913–1915, 1917–1921). He ran for president in 1920 with Franklin D. Roosevelt but lost, returning to expand his newspaper business as Roosevelt later rose to the presidency.

- Purchased the Atlanta Journal.



- Gov. Cox's children established the James M. Cox Foundation to honor and continue his legacy of giving back. Today, under the leadership of Jim Kennedy, Cox Enterprises chairman emeritus and foundation chairman, we uphold this legacy by supporting nonprofits tackling complex social and environmental challenges to strengthen our communities.

- Cox's broadcast and cable businesses became Cox Broadcasting Corporation (CBC) and opened for trading on the NYSE. Cox newspapers remained a private company.



- On Sept. 1, just 72 hours after Hurricane Katrina made landfall, Cox established the Cox Employee Disaster Relief Fund. We secured our 501(c)(3) status and rallied employees to help their colleagues. Today, the Cox Employee Relief Fund (CERF) continues to provide critical support to our employees and loved ones.

- Launched Cox Conserves Heroes to recognize youth and adult volunteers, plus nonprofits, making a positive impact on our environment.

1898

1908

1920

1939

1950

1958

1962

1964

1966

2005

2007

2008

- James M. Cox purchased the Dayton Daily News, expanding its four-person staff, including the first woman editor hired under his ownership.

- Governor Cox was influential in securing the ratification of the 19th amendment, giving women the right to vote.

- Purchased the Atlanta Constitution, bringing it and the Atlanta Journal under the same ownership.
- Cox stood with Ralph McGill, the Atlanta Constitution journalist and publisher, against segregation.

- Expanded into the cable television industry.



- Michael D. Davis hired as a reporter for the Atlanta Constitution, becoming the first African American to hold the position.

- Jim Kennedy created Cox Conserves, our national sustainability program and established the first set of environmental goals.



- Jim Kennedy created the **Chairman's Challenge**, encouraging employees to engage in sustainability efforts while promoting environmental responsibility.



2012

2014

- Set out to invest in and build **new multi-billion-dollar cleantech businesses** that are environmentally and economically sustainable.



2015

2016

- Announced **community strategic focus areas** that solve environmental and science, technology, engineering, art and math (STEAM) challenges for diverse and/or underserved communities.

- Completed the company's **first materiality assessment** to shape our impact reporting strategy.



2018

2019

- Launched **34 by 34**, our goal to empower 34 million people to prosper by 2034.

- Held the first **ESC Committee meeting** to guide key priorities.

- Launched the first **Cox Enterprises Social Impact Accelerator** with Techstars to support startups tackling social and environmental challenges.

- Established the **Anne Cox Chambers Award** in honor of Governor Cox's daughter, to recognize employees for outstanding volunteerism and community service.

2020

2021

- Brought 34 by 34 to life with our **Act to Impact Roadshow**. In nine cities across the U.S., nearly 10,000 employees volunteered 2,000 hours, supporting 30 nonprofits, empowering more than 64,000 people.

- Acquired **Axios** and expanded indoor agriculture investments.

- Launched **Socium Ventures**, a fund investing in tech-driven industries like enterprise software, govtech, healthcare and sustainability.

2022

2023

- Made significant strides towards our **impact goals**:

- Achieved zero waste to landfill goal.
- Empowered 11.6 million people to date through 34 by 34.

- Launched **Cox Farms**, now the largest greenhouse operator in North America.

- Established the **Cox Biodiversity Fund** to protect habitats and species.

- Achieved a record level of volunteer engagement.

2024

- Released the first comprehensive **Corporate Social Responsibility (CSR) report**.
- Established **FutureFocus 2034**, our long-term strategic growth plan.



- Became founding sponsor of **Techstars Atlanta**, an internationally recognized startup accelerator that helps entrepreneurs boost their early-stage businesses and product development efforts through education and funding.



- Expanded **Cox Impact**, our employee engagement platform, to encompass community, inclusion and wellness initiatives on top of environmental initiatives.

- Launched our **Nonprofit Board Program** in Atlanta to connect leaders with board opportunities and training, fostering community impact and leadership growth.

- Cox Automotive acquired **Spiers New Technologies**, a pioneer and leading service provider for EV battery lifecycle management.



- Invested **\$150M in Nexus Circular**, an advanced plastics and recycling company, to support its pilot GEN3 facility in Atlanta, securing a majority stake in the company.

- Used immersive storytelling to bring our 34 by 34 social impact goal to life through the **Journey to 34 by 34 website**.



Our approach

We strive to “Make Our Mark” by leveraging our business to leave 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 build strong systems to ensure we effectively manage those issues most material to our business. We focus our collective impact and commitments on three areas:

Caring for people

Ensure our employees and communities thrive

Protecting the Planet

Leave the planet better for future generations

Innovating for impact

Drive innovation that improves the world

Materiality

By understanding the environmental, social and governance issues that are most material to our business and our stakeholders, we can focus on delivering the greatest impact. As a global company operating in multiple industries, we recognize we must address a broad range of environmental and social issues. In 2024, we conducted an updated materiality assessment to ensure our approach to material topics accounts for changes in our business, industries and the world in which we operate.

Materiality assessment

As part of our commitment to advancing environmental, social and governance efforts and fostering transparency, we conducted a double materiality assessment. This analysis examined both how environmental, social and governance topics can drive financial risks and opportunities for our business and how our operations impact people and the environment. The assessment highlighted several priority areas to the company and its stakeholders based on financial and/or impact materiality. Our process included five steps:

- Benchmarking against top customers, suppliers and industry peers
- Identifying potential topics most relevant to our business
- Conducting a validation survey with internal stakeholders to prioritize topics
- Assessing topics for financial and impact materiality
- Validating results and implementing plans

Our materiality assessment confirmed that we are prioritizing the right topics while also revealing two new material topics, which we have now incorporated into our framework:

- Biodiversity and nature
- Selling practices and product labeling

We have integrated these insights into our strategy to address stakeholder feedback while driving sustainable growth. Acknowledging the dynamic nature of double materiality, we commit to ongoing evaluation. Our periodic assessments will ensure alignment with shifting stakeholder expectations, regulatory changes and societal priorities.

“By understanding how environmental and social issues affect our business and how our business impacts the world, we’re able to make smarter, forward-looking decisions. This approach not only mitigates risk but also unlocks opportunities for innovation.”



Dallas Clement
president and chief financial officer, Cox Enterprises

Material topics

Environmental (8)

Biodiversity and nature
Climate change risks and management
Energy management
Greenhouse gas (GHG) emissions
Product design and lifecycle management
Transition to renewables and alternative energies
Waste management
Water stewardship

Social (12)

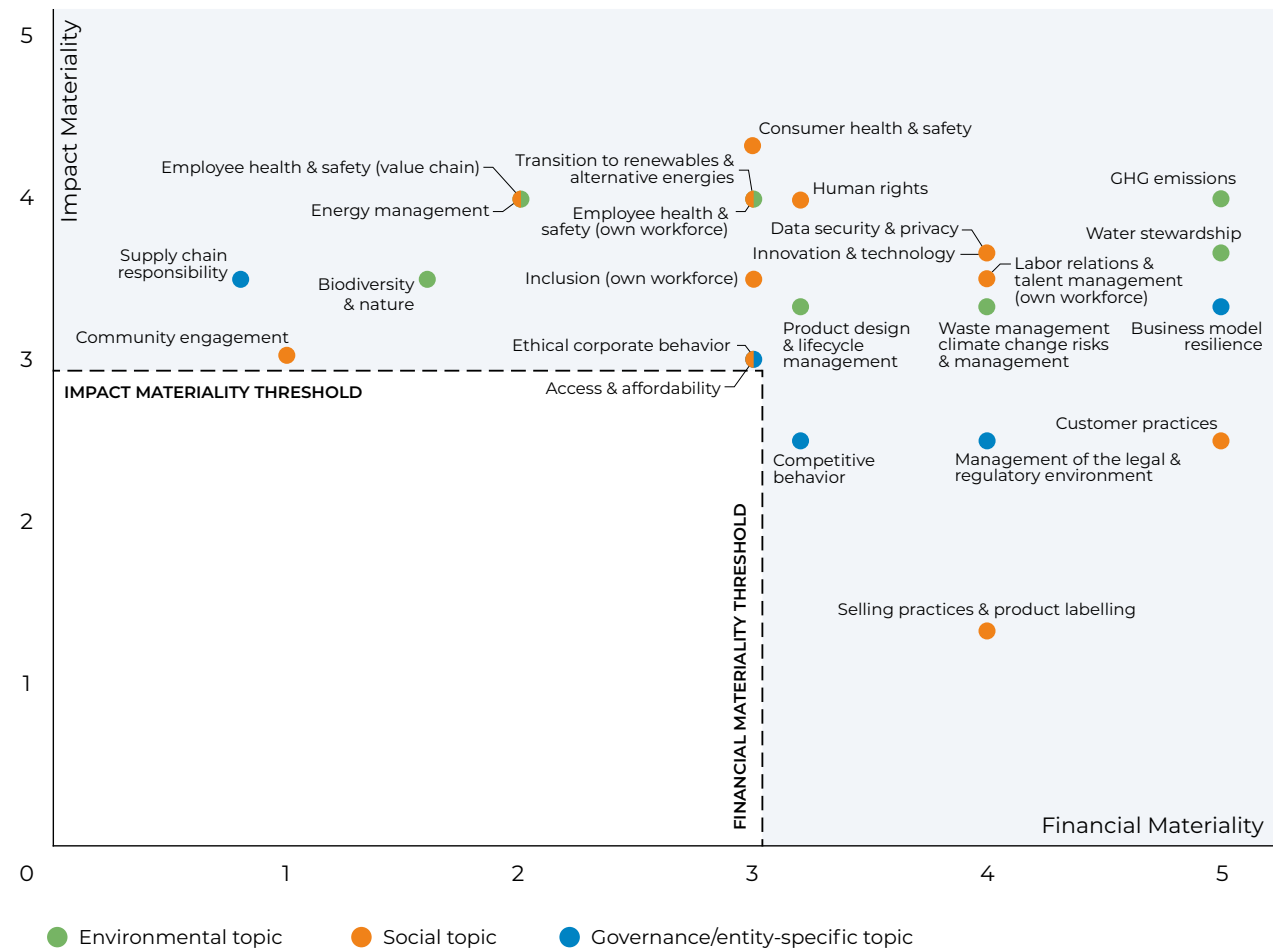
Access and affordability
Community engagement
Consumer health and safety
Customer practices
Data security and privacy
Employee health and safety (own workforce)
Employee health and safety (value chain)
Human rights
Inclusion
Innovation and technology
Labor relations and talent management (own workforce)
Selling practices and product labeling

Governance (5)

Business model resilience
Competitive behavior
Ethical corporate behavior
Management of legal and regulatory environment
Supply chain responsibility

2024 COX ENTERPRISES MATERIALITY MATRIX

We leveraged our material topics to shape the content of our Impact Report, focusing on the issues that matter most to our stakeholders and align with our strategic priorities, offering a transparent and detailed overview of our social, environmental and governance initiatives.



Visit the [materiality glossary](#) in the appendix to find content supporting each material topic.

CARING FOR PEOPLE

Our commitment

Ensure our employees and communities thrive

Material topics

Community engagement

Inclusion

Employee health and safety

Cox has a legacy of always doing the right thing for our employees, customers and communities. We empower employees with a supportive and inclusive work environment where they can reach their fullest potential. We are dedicated to being good citizens and building stronger, more vibrant communities through responsible company actions, financial support, individual impact and our social impact initiative, 34 by 34. Across our businesses and locations worldwide, we're working together to create a brighter future for everyone.

2023-2024

HIGHLIGHTS

Contributed **160,000** employee volunteer hours across more than **1,500** events.

Reached nearly **6.7 million** new people in 2023 and 2024 through our social impact goal, 34 by 34, for a total of **11.6 million** people empowered since 2020.

Since 2023, through our rural broadband expansion and affordability initiatives, we positively impacted more than **2 million** individuals by providing access to high-speed internet, driving progress toward our 34 by 34 social goal.

Launched pay transparency, fostering trust by providing visibility into how employee's roles are compensated.

Achieved numerous awards, including:

- Fortune: Best Workplaces in Technology
- Forbes: America's Top Private Company
- Anthem Awards: 2024 Corporate Social Responsibility

IMPACT FEATURE:

34 by 34

Our social impact initiative aims to remove obstacles and expand access to programs that will help 34 million people live more prosperous lives by 2034. From bridging the digital divide to addressing community development and environmental sustainability challenges, we're committed to creating a ripple effect of good in the communities we serve, one action at a time.

34 by 34 focuses on six pathways where Cox can make a measurable impact. From 2020-2024, we empowered more than 11.6 million people.

**TECHNOLOGY ACCESS**

Helping families bridge the digital divide

5.2 million+
people connected

Key Contributors:

Through Cox Communications programs, we've helped close the digital divide by connecting underserved households to the internet. This includes:

- More than 1.1 million people in America connected to low-cost home internet through [Connect2Complete](#).
- More than 492,000 people accessed affordable internet plans thanks to [ConnectAssist](#).

**ACCESS TO LIFELONG EDUCATION**

Breaking down educational barriers

4.2 million
people connected

Key Contributors:

Through our investment in [Amplify](#), an edtech platform that combines evidence-based instruction with digital-forward solutions, we've provided more than 2.2 million students with high-quality educational programs.

In partnership with [Junior Achievement USA \(JA\)](#), Cox created storefronts at JA's BizTown in [Atlanta](#), [San Diego](#) and [Phoenix](#). Each location provides students with an immersive business experience that's relevant, experiential and authentically connected to the real world.

**EMPLOYMENT SKILLS**

Unlocking skills and support for long-term success

177,000+
people received career support

Key Contributors:

Cox partners with [City of Refuge](#) to provide training, mentorship and afterschool programs to remove barriers for unemployed and under-employed people.

Cox was an early sponsor of [Prospera's](#) expansion to Georgia, where they support Latino entrepreneurs and small business owners with educational and technical assistance to strengthen economic independence.

“Amplify has achieved remarkable growth and is now proud to support nearly one-third of U.S. K-8 students with programs that uniquely integrate top-tier K-12 content and innovative digital tools. These resources empower teachers to reach every student and drive measurable academic progress. The investment from Cox fuels our continued growth, enabling us to further elevate K-12 instruction and maximize our impact.”

**Larry Berger**

chief executive officer, Amplify

Goal	Progress
Empower 34 million people to live more prosperous lives by 2034	Empowered more than 11.6 million people since 2020.



COMMUNITY ASSISTANCE

Creating vibrant communities

320,000+

people provided with equitable opportunities.

Key Contributors:

Through [TechStars Impact Powered by Cox Enterprises](#), we've supported over 129 founders of for-profit companies dedicated to creating positive change. Together, we've advanced initiatives for underrepresented groups, underserved communities and the environment, benefiting more than 9,000 individuals through innovative, purpose-driven products and services.

We support the [National Center for Civil and Human Rights](#), including Operation Inspire, which provides free admission for students to visit the museum's exhibitions and learn history outside of the classroom. The Center also hosts training workshops to engage with educators outside of Atlanta.



ENVIRONMENTAL SUSTAINABILITY

Taking action to reduce environmental impacts

1.35 million+

people benefited from a cleaner environment

Key Contributors:

For 30 years, the [Dunwoody Nature Center](#) has used the 22 acres of Dunwoody Park in Atlanta to educate people of all ages about the natural world and our place in it. As a result of our partnership, 1,700 students participated in educational programs and experiences, allowing younger generations to learn from highly trained environmental educators in a natural environment.

In addition to supporting its city-based recycling work, Cox joined [The Recycling Partnership](#) and a group of corporate partners to launch the [Recycling Inclusion Fund](#) to address racial disparities and systemic challenges in the U.S. waste and recycling industries. Through our ongoing support and partnership, we've provided over 524,000 individuals with recycling infrastructure and educational resources.



GOOD HEALTH

Empowering people to thrive

346,000+

people have support in overcoming health and well-being challenges

Key Contributors:

Working alongside progressive healthcare providers, digital health companies and industry thought leaders, Cox is determined to reduce costs, improve outcomes, increase access and reduce caregiver burnout. Since 2020, we have provided more than 150,000 individuals with better quality healthcare through investments in companies such as [Motivo](#), [Capsule](#) and [Centivo](#).

Cox offered [Open Hand](#) a grant to provide fresh produce and educational materials to Early Childhood Educators in low-income communities. Monthly produce bags for students and families promoted healthier eating habits, reducing risks of nutrition-sensitive conditions like heart disease, obesity and diabetes.

“Since 2020, we have made tremendous progress, empowering 11.6 million people to live more prosperous lives. As we build on this momentum, we are channeling our innovation, investments and expertise to tackle both business and community challenges, driving meaningful change.”



Maury Wolfe

vice president of corporate responsibility and social impact



Cox employees visit City of Refuge to provide support and resources to help individuals and families transition out of crisis.

Measuring our impact

Measuring our impact is essential for making informed, strategic decisions that drive meaningful progress. While environmental disclosures have been standardized over the past two decades, social goal-setting and impact measurement are new concepts that vary in approach and scope. To address this, we've pioneered an approach to measuring our impact that combines advanced tools and fosters equitable collaboration with partners, regardless of their capacity for collecting social impact data. From commissioning impact studies to convening working groups to tackle specific measurement challenges, we are committed to advancing the field with thoughtfulness, adaptability and innovation.

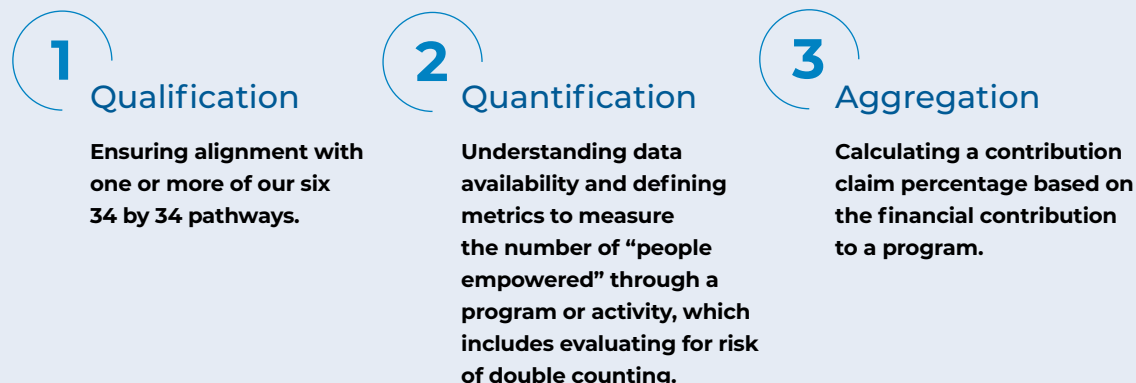
Measurement tools

We believe one size doesn't fit all when it comes to impact measurement. To ensure accuracy and flexibility, we complement our measurement framework with a range of tools to collect data and calculate our impact. These include [True Impact's](#) reporting software and our proprietary Impact Calculator, which uses an evidence-based approach to estimate the number of people reached when direct impact data is unavailable. For smaller or short-term nonprofit partnerships, we developed a simplified survey to capture key activities and outcomes effectively.

We acknowledge that social impact measurement is a new, evolving space. Therefore, we report progress bi-annually and have established a governance committee to provide feedback and oversight as we refine our approach to measuring social impact and sharing progress toward our 34 by 34 goals.

Measurement methodology

To get a clear, consistent and accurate count of people empowered, we developed a measurement framework that evaluates each activity:



Throughout this process, we also ask a series of questions to validate and better understand the impact being made.

- Who is impacted?**
- What barrier is removed?**
- What is the change?**
- What is our contribution?**
- Which outcomes are better than what would have occurred otherwise?**
- What is the proof?**

These questions were developed by leveraging evidence-based research from [True Impact](#) and the [Impact Frontiers' 5 Dimensions of Impact Framework](#).

Community engagement

Our tradition of giving back to our communities can be traced to our founder, James M. Cox, and our employees are proud to carry on his example to this day. Our employees take thousands of actions each year to improve the environment, support STEAM (science, technology, engineering, art and math) programs and empower individuals in our community.

Focus areas

Our commitment to community impact focuses on solving challenges for underserved communities in two strategic areas where Cox has the resources and expertise to make the greatest impact:

- **Environmental Sustainability:** We collaborate with environmental partners to revitalize and enhance environments and infrastructure, directly benefiting the communities where Cox does business.
- **STEAM:** We support community organizations that break down barriers to technology and expand access to lifelong education and employment skills, empowering individuals to succeed in STEAM fields. We believe STEAM encourages creativity, innovation and problem-solving, preparing well-rounded thinkers for real-world challenges.

Within our communities, we provide support through corporate giving, in-kind contributions and volunteerism.

IMPACT SPOTLIGHT

Inspiring tomorrow's STEAM leaders

Cox teamed up with [Discovery Education](#) to develop resources aimed at nurturing the next generation of problem solvers through the STEM Careers Coalition digital learning platform. To educate and empower students to turn STEM skills into meaningful careers, we developed three highlight videos featuring Cox employees [Icie Hinton](#) (a Cox Automotive trailer technician), [Marvin Louis-Charles](#) (a Cox Enterprises computer support technician) and [Valeria Hernandez](#) (a Cox Automotive mechanical engineer). Our STEAM career videos are among the top three most-watched by students and teachers.

In 2024, we launched a pilot partnership with [DonorsChoose](#), an education nonprofit, empowering public-school teachers to request essential classroom materials. The Cox Enterprises STEAM-Powered Classroom Challenge funded over 500 STEAM and sustainability-related classroom projects in under-resourced communities that positively impacted over 6,200 students.



BY THE NUMBERS

155,000+
volunteer hours

1,500+
volunteer events

336
leaders serving
on 512 boards

\$265M+
donated to our communities²

² Cash and in-kind contributions from each of our divisions and the James M. Cox Foundation.

Cox Impact

Our employee engagement platform, Cox Impact, is where employees find opportunities to take action toward our social and environmental sustainability efforts, join employee resource groups, and learn about and participate in inclusion initiatives and wellness programs. Cox provides 16 hours of paid time to volunteer annually, encouraging meaningful contributions in our communities.

Volunteerism

We believe in rolling up our sleeves and getting to work in the communities we serve and call home. Every year, our employees bring our purpose to life by donating tens of thousands of volunteer hours through in-person, virtual and skills-based projects.

Skills-based volunteering

We offer a variety of ways for our employees to volunteer throughout the year, including virtual and in-person skills-based opportunities that allow them to use their talents or learn new skills while giving back. This includes opportunities with:

- **UPchieve:** An edtech nonprofit partner that offers free, 24/7 online tutoring and college counseling to underserved middle and high school students. In our first year since our partnership began, employees provided 72 students with nearly 200 hours of free tutoring, supporting UPchieve's goal of making free online tutoring available 24/7 to all low-income middle and high school students in the U.S. by 2030.
- **Apparo:** An organization that helps connect nonprofits to technology expertise and resources that amplify their impact. Through Apparo-led workshops and mentorship from Cox employees, 15 nonprofits were provided nearly \$200,000 of in-kind training



The STE(A)M truck visited the Cox campus, giving local students the opportunity to engage in hands-on learning opportunities.

to improve their cybersecurity, technology maturity and digital marketing.

- **Catchafire:** A skills-based volunteer platform that connects our employees with hundreds of nonprofit organizations that could use their expertise. Since our partnership started in 2024, we've connected 10 community partners with skilled volunteers, delivering over \$84,000 in pro bono services.

High-impact volunteering

With the size and reach of Cox's businesses, we're able to make a significant impact when we bring large groups of employees together to support our nonprofit partners and local communities. Examples include:

- **National Urban League (NUL):** Cox teams support NUL and its affiliates nationwide to deliver impactful STEAM and professional development activities. We engage students through diverse, hands-on educational opportunities while supporting Project Ready, which promotes STEAM-focused college and career opportunities for underrepresented communities. In 2024, more than 200 employees volunteered over 500 hours, including

Cox Communications and Cox Automotive employees who taught 300+ students in New Orleans about the science of sound and built Bluetooth speakers.

- **Girls Who Code:** Cox is a sponsor of Girls Who Code's Summer Immersion Program, which provides high school girls with computer science skills and an understanding of working in a dynamic professional setting. During the two-week program held this past year, students participated in virtual panels and skill-building workshops while learning Game Design. At the end of the two weeks, participants had a better understanding of how Cox applies STEAM in everyday work, and each girl developed her own video game.
- **Boys & Girls Clubs of America:** In 2024, Cox Communications celebrated the 20th anniversary of Cox Innovation Labs, made possible thanks to gifts from the James M. Cox Foundation and Cox Communications. Today, there are more than 100 labs located in Boys & Girls Clubs across the nation where Cox Communications does business. These labs provide thousands of youth with a safe space to explore their interest in STEAM fields and access technology, tools and high-speed internet.

Localized community support

Our local teams play a vital role in driving our volunteer efforts. By partnering with local nonprofits, they identify opportunities to address critical local needs and engage in volunteer activities that align with the company's purpose, their individual skills and community priorities. Together, we foster a culture of service and collaboration, demonstrating our commitment to making a positive difference in the places we call home. Examples include:

- During the 2023 and 2024 [Chicago Urban League Youth Summits](#), **Cox Automotive** employees worked with 1,600 middle and high school students to build and race solar cars, collaborate to develop product ideas, and create marketing campaigns and sales strategies. These activities fostered teamwork,

problem-solving and communication skills, encouraging students to work with peers from other schools and to step out of their comfort zone. It also provided valuable opportunities for underserved students, including non-native English speakers.

- **Cox Communications** employees in Rhode Island participated in [Junior Achievement's JA Inspire Career Fair](#), connecting over 5,800 students to explore future career opportunities. Employees shared insights on their roles, career growth and the benefits of working at Cox, while sparking curiosity about fiber technology and inspiring the next generation of innovators.
- Thanks to **NextGear Capital by Cox Automotive**, students immersed themselves in the first fully-funded grade school STEAM lab in the Indianapolis Public School system. Volunteers worked alongside

[TechPoint Foundation for Youth](#) to build out the lab, setting up new iPads and a 3D printer, assembling classroom furniture and more. Once school began, the NextGear Capital executive team volunteered at the lab to help students learn the new technology.

- More than 100 **Cox Communications** employees in Nebraska and Iowa came together to assemble 100 STEAM kits to spark creativity, curiosity and a love for learning in children, opening their minds to new opportunities. Each kit contained supplies for four engaging projects, including an Alka-Seltzer rocket, propeller car and coding worksheets. The hands-on activities in the kits encouraged exploration and problem solving.

IMPACT SPOTLIGHTS

21st Century Leaders' Summer Youth Leadership Institute

Since 2023, the Manheim Georgia Market Hub has welcomed nearly 80 high school students from across Georgia annually as part of its [21st Century Leaders' Summer Youth Leadership Institute](#). This week-long summer program is focused on business exposure and entrepreneurship. Students build robots, tour the auto auction and learn how AI is enhancing and standardizing how we do business.

Back to School with Boys & Girls Clubs

Each year, Cox hosts a back-to-school campaign benefiting the [Boys & Girls Clubs of America](#). Offices across the country host backpack-stuffing events, and in 2024 we hosted the first employee resource group (ERG)-wide virtual backpack-stuffing event, enabling employees from all nine of Cox's ERGs to participate. Since 2023, we've donated more than 5,000 backpacks to clubs nationwide. As part of this campaign, Manheim auctions across the country raised more than \$600,000. Fundraising activities included pie-in-the-face challenges, dunk tanks, school supply drives, ice bucket challenges, matching donations from clients and more.



21st Century Leader participants build STEAM robots for a hands-on, immersive learning experience.

Advancing connectivity

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.

Digital access

By the end of 2023, we achieved a significant milestone in our commitment to bridging the digital divide, connecting over **1 million** households across America with reliable, high-speed internet through our portfolio of affordability products. In 2024, we continued this vital work, expanding our reach to an additional 584,000+ households, driving progress toward our 34 by 34 social goal.

Recognizing the impact of the Affordable Connectivity Program's (ACP) conclusion in May 2024, we proactively launched the Cox Partner Program. This nationwide initiative expanded the reach of our low-cost internet solutions by collaborating with organizations providing essential services like housing, utilities, food and healthcare, ensuring continued access for vulnerable households.

To maximize our impact and ensure more people can connect and thrive, the Cox Partner Program offers three ways for organizations to join our mission to close the digital divide:

- **Ambassador:** Promote Cox's connectivity programs and educate communities on available digital benefits
- **Digital Navigator:** Offer personalized assistance to help people enroll in Cox's affordable internet programs
- **Sponsor:** Cover the cost of internet services for at least 25 households, ensuring that no family is left behind in our digital world

BroadbandNOW named Cox the 2024 Digital Inclusion Award winner, with special distinction in Affordability.

“High-speed internet connection brings optimism and economic prosperity to rural communities. By connecting these households, residents are empowered to learn, increase their earning potential and thrive.”



Mark Greatrex
president, Cox Communications

Connected communities

According to the Pew Research Center, nearly one-fourth of the rural U.S. population does not have access to a wired high-speed internet connection. Remote locations and challenging terrain require significant investment to establish the required infrastructure, which is why the Cox Market Expansion Team's strategy is to expand service to cities and towns that were once difficult to reach and hard to serve. With more than **\$416 million** in grant subsidies won and over **71,000** new homes connected, Cox is well on the way to meeting our goal of bringing access to 250,000 unserved and underserved households by 2028. We're improving economic vitality for rural America through private investments, relationship development and strategic partnerships.

In a survey of about 6,000 new Cox customers living in expansion areas, we learned that 86% of respondents indicated that having high-speed internet has improved their lives. That's a stat we can all get behind.

We also continue making enhancements to our fiber-powered network. Over the past decade, we have invested more than **\$10 billion** across all Cox markets. These updates enable multi-gig speeds for our growing customer base and support our continuous investment in infrastructure to enhance and future-proof our network for generations to come.

The 2024 Broadband Communities Summit awarded Cox the

Rural Connectivity Award

for advancing rural internet access.

Inclusion

We're committed to fostering a culture where great people want to work and where every employee feels recognized, respected and empowered to build a better future. Fostering a culture of inclusion unlocks fresh perspectives and ideas that move our company forward.

“ERGs are the heartbeat of inclusion at Cox. They amplify underrepresented voices, foster belonging and create spaces where employees can thrive both personally and professionally. My own experience leading the Pride ERG has shown me how critical they are to driving positive cultural change and empowering individuals to show up authentically every day.”



Joe Oddo
business sales manager,
Cox Communications

Inclusion ecosystem

Across Cox, our inclusion is achieved by embracing transparency, valuing every voice and respecting differences. This approach ensures fairness and creates opportunities for all employees.

COX CENTER FOR INCLUSION

Inclusion efforts at Cox are powered by our Center for Inclusion, a cross-divisional team that provides strategic guidance, resources and tools to ensure fair opportunities, foster belonging and bring our Purpose to life.

INCLUSION COUNCILS

Our commitment to inclusion is reinforced throughout our business with Inclusion Councils that drive initiatives to enhance workplace belonging in furtherance of our business needs.

National Inclusion Council

Ensures the company inclusion strategy permeates across our businesses, markets and communities.

Regional Inclusion Councils

Addresses and activates local inclusion opportunities across Cox's regions.

Executive Inclusion Council

Leads projects and initiatives that advance inclusion, belonging and fairness at Cox Automotive.

EMPLOYEE RESOURCE GROUPS (ERGs)

ERGs are an essential part of our workplace culture, helping employees create community and reinforce our commitment to belonging. These employee-led groups, open to all employees, create opportunities for networking, development, volunteerism and connection.

COX
DiverseABILITY ERG

COX
Empow[HER] ERG

COX
iHola! ERG

COX
Lotus ERG

COX
Momentum ERG

COX
MOSAIC ERG

COX
Pride ERG

COX
SALUTE ERG

COX
Soul ERG

Our inclusion strategy

Cox's inclusion strategy is shaped by four distinct focus areas. These focus areas guide our actions while allowing for tailored implementation across our business footprint.



Soul ERG members join Young Gifted Techie in an afternoon session discussing how to build your profession.

Inclusion focus areas

FOSTER INCLUSION

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

Through our Inclusion Connection Hub, employees are able to access on-demand resources and programming that provide practical, workplace-relevant skills in teamwork, collaboration, understanding and respect. This includes toolkits for people leaders, engaging activities for teams and small groups, plug-and-play conversation guides and mini workshops, and self-directed learning resources.

PROMOTE TALENT FAIRNESS

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

Our SALUTE ERG partnership with Talent Acquisition created a Veteran Recruitment Guide, equipping Cox Enterprise leaders with the tools and best practices to attract, engage and retain veterans reinforcing our commitment to Inclusion.

DELIVER POSITIVE IMPACT

Invest resources and use our collective strength to encourage more prosperous outcomes in our communities.

Our DiverseAbility ERG partnered with nonprofit [Easterseals Southwest Human Development](#) to pack early childhood STEAM and workforce readiness kits. They also collaborated on events to expand STEAM programs and labs, ensuring a focus on the unique needs of people with disabilities.

FUEL INNOVATIVE SOLUTIONS

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

Cox Media worked with small business owners in the west region who have purchased local advertising, featuring them in vignettes throughout the year celebrating their success and community contributions.

Talent management

We believe our people are most empowered when their work is meaningful, when they feel respected and when they have opportunities to grow. By fostering this environment, we're attracting, retaining and developing top talent committed to building a better future for themselves, their clients and their communities. Cox employees are encouraged to engage in their own development through opportunities to acquire the knowledge, skills and abilities that our businesses need — now and in the future.



Members of our LEAD program connect over coffee between meetings.

Voice of the employee

Employee feedback is essential to shaping our workplace, and we believe building a culture of Empowered People starts with valuing every voice. We listen to our employees through a variety of channels, including:

- Biannual engagement surveys
- Moments that Matter surveys (new hire and exit)
- Topical surveys
- Employee meetings
- Listening sessions

Our enterprisewide Voice of the Employee Engagement Survey gathers feedback from across the business and connects it to key people and performance metrics. In both 2023 and 2024, employees across every division rated us highly — landing us in the Global Top 25% on Glint's benchmarks for both "Employee Promoter Score" and "Intent to Stay."

In short: our people aren't just engaged — they're proud to work here, grounded in our purpose, and eager to keep growing with Cox.

Engagement: 75% index score
Employee Promoter Score: 85% favorability
Intent to Stay: 74% favorability

Career Ahead

We encourage our employees to take charge of their careers by better understanding roles and opportunities across our businesses. Our Career Ahead framework clarifies how positions across our organization are defined and organized, outlining expectations for each role. This helps leaders with talent planning, performance evaluations and career development, and gives all employees the transparent information they need to take charge of their careers. In 2024, we incorporated pay transparency into Career Ahead, providing base pay range visibility for employees and candidates to help us attract and retain the best people.

"We invest in our people and provide them with the tools, support and professional development they need to contribute to our purpose. Together, we're building a future where we can all thrive."



Karen Bennett
 executive vice president and chief people officer, Cox Enterprises

BY THE NUMBERS³

50,000+
 total employees

42,537
 regular full-time employees

3,859
 regular part-time employees

2,878
 international employees

55%
 of employees with five years or more tenure for 2023 and 2024

³ Data covers employees in the U.S. and Canada from Cox Enterprises, Cox Automotive, Cox Communications and wholly-owned and majority owned companies with the exception of BrightFarms, Mucci Farms, Nexus Circular, Axios and Atlanta Esports Ventures.

Mentoring programs

Building meaningful connections with colleagues helps grow careers. Our employees can participate in three mentorship programs:

- **Mentor Marketplace:** A six-month program where employees choose a mentor through our online platform.
- **Emerging Talent university mentoring:** Connects Emerging Talent mentees with mentors across divisions.
- **Intern mentoring:** A three-month program where interns select a mentor from any division.

Career development

We support career growth through our **Internal Mobility team**, offering help with interview prep, résumé writing, skill-building, networking and career transitions.

Investing in employee development not only enhances individual potential but also drives our collective success. We also invest in employee development through:

- **Cox Gigs:** Short-term, project-based assignments in different departments or divisions. Employees gain new skills, expand their network and explore new roles. Participants are 82% less likely to leave Cox than non-participants.
- **LEAD program:** A full-time, paid rotational program for early career employees, LEAD builds skills like project management and business analysis. It includes training, coaching, ongoing education and role rotations. 85% of LEAD alumni stay at Cox after the program, with 66% still here after five years.
- **Career Consultations:** Employees can meet with Talent Development and Talent Acquisition experts to get personalized career advice and guidance at Cox.



Employees catch up on work while enjoying the warm spring weather.

“This mentorship has been invaluable for my growth and strengthening my team connection, which I believe was key to boosting our *Voice of the Employee* scores!”



Neftali Lizarraga
network operations manager, Cox Communications

Employee health and well-being

We take a holistic approach to employee wellness, striving to meet our employees where they are and empowering them to build their brighter future for tomorrow.

We view wellness as more than just physical health. It incorporates all aspects of an employee's total well-being, including mental, emotional and financial health. This is why we've created a suite of benefits and wellness programs to support the many needs of our employees and their families. To promote work-life balance and support our employees through any life challenges, we provide paid time off for non-exempt employees, paid wellness time for exempt employees and leaves of absence, as needed.

Physical well-being

We offer convenient access to benefits, programs and activities to keep employees healthy and active. This includes medical, dental and vision plans, health screenings, fitness programs and more. At locations throughout the country, we host flu vaccination clinics, as well as Know Your Numbers health screenings to promote the importance of preventive care. Employees and their spouses/domestic partners enrolled in the Cox Medical Plan can earn up to \$400 in payroll credits for participating in these screenings.

We offer comprehensive benefits to support employees as they grow their families, including adoption assistance and our family planning benefit, [Progyny Fertility](#). This program provides comprehensive

financial and medical support for procedures like egg freezing and donation, in vitro fertilization and more. Through our [Care.com](#) offering, we also help families find and secure trusted sources for childcare, elder care and other household services.

We are dedicated to supporting employees through all stages of life. For example, we offer [Gennev](#), a specialized virtual program offering menopause support. Gennev provides personalized and integrated care plans that may include medication, lifestyle changes and behavioral health therapies to meet individual needs.

We also offer [Hinge Health](#), a specialized virtual physical therapy clinic specializing in musculoskeletal health. It provides personalized treatment plans with exercise, coaching and education to help manage pain and recover from injuries.

EMPLOYEES ENROLLED IN BENEFITS	2023	2024
Medical	91%	91%
Dental	88%	88%
Vision	78%	79%



From table tennis to pinball, The Lounge offers a variety of ways for employees to take a break during the day.

Mental well-being

A robust suite of resources helps our employees take charge of their mental and emotional well-being. From mental health apps to monthly wellness forums facilitated by a licensed clinical social worker, we provide tools to help employees ease stress, build resilience, manage anxiety, treat depression and achieve a balanced life.

We provide access to the [Calm](#) app, offering guided meditation, gratitude journaling, calming sounds and music, and enhanced sleep stories for adults and children. Employees and up to five dependents (16 years or older) enjoy free access to Calm.

Financial well-being

From financial literacy programs to discounted services, we strive to support our employees along every step of their financial journey. For employees managing student debt, we offer [Candidly](#), a program through Vanguard that helps individuals pay down student loans while saving for the future. We also offer My Money 101 by [Truist Momentum](#). Their online learning center and personal finance management tools empower employees with essential financial literacy skills.



Juliet Cohen test drives an e-bike on campus during Biketober.

Social and environmental well-being

Cox employees have access to a wealth of social and environmental activities that promote their well-being while making a positive impact. This includes Employee Resource Groups (ERGs) and environmental engagement opportunities made available through Cox Impact, our online tool for environmental and community activation.

Our pre-tax commuter benefit encourages employees to use public transportation, helping to reduce their carbon footprint. Employees can set aside pre-tax funds for eligible parking and transit expenses, including subways and vanpools, for travel to and from work.

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

Cox Employee Relief Fund

With a mission to support our employees and their families through unexpected financial hardships, the [Cox Employee Relief Fund \(CERF\)](#) is funded by our people, for our people. The fund provides assistance to active and retired employees who experience unforeseen expenses due to illness, injury, natural disaster, passing of a loved one, spouse or partner's job loss, or the sale or foreclosure of a rented home.

Employees can contribute to CERF through a one-time credit card donation, ongoing payroll deductions or by donating employee recognition points. Since its inception in 2005, CERF has distributed nearly \$18 million to assist more than 8,000 employees. In 2025, CERF will celebrate its 20th anniversary.

Time to vote

For the 2024 election, Cox partnered with Rock the Vote for the second time to create the [Cox Election Center](#), a resource designed to encourage voter engagement, educate employees on their local ballot details and empower them to make their voices heard at the polls. 2024 engagement included:

- More than 4,100 total activations
- 775 total participants

Through the Cox Paid Time Off to Vote program, employees can use up to six paid hours annually to vote in federal, state and local elections and primaries. This program is part of our commitment to the [Time to Vote Pledge](#), a nonpartisan movement aimed at increasing voter participation, bringing together more than 2,000 U.S. companies representing millions of employees.

CERF DISTRIBUTED OVER

\$1.1 million
to 340 employees in 2023

\$1.4 million
to 615 employees in 2024

Looking ahead

As our business evolves and our impact grows, we remain committed to fostering long-term positive change while empowering our employees to make a meaningful difference. We believe doing so drives both business success and a more sustainable world.

Forces shaping our business	Our approach
Demand for credible social impact data Quantifying social impact is an evolving concept with variability in approach and scope.	Continue to report toward our 34 by 34 goal by: - Refining and expanding our methodology and measurement framework. - Using reputable research and industry best practices to inform our measurement strategy and ensure our data is clear, consistent and accurate.
The rise of AI and automation The rise of artificial intelligence (AI) and automation is transforming job roles and the skills needed to succeed.	To stay competitive and equip our employees for the future, we are committed to: - Cultivating a culture of continuous learning, encouraging ongoing skill development and adaptability. - Aligning upskilling with strategic goals, ensuring training programs support our long-term business objectives. - Continue to be innovative by identifying opportunities to leverage AI to strengthen our business while remaining true to our values.
Evolving employee expectations around purpose and impact Employees are looking for companies that align with their values and offer meaningful opportunities to give back. As our business and ways of working evolve, employees increasingly seek flexible opportunities that fit different roles, schedules and interests.	To meet evolving employee expectations and build on the momentum of our community impact, we are: - Expanding flexible, skills-based volunteer opportunities, including virtual and short-term options to increase participation across our workforce, especially among remote and hybrid employees. - Creating new ways to engage frontline employees by bringing hands-on volunteer projects directly to their workplaces, making it easier for all team members to contribute. - Designing opportunities that reflect the varied interests, schedules and roles of our people ensuring everyone has a meaningful way to get involved and give back.



PROTECTING THE PLANET

Our commitment

Leave a better planet for future generations

Material topics

GHG emissions

Climate change risks
and management

Energy management

Waste management

Water stewardship

Transition to renewables
and alternative energies

Biodiversity and nature

Protecting our environment is an ongoing journey. While we've made meaningful progress, maintaining momentum is essential. Since 2007, our sustainability program, Cox Conserves, has funded over 500 projects, including 70 alternative energy initiatives — totaling more than \$165 million invested. We focus on areas like energy conservation, waste diversion, recycling, water conservation, biodiversity and supply chain sustainability as part of our commitment to a healthier, more sustainable planet.

2023-2024

HIGHLIGHTS

Became the first U.S.-based, enterprisewide service company to achieve zero waste to landfill with a **92%** diversion rate.¹

Completed 80 projects that collectively saved **19M kWh** of energy across our operations.

Became the majority owner of Nexus Circular, an advanced plastics recycling company.

Designated as one of the largest recyclers of end-of-life EV batteries.

Conserved more than **300,000** gallons of water (by **3,000** “water warrior” employees) through the 2023 Chairman’s Challenge.

¹ Recognized as a zero waste business by Zero Waste USA based on a 92% diversion rate that was verified by GreenCircle Certified (excludes acquisitions since 2021 and international locations).

IMPACT FEATURE:

Zero waste achievement

Cox's zero waste journey began in 2012 when we asked ourselves: "When you throw something away, where is 'away'?" The answer led to a transformative pledge to responsibly manage company waste, and, in 2013, we set an ambitious goal to become zero waste by 2024. Thanks to the support and participation of Cox's 50,000 employees and our partners, we achieved our zero waste goal in early 2024 — becoming the first U.S.-based, enterprisewide service company to be verified as a zero waste business by Zero Waste USA.¹

When this journey began, Cox only diverted 9% of our waste. But over the last decade, we've successfully managed more than 70 types of waste and diverted over **840 million** pounds of waste from landfills. To make it happen, we partnered with our suppliers to find solutions, changed in-house business processes and, most importantly, depended on the everyday decisions of our employees.



BY THE NUMBERS

840M+

pounds of waste kept out of landfills since 2013 — nearly equivalent to the weight of the Empire State Building

\$1.9M

invested in recycling infrastructure creation

100K

recycling bins added to Cox offices and communities

1st

telecommunications provider in the U.S. to achieve a 91% waste diversion rate certification from GreenCircle Certified (Cox Communications)

\$3.2M

in annual savings and revenue in 2024

1st

newspaper in the U.S. to receive zero waste certification (The Atlanta Journal-Constitution)

70+

different types of waste managed, redirected or recycled

95%+

waste diversion rate in 2024 — nearly 3X the national average of 32%

1st

automobile auction center in the U.S. to achieve a 98% waste diversion rate certification from GreenCircle Certified (Manheim Riverside, California)

76

locations have achieved zero waste

¹ Based on a 92% diversion rate that was verified by GreenCircle Certified (excluded acquisitions since 2021 and international locations).

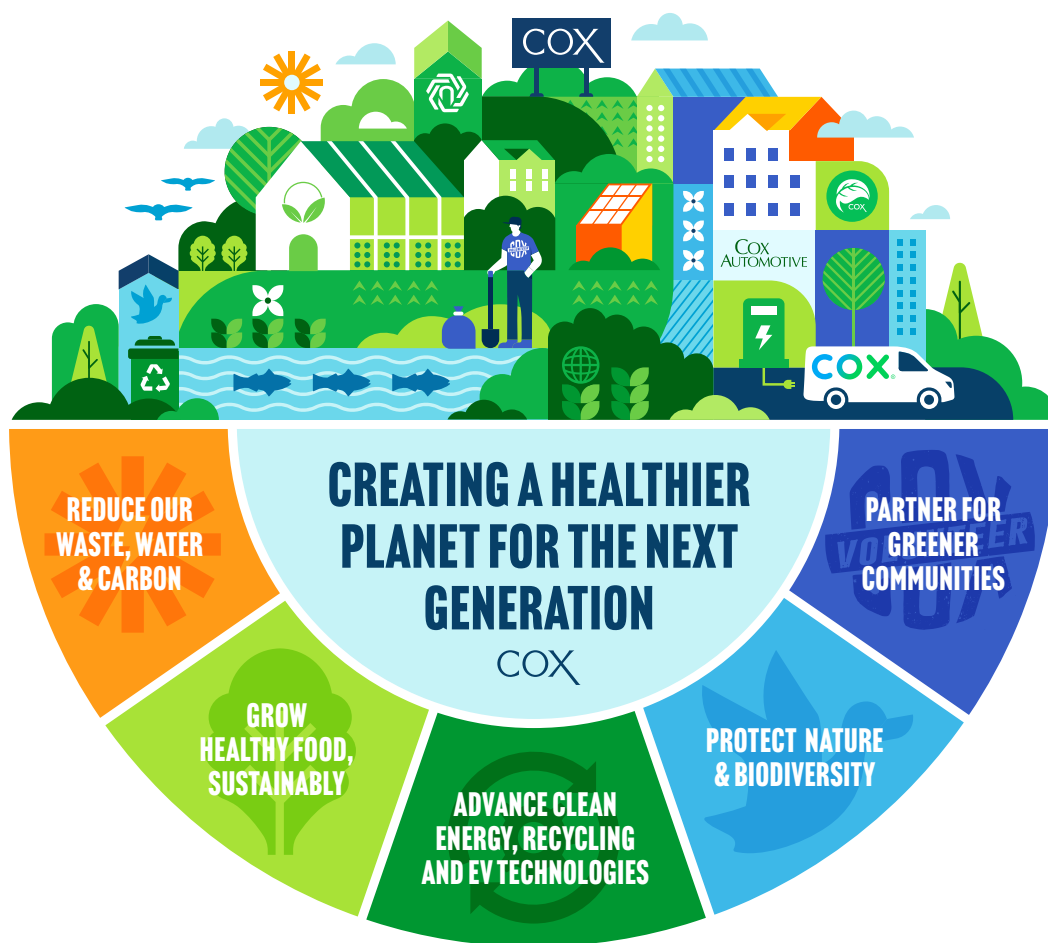
Minimizing our environmental impact

Our commitment to reducing greenhouse gas (GHG) emissions and minimizing our environmental impact is essential to fighting against climate change. We also understand that by helping create a healthier planet for the next generation, we can achieve a more sustainable and efficient enterprise.

“Our commitment to sustainability is unwavering. By embracing innovative solutions and responsible practices, we are not only protecting our planet but also ensuring a thriving future for generations to come. Together, we can drive meaningful change and continue our legacy of environmental stewardship.”



Amit Vyas
vice president, environmental sustainability, Cox Enterprises



Mitigating Climate Risk

As the reality of climate change becomes more apparent, we know our environment, communities and markets are also changing. To best serve our stakeholders, Cox is dedicated to identifying, assessing, mitigating and managing climate-related risks and opportunities that could have a meaningful impact on our business. Learn more in our [Task Force on Climate Related Financial Disclosures Report](#).

Creating a healthier planet for the next generation

REDUCE OUR WASTE, WATER & CARBON



For more than a decade, our sustainability program has been instrumental in driving meaningful progress toward environmental change.

SUSTAINABILITY & CONSERVATION

- ▶ \$165 million invested
- ▶ 500+ projects
- ▶ 54 alternative energy projects



20% OF ELECTRICITY CONSUMED IS RENEWABLY SOURCED.

Taking action to reduce our carbon, water and waste footprint

ZERO WASTE TO LANDFILL BY 2024¹

840M+ lbs. kept out of landfills since 2013.

NEW RIVER ENERGY FACILITY

5,650 tons of carbon dioxide annually offset by capturing and converting landfill gas into clean energy.

POWERED BY SOLAR

28 Cox Automotive Manheim facilities generate clean energy with solar



GROW HEALTHY FOOD SUSTAINABLY



We're breaking new ground in sustainable indoor farming methods so more people can enjoy fresh, delicious produce year-round.

Innovating to use **LESS WATER & LESS LAND²** with a year-round growing season



NON-GMO



FRESH & CLEAN

COX FARMS

FAMILY OF BUSINESSES



Pioneer in greenhouse farming producing fresh, high-quality vine crops and leafy greens year round



▶ RECYCLED CONTENT

Our packaging gives old materials new life

▶ PROPRIETARY RESEARCH & DEVELOPMENT

Driving more innovative indoor growing with 250+ trials

▶ INTEGRATED PEST MANAGEMENT

We use good pests to fight bad pests

▶ 100% CLOSED WATER SYSTEM

Our greenhouses, constructed in 2024 and after, will recapture and reuse all water not absorbed by plants

LARGEST GREENHOUSE OPERATORS

in North America



ADVANCE CLEAN ENERGY, RECYCLING AND EV TECHNOLOGIES



The world is constantly evolving and changing, and even though our resources are finite, we believe advancing renewable energy will replenish our capacity to address the climate crisis.

\$150 MILLION INVESTED

NEXUS CIRCULAR

Advanced plastics recycling company



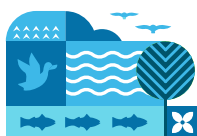
On a trajectory to convert currently hard-to-recycle plastics into circular materials

EV BATTERIES

Repair, refurbish or remanufacture batteries to extend lifecycle.

Recycling over 90% of the battery pack and recovering critical materials to reduce the mining of new minerals.

PROTECT NATURE & BIODIVERSITY



We're preserving biodiversity ecosystems to ensure future generations can delight in the beauty and wonder of nature.

NORTH AMERICA PRAIRIE REGION:

\$100M GIFTED

- ▶ Ducks Unlimited / Wetlands America Trust

2024

ESTABLISHED COX BIODIVERSITY

as part of our conservation and environmental focus areas to protect habitats and species.



Since 2011, Cox companies and the James M. Cox Foundation donated **\$155 MILLION** to environmental and conservation causes.

PARTNER FOR GREENER COMMUNITIES



The environment is one thing we all share — it is our collective duty to nurture it. This is why we are supporting and uplifting communities through environmental stewardship.

PARTNERING FOR GOOD:

- ▶ American Rivers
- ▶ The Recycling Partnership
- ▶ Captain Planet Foundation
- ▶ Keep America Beautiful
- ▶ National Arbor Day Foundation

Recycling Infrastructure Creation
\$1.9M INVESTED

Cox Conserves Heroes program
200+ VOLUNTEERS honored across the nation.

EMPLOYEES VOLUNTEERED

42,000 HOURS over the past 5 years with our environmental nonprofits

SINCE 2020

1.35 MILLION PEOPLE have benefitted from a better environment through our social goal

2024 CHAIRMAN'S CHALLENGE

3,800 eco-conscious employees participated **diverting over 37,000 lbs** of waste from landfills

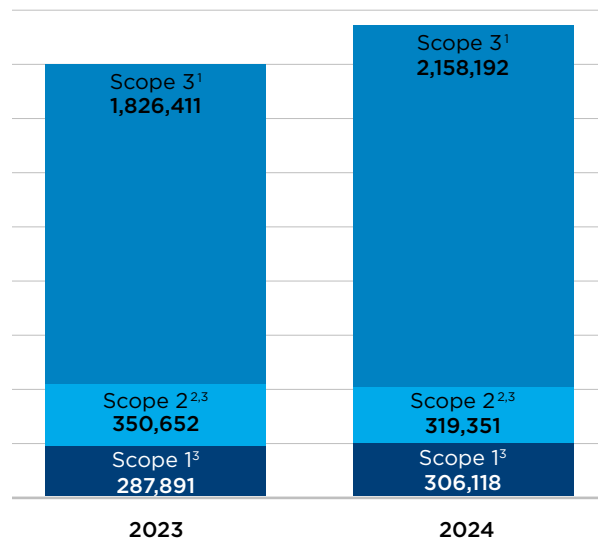
¹ Recognized by Zero Waste USA based on a 92% diversion rate that was verified by GreenCircle Certified (excludes acquisitions since 2021 and international locations).

² On a per yield basis.

GHG emissions

We're taking bold steps toward carbon reduction and minimizing the pollution that contributes to climate change. Our vast array of projects focus on smart fleet operations, waste reduction, renewable energy projects, energy conservation and alternative energy.

GHG EMISSIONS (TONS CO₂E)



Since our last report, we've independently obtained limited assurance from a third party on certain carbon and water related metrics. More details can be found on our [Impact Reporting Hub](#).⁴

¹ Scope 3 emissions include categories 1 (purchase goods and services), 5 (waste generated in operations), 6 (business travel), 7 (employee commute), 13 downstream leased assets) and 15 (minority investments) for 2024. Only categories 1, 5, 6 and 13 are included in 2023 total. Categories 5 and 6 are reported for U.S. and UK operations; all other categories only cover U.S.

² Scope 2 emissions included in this chart are market-based.

³ Subject to limited assurance by a third party.

⁴ Only certain water usage data (GRI 303-1 and 303-3) for 2023 was subject to limited assurance. No 2024 water data was assured.

Energy management

Cox takes a broad approach to managing our energy footprint, which includes evaluating and continually improving the energy use of our sites and our products. Our initiatives in alternative energy, energy conservation, renewable sources and smart fleet operations are driving us toward a cleaner future, while improving our efficiency and sustainability. In 2023 and 2024, we implemented 80 projects to save 19M kWh of energy across our businesses.

In 2023, 20% of Cox Enterprises' electricity came from renewable sources, and we offset 5,650 tons of CO₂ annually by capturing and converting landfill gas into clean energy. Additionally, our solar installations at 40 locations across our divisions reduce our carbon footprint by 10,000 tons each year.



Floating solar installation at Manheim Central Florida.

IMPACT SPOTLIGHT

Renewable energy projects

In total, we installed 14 renewable energy projects at 14 locations reducing our carbon footprint by 3,400 tons annually.

Florida

We have installed solar across seven Manheim Florida locations, which reduces electricity consumption by 6,900,000 kWh. The program includes two [floating solar installations](#) at our Manheim Central Florida and Orlando locations, where we repurposed unusable retention ponds. By installing floating solar panels, we are now not only managing stormwater but also generating energy and reducing operations costs.

Arizona

Cox Communications enhanced its commitment to renewable energy by signing a renewable supply agreement with Salt River Project under the Solar Choice Select Program in Phoenix, securing an additional 15% renewable energy for its operations. Cox also became the first telecommunications business customer in Arizona Public Service's (APS) Green Power Partners program. Through this initiative, Cox purchases solar renewable energy from APS, enabling its Arizona facilities served by APS to operate on 100% renewable energy and reduce fossil fuel dependence.

Waste management

To manage waste within our family of businesses and achieve zero waste to landfill, we engaged our employees with training and a “Zero Heroes” campaign, where we shared stories from the field and sustainable best practices to reduce waste. We also are investing in infrastructure in the communities where we do business by supporting projects that expand recycling access, collection and processing.

Additionally, Cox Cleantech, a division within Cox Enterprises, is focused on investing in and supporting businesses and technologies that promote sustainability. Recently, Cox invested **\$150 million** to become the majority owner of Nexus Circular, an advanced recycling company at the center of the circular economy. The partnership helps convert hard-to-recycle everyday items like plastic bags, Styrofoam and bubble wrap into core components that can be used to make new products, again and again.

GOAL	2023	2024
Send zero waste to landfill by 2024	92.3%	95%+



Cox volunteers install a trash trap.

IMPACT SPOTLIGHTS

Safelite® partnership

After learning about our zero waste goal during our inaugural Sustainable Supplier Summit, Safelite approached Cox with an opportunity to participate in their pilot program for windshield recycling. At the time, no viable market solution existed for windshield recycling, and Cox faced the challenge of managing 200,000 windshields. By partnering with Safelite® on their pilot, Cox helped scale the initiative, enabling Safelite to expand windshield recycling nationwide — transforming the recycling landscape and setting a new standard across the country.

Trash traps

The volume of garbage in our rivers, lakes and oceans is overwhelming. To help mitigate the issue, Cox sponsors trash traps that help remove litter from local waterways. After the success of our first sponsored trash traps in Atlanta’s Chattahoochee River, our Recycling and Waste Diversion team worked with our Cox Automotive and Cox Communications divisions to deploy these traps in two additional markets:

- The North Fork Ewing Creek off the Cumberland River in Tennessee
- The Woonasquatucket ‘Woony’ River in Rhode Island

The Recycling Partnership

With a focus on advancing the circular economy, we are working with The Recycling Partnership to build better recycling systems across the U.S. In 2023 and 2024, Cox supported their efforts by investing in:

- Upgrades to recycling equipment at the Material Recovery Facility in Tacoma, Washington, which serves 380,000 households.
- Recycling carts, which collect paper, plastic, cardboard, aluminum and glass for 11,600 single-family homes in Shrewsbury, Massachusetts, and 6,640 single-family homes in New Orleans.

Cox has diverted over

840 million
pounds of waste from landfills since 2013.

Water stewardship

We are deeply committed to addressing water scarcity, one of the most pressing environmental challenges of our time. Water conservation is deeply aligned with Cox's core values, enhancing community health and well-being in the regions where we operate.

We assess our water footprint, considering both water quality and quantity. Using geographic information systems, we map our facilities and prioritize areas facing the highest water risks, as identified by the World Resources Institute's Aqueduct tool. This ensures our efforts are focused where they can have the greatest impact. To mitigate water-related challenges, we implement conservation initiatives within our facilities and partner with Non-Governmental Organizations to fund critical water restoration and conservation projects.

Recognizing that water scarcity is a highly localized issue, we tailor our strategies to meet the unique needs of water-stressed regions. As Cox grows and evolves through acquisitions, we remain committed to our water conservation goals and initiatives to ensure valuable and sustainable progress.

Nearly

60 million

gallons of water reduced or restored in 2023 and 2024, equivalent to 91 Olympic-sized swimming pools.¹

IMPACT SPOTLIGHTS

Manheim xeriscape project

We have completed several successful xeriscape projects across various locations, including Manheim Denver, Riverside, Southern California and San Francisco, collectively reducing water usage by 47 million gallons annually. Notably at our Manheim Denver location, we replaced water-intensive plants with a more arid landscape featuring rocks and native plants. This project mitigates water usage by more than seven million gallons per year and will be the new standard for the local Design Review Board in Aurora, Colorado, and for future Cox Conserves xeriscape projects.

Great Valley Grasslands project

In 2024, Cox joined [American Rivers](#) for the Great Valley Grasslands Floodplain Restoration Project in Merced County, California. The project reconnects a section of historical flood plain to the San Joaquin River. This project will help restore and protect 220 acres of floodplain and wildlife habitat, recharge the local groundwater aquifer and revitalize the Central Valley's ecology.



Great Valley Grasslands in Merced County, California.

¹ Reductions are a result of using a combination of advanced technologies and strategic investments.

Advancing clean energy, recycling and EV technologies

As the transportation and mobility industry is changing rapidly, Cox embraces innovation and seeks to unlock a better future by connecting our partners with proven technology and services, which helps support the emerging new solutions in the transportation ecosystem.

EV Battery Solutions by Cox Automotive

Cox Automotive is uniquely positioned to guide original equipment manufacturers, dealers, lenders, consumers and industry constituents through the pivotal electrification transition. While electric vehicle (EV) batteries pose unique challenges, electrification holds tremendous potential for a sustainable future. With state-of-the-art battery operations worldwide, Cox Automotive leverages its scale, adaptability, innovation and trusted expertise to lead the way in this transition.

To realize this vision, Cox Automotive established EV Battery Solutions (EVBS), offering clients comprehensive guidance, care and maintenance for electric vehicles and their batteries. We help clients maximize EV battery lifespan and recover valuable materials at the end of each battery's life, reducing the demand for newly mined resources. Our proprietary process recycles over 90% of the battery pack.

We recently opened our sixth EVBS service center in Conyers, Georgia, offering storage, logistics, diagnostics and repair. This marks a key step in expanding Cox Automotive's global electric vehicle battery service network as EV demand grows.

6 million
pounds of materials processed for recycling

IMPACT SPOTLIGHT

EV battery lifecycle leader

Cox Automotive leads the industry in EV battery lifecycle management with a core focus on EV storage, diagnostics and repair. We also offer EV battery recycling and logistics as enabling services to help clients close the loop and drive efficiencies in this new space. In 2023, EVBS efficiently managed the distribution, remanufacturing and recycling of EV battery packs for the industry's largest electric vehicle recall. To date, EVBS has serviced, shipped or disposed of over 900,000 battery packs, with 400,000 shipped directly from its centers, and it has recycled 6 million pounds of material, establishing itself as one of the world's most efficient EV battery recycling operations.

Fleet Services

Fleet Services by Cox Automotive provides technicians and safety excellence to keep fleets rolling. As the world transitions to EVs, so has our expertise. Our FleetTec Academy offers our technicians specialized EV training so they can service the fleets of the future.

In Baton Rouge, LA., our team maintains electric buses for five school districts. To date, we've serviced more than 1,000 buses, ensuring safe transportation for more than 70,000 students. Seven Cox Automotive technicians work full-time to provide maintenance and support the program. Our goal is to build on this success across the country, establishing ourselves as a trusted electrification partner for our clients.

“We are on a mission to extend the lives of EV batteries and shape the electric transportation future. We're well-positioned to be a leader in this growing industry for years to come.”



Steve Rowley
president, Cox Automotive

Partnering for greener communities

At Cox, we recognize that we can achieve greater impact when we collaborate with our employees, businesses, nonprofits and individual partners. In addition to our internal environmental engagement programs, we work with different local and national environmental organizations and initiatives, which our employees actively support.

The Chairman's Challenge

Launched in 2012 by Chairman Emeritus Jim Kennedy, the Chairman's Challenge takes place each April and educates employees on environmental impacts and solutions they can implement at work and at home. Employees are encouraged to take actions focused on a specific environmental topic.

In 2023, the Chairman's Challenge focused on reducing our water footprint. More than 3,000 employees volunteered to participate, completing nearly 8,000 actions, including replacing shower heads and minimizing home irrigation use. Our "water warriors" mitigated water usage by more than 300,000 gallons of water, and employees who earned the most points throughout the month were awarded grants to an environmental nonprofit of their choice.

In 2024, the Chairman's Challenge highlighted waste management and reduction. Over 3,800 employees participated, and by minimizing consumption and increasing recycling rates, we collectively diverted 17 tons of waste from entering landfills.

2023	2024
3,000 participants	3,800 participants
8,000 actions	9,460 actions
300,000 gallons of water saved	34,000 pounds of waste diverted from landfill

"The Chairman's Challenge is a perfect example of how — together — we can make an impact on our planet."



Alex Taylor
chairman and CEO, Cox Enterprises



Craig Hodges volunteers at the Dunwoody Nature Center, preparing trails for spring programming.

Cox Conserves Heroes

The Cox Conserves Heroes program celebrates nonprofits and volunteers committed to positively impacting our planet. The program has honored more than **200 volunteers** across the nation since 2008.

In 2023 and 2024, we celebrated our top three environmental enthusiasts, with each earning \$30,000 to continue growing the good in their communities.



Alex Taylor announced the 2024 winners during a live event with Keep Oklahoma Beautiful's Evelyn Schaefer, Hunter Guthrie and Tixie Fowler.

“This funding allows me to grow our sustainable agriculture and conservation-based programming. I’ll reach more young people and strengthen my capacity for empowering them to become the new generation of environmental stewards.”



Tixie Fowler

Cox Conserves Heroes Conservationist of the Year Winner

GROUNDBREAKER AWARD (ADULT):

2023 Winner:

Dr. Shikha Bhattacharyya

Dr. Shikha founded ReThink, a nonprofit that maintains four community gardens, a permanent headquarters with class space, a zero waste store and a plastic upcycling facility.

2024 Winner:

Tixie Fowler

Tixie inspired the restoration of a major tributary in Atlanta’s Chattahoochee River National Recreation Area and was named “Conservationist of the Year” in 2023 by the Georgia Chapter of the American Fisheries Society.

PLANET PROTECTOR AWARD (YOUTH):

2023 Winner:

Cash Daniels

Cash helped remove 30,000 pounds of trash from the Tennessee River, runs a recycling program, wrote a children’s book to inspire youth to make a difference, and is actively involved in local environmental public policy.

2024 Winner:

Hunter Guthrie

Hunter addressed two critical community challenges: the environmental impact of restaurant food waste, which contributes to methane emissions in landfills, and food insecurity among residents. Rather than letting surplus food go to waste, Hunter collects leftovers from restaurants and farms, donating over 700,000 meals to those in need.

JIM KENNEDY CONSERVATION AWARD (NONPROFIT):

2023 Winner:

Lifecycle Building Center

Lifecycle Building Center diverts thousands of tons of building materials from the waste stream, mainly through their Reuse Center and Store in southwest Atlanta.

2024 Winner:

Keep Oklahoma Beautiful

In 2024, volunteers for Keep Oklahoma Beautiful collected 3.4 million pounds of trash and cleaned up more than 1,200 miles of roads and 31,000 acres of public land.

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 environmental organizations across the country.

Captain Planet Foundation

Through a long-standing partnership with the [Captain Planet Foundation](#) (CPF), we've supported the Project Learning Gardens initiative, which helps schools create outdoor learning spaces. These gardens give students hands-on experience with nature while encouraging healthy eating. So far, we've helped install and maintain 44 elementary schools, benefiting over **200 students**.

Arbor Day Foundation

Cox Enterprises' impact with the [Arbor Day Foundation](#) is measurable and lasting. Trees and forests are a proven solution to addressing climate change, water quality and quantity, biodiversity health, human health and environmental inequalities. In 2024, about **200 employees** volunteered in three major U.S. cities to plant **1,462 trees**.

Goodr

Cox partnered with Goodr, an Atlanta-based company that uses technology to tackle community issues. With Goodr's tech, we donate surplus food that would otherwise be wasted.

Since July 2023, Cox diverted over **5,900 pounds** of food and provided nearly **5,000 meals** locally.

BY THE NUMBERS

103

Cox volunteers dedicated 400 hours to Keep America Beautiful, removing 805 pounds of trash and planting 152 trees and plants in 2024

\$325,000

provided to Keep America Beautiful programs since 2020

100

Cox sponsored attendees were educated on environmental sustainability at the Keep America Beautiful national conference

5,900

pounds of edible food diverted from landfills and provided nearly 5,000 meals locally through our Goodr partnership

Keep America Beautiful

In 2024, Cox received [Keep America Beautiful's](#) Corporate Volunteer Award, a testament to our commitment to employee volunteerism. Keep America Beautiful inspires and educates people to act daily to improve and beautify their communities. We are committed to balancing the needs of our business and the environment, whether by working to reduce our environmental footprint or contributing to like-minded nonprofits.

Environmental Recognition:

- Newsweek America's Greenest Companies
- Keep America Beautiful "Do Beautiful Things" Award
- Chattahoochee Riverkeeper River Guardian Award
- Captain Planet Foundation's "Corporate Superhero for the Earth" Award



Cox installs outdoor gardens at local schools.

Looking ahead: Cox Conserves goals

The sustainability landscape is changing

Our ambition is to be good stewards of the planet by inspiring positive environmental change. Recognizing the interconnectedness of water scarcity, waste, biodiversity loss and climate change, we are prioritizing these four areas to turn our ambition into measurable action.

In 2024, we conducted a comprehensive nature and biodiversity assessment to gain a deeper understanding of how our operations interact with the natural world. This assessment revealed key ways our business relies on and affects nature and opportunities to adopt a science aligned approach to environmental stewardship. We refreshed our Cox Conserves goals to integrate these insights — expanding our focus beyond operational boundaries to prioritize the protection of habitats and species vital to the planet's health.

	Carbon & Climate	Water	Circularity & Waste	Habitat & Species
Long-term ambition (2050)	Net zero to support science aligned targets	Water positive with focus on high-risk watersheds	Zero waste to landfill and contribute to a more circular economy	Protect, restore or sustainably manage more land than we use
Targets to get there (2034)	Reduce Scope 1, 2, 3 GHG emissions by 1 million metric tons 80% of electricity used in our own operations is sourced from renewable energy	Replenish 1 billion gallons of water usage, starting with high-risk watersheds Reduce 100 million gallons of water usage starting with priority facilities Contribute to the improved health of 10 high-risk watersheds where we operate	Divert 1 billion pounds of waste into the circular economy Recover 1 million pounds of materials from high-risk habitats where we operate to support circularity	Protect, restore or sustainably manage an area of land equivalent to 40% of our footprint Monitor, assess and contribute to the improved health of 10 priority ecosystems and habitats where we operate
Technology — including pilots of emerging innovations — along with education and value chain engagement, will be key enablers in achieving our targets and long-term ambitions.				

Looking ahead

To create a lasting positive impact for future generations, we remain committed to advancing our goals for water conservation, waste reduction and emissions reduction. We're doing this by leveraging data-driven insights that inform our alternative energy choices and opportunities for energy efficiency, waste diversion, recycling, water conservation and sustainable supply chain practices.

Forces shaping our business	Our approach
Increasingly extreme weather events Extreme weather continues to present significant challenges and opportunities for businesses worldwide.	We look to address climate change and create a more resilient business by: • Continuing to cut emissions and transition to renewables. • Investing in new solutions and technological opportunities to protect and restore the health of our planet. • Fostering partnerships among other businesses, organizations and stakeholders to accelerate the transition to renewable solutions.
Resource scarcity Many of the materials that businesses use are derived from natural resources. To effectively address climate change, businesses must prioritize minimizing biodiversity loss and focus on restoring and conserving ecosystems.	In our 2024 materiality assessment, we identified biodiversity and nature as a material topic for our business. To focus on delivering the greatest impact, we are: • Assessing our businesses' impacts and dependencies on biodiversity, analyzing their significance and developing strategies to effectively mitigate them. • Reimagining and expanding our environmental goals to demonstrate our commitment to going beyond neutralizing negative impacts and driving positive systemic change for generations to come. • Planning to protect, manage and restore more land than we use. • As our business evolves, we will continue to evaluate and adapt our goals and activities to ensure we're addressing our most significant impact and opportunities associated with our footprint.
Demand for transparent & quality environmental data Global regulations are driving accountability around environmental data with the goal of supporting informed decision-making among consumers and investors.	As part of our commitment to foster transparency and meet stakeholder needs, we are: • Seeking limited assurance for our Scope 1 and Scope 2 greenhouse gas emissions in 2025 to assess the completeness and accuracy of our data. • Evolving our new acquisition data collection process to expand our reporting scope. • Advancing and streamlining our environmental and social data systems.



INNOVATING FOR IMPACT

Our commitment

Drive innovation that improves the world

We're actively exploring opportunities to diversify our portfolio and branch into new industries. FutureFocus 2034 is our bold plan for growth, diversification and innovation, all aimed at fulfilling our Purpose: to empower people today to build a better future for the next generation.

Since 2007, we have invested more than \$2 billion in sustainable businesses and technologies that we believe are positioned to have a positive impact on the future. 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.

Material topics

Innovation and technology

2023-2024

HIGHLIGHTS

Established Cox Farms, now the largest greenhouse operator in North America.

Announced the launch of Socium Ventures to invest in and support tech businesses enhancing transparency, efficiency and operational diversity.

Acquired OpenGov, a leader in modern cloud software for our nation's local and state agencies.

Invested in Amplify, an edtech pioneer leading the way in next-generation curriculum and assessments in literacy, math and science.

Co-founded the Cox Cleantech Accelerator in partnership with gener8tor, a bi-annual 12-week program that invests **\$100,000** in five startups per cohort.

Invested **\$100 million** in Devoted, an all-in-one healthcare company for Medicare recipients.

IMPACT FEATURE:

COX FARMS®

As we diversify our business to achieve our FutureFocus2034 goals, Cox is investing in and building businesses that offer resource efficiency, resiliency and the ability to adapt to ever-changing conditions. That's why we recently launched Cox Farms, now the largest greenhouse operator in North America.

In 2018, we made our initial investment in greenhouse-grown agriculture — the first step in the Cox Farms journey. Since then, we've built a network of indoor farms and consumer brands, providing retailers with a reliable supply of fresh, delicious produce. Cox Farms is revolutionizing agriculture by helping families access locally grown fruits and vegetables year-round.

Cox Farms brings enterprise leadership to indoor agriculture, driving more secure supply, better value and innovation for consumers, retailers and growers — all while respecting the strengths and heritage of our partners, Mucci Farms and BrightFarms.

Mucci Farms

A pioneer in indoor farming with a legacy spanning more than 60 years, Mucci Farms owns and operates greenhouse facilities across North America that rely on innovation to deliver high quality fresh vine crops, from strawberries to cucumbers.

BrightFarms

An innovator in sustainable agriculture, BrightFarms uses a scalable, state-of-the-art model to grow fresh and tasty leafy greens, transporting from greenhouse to store in as little as 24 hours after harvest.



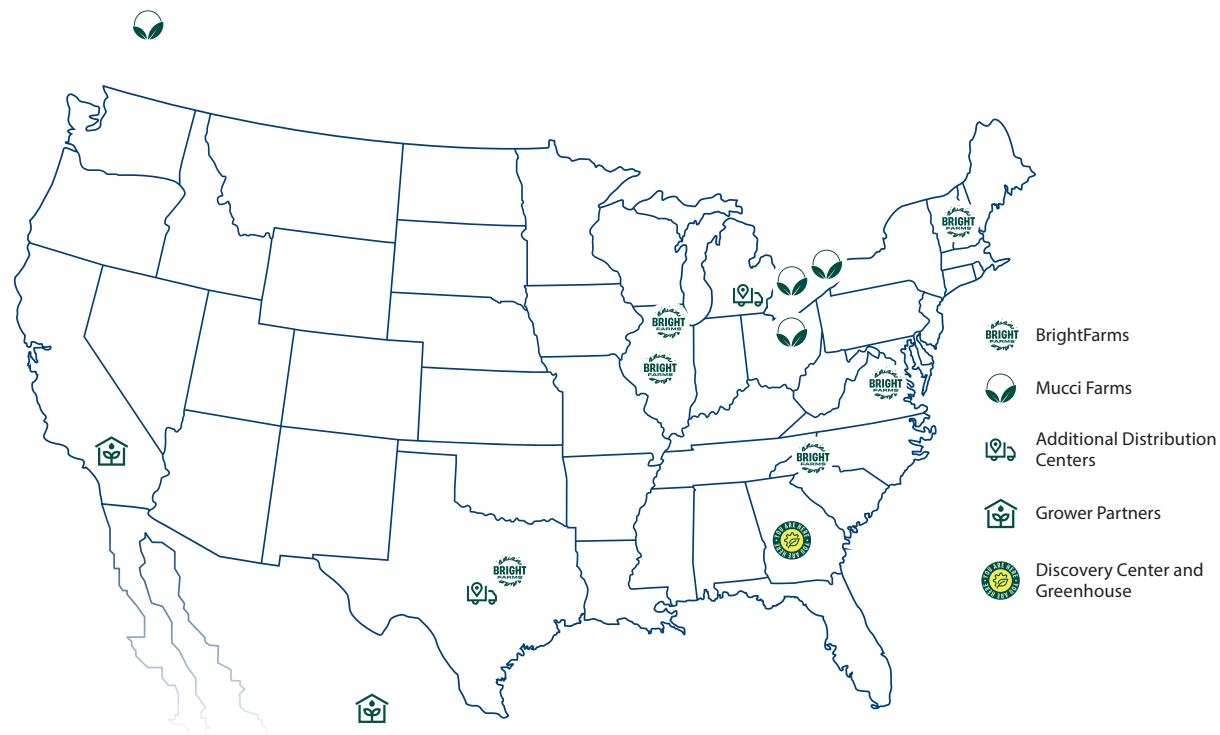
Charles Gagne, Chief of Staff at BrightFarms, inspects freshly harvested leafy greens.

“Cox Farms’ strategy is very simple: We want to be the ‘one-stop shop’ for essential produce products, available year-round. By reducing our reliance on unpredictable weather patterns, we build resilience into our operations, ensuring consistent, high-quality produce for our customers.”



Steve Bradley
president, Cox Farms

COX FARMS LOCATIONS



700+

acres of greenhouses

2,500+

employees

450M+

pounds of produce grown annually

AT A GLANCE

Pioneer in greenhouse farming producing fresh, high-quality vine crops and leafy greens year round.

The largest greenhouse operator in North America.

Innovating to use less water and less land (on a per yield basis) with a year-round growing season.

12,000+ stores receive fresh produce delivered in as little as 24 hours after harvest.

Proprietary research and development, featuring over 400+ trials, drives innovation in indoor growing.

100% closed water system: our greenhouses, constructed in 2024 and after, will recapture and reuse all water not absorbed by plants.

Packaging, made with recycled content, gives old materials a new life.

Integrated pest management uses good bugs to control harmful ones.

Investing in innovation

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.

We are strategically diversifying our business and investing in transformative industries to lay the foundation for a bright future. FutureFocus 2034 is our long-term growth plan to build on our more than 125-year history of innovation and diversification. It includes all Cox stakeholders: our investors, employees, customers and communities. This vision is centered on caring for people, protecting the planet and innovating for impact — all while expanding Cox into new verticals by 2034.

When evaluating new investment opportunities, we incorporate sustainability and risk management factors into our mergers and acquisitions process to inform decision-making. After acquiring a company, we assess key social, environmental and governance aspects as part of our due diligence and integration efforts, collaborating with internal teams and the acquired company to develop an appropriate approach. As we continue to invest and grow, we will continue to evolve our process as needed.



“If you want to build a better future, that starts today. We have a distinctive strategy in how we lean in and support the businesses we invest in to help them reach their goals. By utilizing Cox resources, we increase their scale while also increasing the impact for Cox and our stakeholders.”



Shereta Williams
executive vice president, Growth Operations, Cox Enterprises

Growth Operations

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.

Cleantech

We invest in sustainable businesses and clean technologies that create lasting environmental impact. Our focus is on solutions that significantly reduce waste and generate renewable resources — essential foundations of a thriving low-carbon, circular economy.

“We are leading the advanced recycling industry, making a positive impact addressing the challenges of used plastics in our environment. With the support of Cox, our team is rapidly executing the next phase of growth to accelerate the circular economy for plastics and meet the outsized market demand for products that incorporate recycled plastic.”



Jodie Morgan
CEO, Nexus Circular

Nexus Circular

Nexus Circular is an advanced recycling company at the center of the circular economy. It partners with recycling organizations to divert hard-to-recycle plastics from landfills, ranging from utensils to film. By leveraging technology that outperforms and operations that scale, its proprietary technology converts used plastics into high-quality materials for global companies who use them to create circular plastic products.

Humans produce nearly a trillion pounds of plastic each year, with the vast majority ending up in landfills or incinerators — while less than 10% is recycled. Nexus is transforming plastic recycling by processing four of the seven plastic types, tackling 60% of global plastic waste. To date, Nexus has diverted millions of pounds of used plastic from landfills and is on track to convert billions of pounds of hard-to-recycle plastics into circular materials annually.

Cox made an initial strategic investment in Nexus in 2015 to support the construction of its first commercial facility in Georgia and invested an additional \$150 million in 2023 to facilitate the next stage of growth, including the construction of a new facility. This investment fuels Nexus's mission to support recycled plastic commitments by accelerating the growth of its market-leading advanced recycling process.



Public sector

State and local governments provide critical services to our local communities — from transportation to safety to education. This sector represents one of the country's largest software markets. We are passionate about providing modern technology to solve our society's most difficult public sector challenges in government and education, enabling more effective, efficient and transparent government that benefits every citizen, business and public servant.

OpenGov

OpenGov is a leader in modern cloud software for cities, counties and state agencies, helping to simplify interactions with governments across the United States. Cox has been a long-time OpenGov partner, and in 2024, we made a majority investment valuing the company at \$1.8 billion, allowing OpenGov to make long-term strategic decisions that will benefit customers for decades to come.



OpenGov employees connect to discuss product enhancements.

OPENGOV AT A GLANCE

750+

employees and five regional offices

28%

subscription growth from 2023 to 2024

~1/3

of Americans receive digital services through OpenGov

“Strong, efficient and transparent governments make for stronger communities. OpenGov has been at the forefront of modernizing government operations, and with the investment from Cox Enterprises, we are well-positioned to drive even greater innovation and impact for decades to come. We’re excited to join the Cox family and continue our mission of transforming the way governments serve their communities.”



Zac Bookman
CEO, OpenGov

Digital media

Our company's deep roots in journalism and media trace back to when our founder James M. Cox purchased his first newspaper more than 125 years ago. That legacy lives on today at The Atlanta Journal-Constitution and the Dayton Daily News. We're also making strategic investments in high-growth and primarily digital industries to diversify our business and position ourselves for the future.

Axios

When Cox acquired Axios in 2022, the deal caught national attention, uniting two companies committed to quality journalism, and changing the way news and information is delivered and consumed. In 2023 and 2024, Axios has expanded to reach more than 3.4 million unique subscribers and serve 30 cities across the U.S. in addition to their national coverage. The company has also developed premium subscription products and is developing innovative products and tools that leverage AI.



Axios headquarters in Arlington, Virginia.

IMPACT SPOTLIGHT

The Atlanta Journal-Constitution

Countless stories of Atlanta and the Southeast have been told through high-quality, award-winning journalism by The Atlanta Journal-Constitution (AJC) in print and online. Under the leadership of Andrew Morse, president and publisher, and Leroy Chapman, editor-in-chief, The AJC is transforming into a modern media company that will serve the next generation of Georgians with fact-based news and information. The AJC is focused on growing its digital subscription business by engaging new audiences through newsletters, events, social media, mobile devices and more.



Leroy Chapman, editor-in-chief, and Andrew Morse, president and publisher of the Atlanta Journal-Constitution.

Healthcare

Cox is keenly focused on supporting emerging business models that seek to improve health outcomes. We believe patients should understand the costs of the services they're paying for. We're investing in value-based healthcare models and data analytics that center on patients' needs and help people discover the healthiest versions of themselves. A few of the recent investments we've made in this space include:

Capsule

Capsule is rebuilding the pharmacy industry from the inside out with an emotionally resonant experience and technology that enables customized outcomes for doctors, hospitals, insurers and manufacturers. Customers can receive same-day prescriptions for free — all via a mobile phone.

Motivo Health

Motivo Health helps address the national mental health crisis by streamlining the licensure process, ensuring more therapists are available to serve those in need.

Enlace Health

Enlace Health helps doctors, insurance companies and patients work together more effectively to focus on better care, lower, transparent costs and healthier outcomes.

Devoted Health

Devoted Health is an all-in-one healthcare company for Medicare beneficiaries whose mission is to dramatically improve the health and well-being of older Americans by caring for every person like family. In 2024, Cox invested \$100 million to support Devoted's continued growth as it expands delivery of its unique brand of integrated health insurance, virtual-first medical care and a world-class service experience across the U.S.

Venture ecosystem

With a rich history of building industry-leading businesses that leave the world a better place for the next generation, Cox is deeply embedded in the Atlanta startup scene. Our work included bringing major startup accelerator Techstars to Atlanta, becoming a founding member of [Engage Ventures](#) and investing in local seed funds.

In 2024, we launched the [Cox Cleantech Accelerator](#) in partnership with gener8tor, a global venture firm. Open to founders developing solutions in renewable energy, food and land use, sustainable transportation, waste reduction and other cleantech areas, this 12-week program includes a \$100,000 investment from Cox for each company selected to participate. The accelerator is set to run for at least three years, with five companies chosen each spring and fall. In total, 30 startups will go through the accelerator with an initial \$3 million investment from Cox.

“Cox has a long history of reinventing ourselves and building companies from the ground up. We’re entrepreneurs at heart, so Socium Ventures is a natural extension of our values and who we are as a company.”



Andrew Davis

senior vice president of strategy & investments, Cox Enterprises | managing partner, Socium Ventures

IMPACT SPOTLIGHTS

SOCIUM VENTURES

In 2022, Cox launched a venture and growth investment firm focused on making minority investments in emerging growth businesses. The goal is twofold: help Cox continue to grow by identifying promising new business models, while also scaling the next generation of entrepreneurs who are addressing the pressing issues of our time. The firm has already invested in over 20 emerging companies across a range of industries, including enterprise and vertical software, fintech, healthcare, B2B marketplaces and sustainability.

In November 2024, Cox announced a second fund totaling \$300 million, bringing total managed capital to \$600 million. The investment team works to strengthen its portfolio companies at every stage of development with strategic and operational support, as well as permanent capital over the long term.

techstars

Techstars is a global startup accelerator that helps entrepreneurs grow early-stage businesses through education and funding. In Atlanta, 10 startups at a time participated in a 90-day program, receiving mentorship from over 100 experts, including Cox employees, and culminating in a Demo Day pitch to investors. In 2020, we launched Techstars Social Impact to support startups tackling social and environmental challenges. Since our first Techstars class in 2016, we have made the following impact:

139 companies were in our Techstars portfolio

More than 200 founders have been provided training, skills and resources

\$300 million+ raised by our portfolio companies in the last nine years

~70% of our portfolio had underrepresented founders

~70% of the portfolio based in the Southeast (~55% based in Atlanta)



Dallas Clement kicks off Techstars Demo Day where founders pitch their business to investors, mentors and industry leaders.

Looking ahead

We are encouraged by the potential of our investments to drive a healthier, more sustainable future. Tackling the world's most urgent challenges demands greater innovation and ongoing support. We remain committed to seeking investment opportunities that benefit both our organization and future generations.

Forces shaping our business	Our approach
The cost of inaction Cumulative economic outputs could take major hits if global average temperatures continue to rise. Businesses that can drive both economic and environmental value will be best positioned to compete in the future economy.	As we pursue new growth opportunities, we are prioritizing strategic investments that create long-term business value while advancing sustainability. Our commitment to reducing emissions and transitioning to renewables will be complemented by investing in technologies and solutions that protect and restore the environment — ensuring that business growth and environmental responsibility go hand in hand.
Quality talent pools Georgia is a magnet for top technical talent, with over 14,000 engineers working in the state from the nation's top 10 engineering schools.	Through the launch of the Cox Cleantech Accelerator, a partnership with gener8tor and the Georgia Cleantech Innovation Hub, we are poised to catalyze the cleantech innovation ecosystem in the Southeast. Participating companies will receive investment, mentorship and pilot support from Cox as well as access to industry leaders and ad-hoc strategic support.
Growing demand for electric vehicles The demand for EVs continues to grow significantly with consumers prioritizing sustainability, fuel savings and lower maintenance costs.	As one of the largest recyclers of end-of-life EV batteries, we are on a mission to extend the lives of EV batteries and shape the electric transportation future and aim to continue to be a leader in this growing industry by expanding our footprint.



JAMES M. COX FOUNDATION

Grounded in our founder's beliefs and values, 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 focus areas



**Biodiversity,
conservation
and environment**



**Early childhood
education**



Health



**Empowering
individuals
and families**

BY THE NUMBERS

\$382M

in charitable giving
since 2010

1,000+

grants supporting
nonprofits since 2010

350K+

educators supported
with training

“We are so blessed to help improve and protect our natural areas and environment. Private citizens have to step up now because next year may be too late. The same is true for the communities where we do business.”



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



Biodiversity, conservation and environment

In 2007, Jim Kennedy formalized efforts by Cox 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, the Foundation is investing in long-term partnerships that help preserve and restore natural places that help communities prosper.

Food Well Alliance

Food Well Alliance is a collaborative network of local leaders across metro Atlanta, working together to build thriving community gardens and urban farms. With over 300 locations, these gardens and farms provide access to green space for more than 332,000 people.

In addition to past gifts of more than \$19.8 million, the Foundation donated \$4 million to align with the organization's three-year strategic plan, which will build capacity with local farmers and gardeners, increase participation in growing food, drive public policy change and improve operational effectiveness.

Groundwork Jacksonville, Inc.

An affiliate of Groundwork USA, Groundwork Jacksonville is Jacksonville, Florida's, nonprofit partner that supports the cleanup and redevelopment of local waterways and converts contaminated land into parks, playgrounds, trails and other public spaces.

Most recently, the organization kicked off the Emerald Trail Project, which the Foundation supported with a \$500,000 grant. This project will connect neighborhoods to a 34-mile network of walking, cycling and running trails that will bring together local residents who are predominantly low-to-moderate income and people of color.

San Diego Wildlife Alliance

The San Diego Wildlife Alliance manages the Conservation Science and Wildlife Health Center, San Diego Zoo Safari Park and the San Diego Zoo. The organization supports conservation work in eight global regions in partnership with 350 partners.

One of their key priorities is preserving genetic diversity. With 20% of California's native plant species at risk of extinction, they are establishing a dedicated Restoration Seed Bank. The Foundation donated \$150,000 to support the work, which includes restoring rare plant populations by ensuring the collected seeds can become plants. Additionally, the project will include facility upgrades to add climate-controlled spaces and improve lab freezers, the water treatment system and equipment for seed analysis and processing.





In 2024, we established biodiversity as part of our conservation and environmental focus areas to protect habitats and species. In the first year, Cox Enterprises and the James M. Cox Foundation supported four organizations:

Ducks Unlimited

Established in 1937, Ducks Unlimited is the world's largest nonprofit organization dedicated to conserving North America's continually disappearing wetlands, grasslands and other waterfowl habitats. Restoring or protecting more than 19 million acres to-date, Duck's Unlimited projects benefit waterfowl, wildlife and people in all 50 states.

Cox Enterprises made a \$100 million gift that goes directly towards Ducks Unlimited's land trust, Wetlands America Trust, to help conserve North America's prairie region, which is a lush and productive ecosystem of wetlands and grasslands and a critical breeding ground for millions of ducks and geese. Conservation of these grounds helps hundreds of plant and animal species and improves the quality of life for people by improving water quality and availability.

Wild Salmon Center

Since 1992, the Wild Salmon Center has worked to conserve wild salmon ecosystems across the Pacific Rim, protecting more than 35.7 million acres of habitat and promoting sustainable fisheries management in regions like Alaska, British Columbia and Northern California.

The Wild Salmon Center's current project aims to secure conservation thresholds in 20 stronghold rivers across the Pacific Rim by 2032. The Foundation has contributed \$2 million to support this work that will help protect 120 million acres of habitat and ensure the survival of 25% of the world's remaining wild salmon.

North Atlantic Salmon Fund

The North Atlantic Salmon Fund is a nonprofit conservation organization founded in 1989. It works with a network of international volunteers to protect wild salmon by battling the expansion of open net-pen farming and closing unsustainable fisheries.

The fund is working to expand its efforts through education, outreach and collaboration with over 15 international organizations. The Foundation has provided \$1.25 million to support this work, which aims to cut Greenland's salmon fishery by 20 metric tons, remove 80% of open pen nets and protect habitats.

American Rivers

With nearly 50 years of experience, American Rivers is dedicated to protecting and restoring rivers, preventing harmful dams, and ensuring healthy habitats and clean water for both wildlife and people. A \$10 million grant from the Foundation will support the removal of 400 dams over the next three years and the restoration of 100,000 acres of floodplains by 2030. The funding will also help launch a tool to aggregate river health data and support the development of clean water policies across all 50 states.





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 lives of children across the nation.



YWCA Greater Atlanta

YWCA Greater Atlanta has been a voice for change for women and families in Georgia since its founding at Spelman College in 1902. They address the needs of women and girls, providing services and programs focused on three areas: Advocacy & Social Justice, Education & Economic Empowerment and Health & Safety for Women and Girls.

In addition to previous support, the Foundation donated \$1 million for the revitalization of the Phillis Wheatley Westside YWCA, which is scheduled to open in 2025. This center for women and their families will provide vital programs, resources and opportunities for new careers and jobs, as well as mental health, physical health and social services. Additionally, YWCA Greater Atlanta will expand signature programs to bring an Early Learning Academy and Digital Skills Academy to the site.

Exploration Place

Exploration Place, the Sedgwick County Science and Discovery Center, is Kansas' premier science center, inspiring a deeper interest in science and technology through creative and fun experiences for all. The center has more than 300,000 visitors annually and provides free admission for Title I schools, SNAP recipients, Blue Star Families and more. Additionally, they provide camp scholarships and host thousands of student field trips each year.

Utilizing their existing riverfront property, the organization launched a new project to create a riverfront amphitheater, an educational play space and a 6,200-square-foot education center. The Foundation has supported Exploration Place over the years and contributed \$100,000 to this specific project, which will allow the organization to serve more children with its STEAM education programs, as well as increase the capacity for afterschool and summer childcare.

“It is so important that children have a strong educational foundation in life. Our founder, Governor James M. Cox, knew this many years ago, which is why we continue to make significant contributions in early childhood education today.”



Nancy Rigby
president, Cox Foundation



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 improve healthcare while expanding access to treatment for everyone.

Grady Health Foundation

For 130 years, Grady Health System has helped ensure that every individual in the metro Atlanta community is guaranteed access to quality healthcare — regardless of their ability to pay. With 700,000 patient visits annually, 41% of whom are uninsured, Grady handles more patients than any other Atlanta hospital.

Grady is working to improve access and quality of care and expand the health system and supporting infrastructure, which will serve 33,000 additional people each year. In addition to past donations of more than \$7.6 million, the Foundation made a grant of \$10 million to support the renovation and expansion of existing facilities, the addition of four new outpatient centers in high-need areas, a mobile health clinic focusing on screening and monitoring chronic diseases, and the addition of over 130 patient beds and six new operating rooms.

Baptist Health Care Foundation

Baptist Health Care has transformed healthcare in Northwest Florida for more than 70 years and is the only remaining not-for-profit health system headquartered in the area.

Baptist is building a new campus, which is 100% funded, however, they needed a predictive patient monitoring system. The Foundation donated \$500,000 to help with the purchase of this new CareView system, which helps predict patient falls, alerts staff to at-risk patients and minimizes the need for and cost of in-person monitoring. CareView is expected to help support 3,840 behavioral health patients and 1,460 other patients who are at risk of falling down each year.

Johnston Memorial Hospital

Established in 1992, the Johnston Memorial Hospital seeks to improve the health and well-being of all people, focusing on four core areas: access to care, holistic care, preventative care and end-of-life care.

In 2015, the hospital started a youth program to help fight the pediatric obesity problem in Johnston County, North Carolina. This program, which provides trainers, nutritional counseling and exercise programs, is being expanded. This includes a 6,600-square-foot facility that will focus on exercise and health education for underserved youth. With a donation of \$100,000, the Foundation helped build this new facility that will feature open play spaces, basketball courts, pickleball courts, a walking track and a classroom space, which are estimated to serve 1,348 children annually.

“We are so very grateful for the incredible partnership and generous support of the James M. Cox Foundation. This most recent investment in Grady will allow us to ensure access to life-changing and life-saving resources for thousands of patients at all points on the continuum of care. Not only does this make Grady stronger, it makes our entire community stronger as no one can reach their full potential without their health.”



John Haupt
CEO, Grady Health System



Empowering individuals and families

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

Opportunity Village

Since 1954, Opportunity Village has been dedicated to helping people with disabilities through workforce development, community employment, day services, inclusive housing, art activities and social recreation. The organization is the largest employer for people with disabilities in Nevada and serves more than 3,000 people annually.

To expand their impact, Opportunity Village is opening a new facility that will include one, two and four-bedroom apartments, providing independent and semi-independent living for people of all abilities. As an ongoing supporter of the organization, the Foundation donated \$200,000 for this expansion of more accessible and affordable housing for more than 100 additional individual residents.

Metropolitan Ministries

As communities throughout the Southeast grapple with the aftermath of Hurricane Milton and Helene, including power outages, property damage, limited shelter options and shortages of necessities like water, food and emergency supplies, the James M. Cox Foundation helped those in need.

In addition to other gifts to support the community, the James M. Cox Foundation gave \$250,000 to Metropolitan Ministries in Tampa, Florida. A Cox partner, Metropolitan Ministries provides food, shelter, water and emergency supplies to residents of Tampa and St. Petersburg.

Boys & Girls Clubs of America

While our partnership with the Boys & Girls Clubs of America dates back to the 1970s, 2024 marked a significant milestone — the 20th anniversary of Cox Innovation Labs in Boys & Girls Clubs of America locations throughout our communities. We're proud to celebrate two decades of collaboration and impact.

Cox Innovation Labs are safe places where Clubs members can explore and cultivate their interests in STEM fields and spark future career passions, like robotics, photography and more. They also help bridge the digital divide and create a better future for the next generation. Originally called "Cox Technology Centers," the first few were launched at Boys & Girls Clubs of America locations in California and Virginia in 2004. Now, we continue to open new Cox Innovation Labs and refresh existing ones to keep our technology current and prepare today's kids for tomorrow's careers. With support from the James M. Cox Foundation, nine new Innovation Labs across the country opened in 2023 and 2024.

20
years of
partnership

100+
Innovation Labs

16
states

10K
youth impacted



Boys & Girls Clubs students at the Cox Innovation Labs.

GOVERNANCE

Material topics

[Ethical corporate behavior](#)

[Data security and privacy](#)

[Business model resilience](#)

[Supply chain responsibility](#)

For more than a century, Cox has been guided by our values and dedicated to doing the right thing, always. Our strong corporate governance practices provide a solid foundation from which we can lead Cox into the future with integrity and accountability. This includes protecting stakeholder interests, mitigating risk, working toward our impact goals, strengthening business performance and enhancing trust among our employees, communities and customers.



Cox Enterprises Assurance & Advisory Team connect and discuss project updates.

Environmental and social governance

As a global company operating in multiple industries, we strive to address a broad range of environmental and social issues. In 2024, we updated our materiality assessment to ensure our approach accounts for changes in our business, industries and the world in which we operate. Learn more about our updated materiality assessment on [pages 8-9](#).

In the constantly evolving world, we take a stakeholder-led approach to assessing and managing key environmental and social impacts, risks and opportunities. Cox's environmental and social strategy is supervised by an ESG Committee of our Board of Directors that includes four members of our Board, including our CEO. The Committee receives periodic reports and updates from our corporate leadership and our Corporate Social Responsibility team. The ESG Committee's scope includes all material areas related to environmental sustainability, inclusion and community engagement.

Our decisions are driven by a commitment to integrity, ethics and our values, as well as our dedication to being a trusted partner. To support this, we have developed a range of policies that guide our organization and employees in managing our environmental impact, promote social responsibility and ensure strong governance practices. These policies demonstrate Cox's ongoing commitment to sustainability and ethical business conduct. Our environmental and social policies and disclosures are available on our Impact Reporting Hub, including two new policies introduced since our last report; [Inclusion policy](#) and the [Statement of Approach to Tax](#).

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,
Cox Enterprises, and chairman,
James M. Cox Foundation



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.)



Henry Parry-Okeden
co-founder, InvitedHome



Troy D. Taylor
founder, chairman and CEO,
Coca-Cola Beverages Florida



Byron Trott
chairman and co-CEO, BDT
and MSD Partners



James C. "Rad" Weaver
CEO and chairman,
CW Interests



Christopher J. Williams
chairman and CEO, The
Williams Capital Group L.P.



ESG committee member

Environmental and Social Governance

BOARD OF DIRECTORS

Our Board of Directors receives regular updates from the ESG Committee and 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. The Board of Directors oversees climate-related issues and is responsible for approving corporate targets, monitoring progress toward goals and reviewing and guiding strategy.

ESG COMMITTEE OF THE BOARD OF DIRECTORS

Our environmental and social impact is supervised by an ESG Committee that reports to the Board of Directors. The ESG Committee currently includes four members of our Board of Directors, including our CEO and two Independent Directors, and receives periodic reports and updates from our corporate leadership (including our CEO) and Corporate Social Responsibility team. The ESG Committee's scope includes all material topic areas related to environmental sustainability, inclusion and community engagement.

The ESG Committee meets at least once a year to:

- Assess and provide input on our material environmental, social and governance topics, including impacts, risks and opportunities
- Advance progress toward our environmental and social goals
- Review content and data subsets from our Impact Report
- Ensure supply chain responsibility

ESG WORKING GROUP

Responsible for managing impacts and advancing our environmental and social objectives with strategy delegated to senior executives across multiple business functions.

The ESG working group meets regularly to monitor and discuss material topics. Our working group includes leadership from:

- Corporate Social Responsibility
- Corporate Sustainability (Cox Conserves)
- Corporate Affairs
- Center for Inclusion
- Human Resources
- Law and Policy
- Finance and Treasury
- Tax and Accounting

Ethical corporate behavior

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

Compliance and Privacy Center of Excellence

In early 2024, we formed a consolidated Compliance and Privacy Center of Excellence to drive consistency and alignment while ensuring we continue to uphold the highest standards across all of our businesses. Reporting to the Chief Compliance and Privacy Officer, this newly formed center consists of four pillars:

- Ethics and compliance
- Enterprise privacy
- Enterprise regulatory and compliance programs

Each pillar's scope has an enterprisewide view, identifying and sharing best practices and applying the appropriate divisional lens to support business initiatives, provide advice and mitigate risk.



Employees collaborate and catch up on work.

“Robust compliance, efficient legal operations and proactive governance are vital to our company’s success. By upholding the highest standards, we aim to mitigate risk and cultivate a culture of growth, accountability and trust.”

We outline Cox’s commitment to our values of integrity in our enterprisewide Code of Conduct, which defines expectations for our employees and promotes a culture of compliance.



Jennifer Hightower

executive vice president and chief legal officer, Cox Enterprises



Cox Automotive employees participate in regular training sessions to enhance their industry knowledge.

“Strong ethics means honoring our responsibilities to our colleagues, our customers and our community.”



Amber Hall
chief compliance and privacy officer, Cox Enterprises

Training and education

Cox is committed to strengthening and upholding our Code of Conduct by offering comprehensive annual training. This training equips employees with clear guidance on handling specific situations, asking questions and reporting concerns. By delivering timely, relevant information, we empower our employees to embody our core values and uphold integrity in everything they do.

Annually, we launch our enterprisewide Speak Up and Code of Conduct mandatory training for all employees. This campaign reinforces employees' responsibility to speak up if they or their teams witness misconduct or behavior that conflicts with Cox's values, ethical principles or regulatory standards. Additionally, certain employees, director level or above, also completed an Ethics and Compliance Questionnaire used to proactively disclose conflicts of interest. Finally, we use survey tools to assess our ethical culture and anonymously shared any areas of concern.

Reporting a concern

Our open-door policy encourages open communication, allowing employees to discuss any problems or concerns with their manager at any time. Additionally, employees have alternative ways to address their concerns through our 24/7 Ethics Hotline. Accessible by phone (1-877-329-0696) or online, the hotline provides an anonymous, confidential way to ask questions or raise issues with an independent, third-party specialist.

International ethics hotline

To support our international employees in raising concerns about ethical practices, Cox Automotive offers an International Ethics Hotline that enables local teams to monitor and address reported compliance issues in the following countries:

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

Public policy governance

Cox's employee political action committee (CoxPAC), along with PACs from various industry trade associations, welcome voluntary contributions from eligible employees to support political candidates who align with Cox's business and industry goals. CoxPAC is a nonpartisan, employee-funded political action committee that works to advance Cox's long-term business and industry goals. Employee contributions to CoxPAC support federal candidates for the U.S. Senate and House of Representatives in states or districts where Cox has employees or facilities. In 2024, CoxPAC contributions were evenly split among Democratic and Republican candidates, consistent with the overall makeup of Congress. We fully comply with all laws and regulations regarding contribution solicitations and fund disbursements. Participation in CoxPAC is entirely voluntary, with no obligation for employees to participate. For questions about PACs, contact [CoxPAC](#).

Risk and resilience

Effective risk management and strong governance are foundational to Cox's long-term strategy and success. Our Enterprise Risk Management (ERM) team plays a central role in embedding a proactive risk and opportunity mindset across the organization. We focus on identifying key risks and putting appropriate processes and controls in place to mitigate and manage them effectively, helping to ensure business continuity and resilience.

Through our ERM framework and the Executive Risk Steering Committee, we continuously assess enterprisewide risks — including climate-related, financial, operational, reputational and legal — and respond with appropriate oversight. Environmental and occupational health and safety are managed by a dedicated team in each division. A Code of Conduct, Ethics and Compliance training and a comprehensive set of frameworks, policies and standards reinforce a culture where risk management is a shared responsibility across all levels of the business — from executive leadership to frontline teams. This integrated approach enables Cox to stay ahead of emerging risks while seizing strategic opportunities.

Our ERM team supports this by partnering with the business to evaluate potential events or trends that may impact the organization. They provide timely analysis and risk intelligence to inform decision-making and ensure oversight through regular reporting to the Executive Risk Steering Committee.

In parallel, our Safety Management System serves as a critical component of our broader risk mitigation strategy. It houses key policies, procedures and training programs that are continuously updated to reflect changes in operational procedures and technologies. Programs like near-miss reporting, root cause incident

investigations and enhanced employee training not only drive engagement but also strengthen our risk-aware culture.

As the company expands into new and diverse industries — including indoor agriculture, electric vehicle battery services and fleet services — we remain focused on integrating best practices and ensuring rigorous compliance. Our evolving policies and training programs help us address the unique challenges that come with this growth, reinforcing our commitment to managing risk holistically and safeguarding the interests of our employees, communities and the business.

Business continuity planning

Cox maintains a comprehensive Enterprise Business Continuity program for our divisions and subsidiaries. It includes policies, guidelines, risk mitigation controls, procedures and action plans. It is designed to proactively identify potential threats and disruptions to the organization while maintaining operations and protecting our people, assets and company interests.

Business Continuity Plans (BCP) are developed and documented to ensure the safety and security of employees as well as expedite the recovery of critical business processes during a significant disruption. BCPs provide an organized, structured approach with defined roles and responsibilities, recovery procedures, communication strategies and critical contact information to aid the impacted organization in the recovery process.



A Manheim employee attends an EV training at our FleetTec Academy.

Data security and privacy

Cox is committed to creating purposeful moments of human connection through technology. We recognize our employees and customers rely on transparency about how we process and protect personal information with respect to individual privacy. We are dedicated to upholding the highest data privacy and security standards, staying current with the evolving legal landscape and securing and protecting all data.

To reinforce these efforts, we have centralized privacy and data security compliance oversight within our new Compliance and Privacy Center of Excellence. Led by the Chief Compliance and Privacy Officer, the Enterprise Privacy Team is responsible for supporting privacy and cybersecurity efforts across all Cox businesses. Given the rapid changes in privacy and cybersecurity law, we've also assigned designated attorneys to support each division. Each division is also supported by a dedicated Chief Information Security Officer with a team of information and cybersecurity professionals.

The teams support the implementation of best practices and proactively address emerging cyber risks that could disrupt business operations or compromise employee, customer and company information. All employees receive data-protection training, with additional specialized training based on specific job functions.

Policies and guidelines

As needed, we develop, implement and update policies and guidelines to support privacy compliance; protect our businesses from cyber threats; prevent unauthorized access to employee, customer and business information; support new growth; and secure the digital technologies that power Cox. We review these policies annually and on an as-needed basis to keep pace with changes in operations, practices

and laws. Our data privacy and security policies and guidelines include:

- Information Security Policy and Standard
- Information System Acceptable Use Policy
- Records and Information Management Policy
- Employee Privacy Policy
- Biometrics Policy
- GenAI Guidelines

Comprehensive cybersecurity and privacy due diligence are fundamental to all Cox investments. As part of the acquisition process, we assess data privacy and security posture. Each acquired company brings its own approach to data privacy and cybersecurity, and we identify and recommend tailored solutions, while ensuring that we continue to meet enterprisewide standards.

Like most companies, regardless of their size or industry, Cox may experience incidents such as phishing attempts, human error, unexpected software issues and direct or indirect cyberattacks. These events require an internal investigation that is led and resolved by a team of highly qualified professionals. To ensure readiness, we regularly test our incident response plans and review our security posture.

GenAI guidelines

In light of the expanding influence of generative artificial intelligence (GenAI), we developed and implemented GenAI guidelines for our employees in 2023, which we continuously review and improve. Additionally, Law and Policy provides advice and guidance regarding the governance and use of GenAI across all our businesses.



Cox Communications employee at a local supply chain logistics center.

Supply chain responsibility

Cox relies on a diverse network of suppliers, service providers and vendors across our divisions to procure goods and services. By following 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.

In an effort to improve our ability to evaluate and mitigate risks posed by third parties, we have enhanced our third-party due diligence for international and domestic suppliers. This includes developing a vendor intake process focused on key risk areas in regulatory compliance and responsible sourcing, as well as continuously monitoring high-risk vendors.

Supplier code of conduct

We expect anyone who conducts business on behalf of Cox to 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.

Sustainable supply chain

As we look to build a better future for the next generation, we are focused on making impactful reductions across our supply chain. A few highlights include:

- Cox Communications reduced freight travel by 417,000 miles, avoiding 193 metric tons of CO₂ — equal to the annual energy use of 24 homes.
- Ready Logistics, a subsidiary of Cox Automotive, cut freight travel by 222,400 miles, preventing 89 metric tons of CO₂.
- By moving to a more ecofriendly package for the Cox Communications consumer self-install kits, we avoided 1,900 tons of waste, 3,600 tons of CO₂, 601 million gallons of water and saved \$5 million.
- Cox recovered nearly \$20M in network gear for reuse, including repurposed power supplies. Our Return Merchandise Authorization program grew 25% YoY, enabling more repairs and replacements. With automation, we scale this effort at little to no cost, promoting a circular economy.
- Cox partners with national organizations like Eggleston, Opportunity Village and STARS to refurbish accessories like remote controls, keeping 2.2 million devices out of landfills and saving \$5.5 million in equipment costs.

Supply chain strategy

We developed a phased responsible supply chain strategy, which includes vision, scope and focus areas 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

- Measure impact and partner with suppliers to reduce the environmental impact of our supply chain.
- Engage key suppliers to report on their environmental footprint and what they are doing to minimize their impact. Over time, drive down the environmental footprint of the goods and services they provide to Cox.

Supplier programming

At Cox, our commitment to inclusion extends to the way we work with suppliers who support our operations. We intentionally provide access and opportunities for businesses of all types to thrive and contribute to our success, ensuring our supply chain reflects the creativity, expertise and innovation needed to move our business forward.

We are proud of the strong actions we've cultivated to encourage opportunities for small business. These partnerships empower businesses that make a meaningful impact, driving economic growth and opportunity where it's needed most.

In an effort to empower these businesses to connect with us, we created a supplier introduction meeting link to enable suppliers to connect directly with our team. Additionally, we established programs to provide guidance, resources and mentorship, including:

- **Small Business Leadership Academy:** Started in 2015, this program provides eight to 10 weeks of continuing education that supports the leadership development, operational sustainability and improved scalability of small businesses in the regions where Cox operates. To date, Cox has invested over \$500,000 partnering with six colleges and universities in five Cox markets to administer the program. In 2024, the program graduated 93 businesses, increasing its total to 376.
- **Certification Assistance Program:** Established in 2021, the Cox Certification Assistance Program provides resources to assist suppliers with

certification, which helps them increase visibility and build capacity. The program includes educational resources, coaching from supplier professionals and connections with critical contacts at certifying organizations. To date, Cox has invested \$83,000 in this program, supporting 32 suppliers in achieving certification and contributing \$159 million in new spend.

- **Connection Program:** Launched in 2023, the Connection Program fosters meaningful relationships, offers mentorship and supports the growth of suppliers in our communities. Through this initiative, participating suppliers engage with Cox Enterprises customers to expand their business and enhance operations. To date, the program has connected suppliers representing over \$49 million in new spend.



George Richter, senior vice president of Supply Chain Management, speaks to a group of suppliers during the Cox Business Vendor Forum.

Looking ahead

We recognize that strong corporate governance is essential for driving the growth of our business, achieving our objectives and building trust with our employees, communities and customers. As we continue to expand, we will stay committed to enhancing our governance practices while prioritizing the long-term interests of our stakeholders.

Forces shaping our business	Our approach
Navigating environmental and social regulatory complexities Shifting political pressures and regulations will likely shape corporate strategy.	Responsible business practices with strong corporate governance enable us to proactively identify, manage and assess risks and ultimately mitigate them effectively. Doing so helps us establish stakeholder trust and creates long-term sustainability. To achieve this, we will: • Provide quarterly internal updates on policy changes and market trends to enhance awareness. • Strengthen decision-making through our ESG working group, ensuring strong governance. • Continue to integrate environmental and social topics into the companies formalized Enterprise Risk Management process. • Monitor upcoming regulations, including international policies, to maintain compliance and adapt to evolving standards.
The rise of greenwashing and climate litigation Regulators, legal challenges and public scrutiny are intensifying to ensure environmental claims are supported by measurable environmental benefits.	Cox continues to invest in sustainable businesses and tout the environmental benefits of our businesses and products. To ensure transparency and credibility in our claims and to protect our reputation, we will continue to work closely with stakeholders across the business, including legal and environmental experts.
Ethical use of artificial intelligence (AI) AI is transforming business operations and companies are establishing governance structures to ensure AI use aligns with ethical, legal and strategic priorities.	We will continually review and enhance our Artificial Intelligence Guidelines, guided by our internal AI Councils. These councils lead our governance efforts in close collaboration with the Law & Policy team, which provides ongoing legal support and guidance across all our business units.



FRAMEWORKS AND DATA

[Stakeholder engagement](#) | [Glossary of material topics](#) | [Data summary](#) | [GRI index](#) | [Key community partnerships](#) | [Awards and recognition](#)

About this report

Every two years, we produce a comprehensive Impact Report to inform stakeholders about our progress related to environmental, social and governance topics. Additionally, we refresh our data annually to ensure accuracy and transparency. This includes quantitative and qualitative information that compares 2023-2024 results to previous years, as well as progress toward our impact goals. Unless otherwise noted, this report is for the calendar years beginning on Jan. 1, 2023 and ending Dec. 31, 2024, for our wholly owned U.S.-based operations and majority-owned investments of Cox Enterprises, Cox Communications and Cox Automotive. Where necessary (e.g., for environmental reporting) we only account for those operations over which Cox has financial control.

Unless otherwise noted, this report shares stories of our performance, initiatives and progress in the U.S. in 2023 and 2024. The information reported is current as of the date of publication. This report was reviewed by our legal team, internal department leads and executive leadership, and certain content subsets were presented to the ESG Committee of the Board. In addition to this report, we also provide updates on our progress in the “Our Impact” section of our website. For additional information regarding this report and its contents, please visit www.coxenterprises.com or contact csr@coxinc.com. We welcome comments and feedback on this report.

Reporting frameworks, standards and assurance

Cox strives to continuously improve our environmental impact, social responsibility and strong governance practices through the use of reporting frameworks and standards. Our 2023-2024 reporting process has been guided by leading impact reporting frameworks and standards when applicable. We self-declare that this report was prepared with reference to the GRI Standards and addresses our approach to the principals and goals of the United Nations Global Compact (UNGC). A GRI Content Index on [page 75](#) of this report shows our alignment with GRI reporting elements and our material topics. We intend to continue to report annually.

We also disclose metrics that are not explicitly mentioned by these frameworks but that we believe are relevant to our environmental, social and governance initiatives as identified through regular 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 disclosures is based on a definition of materiality specific to the assessment of environmental,

social and governance issues, not the concept of materiality used by the U.S. Securities and Exchange Commission (SEC). Issues that we identify as “material” from an impact perspective are not necessarily material to the Company under securities laws, rules and regulations in place at publication.

Cox seeks independent limited assurance for select environmental data at select periods. In 2025 we underwent limited assurance for our GHG statement for the year ended Dec. 31, 2024. Please see our ‘Statement of Greenhouse Gas (“GHG”) Emissions for the year ended December 31, 2024’. Our zero waste to landfill data was assured through GreenCircle Certified. Additionally, we actively engage our internal audit services team to analyze our environmental and social data, the associated data processes, controls and reporting risks.

Forward-looking statements

This report contains forward-looking statements, including but not limited to environmental, social and governance topics and business plans and strategies to achieve goals or future performance 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 environmental, social and governance strategy, programs and progress annually, we assume no obligation to update or amend any forward-looking statements found in this year’s Impact Report.

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, stakeholder engagement is essential for gaining a deeper understanding of our stakeholders' needs, implementing changes and creating greater impact. The table below outlines some of the ways we maintain frequent engagement with our stakeholders.

	How We Engage
Employees	Cox Impact Employee engagement platform Surveys and listening sessions Employee resource groups
Suppliers	Sustainability questions in RFPs and assessments Vendor data collection Annual supplier awards
Customers	Conferences and summits Educational forums and training Sales calls and product demos Installations Customer and leadership awards
Communities	Employee volunteerism Charitable donations to nonprofit partners Public affairs engagement True Impact tracking tool
Industry	Participation in industry groups Signing pledges and initiatives
Bond Holders	Calls, emails and questionnaires
Government/ Regulators	Educating officials and trade associations Advocating for policy positions Supporting PAC fundraising Helping leaders navigate policy changes
Media	Engaging with media on key topics Press releases and media alerts Social media and speaking engagements Thought leadership opportunities

Glossary of material topics

Material topic	Definition	Resources
ENVIRONMENTAL		
Climate change risks and management	Cox's ability to manage climate-related impacts, risks and opportunities from actual or potential physical and transition impacts.	Minimizing our environmental impact, p. 27 Environmental and Social Governance, p. 53 TCFD
Energy management	Management of the environmental and social consequences associated with energy use, including Cox's management of its energy consumption, production, diversification, recovery and reductions.	Energy management, p. 29
Greenhouse gas (GHG) emissions	Direct and indirect emissions of greenhouse gases (GHGs) and emission reduction targets to limit Cox's contributions to global warming.	GHG emissions, p. 29
Transition to renewables and alternative energies	Transition from a predominantly fossil-based energy production system and consumption to renewable and alternative energy sources, including policies, goals, accounting instruments and technologies that facilitate that transition and help limit global climate change to 1.5 degrees.	Energy management, p. 29 Advancing clean energy, recycling, and EV technologies, p. 32
Waste management	Managing waste (such as harmful substances, hazardous waste and non-hazardous waste) responsibly and minimizing waste produced by Cox's offices and operational facilities by reducing, recycling and recovering materials.	Waste management, p. 30
Water stewardship	Managing the water resources (withdrawal and discharge) that Cox's operations (offices and operational facilities) and communities are dependent upon.	Water stewardship, p. 31
Product design and lifecycle management	Principles, practices and processes that minimize or eliminate the negative environmental and social impacts of Cox's products and services across its lifecycle (including microplastics).	GRI, p. 84 Minimizing our environmental impact, p. 27 Waste management, p. 30 Advancing clean energy, recycling and EV technologies, p. 32 Cox Farms, p. 39
Biodiversity and nature	Cox's practices throughout operations to manage and remediate contamination of natural resources due to harmful substances, excessive use or exploitation, spills, noise pollution and general corporate operational impacts that affect the protection of land, forests and biodiversity resources. Includes minimizing and managing the negative impact that Cox operations and value chain has on the stock of capital derived from biological diversity and ecosystems as well as natural resources.	Cox Conserves goals, p. 36 Biodiversity, conservation and environment, p. 48 Protecting the Planet, p. 25

Material topic	Definition	Resources
SOCIAL		
Access and affordability	Providing tools and resources to ensure all individuals and population groups can access Cox's products and services without discrimination, including management of universal needs, affordability and accessibility.	Advancing connectivity, p. 17 GRI, p. 81
Data security and privacy	Aspect of information technology that deals with the protection of private corporate information, critical information systems and networks from security breaches, particularly where they affect consumer and/or employee data.	Data security and privacy, p. 58
Consumer health and safety	Cox's initiatives, procedures, safe design of products, safety controls and staff training to ensure product and service quality and the safety of end consumers, including considerations regarding operational health and safety hazards at Cox events (e.g., auctions) as well as product ingredients and their potential effects on customer health. Also includes breaches of product or service quality and safety and general liability concerns.	GRI, p. 87
Customer practices	Cox's management and practices of dynamics of customer expectations that affect satisfaction, loyalty and brand reputation and the mechanisms to ensure consumers are treated fairly and honestly during commercial transactions.	GRI, p. 87
Employee health and safety	Management of health and safety in the workplace across Cox operations with a focus on primary risk prevention, including protocols, training and the design of optimal conditions for employee productivity. Also includes work-related injuries, illnesses and death, as well as behaviors and workplace risks that can cause physical, psychological, sexual or economic damage to employees.	Employee health and well-being, p. 22
Human rights	Cox's responsibility to uphold fundamental rights and freedoms inherent to all human beings that ensure they are able to live with dignity, freedom, equality, justice and peace, and the measures necessary to uphold these rights.	Ethical corporate behavior, p. 55
Labor relations	Employment practices regarding internal and external workforce throughout Cox's value chain, compliance with regulatory regimes and internationally accepted labor standards in the workplace. Includes minimum labor rights, respectful communication with unions, employee benefits, fair compensation and worker-related CSR initiatives.	GRI, p. 84
Talent management	Cox's employment practices regarding internal workforce and refers to the process of ensuring the workforce is functioning at its most productive levels and copes with organizational changes.	GRI, pp. 84-85
Selling practices and product labeling	Responsible and ethical advertisements, communications and sales strategies, with a focus on the honest representation of the characteristics, impacts and safety of products and services, including pricing transparency.	GRI, pp. 86-87

Material topic	Definition	Resources
Community engagement	Fostering relationships with the communities in which Cox operates through employee volunteering, local economy support, corporate giving and strategic organizational relationships with nonprofit organizations.	Community engagement, p. 14
Inclusion	Maintaining a collaborative work environment that recognizes, appreciates and creates opportunities to effectively utilize the talent, skills and perspectives of every employee regardless of race, sex, age, veteran status, religion, color, sexual orientation, national origin, citizenship, disability, gender identity and gender expression.	Inclusion, pp. 18-19
Innovation and technology	Cox's efforts in financing and developing innovative products and solutions that can create opportunities and disruptive change in current or future Cox markets, as well as improving customers and other stakeholders' experiences.	Innovating for Impact, pp. 38-46
GOVERNANCE		
Supply chain responsibility	Identifying and managing the social, environmental and governance risks present in Cox's supply chains to support responsible procurement practices.	Supply chain responsibility, p. 59-60
Competitive behavior	Practices that prevent or restrict free trade or competition between Cox and other commercial actors in a market, including anti-competitive behavior, protectionism, protection and infringement of intellectual property rights.	GRI, p. 82
Ethical corporate behavior	Corporate culture, moral code of conduct and guiding principles to the strategic and operational management of Cox, including management of risks and opportunities associated with ethical considerations, lawful behavior and compliance practice.	Ethical corporate behavior, p. 55
Business model resilience	Cox's efforts in identifying and managing risks and opportunities connected to social, environmental and economic challenges into the business model planning, including how Cox responds and adapts to these changes to carry on its activity, grow and create value for shareholders and society in the long term.	Business continuity planning, p. 57 Innovating for Impact, pp. 38-46
Management of legal and regulatory environment	Cox's company's regulatory compliance strategy and how it engages and aligns itself with regulators to make public and corporate interests compatible.	GRI, pp. 75-78

Data summary

Caring for people

TOTAL NUMBER OF EMPLOYEES¹

	2023	2024
Full-time	42,212	42,537
Part-time	3,479	3,859
International ²	2,747	2,878
Total	48,438	49,274

¹ Data included in this table covers employees in the U.S. and Canada from Cox Enterprises, Cox Automotive, Cox Communications and wholly-owned and majority-owned companies with the exception of BrightFarms, Mucci Farms, Nexus Circular, Axios and Atlanta Esports Ventures.

² International data covers permanent employees; job data not available.

HIRES^{3,4}

	2023		2024	
	Number of employees	Rate	Number of employees	Rate
Total employees	8,154	67.1%	8,286	67.2%

³ U.S. and Canada employees only.

⁴ Includes external hires only. Rate based on percentage of total hires.

INTERNAL HIRE RATE⁵

	2023		2024	
	Number of employees	Rate	Number of employees	Rate
Total employees	4,007	32.9%	4,039	32.8%

⁵ U.S. and Canada employees only.

EMPLOYEE TURNOVER⁶

	2023		2024	
	Number of employees	Rate	Number of employees	Rate
Total employees	8,318	18.3%	7,618	16.5%

⁶ U.S. and Canada employees only.

PERCENTAGE OF EMPLOYEES WITH 5+ YEAR TENURE⁷

	2023	2024
Total employees	54.3%	54.9%

⁷ U.S. and Canada employees only.

EMPLOYEES COVERED UNDER COLLECTIVE BARGAINING AGREEMENTS^{8,9}

	2023	2024
Cox Enterprises	<1% (0.68%)	<1% (0.66%)
Cox Automotive	<1% (0.49%)	<1% (0.58%)
Cox Communications	0	0

⁸ Figures represent rates. 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.

⁹ In 2023, <1% (0.31%) of our U.S. and Canadian-based employees are covered by collective bargaining agreements. In 2024, <1% (0.37%) were covered.

2024 MEDICAL PLAN PARTICIPATION RATE¹⁰

	2023	2024
Medical eligible employees enrolled	95%	91%
Dental eligible employees enrolled	90%	88%
Vision eligible employees enrolled	79%	79%

2024 KNOW YOUR NUMBERS PARTICIPATION RATE¹⁰

	2023	2024
Participation rate for eligible participants	29%	32%

¹⁰ Data included in this table covers employees in the U.S. and Canada from Cox Enterprises, Cox Automotive, Cox Communications and wholly-owned companies and majority-owned companies with the exception of BrightFarms, Mucci Farms, Nexus Circular, Axios and Atlanta Esports Ventures.

CORPORATE AND JAMES M. COX FOUNDATION (JMCF) GIVING AS CASH AND AS IN-KIND DONATIONS

	2023					2024				
	CAI	CCI	CEI	JMCF	Total	CAI	CCI	CEI	JMCF	Total
Cash	471,571	7,172,728	6,788,864	40,020,834	54,453,997	441,885	5,653,569	6,604,912	42,648,000	55,348,366
In-Kind	67,000	78,372,708	863,345	-	79,303,053	180,000	75,734,598	831,208	-	76,745,806
Total	538,571	85,545,436	7,652,209	40,020,834	133,757,050	621,885	81,388,167	7,436,120	42,648,000	132,094,172

COX EMPLOYEE RELIEF (CERF) IMPACT

	2023	2024
Total \$ Given	\$1.1M	\$1.3M

EMPLOYEE VOLUNTEERS AND VOLUNTEER HOURS PER YEAR

	2023	2024
# of employee volunteers	9,637	12,966
# of employee volunteer hours	63,759	155,700
Volunteer events ¹¹	325	1,508+

¹¹ This figure does not include individual personal volunteer events.

Protecting the planet

Energy consumption

ENERGY CONSUMPTION (KWH) RENEWABLE VS. NON-RENEWABLE

	2023			2024		
	Non-Renewable	Renewable	Total	Non-Renewable	Renewable	Total
Cox Enterprises	1,091,240,745	0	1,091,240,745	1,106,005,251	19,443	1,106,024,694
Cox Communications	996,216,751	78,713,006	1,074,929,757	1,001,045,862	68,370,924	1,069,416,786
Cox Automotive	655,724,566	18,801,922	674,526,488	607,930,427	17,207,777	625,138,204
Total	2,743,182,062	97,514,928	2,840,696,990	2,714,981,540	85,598,144	2,800,579,684

ENERGY CONSUMPTION (KWH) U.S. VS. INTERNATIONAL

	2023			2024		
	International ^{12,13}	U.S.	Total	International ^{12,13}	U.S.	Total
Cox Enterprises	685,775,807	405,464,938	1,091,240,745	656,388,826	449,635,868	1,106,024,694
Cox Communications	0	1,074,929,758	1,074,929,758	0	1,069,416,786	1,069,416,786
Cox Automotive	159,302,954	515,223,534	674,526,488	61,034,672	564,103,532	625,138,204
Total	845,078,761	1,995,618,230	2,840,696,991	717,423,498	2,083,156,186	2,800,579,684

¹² International data covers Australia, Brazil, Canada, Germany, Netherlands, New Zealand, Portugal, Spain and United Kingdom.

¹³ No renewable energy was consumed for international sites in 2023 and 2024.

GHG emissions (metric tons CO₂e)¹⁴

DIRECT (SCOPE 1) GHG EMISSIONS¹⁵

	2023			2024		
	International ¹⁶	U.S.	Total	International ¹⁶	U.S.	Total
Cox Enterprises	96,752	49,102	145,854	92,252	58,320	150,572
Cox Communications	-	48,488	48,488	0	56,693	56,693
Cox Automotive	18,033	75,516	93,549	8,162	90,691	98,853
Total	114,785	173,106	287,891	100,414	205,704	306,118

INDIRECT (SCOPE 2) GHG EMISSIONS (LOCATION-BASED)¹⁵

	2023			2024		
	International ¹⁶	U.S.	Total	International ¹⁶	U.S.	Total
Cox Enterprises	18,236	81,155	99,391	16,734	80,549	97,283
Cox Communications	-	299,322	299,322	0	259,496	259,496
Cox Automotive	10,131	50,913	61,044	6,540	52,112	58,652
Total	28,367	431,390	459,757	23,274	392,157	415,431

¹⁴ See our Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2023 and our Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2024 on our [Impact Reporting Hub](#).

¹⁵ Limited assurance for 2023 and 2024 does not apply to all the data as presented. Totals are covered but not emissions by geography or entity.

¹⁶ International data covers Australia, Brazil, Canada, Germany, Spain, Portugal, Netherlands, New Zealand and United Kingdom.

INDIRECT (SCOPE 2) GHG EMISSIONS (MARKET-BASED)¹⁷

	2023			2024		
	International ¹⁸	U.S.	Total	International ¹⁸	U.S.	Total
Cox Enterprises	18,236	79,310	97,546	16,733	79,529	96,262
Cox Communications	-	203,927	203,927	0	176,157	176,157
Cox Automotive	10,131	39,048	49,179	6,540	40,392	46,932
Total	28,367	322,285	350,652	23,273	296,078	319,351

TOTAL SCOPE 1 + 2 (LOCATION-BASED)¹⁷

	2023			2024		
	International ¹⁸	U.S.	Total	International ¹⁸	U.S.	Total
Cox Enterprises	114,988	130,257	245,245	108,986	138,869	247,855
Cox Communications	-	347,809	347,809	0	316,189	316,189
Cox Automotive	28,165	126,429	154,594	14,702	142,803	157,505
Total	143,153	604,495	747,648	123,688	597,861	721,549

TOTAL SCOPE 1 + 2 (MARKET-BASED)¹⁷

	2023			2024		
	International ¹⁸	U.S.	Total	International ¹⁸	U.S.	Total
Cox Enterprises	114,988	128,412	243,400	108,985	137,849	246,834
Cox Communications	-	252,414	252,414	0	232,850	232,850
Cox Automotive	28,165	114,564	142,729	14,702	131,083	145,785
Total	143,153	495,390	638,543	123,687	501,782	625,469

¹⁷ Limited assurance for 2023 and 2024 does not apply to all the data as presented. Totals are covered but not emissions by geography or entity.

¹⁸ International data covers Australia, Brazil, Canada, Germany, Spain, Portugal, Netherlands, New Zealand and United Kingdom.

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS¹⁹

Division	Category	2023			2024		
		United Kingdom (UK)	U.S.	Total	United Kingdom (UK)	U.S.	Total
Cox Automotive	01: Purchased Goods and Services	-	702,486	702,486	-	608,112	608,112
Cox Automotive	05: Waste Generated in Operations	275	-	275	298	4,489	4,787
Cox Automotive	06: Business Travel	4,297	3,053	7,350	8,634	10,402	19,036
Cox Automotive	07: Employee Commute	-	-	-	-	98,202	98,202
Cox Automotive	15: Minority Investments	-	-	-	-	68,171	68,171
Cox Communications	01: Purchased Goods and Services	-	501,496	501,496	-	518,630	518,630
Cox Communications	05: Waste Generated in Operations	-	-	-	-	2,898	2,898
Cox Communications	06: Business Travel	-	1,080	1,080	-	3,523	3,523
Cox Communications	07: Employee Commute	-	-	-	-	7,921	7,921
Cox Communications	13: Downstream Leased Assets	-	525,193	525,193	-	431,383	431,383
Cox Communications	15: Minority Investments	-	-	-	-	43,056	43,056
Cox Enterprises Inc	01: Purchased Goods and Services	-	88,057	88,057	-	161,950	161,950
Cox Enterprises Inc	05: Waste Generated in Operations	-	-	-	-	1,470	1,470
Cox Enterprises Inc	06: Business Travel	-	474	474	-	1,593	1,593
Cox Enterprises Inc	07: Employee Commute	-	-	-	-	150	150
Cox Enterprises Inc	15: Minority Investments	-	-	-	-	187,310	187,310
Total		4,572	1,821,839	1,826,411	8,932	2,149,260	2,158,192

¹⁹ Limited assurance does not apply to Scope 3 emissions.

INDIRECT (SCOPE 3) CATEGORY TOTALS (METRIC tCO₂e)²⁰

	2023	2024
01: Purchased Goods and Services	1,292,039	1,288,692
05: Waste Generated in Operations	275	9,155
06: Business Travel	8,904	24,151
07: Employee Commute	-	106,273
13: Downstream Leased Assets	525,193	431,383
15: Minority Investments	-	298,537
Total	1,826,411	2,158,192

²⁰ Limited assurance does not apply to Scope 3 emissions.

EMISSIONS FACTORS

Scope 3 Category	Emissions Factors
Air Travel	Air Travel (With RF) UK Average - DEFRA 2024
Air Travel	Air Travel Factors - US EPA 2025
CPE	eGRID2023
Employee Commute	[AR5] Personal Car - US EPA 2025
Generated Waste	[AR5] Waste Disposal Factors - EPA 2025
Hotel Stay	Global Average - DEFRA 2024
Hotel Stay	United Kingdom - DEFRA 2024
Hotel Stay	United States - DEFRA 2024
Procurement	CEDA Emission Factors 2024
Rail (UK)	Scope 3 Ground Travel - EMEA - DEFRA 2024
Rental Cars	USEEIO Dataset v1.2 2013
Minority Investments	CEDA Emission Factors 2024

GHG Methodology

In accordance with the GHG Protocol, Cox reports emissions for all seven GHGs covered by the Kyoto Protocol if applicable: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). The company converts all emissions from these sources to carbon dioxide equivalents (CO₂e) for reporting by multiplying by the respective Global Warming Potential ("GWP"). Our CO₂e emissions are substantially comprised of CO₂.

We have not yet calculated biogenic emissions for Scope 3.

Data for Business Travel and Waste Generated in Operations covers the U.S. and UK; all other categories only include U.S.

Global Warming Potentials (GWP) used are from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) (2014) where available; otherwise, the IPCC Fourth Assessment Report (AR4) (2007) is used.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition by the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) and apply the calculation methodologies from the Greenhouse Gas Protocol Scope 3 Technical Guidance.

Improved data collection for the Business Travel category is a primary driver of the year over year change for Category 6.

Water and effluents

WATER WITHDRAWAL (ML) BY SOURCE^{21,22}

	2023	2024
Surface water	-	-
Groundwater	64	96
Seawater	-	-
Produced water	-	-
Third-party water	2,330	2,539
Total	2,394	2,635

WATER WITHDRAWAL (ML) BY ENTITY^{22,23}

	2023			2024		
	U.S.	International	Total	U.S.	International	Total
Cox Enterprises	361	435	795	312	753	1,065
Cox Communications	818	-	818	481	0	481
Cox Automotive	710	71	781	872	217	1,089
Total	1,889	505	2,394	1,665	970	2,635

²¹ Primarily municipal water supplies or other public or private water utilities, with a few sites that pull directly from wells.

²² Limited assurance does not cover breakouts by entity or geography. See our [Statement of Water and Effluents for the year ended December 31, 2023](#). Only certain water usage data (GRI 303-1 and 303-3) for 2023 was subject to limited assurance. No 2024 water data was assured.

²³ International data covers Australia, Brazil, Canada, Germany, Netherlands, New Zealand and United Kingdom.

Waste

WASTE COMPOSITION (U.S. TONS)

	2023	2024
Non-hazardous waste generated total	48,664	44,658

WASTE DIVERTED FROM DISPOSAL

	2023	2024
	Non-Hazardous	Non-Hazardous
Waste diverted from disposal total	44,901	44,059

WASTE DIRECTED TO DISPOSAL

	2023	2024
	Non-Hazardous	Non-Hazardous
Landfilling	8,615	8,866

Innovating for Impact

STARTUPS SUPPORTED

Total since 2016	397
Based in Atlanta	195
Total in 2023	83
Based in Atlanta	35
Total in 2024	182
Based in Atlanta	36

Limited assurance includes Scope 1 and 2 GHG emission data.

Global Reporting Index (GRI)

Disclosure	Disclosure Title	Response
GRI 1: FOUNDATION		
	Statement of use	Cox Enterprises ("Cox") has reported with reference to the GRI Standards for the period of January 1, 2023 to December 31, 2024
	GRI 1 used	GRI 1: Foundation 2021
GRI 2: GENERAL DISCLOSURES		
2-1	Organizational details	2024 Collective Impact Report › Our Company, p. 5
2-2	Entities included in the organization's sustainability reporting	2024 Collective Impact Report › Frameworks and data › About this Report, p. 62
2-3	Reporting period, frequency and contact point	2024 Collective Impact Report › Frameworks and data › About this Report, p. 62
2-4	Restatements of information	There are no restatements of information for the reporting period.
2-5	External assurance	2024 Collective Impact Report › Frameworks and data › About this Report, p. 62
2-6	Activities, value chain and other business relationships	Some organizational changes are important to note as we report on our activities: • Acquisition of United Private Networks (UPN) • Merged Logicworks, a new acquired cloud services company, with RapidScale, a Cox Business company • Acquisition of FleetNet America • Majority owner of Nexus Circular • Launch of Socium Ventures • Acquisition of Corcoran Mobile Services, Inc. • Acquisition of Boem Berry • Majority owner of OpenGov • Launched Cox Cleantech Accelerator 2024 Collective Impact Report › Our Company, p. 5

Disclosure	Disclosure Title	Response
2-7	Employees	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
2-8	Workers who are not employees	Contractor headcount data not available.
2-9	Governance structure and composition	2024 Collective Impact Report › Governance › Board of Directors, p. 54
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. Shareholders of the company meet annually to elect the full slate of directors, including any new directors. Shareholders and senior management are committed to having a majority of independent directors, and the company is committed to conducting a robust selection process to identify the most qualified candidates to serve on the board of directors.
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 and Executives at 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 certain related party transactions, and otherwise addresses perceived or actual conflicts of interest pursuant to appropriate review and approval processes under Delaware law.
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Collective Impact Report › Governance › Environmental and social governance, pp. 53-54
2-13	Delegation of responsibility for managing impacts	2024 Collective Impact Report › Governance › Environmental and social governance, pp. 53-54
2-14	Role of the highest governance body in sustainability reporting	This report was reviewed by our legal team, internal department leads, executive leadership and certain content subsets were presented to the ESG Committee of the Board for approval ahead of publication.
2-15	Conflicts of interest	2024 Collective Impact Report › Governance › Ethical corporate behavior, p. 55
2-16	Communication of critical concerns	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	2024 Collective Impact Report › Governance › Environmental and social governance, pp. 53-54
2-18	Evaluation of the performance of the highest governance body	Board composition is reviewed annually.

Disclosure	Disclosure Title	Response
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 Empowered Leader Objectives, 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. Other than an enhanced retirement provision, termination payments are consistent with 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	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 adapt to these issues. In our 2024 materiality assessment, we confirmed our focus areas were valid and identified new areas we have adopted 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 and keep defining new ones, continuing to evolve our strategy with a focus on our ambition to build a better future for the next generation. In 2014, Cox established FutureFocus 2034, a bold plan to build on our 126-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 that could influence our impact on others) in order to validate and inform Cox's current and future strategy. Our goals support our impact pillars: Caring for People: • Empower 34 million people to live more prosperous lives by 2034 Protecting the Planet: • Send zero waste to landfill by 2024 • Take action to reduce our carbon and water footprints Innovating for Impact: • Make investments to create a large and impactful cleantech business for a more sustainable future 2024 Collective Impact Report › Letter from our Chairman and CEO, p. 3 2024 Collective Impact Report › Cox Conserves goals, p. 36

Disclosure	Disclosure Title	Response
2-23	Policy commitments	The responsibility for embedding our policy commitments varies depending on the policy. For our environmental sustainability policy, day-to-day responsibility falls to the Cox Conserves team. This team reports up to the SVP, Corporate Services & Sustainability who reports to the President and CFO. Responsibility for embedding our Tax Policy with our Tax team that reports into our President and CFO. Responsibility for embedding our ID&E Policy sits with our Center for Inclusion, which reports to our Chief People Officer. Responsibility for embedding our Code of Conduct sits with our Ethics and Compliance team, who reports to our Chief Legal Officer. The Cox's Ethics and Compliance teams implemented an enterprise wide 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.
2-24	Embedding policy commitments	2024 Collective Impact Report › Governance › Ethical corporate behavior, p. 55
2-25	Processes to remediate negative impacts	2024 Collective Impact Report › Governance › Ethical corporate behavior, p. 55
2-26	Mechanisms for seeking advice and raising concerns	2024 Collective Impact Report › Governance › Ethical corporate behavior, p. 55 See also GRI 2-23
2-27	Compliance with laws and regulations	Because we operate in various countries, our businesses and employees are subject to, and expected to comply with, a diverse set of local laws and regulations. We have governance structures and compliance and regulatory teams in place to ensure compliance and keep track of new requirements. Cox Enterprises does not report the number of significant instances of non-compliance with laws and regulations due to confidentiality constraints.

Disclosure	Disclosure Title	Response
2-28	Membership associations	We are a part of a number of membership and industry organizations, including — but not limited to — the following: • 50+ New Car Franchise State and Metro Associations • American International Auto Dealers Association (AIADA) • Association of Corporate Citizenship Professionals • Cable and Telecommunications Association for Marketing (CTAM) • CableLabs • Catalyst • Disability:IN • National Association of Minority Auto Dealers (NAMAD) • National Auto Auction Association (NAAA) • National Automobile Dealers Association • National Cable Television Association (“NCTA - The Internet & Television Association”) • National Independent Auto Dealers Association (NIADA) • National Minority Supplier Development Council • National Organization on Disability • Points of Light • Society of Cable and Telecommunications Engineers (SCTE) • Sustainable Leadership Forum • The Conference Board • UN Global Compact • U.S. Chamber of Commerce Foundation • Women in Cable and Telecommunications (WICT) 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.
2-29	Approach to stakeholder engagement	2024 Collective Impact Report › Frameworks and data › Stakeholder engagement, p. 63
2-30	Collective bargaining agreements	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67

Disclosure	Disclosure Title	Response
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	2024 Collective Impact Report › Our approach › Materiality, p. 8
3-2	List of material topics	2024 Collective Impact Report › Our approach › Materiality, p. 8 2024 Collective Impact Report › Frameworks and data › Glossary of material topics, p. 64
GRI 101: BIODIVERSITY		
3-3	Management of the material topic	2024 Collective Impact Report › James M. Cox Foundation › Biodiversity, conservation and environment p. 48 2024 Collective Impact Report › Protecting the planet › Cox conserves goals, p. 36
101-1	Policies to halt and reverse biodiversity loss	2024 Collective Impact Report › Protecting the planet › Creating a healthier planet for the next generation, p. 28
101-2	Management of biodiversity impacts	2024 Collective Impact Report › Protecting the planet › Cox Conserves goals, p. 36
GRI 201: ECONOMIC PERFORMANCE		
3-3	Management of the material topic	2024 Collective Impact Report › Our company, p. 5
201-1	Direct economic value generated and distributed	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
201-2	Financial implications and other risks and opportunities due to climate change	We've partnered with third-party consultants to examine options for evolving our climate goal and identifying climate-related risks and opportunities through the Task Force for Climate Related Financial Disclosures. This will both provide insights to inform our business planning and meet climate-related disclosure requirements. Our Task Force on Climate-Related Financial Disclosures (TCFD) report can be found on our website.

Disclosure	Disclosure Title	Response
GRI 203: INDIRECT ECONOMIC IMPACTS		
3-3	Management of the material topic	We think about our impact through three pillars: Caring for People, Protecting the Planet and Innovating for Impact. Caring for People: 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. Protecting the Planet: On a broad scale, this 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. Our national nonprofit partnerships include: The Recycling Partnership, Keep America Beautiful, American Rivers, Captain Planet, Arbor Day Foundation and Trust for Public Land. Innovating for Impact: We have a bold plan to build on our 126-year history of innovation and diversification. We continue to be a leader in the broadband, automotive and media industries, while also making strategic investments to help promote innovation in agriculture, renewable energy, healthcare and the public sector.
203-1	Infrastructure investments and services supported	Cox Communications has a strong history of bringing the most advanced technology to offer speed, reliability and performance when customers need it. The company has invested more than \$12 billion in network upgrades to deliver some of the most powerful internet, TV, phone, smart home and mobile services and will continue making multibillion-dollar annual infrastructure investments over the next several years. The company is building out its fiber-to-the-home (FTTH) service while also offering multi-gig speeds powered by fiber to 50% of customers today. Cox is also proactively addressing the convergence of wired and wireless connectivity by giving customers new opportunities to bring together their mobile and broadband services, offering fast, fiber-powered internet at home packaged with unbeatable 5G reliability on the go, delivering a simplified experience at a better value. Cox Automotive is staying true to the company vision, transforming the way the world buys and sells cars. The company is in the early stages of testing a 100% digital transaction capability on Autotrader. Cox Automotive's strategy remains to maintain our leadership position by offering end-to-end car buying solutions and expanding into new markets like fleet ownership and EV battery lifecycle management. For efficiently managing the industry's largest EV battery recall to offering swift solutions for emergency battery-related incidents, we continue to set industry standards and support practices that extend EV batteries' first lives and promote end-of-life reuse and recovery treatments. We recycle over 90% of the battery pack and recover critical materials to reduce the mining of new minerals. Cox Enterprises is pushing beyond the boundaries of our core businesses with investments in adjacent industries and high growth potential markets, such as indoor agriculture, cleantech, healthcare, digital media and the public sector. We are strategically diversifying our business and investment in transformative industries to lay the foundation for a bright future. Additionally, we support and uplift communities through environmental stewardship. In 2023 and 2024, we contributed over \$1 million to enhance recycling infrastructure and education through corporate partners such as The Recycling Partnership and Live Thrive Atlanta through their Center for Hard to Recycle Materials.

Disclosure	Disclosure Title	Response
GRI 205: ANTI-CORRUPTION		
3-3	Management of the material topic	2024 Collective Impact Report › Governance › Ethical corporate behavior, p. 55 Code of Conduct
205-1	Operations assessed for risks related to corruption	2024 Collective Impact Report › Governance › Supply chain responsibility, p. 59
205-2	Communication and training about anti-corruption policies and procedures	2024 Collective Impact Report › Governance › Ethical corporate behavior, p. 55
GRI 301: MATERIALS		
3-3	Management of the material topic	2024 Collective Impact Report › Protecting the planet › Waste management, p. 30
301-2	Recycled input materials used	2024 Collective Impact Report › Innovating for impact › Cox Farms, p. 39 BrightFarms
301-3	Reclaimed products and their packaging materials	2024 Collective Impact Report › Governance › Supply chain responsibility, p. 59
GRI 302: ENERGY		
3-3	Management of the material topic	2024 Collective Impact Report › Protecting the planet › Energy management, p. 29
302-1	Energy consumption within the organization	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
GRI 303: WATER AND EFFLUENTS		
3-3	Management of the material topic	2024 Collective Impact Report › Protecting the planet › Water stewardship, p. 31
303-1	Interactions with water as a shared resource	2024 Collective Impact Report › Protecting the planet › Water stewardship, p. 31
303-3	Water withdrawal	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67

Disclosure	Disclosure Title	Response
GRI 305: EMISSIONS		
3-3	Management of the material topic	2024 Collective Impact Report › Protecting the planet › GHG emissions, p. 29
305-1	Direct (Scope 1) GHG emissions	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
305-2	Indirect (Scope 2) GHG emissions	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
305-3	Other indirect (Scope 3) GHG emissions	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
GRI 306: WASTE		
3-3	Management of the material topic	2024 Collective Impact Report › Protecting the planet › Waste management, p. 30
306-1	Waste generation and significant waste-related impacts	2024 Collective Impact Report › Protecting the planet › Waste management, p. 30
306-2	Management of significant waste-related impacts	2024 Collective Impact Report › Protecting the planet › Waste management, p. 30
306-3	Waste generated	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
306-4	Waste diverted from disposal (tons)	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
306-5	Waste directed to disposal (tons)	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67

Disclosure	Disclosure Title	Response
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of the material topic	2024 Collective Impact Report › Governance › Supply chain responsibility, p. 59
308-1	New suppliers that were screened using environmental criteria	Supplier Code of Conduct New suppliers are sent a Supplier Risk Intake Questionnaire before doing business with Cox. This questionnaire asks suppliers about their status on key environmental and social issues. If a supplier does not complete the questionnaire or responds adversely to any of the screening questions, the issue is escalated to the supplier engagement team for due diligence.
GRI 401: EMPLOYMENT		
3-3	Management of the material topic	2024 Collective Impact Report › Caring for people › Talent management, p. 20
401-1	New employee hires and turnover	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	To see a full list of Cox employee benefits, visit the benefits page on our website. 2024 Collective Impact Report › Caring for people › Physical well-being, p. 22
GRI 402: LABOR/MANAGEMENT RELATIONS		
3-3	Management of the material topic	Code of Conduct Supplier Code of Conduct
402-1	Minimum notice periods regarding operational changes	We provide advance notice to employees regarding significant operational changes that may substantially impact them, in accordance with applicable local regulations and requirements. Additionally, we maintain open communication through regular updates and meetings to keep employees informed about business developments.

Disclosure	Disclosure Title	Response
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
3-3	Management of the material topic	2024 Collective Impact Report › Governance › Risk and resilience, p. 57
403-1	Occupational health and safety management system	2024 Collective Impact Report › Governance › Risk and resilience, p. 57
403-2	Hazard identification, risk assessment, and incident investigation	Facilities are inspected on a regular, recurring basis using a third-party property risk control consultant. Facilities inspections include fire protection reviews, infrared scans and general life/safety practices. Recommendations for improvement are made (via centralized property loss control database) to which the operations, facilities and/or safety representative responds to the appropriate recommendation as to how/when the recommendation will be corrected. There are teams that are dedicated solely to conduct inspections on our Outside Plant infrastructure and rectify all noted deficiencies in a timely manner. Incident investigations are also performed in a timely manner across the enterprise and are leader driven. These investigations serve the purpose of not only preventing future incidents, but reassuring the workforce that workplace safety is paramount.
403-3	Occupational health services	2024 Collective Impact Report › Caring for people › Employee health and well-being, p. 22
403-6	Promotion of worker health	2024 Collective Impact Report › Frameworks and data › Data summary, p. 67
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Contract terms generally require workers meet or exceed certain levels of training and certification dependent upon the area of the business.
GRI 404: TRAINING AND EDUCATION		
3-3	Management of the material topic	2024 Collective Impact Report › Caring for people › Talent management, p. 20
404-1	Average hours of training per year per employee	2024: 11.2 hours 2023: 17.7 hours
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
3-3	Management of the material topic	2024 Collective Impact Report › Caring for people › Inclusion, p. 18

Disclosure	Disclosure Title	Response
GRI 408: CHILD LABOR		
3-3	Management of the material topic	Code of Conduct Supplier Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	Cox is committed to honesty, integrity and fair dealings in all of our business operations, including utilizing a responsible supply chain. Before selecting and entering into contracts or relationships, due diligence is conducted on potential third parties utilizing a risk-based approach. Our aim is to identify, assess and mitigate risk by vetting suppliers through a comprehensive Intake Form and research platforms, which help us assess their financial health, operational stability and ethical practices, including their measures to prevent child labor.
GRI 409: FORCED OR COMPULSORY LABOR		
3-3	Management of the material topic	Code of Conduct Supplier Code of Conduct
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Cox is committed to honesty, integrity and fair dealings in all of our business operations, including utilizing a responsible supply chain. Before selecting and entering into contracts or relationships, due diligence is conducted on potential third parties utilizing a risk-based approach. Our aim is to identify, assess and mitigate risk by vetting suppliers through a comprehensive Intake Form and research platforms, which help us assess their financial health, operational stability and ethical practices, including their measures to prevent forced labor.
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
3-3	Management of the material topic	2024 Collective Impact Report > Governance > Supply chain responsibility, p. 59
414-1	New suppliers that were screened using social criteria	New suppliers are sent a Supplier Risk Intake Questionnaire before doing business with Cox. This questionnaire asks suppliers about their status on key environmental and social issues. If a supplier does not complete the questionnaire or responds adversely to any of the screening questions, the issue is escalated to the supplier engagement team for due diligence.

Disclosure	Disclosure Title	Response
GRI 416: CUSTOMER HEALTH AND SAFETY		
3-3	Management of the material topic	Cox Automotive offers DealShield®, a wholesale industry purchase protection solution, enabling subscribing dealers to return vehicles that don't meet their expectations. The DS360 Return Guarantee is available across the physical and digital Manheim Marketplace as well as nearly 100 independent auction locations in the U.S. Subscribing dealers have access to an immense selection of DS360-eligible inventory. Depending on their subscription, clients will either have the 21-day/360-mile guarantee or 30-day/500-mile guarantee automatically applied to eligible vehicle purchases. Additionally, Cox Automotive's EV Battery Solutions team partners with local fire departments for electric vehicle fire training in a collaborative effort to improve community safety and deepen first responders' understanding of electric vehicle fires. 2024 Collective Impact Report › Innovating for Impact › Cox Farms, p. 39
416-1	Assessment of the health and safety impacts of product and service categories	2024 Collective Impact Report › Innovating for Impact › Cox Farms, p. 39
GRI 417: MARKETING AND LABELING		
3-3	Management of the material topic	2024 Collective Impact Report › Governance › Supply chain responsibility, p. 59 2024 Collective Impact Report › Innovating for impact › Growth Operations, p. 42 2024 Collective Impact Report › Protecting the Planet › Advancing clean energy, recycling and EV technologies, p. 32
417-1	Requirements for product and service information and labeling	2024 Collective Impact Report › Governance › Supply chain responsibility, p. 59 2024 Collective Impact Report › Innovating for impact › Growth Operations, p. 42 2024 Collective Impact Report › Protecting the Planet › Advancing clean energy, recycling and EV technologies, p. 32 Cox Automotive offers DealShield®, a wholesale industry purchase protection solution, enabling subscribing dealers to return vehicles that don't meet their expectations. The DS360 Return Guarantee is available across the physical and digital Manheim Marketplace as well as nearly 100 independent auction locations in the U.S. Subscribing dealers have access to an immense selection of DS360-eligible inventory. Depending on their subscription, clients will either have the 21-day/360-mile guarantee or 30-day/500-mile guarantee automatically applied to eligible vehicle purchases. Axios editorial ethics policy

Disclosure	Disclosure Title	Response
GRI 418: CUSTOMER PRIVACY		
3-3	Management of the material topic	2024 Collective Impact Report › Governance › Data security and privacy, p. 58
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	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.
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT		
3-3	Management of the material topic	We seek to 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. Additionally, the Corporate Social Responsibility team utilizes Datamaran, a software analytics platform that identifies and monitors external risks.
ACCESS AND AFFORDABILITY		
3-3	Management of the material topic	2024 Collective Impact Report › Caring for people › Advancing connectivity, p. 17
INNOVATION AND TECHNOLOGY		
3-3	Management of the material topic	2024 Collective Impact Report › Innovating for impact, p. 38 2024 Collective Impact Report › Frameworks and data › Data summary, p. 67

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



**Anthem Awards Gold
Winner (2024)**



**Atlanta Business
Chronicle (2023-2024)**



**BBB Torch Awards
for Ethics (2024)**



**Best Workplaces
for Parents - Great
Place to Work**



**Brandon Hall Group
Learning and Development
(2023-2024)**



**Broadband Now Digital
Inclusion (2024)**



**Built in Best Places to Work
Atlanta (2023-2024)**



**Captain Planet Foundation
Corporate Superhero (2024)**



**Chattahoochee Riverkeeper
River Guardian (2024)**



**Disability Equality Index Best
Workplace for Disability Inclusion**



**Forbes America's Best
Large Employers (2024)**



**Forbes Best Employers
for New Grads (2024)**



**Fortune Best Workplaces
in Technology**



**Go Beyond Profit
(2023)**



**Great Place to
Work Certified**



**Great Places for Remote
Work 2023 Newsweek**



**Keep America Beautiful
Do Beautiful Things Corporate
Volunteer (2024)**



**Military Spouse
Employment Partnership
Commitment (2024)**



**Military.com Veteran
Hiring Pledge (2024)**



**Newsweek America's
Greenest Companies**



**Top Workplaces USA
(2024)**



**US News Best Companies
to Work For (2024)**

COX A Family of Businesses

COX
ENTERPRISES

Cox
AUTOMOTIVE

COX COX FARMS