Creating Lasting Impact for Generations to Come

2025 Collective Impact Report Summary

COX ENTERPRISES

Letter from our Chairman and CEO

The most exciting part of Cox's story isn't just where we've been — it's where we're going.

We were founded in 1898 by my great-grandfather, Governor James M. Cox. Today, we remain a privately held, family-owned company, now in our fourth generation. That continuity means something to us. What we've built over 125 years is the starting point for the meaningful work ahead.

Across our company, we're focused on operating and investing in businesses that are run well and do good in the world. We're always asking ourselves what's next and how we can meet new challenges with fresh thinking. In 2025, we continued to invest in bold ideas and sustainable growth, guided by a simple belief: When you combine strong values with a willingness to innovate, you can create something that will last.

None of this happens without our people. They are what power Cox every day. I'm proud that, for the second year in a row, we've been named one of Fortune's Best Workplaces in Technology and one of America's Most Innovative Companies. Behind those recognitions is a culture built on curiosity, collaboration and a genuine belief that we can always do more.

That same mindset shows up in the way we approach conservation and sustainability. Whether it's crafting outdoor gear that helps people connect more deeply with nature, recycling EV batteries, transforming hard-to-recycle plastics into renewable materials, or growing delicious and healthy food in greenhouses, we're contributing to issues that matter to us and helping solve today's tough environmental challenges.

We have important opportunities in front of us. In May 2025, Cox Communications and Charter Communications announced a definitive agreement to combine both companies into a single entity. By bringing together the strengths of each organization, we believe we can have an even greater impact — by serving customers better, creating new opportunities for our employees and supporting the communities where we live and work.

At the same time, we'll continue to drive diversification and innovation across our company. Since 2007, we've invested more than $3 billion in sustainable businesses and technologies and are committed to innovating to turn environmental challenges into opportunities that benefit both business and society.

Our future impact depends on staying agile and staying true to the values that define us. If we do that well, we won't just adapt to change, we'll help shape what comes next.

Ultimately, we're building a better future for this generation and those that follow. That's a responsibility we take seriously, and it's one that continues to inspire us.

Cox publishes our Impact Report every year to demonstrate our commitment to communities and the planet through meaningful, measurable impact. In this summary report, you'll find key highlights and data from 2025 — a snapshot of the progress we've made together and the direction we're headed.

I'm grateful for the people who make this work possible and for the partners and communities who are part of our journey. The path ahead is full of opportunity, and I'm optimistic about what we'll continue to accomplish.

Alex Taylor
Chairman and CEO
Cox Enterprises

Our Company

Cox's diverse family of businesses delivers solutions to address some of the world's most pressing challenges. From smart transportation to sustainable farming to clean energy, our family of companies is redefining industries. We're fueled by a relentless focus on innovation and a deep commitment to people, the planet and progress — because doing right by people and doing well in business have always gone hand in hand.

Our Purpose

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

1898

founded

Atlanta, GA

headquarters

47,000+

employees[1]

Top 15

privately-owned U.S. companies

$23 billion

in revenue

>>> To learn more about Cox's history and how it's shaping what's next, visit **CoxEnterprises.com**.

[1] As of December 2025.

//// 2025 HIGHLIGHTS

Environment

Environmental sustainability isn't a side initiative; it's core to how Cox operates, invests and grows.

Three

new state-of-the-art greenhouses unveiled by BrightFarms, positioning the company to reach more than two-thirds of U.S. households and expanding sustainable year-round production and access to fresh food nationally.

4 million

pounds of black mass processed and recovered by EV Battery Solutions by Cox Automotive, keeping critical battery minerals in circulation and advancing a more circular EV future.

Millions

of pounds of hard-to-recycle plastics converted into circular liquid by Nexus Circular, a Cox-backed advanced recycling company that transforms plastic waste into new materials.

Our Loop brand ambassador explores Montana's iconic waters.

Launched Cox Outdoors, a new business segment focused on delivering innovative outdoor gear — including the Loop and KUIU brands — while promoting conservation.

Introduced refreshed environmental goals, reflecting our ambition to be good stewards of the planet by inspiring positive environmental change, prioritizing four environmental focus areas: carbon and climate, water, circularity and waste, and habitat and species.

The Atlanta Journal-Constitution announced it will transition to an **all-digital format** in 2026 to reduce environmental impact and sharpen its focus on journalism.

Launched a **dedicated environmental advocacy function**, fostering coalitions with global NGOs, scientists, policymakers, filmmakers and like-minded enterprises to advance nature-positive solutions that protect biodiversity and restore ecosystems.

IMPACT SPOTLIGHT

Leveraging pilots of emerging technology and capital deployment to achieve our long-term ambition

In 2025, Cox set new, ambitious environmental goals that require still-emerging innovation. Cox has a long-standing commitment to investing in solutions that improve the world. Through incubatory initiatives like the Cox Cleantech Accelerator, co-founded with gener8tor, we invest in companies that provide promising technologies across our operations. Examples include 4Earth's water reclamation system, Rego's AI-powered waste identification software and Flux Hybrid, an aftermarket plug-in hybrid conversion kit. By piloting and scaling new solutions and partnering with others, we aim to accelerate progress and deliver lasting environmental impact.

4Earth's smart, modular water reclamation technology being installed at Manheim Nashville.

//// 2025 HIGHLIGHTS

People

From the beginning, Cox has been a company dedicated to making an impact. We believe it's good business to be good citizens, and that belief shows up in how we support our employees and show up for the communities we serve.

14,000+
employees volunteered over 100,000 hours of their time, surpassing our own record set just the year before.

32 food banks
across 18 states received fresh, greenhouse-grown produce donated by Cox Farms in partnership with Feeding America®.

$18 million
given to employees through the Cox Employee Relief Fund since 2005 to support 8,000+ colleagues through unexpected hardships.

Cox Enterprises employees lend their time and talent to paint a mural with Learning in Color at the Drew Charter School in Atlanta.

Our Employee Resource Groups (ERGs) hosted 140 events, including our **first-ever all-ERG event**, the Cox Sneaker Ball: Kicks and Connections, which raised more than $7,800 for the Cox Employee Relief Fund. ERG members also contributed 4,000+ volunteer hours in our communities — together, creating new ways for employees to connect, collaborate and lead.

240+
employees served on 400+ nonprofit boards, volunteering their expertise to strengthen organizations, foster community impact and grow as leaders in the process.

Launched Emerging Talent University to equip the next generation of Cox employees with essential training and community-building opportunities that drive innovation and impact.

BrightFarms employees volunteer with the Central Texas Food Bank.

IMPACT SPOTLIGHT

Manheim auctions raise nearly $520,000 for Boys & Girls Clubs

In its fifth year, Manheim's annual fundraising campaign raised nearly $520,000 for Boys & Girls Clubs of America in 2025 — the highest total in the campaign's history and more than $160,000 above 2024. Since 2021, Manheim auctions raised more than $1.3 million for their local Clubs. Beyond the fundraising, several Manheim auctions welcomed local Boys & Girls Club youth for site visits and community-building activities, fostering connections between employees and the neighborhoods they serve. All funds stay in the local markets where they were raised, ensuring young people across the country have access to the tools and support they need to thrive.

Manheim employees gather during an annual fundraiser event.

//// 2025 HIGHLIGHTS

James M. Cox Foundation

Grounded in the values of our founder, the James M. Cox Foundation has a rich history of giving back by supporting nonprofit organizations that address complex social and environmental issues and help make our communities strong.

Biodiversity, conservation and environment:

$20 million

gift to protect 328,000 acres of ancient forest in Chile's Cochamó Valley, safeguarding the pristine ecosystems of Hacienda Pucheguín and securing the future of one of South America's most remarkable natural landscapes as a national park.

Hacienda Pucheguín.

35,000 acres

of critical waterfowl habitat have been protected through **$5 million in grants to Ducks Unlimited**, restoring wetlands and coastal ecosystems that provide flood protection, water quality benefits and other services for millions of people across the Mid-Atlantic, Louisiana and Texas.

Early childhood education:

420,000 teachers

equipped with free, research-based literacy training through a **$4 million+ grant to the Atlanta Speech School's Cox Campus**, helping more children gain access to stronger reading instruction and high-quality early childhood education.

Thousands of children

and families across Santa Barbara are gaining access to books, story time, Wi-Fi and digital learning resources through a **$250,000 grant supporting Library on the Go 2.0**, bringing educational opportunities to parks, shelters and underserved communities.

12,500 children

and their families each year will benefit from stronger early literacy support through a **$200,000 grant to Reach Out and Read**, training Atlanta pediatric doctors and nurses to incorporate reading and language development into routine checkups.

Health:

8,000 children

and families each year will have access to innovative pediatric mental health care through a **$5.5 million grant to Children's Nebraska** for its new Behavioral Health & Wellness Center. The center will expand access to VR therapies and virtual-at-home support, helping more young people receive the right care, at the right time.

Thousands of cancer patients

and their families in Roanoke, Virigina will benefit from reduced travel time and improved access to advanced care through a **$500,000 grant to Carilion Clinic**, which is bringing comprehensive oncology services together in a single location.

25,000 patients

each year will benefit from expanded access to high-quality healthcare through a **$350,000 grant to Riverside Smithfield Hospital**, expanding care for Newport News residents.

Empowering individuals and families:

$3.6 million

grant to Westside Future Fund helping revitalize Atlanta's Westside through the creation of 22 affordable housing units and 3,000 square feet of community-focused retail space. The project transforms historic properties into homes, businesses and community assets that serve residents.

300 adults

with developmental disabilities are gaining safer living environments, improved transportation options and expanded community spaces that foster independence and long-term quality of life through a **$1.5 million grant to Just People**.

200,000 people

across Eastern Michigan are gaining expanded access to nutritious food through a **$500,000 grant to the Food Bank of Eastern Michigan**, which supports the renovation of a 115,000-square-foot facility and strengthens long-term hunger relief across the region.

IMPACT SPOTLIGHT

Rising stars bring bold ideas to the Emerge stage

In December 2025, Cox's Center for Emerging Talent hosted Emerge, an innovation showcase where seven rising stars from across the enterprise pitched bold ideas on stage before a panel of executive judges. Selected through a competitive process, participants worked closely with coaches and experts to develop their concepts. The ideas ranged from AI-powered tools to new revenue streams and smarter recycling solutions, demonstrating that our next generation of leaders is always building what's next.

Emerge participants pitched their bold solutions live on stage to a panel of judges.

Emerge participants accepting their awards.

//// 2025 HIGHLIGHTS

Innovation

We're actively exploring opportunities to diversify our portfolio and branch into new industries by driving innovation that improves the world.

High-quality oil produced by Nexus Circular through advanced recycling of plastics.

Four

new cities joined the Axios network as part of a three-year OpenAI partnership that integrates its journalism into ChatGPT and uses AI to build new systems for how it's created, distributed and monetized.

Recognized by **Fortune as one of America's Most Innovative Companies**, reflecting our commitment to our people and their dedication to drive meaningful change through technology.

OpenGov, a leading AI software provider for government agencies, expanded its public finance platform to support finance departments **serving 103 million Americans**, helping improve transparency, accountability and efficiency.

Surpassed $3 billion in cleantech investments, reflecting more than a decade of backing solutions that address environmental challenges while building long-term value.

10

trailblazing startups selected for the first two Cox Cleantech Accelerator cohorts, pioneering sustainable solutions in renewable energy, waste reduction and beyond.

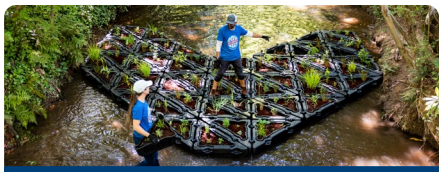
Socium Ventures, Cox Enterprises' venture capital arm, raised a second $300 million fund in 2025, bringing its **total capital to $600 million**. It invests this money in tech and healthcare companies, from early to growth stage.

Startups of the Cox Cleantech Accelerator presented solutions during the program's inaugural showcase.

Looking ahead

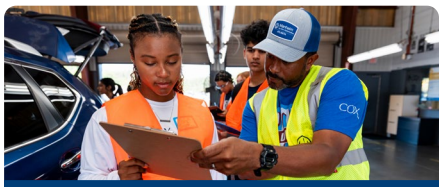
FORCES SHAPING OUR BUSINESS	OUR APPROACH
A changing business landscape The business environment is evolving in real-time. Technological advancements, shifting economic currents, evolving societal expectations and a new generation of talent are all converging at once, creating a landscape that's more dynamic than it's ever been. Companies that thrive won't be the ones that simply manage through change; they'll be the ones that help shape what comes next.	As a family-owned company focused on generational impact rather than quarterly gains, we're prioritizing investments that create long-term business value while advancing sustainability. That shows up in two ways: backing new technologies that keep the industries we've led for decades moving forward and funding future-focused startups in entirely new spaces. From agriculture to adventure, journalism to govtech, each investment is chosen for the impact it creates, not just the value it captures.
The growing imperative for sustainable growth Our sustainability strategy is core to our resilience, reputation and competitiveness. As our business grows and evolves, we're committed to keeping that strategy relevant and ready for what's next.	Sustainability is how we do business. We continue to pursue new opportunities, focusing on strategic investments that create long-term value while advancing our sustainability goals, including emerging technologies that move us toward our 2050 environmental goals. We also plan to refresh our materiality assessment to reflect changes in our business and the broader landscape and focus our efforts where we can deliver the greatest impact.
Environmental challenges demand collective action No single organization or government can solve today's most pressing environmental challenges alone. Protecting nature and restoring ecosystems requires collaboration across sectors and communities around the world.	We're deepening our commitments to revitalize the planet for the next generation by working alongside conservationists to shape public awareness, advance market and policy solutions and accelerate meaningful conservation outcomes.
Employees seek purpose-driven community impact Employees increasingly expect companies to provide meaningful ways to give back and create tangible impact in the communities where they live and work. Aligning community impact with the company's vision and goals helps ensure engagement is focused, measurable and connected to the future of the business, amplifying both employee purpose and community impact.	As our business continues to innovate into new markets, our 34 by 34 social impact initiative will continue to evolve as well. We're refining our community focus areas, including a growing emphasis on food security and workforce development. We're also looking for more ways to connect employees directly to community challenges, creating opportunities for them to lend their skills and energy where it matters most.

Mucci employee harvesting strawberries.



Cox volunteers install floating wetlands.

Wild Atlantic salmon.



Employee mentorship at Manheim.

Data summary

Environment

Energy consumption

ENERGY CONSUMPTION (KWH) RENEWABLE VS. NON-RENEWABLE

	2024			2025		
	Non-Renewable	Renewable	Total	Non-Renewable	Renewable	Total
Total	**2,714,981,540**	**85,598,144**	**2,800,579,684**	**3,245,671,347**	**116,388,671**	**3,362,060,019**

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

	2024			2025		
	International[1,2]	U.S.	Total	International[1,2]	U.S.	Total
Total	**717,423,498**	**2,083,156,186**	**2,800,579,684**	**1,382,834,969**	**1,979,225,049**	**3,362,060,019**

[1] International data covers Australia, Brazil, Canada, Germany, India, Mexico, the Netherlands, New Zealand, Portugal, Spain, Sweden and the United Kingdom.

[2] No renewable energy was consumed for international sites in 2024 and 2025.

Solar canopies at Manheim San Francisco, California generates renewable energy to power vehicle inspections and support EV charging infrastructure.

Two solar arrays on our Headquarter buildings generated enough energy to power 14 homes and offset 85,500 miles of gas-powered driving.

GHG emissions (metric tons CO_2e)[3]

DIRECT (SCOPE 1) GHG EMISSIONS[4]

	2024			2025		
	International[5]	U.S.	Total	International[5]	U.S.	Total
Total	**100,414**	**205,704**	**306,118**	**217,384**	**209,660**	**427,044**

INDIRECT (SCOPE 2) GHG EMISSIONS (LOCATION-BASED)[4]

	2024			2025		
	International[5]	U.S.	Total	International[5]	U.S.	Total
Total	**23,274**	**392,157**	**415,431**	**26,905**	**340,094**	**366,999**

INDIRECT (SCOPE 2) GHG EMISSIONS (MARKET-BASED)[4]

	2024			2025		
	International[5]	U.S.	Total	International[5]	U.S.	Total
Total	**23,273**	**296,078**	**319,351**	**26,905**	**226,349**	**253,255**

TOTAL SCOPE 1 + 2 (LOCATION-BASED)[4]

	2024			2025		
	International[5]	U.S.	Total	International[5]	U.S.	Total
Total	**123,688**	**597,861**	**721,549**	**244,289**	**549,754**	**794,043**

TOTAL SCOPE 1 + 2 (MARKET-BASED)[4]

	2024			2025		
	International[5]	U.S.	Total	International[5]	U.S.	Total
Total	**123,687**	**501,782**	**625,469**	**244,289**	**436,009**	**680,299**

[3] See our Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2024 and our Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2025 on our Impact Reporting Hub.

[4] Limited assurance for 2024 and 2025 does not apply to all the data as presented. Totals are covered but not emissions by geography.

[5] International data covers Australia, Brazil, Canada, Germany, India, Mexico, the Netherlands, New Zealand, Portugal, Spain, Sweden and the United Kingdom.

INDIRECT (SCOPE 3) CATEGORY TOTALS (METRIC tCO_2e)[6]

	2024			2025		
	International[7]	U.S.	Total	International[7]	U.S.	Total
01: Purchased Goods and Services	0	1,288,692	1,288,692	131,362	1,421,604	1,552,965
05: Waste Generated in Operations	298	9,632	9,930	44,447	26,880	71,327
06: Business Travel	8,634	15,518	24,152	14,070	41,787	55,857
07: Employee Commute	0	106,273	106,273	0	105,483	105,483
13: Downstream Leased Assets	0	431,383	431,383	0	358,932	358,932
15: Minority Investments	0	298,537	298,537	0	222,033	222,033
Total	**8,932**	**2,150,035**	**2,158,967**	**189,879**	**2,176,719**	**2,366,597**

[6] Limited assurance does not apply to Scope 3 emissions.

[7] International includes UK only for categories 1, 6, 7, 13 and 15. International data for Category 5: Generated Waste includes Australia, Brazil, Canada, Germany, India, Mexico, the Netherlands, New Zealand, Portugal, Spain and the UK.

EMISSIONS FACTORS

Scope 3 Category	Emissions Factors
Air Travel	Air Travel (Without RF) UK Average - DESNZ (DEFRA) 2026
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
Generated Waste	Waste Disposal Factors - DEFRA 2026
Hotel Stay	Global Average - DESNZ (DEFRA) 2026
Hotel Stay	United Kingdom - DESNZ (DEFRA) 2026
Hotel Stay	United States - DESNZ (DEFRA) 2026
Procurement	CEDA Emission Factors 2025
Rail (UK)	Scope 3 Ground Travel - DESNZ (DEFRA) UK 2025
Rental Cars	USEEIO Dataset v1.2 2013
Minority Investments	CEDA Emission Factors 2025

GHG Methodology

In accordance with the GHG Protocol, Cox reports emissions for all seven GHGs covered by the Kyoto Protocol if applicable: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O) and hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). The company converts all emissions from these sources to carbon dioxide equivalents (CO_2e) for reporting by multiplying by the respective Global Warming Potential ("GWP"). Our CO_2e emissions are substantially comprised of CO_2.

We have not yet calculated biogenic emissions for scope 3.

We have included emissions for the following categories: (1) Purchased goods and services, (5) Waste generated in operations, (6) Business travel, (7) Employee commute, (13) Downstream leased assets, and (15) Minority investments.

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.

Water and effluents

WATER WITHDRAWAL (ML) BY SOURCE[8]

	2024	2025
Surface water	-	-
Groundwater	96	149
Third-party water	2,539	3,339
Total	**2,635**	**3,488**

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

[9] International data covers Australia, Brazil, Canada, Germany, India, Mexico, the Netherlands, New Zealand, Portugal, Spain, Sweden and the United Kingdom.

[10] High-risk sites are identified utilizing WRI Aqueduct risk mapping tool (Baseline Water Stress = "High [40-80%]" or "Extremely high [>80%]").

WATER WITHDRAWAL (ML)[9]

	2024			2025		
	U.S.	International	Total	U.S.	International	Total
Total	**1,665**	**970**	**2,635**	**1,903**	**1,585**	**3,488**

WATER WITHDRAWAL (ML) FOR HIGH RISK SITES[10]

	2024	2025
Total water withdrawal from high-stress water regions	708	1,172

Waste

WASTE COMPOSITION (U.S. TONS)[11]

	2024	2025
Non-hazardous waste generated total	44,658	210,007

Cox funded and partnered with AI-and-robotics recycling startup Glacier to deploy advanced sorting technology at the Penn Waste Material Recovery Facility to boost recovery of materials.

WASTE DIVERTED FROM DISPOSAL (U.S. TONS)

	2024	2025
	Non-Hazardous	Non-Hazardous
Recycling	44,059	85,089

WASTE DIRECTED TO DISPOSAL (U.S. TONS)

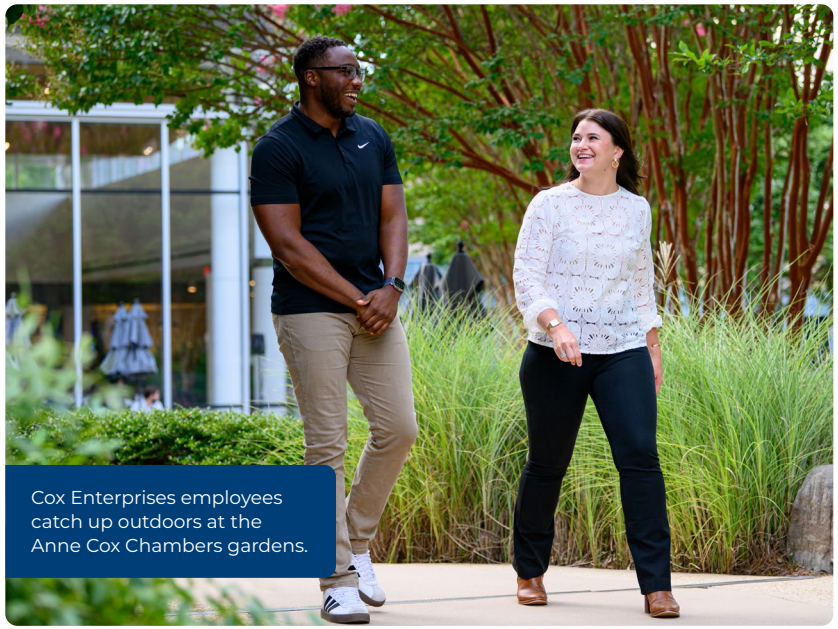
	2024	2025
Disposal operations	Non-Hazardous	Non-Hazardous
Landfilling	8,866	124,614
Incineration (with energy recovery)	-	304

[11] Increase in waste generation resulted from shifting from operational to financial control for reporting to more closely align with other environmental metrics.

People

TOTAL NUMBER OF EMPLOYEES[12]

	2024	2025
Full-time	42,537	40,568
Part-time	3,859	4,183
International[13]	2,878	2,825
Total	**49,274**	**47,576**



Cox Enterprises employees catch up outdoors at the Anne Cox Chambers gardens.

[12] 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 Nexus Circular, Axios, OpenGov, Loop and Atlanta Esports Ventures.

[13] International data covers permanent employees; job data not available.

[14] 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, OpenGov, Loop and Atlanta Esports Ventures.

[15] Includes external hires only. Rate based on percentage of total hires.

HIRES[14,15]

	2024		2025	
	Number of employees	Rate	Number of employees	Rate
Total employees	8,286	67%	6,727	68%

INTERNAL HIRE RATE[14]

	2024		2025	
	Number of employees	Rate	Number of employees	Rate
Total employees	4,039	33%	3,227	32%

EMPLOYEE TURNOVER[14]

	2024		2025	
	Number of employees	Rate	Number of employees	Rate
Total employees	7,618	17%	10,438	24%

PERCENTAGE OF EMPLOYEES WITH 5+ YEAR TENURE[14]

	2024	2025
Total employees	55%	53%

EMPLOYEES COVERED UNDER COLLECTIVE BARGAINING AGREEMENTS[16,17]

	2024	2025
Total employees	<1% (0.4%)	<1% (0.5%)

COX EMPLOYEE RELIEF (CERF) IMPACT

	2024	2025
Total $ Given	1.3M	1M

MEDICAL PLAN PARTICIPATION RATE[18]

	2024	2025
Medical eligible employees enrolled	91%	93%
Dental eligible employees enrolled	88%	88%
Vision eligible employees enrolled	79%	79%

EMPLOYEE VOLUNTEERS AND VOLUNTEER HOURS PER YEAR

	2024	2025
# of employee volunteers	12,966	14,173
# of employee volunteer hours	92,978	101,500
Volunteer events[19]	1,508+	2,448

KNOW YOUR NUMBERS PARTICIPATION RATE[18]

	2024	2025
Participation rate for eligible participants	32%	35%

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

	2024			2025		
	ENTERPRISEWIDE[20]	**JMCF**	**Total**	**ENTERPRISEWIDE[20]**	**JMCF**	**Total**
Cash	12,700,366	42,648,000	55,348,366	13,139,062	111,972,000	125,111,062
In-Kind	76,745,806	0	76,745,806	81,561,991	0	81,561,991
Total	**89,446,172**	**42,648,000**	**132,094,172**	**94,701,053**	**111,972,000**	**206,673,053**

[16] 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.

[17] In 2024, <1% (0.37%) of our U.S. and Canadian-based employees are covered by collective bargaining agreements. In 2025, <1% (0.47%) were covered.

[18] 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, OpenGov, Loop and Atlanta Esports Ventures.

[19] This figure does not include individual personal volunteer events.

[20] Enterprisewide giving includes Cox Automotive, Cox Communications and Cox Enterprises.

Innovation

STARTUPS SUPPORTED

Total since 2016	**777**
Based in Atlanta	274
Total in 2024	**182**
Based in Atlanta	36
Total in 2025	**110**
Based in Atlanta	28

Inflection^2026 showcased the power of the Socium Ventures network in action, bringing together founders, partner investors and Cox leaders in Atlanta for a day to discuss what matters most to us, real partnership.

About this report

Every year, Cox Enterprises produces an Impact Report to inform stakeholders about our progress related to environmental and social topics.

This includes quantitative and qualitative information that compares 2025 results to previous years. Unless otherwise noted, this report is for the calendar year beginning on Jan. 1, 2025 and ending Dec. 31, 2025, for our wholly owned U.S.-based operations and majority-owned investments of Cox Enterprises, Cox Communications and Cox Automotive. Acquisitions made in 2025 are not included in our quantitative data.

In May 2025, Cox Communications and Charter announced a definitive agreement to combine our two companies into a single entity. We will leverage the strengths of both to make an even greater impact as one company and will be better positioned to aggressively compete in an expanding and dynamic marketplace while benefiting our customers, employees and communities. The environmental performance and progress reflected in this report capture Cox Communications' 2025 impact.

Unless otherwise noted, this summary report shares stories of our performance, initiatives and progress in the U.S. in 2025. 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 coxenterprises.com or contact coxconserves@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 2025 reporting process has been guided by leading impact reporting frameworks and standards when applicable. A GRI Content Index on our website 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 2026 we underwent limited assurance for our GHG statement for the year ended Dec. 31, 2025. Please see our Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2025. 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.

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