

2023 COX ENTERPRISE GLOBAL RREPORTING INDEX (GRI)

DISCLOSURE	DISCLOSURE TITLE	RESPONSE																																			
GRI 1: FOUNDATION																																					
	Statement of use	Cox Enterprises ("Cox") has reported with reference to the Global Reporting Initiative ("GRI") Standards for the period of January 1, 2023 to December 31, 2023																																			
	GRI 1 used	GRI 1: Foundation 2021																																			
GRI 2: GENERAL DISCLOSURES																																					
2-1	Organizational details	Cox Enterprises is a global company with \$23 billion in annual revenues and a proud 125-year history. We continue to invest in long-term growth while remaining a values-driven, private corporation with fourth-generation family leadership. Cox Enterprises is dedicated to empowering people to build a better future for the next generation. 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.																																			
2-2	Entities included in the organization's sustainability reporting	Cox Enterprises includes its major operating subsidiaries of Cox Communications and Cox Automotive as well as its majority investments in cleantech, agriculture healthcare, digital media, and the public sector. Refer to the individual metrics for specific information on inclusions and exclusions.																																			
2-3	Reporting period, frequency and contact point	Our 2023 Report covers activities and topics related to environmental, social and governance themes over the last year. Unless otherwise noted, this report and included data captures events that took place during calendar years beginning on January 1, 2023 through December 31, 2023. We currently report on an annual cycle. We welcome comments and feedback on our report. Please contact us at csr@coxinc.com																																			
2-4	Restatements of information	No restatements included.																																			
2-5	External assurance	Cox seeks independent limited assurance for select Environmental, Social and Governance ("ESG") data at select periods. In 2024 we underwent limited assurance for our GHG statement and specified indicators (GRI 303-1 and 303-3 metrics) for the year ended December 31, 2023. Please see our 'Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2023' and 'Statement of Water and Effluents' for more details. Our Zero Waste to Landfill data was assured through GreenCircle Certified. Additionally, we actively engage our internal audit services team to analyze our ESG data, the associated data processes, controls and reporting risks.																																			
2-6	Activities, value chain and other business relationships	Cox Enterprises and its major operating divisions (i.e., Cox Automotive and Cox Communications) offer a variety of products and services through our B2B and B2C business activities. Cox's primary market is the United States, with international operations in Asia, Australia, Canada, Europe and Latin America. Some organizational changes are important to note as we report on our activities: <ul style="list-style-type: none"> -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 																																			
2-7	Employees	<table border="1"> <thead> <tr> <th colspan="5">2023 Headcount</th> </tr> <tr> <th></th> <th>Men</th> <th>Women</th> <th colspan="2">Totals</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>27,250</td> <td>14,962</td> <td colspan="2">42,212</td> </tr> <tr> <td>Part-time</td> <td>2,734</td> <td>745</td> <td colspan="2">3,479</td> </tr> <tr> <td>Total Men vs. Women</td> <td>29,984</td> <td>15,707</td> <td colspan="2"></td> </tr> <tr> <td>International*</td> <td></td> <td></td> <td colspan="2">2,747</td> </tr> <tr> <td>Total</td> <td></td> <td></td> <td colspan="2">48,438</td> </tr> </tbody> </table> <p><i>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.</i></p> <p><i>*International data covers permanent employees; gender breakdown and job data not available</i></p>	2023 Headcount						Men	Women	Totals		Full-time	27,250	14,962	42,212		Part-time	2,734	745	3,479		Total Men vs. Women	29,984	15,707			International*			2,747		Total			48,438	
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2-8	Workers who are not employees	Contractor headcount data not available.																																			
2-9	Governance structure and composition	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. <p>JAMES C. KENNEDY Chairman Emeritus and Chairman, James M. Cox Foundation</p> <p>ALEX TAYLOR * Chairman and Chief Executive Office</p> <p>HENRY PARRY-OKEDEN Co-founder, InvitedHome</p> <p>BARBARA KENNEDY HARTY * Board member, James M. Cox Foundation</p> <p>GRACE LIEBLEIN * Vice President of Global Quality, General Motors (Ret.)</p> <p>TROY D. TAYLOR * Founder, Chairman and CEO, Coca-Cola Beverages Florida</p> <p>BYRON D. TROTT Founder, Chairman and CEO, BDT & MSD Partners</p> <p>JAMES C. "RAD" WEAVER CEO and Chairman, CW Interests</p> <p>CHRISTOPHER J. WILLIAMS Chairman and CEO, The Williams Capital Group L.P.</p> <p>* ESG Committee Members</p>																																			
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 seeking diverse candidates to serve on the board of directors. The selection process for independent directors includes consideration of gender, race, ethnic diversity and other factors.																																			

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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 related party transactions related to perceived or actual conflicts of interest.
2-12	Role of the highest governance body in overseeing the management of impacts	Management of Cox's ESG impact is overseen by the ESG Committee of our Board of Directors, corporate leadership and the Corporate Social Responsibility team. Additionally, Cox's Ethics and Compliance team monitors specific identified risks, furthering Cox's continuous efforts to do business the right way. Ethics and Compliance updates are reported to the Audit Committee to facilitate increased transparency and oversight.
2-13	Delegation of responsibility for managing impacts	Responsibility for managing impacts is delegated to senior executives across business functions who provide leadership, partnership and action to manage impacts and advance our ESG objectives and strategy. This includes responsibility for goal setting, strategy, execution and impacts of material ESG topics. These groups include Corporate Social Responsibility, Corporate Sustainability ("Cox Conserves"), HR, Legal, Finance/Treasury, Enterprise Risk Management, the Center for Inclusion, and Supply Chain. Since our last report, our internal audit team reviewed our data and systems and provided recommendations in which we are in the process of implementing. We are also in the process of migrating data and establishing further controls through our ESG data management system, Sphera.
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.
2-15	Conflicts of interest	Employees can disclose a conflict of interest anytime through our online ethics and compliance platform, which may include membership on other boards or having interests in suppliers or other Cox stakeholders. In addition, each fall, the company undergoes an Ethics and Compliance campaign where employees have an opportunity to disclose conflicts of interest. We do not disclose information on conflicts of interest of the Board of Directors due to confidentiality concerns.
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	See 2-12
2-18	Evaluation of the performance of the highest governance body	Board composition is reviewed annually.
2-19	Remuneration policies	CEO compensation is determined utilizing proxy data from our company's similarly situated peer group. Short-term variable pay is performance based and tied to both company financials and enterprise-wide ID&E goals, and is paid out annually to reward executives for short-term company performance. Long-term variable pay is in the form of a long-term cash plan that pays out at the end of a 3-year period. 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 2022 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. We are currently in the process of updating our materiality assessment in 2024. In 2014, Cox established FutureFocus 2034, a bold plan to build on our 125-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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Empower 34 million people to live more prosperous lives by 2034 Improve executive POC representation by 50% by the end of 2026 Spend \$1 billion with diverse suppliers by the end of 2026 Protecting the Planet: <ul style="list-style-type: none"> Send zero waste to landfill by 2024 Take action to reduce our carbon and water footprints. Innovating for Impact: <ul style="list-style-type: none"> Make investments to create a large and impactful cleantech business for a more sustainable future
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 & CFO. Responsibility for embedding our Tax Policy with our Tax team that reports into our President & 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 enterprisewide process to monitor specific identified risks, furthering our continual efforts of doing business the right way. Ethics and Compliance updates are now reported to the Audit Committee of the Board to provide for increased transparency and oversight.
2-24	Embedding policy commitments	Each year since implementing the enterprisewide Code of Conduct, Cox has looked for enhancement opportunities to our annual Code policy and training. By providing timely and relevant information, we help employees model our core values and set the standard for doing the right thing. Company employees must always abide by our Code of Conduct. We conduct an annual Code attestation and training to provide employees with guidance on how we expect them to act while conducting business on behalf of Cox and to convey Cox's long-standing values and high ethical standards. We expect that anyone who conducts business on our behalf will operate ethically, comply with the law and uphold human rights. That's why we work with suppliers who share our commitment to ethical business and operating with integrity, respect and transparency. Our Supplier Code of Conduct holds our suppliers to the same high standards to which we hold ourselves, covering topics such as compliance with antitrust and fair competition laws, environmental sustainability and more. Additionally, Tier 1 suppliers (those we work with directly) are asked to report their supplier diversity spend to us quarterly through a third-party database.
2-25	Processes to remediate negative impacts	Our Open Door Policy encourages employees to talk to their manager at any time about any problems or concerns. This policy also provides employees with other avenues to address concerns, including our Ethics Hotline which is managed by an independent third party. It is available 24/7 by phone or the web and allows employees to ask questions or share concerns anonymously.
2-26	Mechanisms for seeking advice and raising	See 2-25 and 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.
2-28	Membership associations	We are a part of a number of membership and industry organizations, including — but not limited to — the following: <ul style="list-style-type: none"> •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 •National Diversity Council (including Georgia Diversity Council) •National Independent Auto Dealers Association (NIADA) •National Minority Supplier Development Council •National Organization on Disability •Points of Light

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		<ul style="list-style-type: none"> • Catalyst • Disability:IN • Diversity Best Practices • Diversity Flexibility Alliance • 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") 						
		<ul style="list-style-type: none"> • Society of Cable and Telecommunications Engineers (SCTE) • Sustainable Leadership Forum • The Conference Board • Society of Cable and Telecommunications Engineers (SCTE) • Sustainable Leadership Forum • The Conference Board • 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	At Cox, we aim to see our impact through the eyes of our stakeholders. We do this by creating an open dialogue that helps us broaden our awareness, expand our impact and evolve our strategic initiatives to tackle issues that matter most. Together with our materiality assessment, formal and informal stakeholder engagement is essential for gaining a deeper understanding of our stakeholders' needs, implementing changes, and creating greater and more effective impact.						
2-30	Collective bargaining agreements	<p>Employees Covered Under Collective Bargaining Agreements (Rate)</p> <table border="1"> <tr> <td>Cox Enterprises</td> <td><1% (0.68%)</td> </tr> <tr> <td>Cox Automotive</td> <td><1% (0.49%)</td> </tr> <tr> <td>Cox Communications</td> <td>0</td> </tr> </table> <p><1% (0.31%) of our U.S. and Canadian-based employees are covered by collective bargaining agreements.</p> <p>The working conditions and terms of employment of employees not covered by collective bargaining agreements are not influenced or determined based on other collective bargaining agreements.</p>	Cox Enterprises	<1% (0.68%)	Cox Automotive	<1% (0.49%)	Cox Communications	0
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Cox Communications	0							
GRI 3: MATERIAL TOPICS								
3-1	Process to determine material topics	As a global company operating in multiple industries, we recognize that we must address a broad range of environmental and social issues. In 2022, we collaborated with a global consulting firm on a third-party materiality assessment to ensure our approach to material topics accounts for changes in our business, industries and the world in which we operate. In 2024 we plan to refresh our materiality assessment and will share the findings in our 2024 Impact Report.						
3-2	List of material topics	Based on our last materiality assessment, we prioritized 12 material issues that have the greatest impact on our business and our stakeholders.						
3-2		Our 2022 materiality assessment results are summarized here						
GRI 201: ECONOMIC PERFORMANCE								
3-1	Management of the material topic	Cox Enterprises is a global company with 50,000 employees and \$23 billion in revenue. Cox remains a values-driven private corporation that can invest in long-term growth and is proud of its four-generation family leadership. Through our major divisions—Cox Communications and Cox Automotive—we lead in the communications and automotive industries. Our widely recognized national brands include Autotrader, Kelley Blue Book and Cox Homelife. Cox is pushing beyond the boundaries of our core businesses with investments in adjacent industries and high growth potential markets, such as cleantech, agriculture, 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.						
201-1	Direct economic value generated and distributed	See 2-1, 2-2 and 2-6						
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 here .						
GRI 203: INDIRECT ECONOMIC IMPACTS								
3-1	Management of the material topic	<p>We think about our impact through three pillars: Caring for People, Protecting the Planet, and Innovating for Impact.</p> <p>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.</p> <p>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</p> <p>Innovating for Impact: We have a bold plan to build on our 125 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.</p>						
203-1	Infrastructure investments and services supported	<p>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 \$11 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 also is 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.</p> <p>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.</p> <p>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. We invested \$1.9 million in recycling infrastructure through our partnership with The Recycling Partnership.</p>						
GRI 205: ANTI-CORRUPTION								
3-1	Management of the material topic	<p>Cox's commitment to integrity is clearly outlined in our enterprisewide Code of Conduct. The Code clearly articulates expectations for our employees and promotes a culture of compliance. We support our Code with regular training to provide employees with guidance and clarity on how they can address certain situations, ask questions and report any wrongdoing.</p> <p>Code of Conduct</p>						

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205-1	Operations assessed for risks related to corruption	We expect that anyone who conducts business on our behalf will operate ethically, comply with the law and uphold human rights. That's why we work with suppliers who share our commitment to ethical business and operating with integrity, respect and transparency. Our Supplier Code of Conduct holds our suppliers to the same high standards to which we hold ourselves, covering topics such as compliance with antitrust and fair competition laws, environmental sustainability and more. Additionally, Tier 1 suppliers (those we work with directly) are asked to report their supplier diversity spend to us quarterly through a third-party database
205-2	Communication and training about anti-corruption policies and procedures	See 2-24 and 2-25

GRI 302: ENERGY

3-1	Management of the material topic	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. We are currently evolving our carbon neutral goal and exploring science based targets.																																								
302-1	Energy consumption within the organization	<table border="1"> <thead> <tr> <th>Energy Consumption (kWh) Renewable vs. Non-Renewable</th> <th>Non-Renewable</th> <th>Renewable</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Cox Enterprises</td> <td>1,091,240,745.35</td> <td>1,091,240,745.35</td> <td>0</td> </tr> <tr> <td>Cox Communications</td> <td>1,074,929,757.59</td> <td>996,216,751.43</td> <td>78,713,006.16</td> </tr> <tr> <td>Cox Automotive</td> <td>674,526,487.37</td> <td>655,724,565.77</td> <td>18,801,921.60</td> </tr> <tr> <td>Total</td> <td>2,840,696,990.31</td> <td>2,743,182,062.55</td> <td>97,514,927.76</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Energy Consumption (kWh) US vs. International</th> <th>International*</th> <th>US</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Cox Enterprises</td> <td>685,775,807.17</td> <td>405,464,938.18</td> <td>1,091,240,745.35</td> </tr> <tr> <td>Cox Communications</td> <td>0</td> <td>1,074,929,757.59</td> <td>1,074,929,757.59</td> </tr> <tr> <td>Cox Automotive</td> <td>159,302,953.62</td> <td>515,223,533.75</td> <td>674,526,487.37</td> </tr> <tr> <td>Total</td> <td>845,078,760.79</td> <td>1,995,618,229.52</td> <td>2,840,696,990.31</td> </tr> </tbody> </table> <p><i>*International data covers Australia, Brazil, Canada, Germany, Netherlands, New Zealand and United Kingdom</i> <i>*No renewable energy was consumed for international sites in 2023</i></p>	Energy Consumption (kWh) Renewable vs. Non-Renewable	Non-Renewable	Renewable	Total	Cox Enterprises	1,091,240,745.35	1,091,240,745.35	0	Cox Communications	1,074,929,757.59	996,216,751.43	78,713,006.16	Cox Automotive	674,526,487.37	655,724,565.77	18,801,921.60	Total	2,840,696,990.31	2,743,182,062.55	97,514,927.76	Energy Consumption (kWh) US vs. International	International*	US	Total	Cox Enterprises	685,775,807.17	405,464,938.18	1,091,240,745.35	Cox Communications	0	1,074,929,757.59	1,074,929,757.59	Cox Automotive	159,302,953.62	515,223,533.75	674,526,487.37	Total	845,078,760.79	1,995,618,229.52	2,840,696,990.31
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GRI 303: WATER AND EFFLUENTS

3-1	Management of the material topic	We understand water scarcity is an intensely localized issue, and we implement water-saving strategies that are tailored to the needs of water-stressed locations.																																		
303-1	Interactions with water as a shared resource	Please see our 'Statement of Water and Effluents for the year ended December 31, 2023'																																		
303-3	Water withdrawal	<table border="1"> <thead> <tr> <th>Water withdrawal by source</th> <th>Total Megaliters (ML)</th> </tr> </thead> <tbody> <tr> <td>Surface water</td> <td>-</td> </tr> <tr> <td>Groundwater</td> <td>64</td> </tr> <tr> <td>Seawater</td> <td>-</td> </tr> <tr> <td>Produced water</td> <td>-</td> </tr> <tr> <td>Third-party water</td> <td>2330</td> </tr> <tr> <td>Total</td> <td>2394</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>2023 Water Withdrawal by Entity</th> <th>United States (ML)</th> <th>International (ML)</th> <th>Grand Total (ML)</th> </tr> </thead> <tbody> <tr> <td>Cox Enterprises Inc</td> <td>361</td> <td>435</td> <td>795</td> </tr> <tr> <td>Cox Communications</td> <td>818</td> <td>-</td> <td>818</td> </tr> <tr> <td>Cox Automotive</td> <td>710</td> <td>71</td> <td>781</td> </tr> <tr> <td>Total water withdrawal</td> <td>1889</td> <td>505</td> <td>2394</td> </tr> </tbody> </table> <p>Primarily municipal water supplies or other public or private water utilities, with a few sites that pull directly from wells <i>*International data covers Australia, Brazil, Canada, Germany, Netherlands, New Zealand and United Kingdom</i> Please see our 'Statement of Water and Effluents for the year ended December 31, 2023'</p>	Water withdrawal by source	Total Megaliters (ML)	Surface water	-	Groundwater	64	Seawater	-	Produced water	-	Third-party water	2330	Total	2394	2023 Water Withdrawal by Entity	United States (ML)	International (ML)	Grand Total (ML)	Cox Enterprises Inc	361	435	795	Cox Communications	818	-	818	Cox Automotive	710	71	781	Total water withdrawal	1889	505	2394
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Total water withdrawal	1889	505	2394																																	

GRI 305: EMISSIONS

3-1	Management of the material topic	We're committed to taking bold action toward carbon neutrality and reducing the pollutants that lead to climate change. We will do this by creating a more efficient and sustainable enterprise. Our wide array of projects focuses on smart fleet operations, renewable energy projects, energy conservation and alternative energy. We plan to set a science-based target covering our scopes 1, 2 and 3 greenhouse gas emissions. Please see our 'Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2023'																																				
305-1	Direct (Scope 1) GHG emissions 2023 Metric tonnes of carbon dioxide equivalent (MT CO2e)	<table border="1"> <thead> <tr> <th>Direct (Scope 1) GHG emissions</th> <th>International*</th> <th>US</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Cox Enterprises</td> <td>96,752</td> <td>49,102</td> <td>145,854</td> </tr> <tr> <td>Cox Communications</td> <td>-</td> <td>48,488</td> <td>48,488</td> </tr> <tr> <td>Cox Automotive</td> <td>18,033</td> <td>75,516</td> <td>93,549</td> </tr> <tr> <td>Total</td> <td>114,785</td> <td>173,105</td> <td>287,891</td> </tr> </tbody> </table> <p>Please see our 'Statement of Greenhouse Gas ("GHG") Emissions for the year ended December 31, 2023'</p>	Direct (Scope 1) GHG emissions	International*	US	Total	Cox Enterprises	96,752	49,102	145,854	Cox Communications	-	48,488	48,488	Cox Automotive	18,033	75,516	93,549	Total	114,785	173,105	287,891																
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2023 COX ENTERPRISE GLOBAL RREPORTING INDEX (GRI)

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	Notes	<p>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 only covers US and UK operations. We have included emissions for the following categories: (1) Purchased goods and services, (5) Waste generated in operations, (6) Business travel, (13) Downstream leased assets. Emissions factors: Watershed's Comprehensive Environmental Data Archive (CEDA). 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.</p>																																																																																					
305-5	Reduction of GHG emissions	Not applicable as the base year is 2023.																																																																																					
GRI 306: WASTE																																																																																							
3-1	Management of the material topic	In 2014, Cox announced its goal to send Zero Waste to Landfill at an enterprise level by 2024. Cox achieved that goal in 2024 with a 92% diversion rate in accordance with Zero Waste USA's definition. A playbook was developed to engage employees, optimize business practices and drive Cox towards it's goal. Our approach is built on six pillars: waste reduction, education, data and technology, supply chain, market development and knowledge sharing.																																																																																					
306-1	Waste generation and significant waste-related impacts	Cox Enterprises is the first U.S.-based, enterprise-wide service company to achieve zero waste with a 92% diversion rate in accordance with Zero Waste USA's definition. The 92% achievement has been verified by Green Circle Certified. 71 domestic locations have achieved Zero Waste to Landfill status, and four new locations improved waste diversion by 50% or more through sustainable material management strategies. 32 locations increased waste diversion rates by recycling more materials and continuing to reduce trash.																																																																																					
306-2	Management of significant waste-related impacts	The Cox Conserves recycling and waste diversion team worked with individual locations to streamline operations, increase diversion and reduce the amount of waste in order to achieve our goal and reduce environmental impacts. Twice a year, the Cox Conserves recycling and waste diversion team releases the Zero Waste to Landfill report highlighting locations that have made strides toward our goal.																																																																																					
306-3	Waste generated	Total annual waste (tons) 48,664																																																																																					
306-4	Waste diverted from disposal (tons)	Total waste diverted (tons) 44,901 Diversion Rate 92.3%																																																																																					
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GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT																																																																																							
3-1	Management of the material topic	Cox is committed to environmental stewardship, which plays an increasingly important role in procurement decision at Cox. We're incorporating sustainability into our business by operating in ways that reduce our environmental impact. Through our Cox Conserves program, Cox is lessening our impact on the environment. As a result, we launched a supply chain initiative for our suppliers and partners to join us in our commitment. We require all suppliers to adhere to our Supplier Code of Conduct, which includes Supplier's shared commitment to environmental sustainability efforts.																																																																																					

2023 COX ENTERPRISE GLOBAL RREPORTING INDEX (GRI)

DISCLOSURE	DISCLOSURE TITLE	RESPONSE																																																						
308-1	New suppliers that were screened using environmental criteria	<p><u>Supplier Code of Conduct</u></p> <p>In turn, we may request information from the supplier to ensure they are demonstrating a commitment to environmental sustainability. Information may include environmental footprint information, annual ESG reports, or other documentation providing details of established environmental sustainability programs. In 2023 we screened 151 suppliers using our environmental criteria who make up nearly 40% of our spend.</p>																																																						
GRI 401: EMPLOYMENT																																																								
3-1	Management of the material topic	<p>At Cox, we are dedicated fostering a company culture that continuously listens to and acts on employee feedback, rewards creativity and productivity, embraces flexibility, enables career mobility and empowers people to make smart, bold decisions across our businesses. Our commitment is demonstrated in our intentional approach to listening to our employees and addressing their needs.</p> <p>To ensure clarity and effectiveness in our communication channels, we employ a diverse set of methods to gather employee input, including:</p> <ul style="list-style-type: none"> •Bi-Annual Engagement Surveys: Regular surveys conducted twice a year to comprehensively gauge employee engagement and satisfaction. •New Hire and Exit Lifecycle Surveys: Tailored surveys for new hires and departing employees to capture insights at key stages of their employment journey. •Small Focus Groups: Intimate group discussions that provide a platform for in-depth conversations and targeted feedback. •Employee Meetings: Regular gatherings to facilitate open communication, address concerns, and share updates on company initiatives. •Listening Sessions: Dedicated sessions focused on actively hearing and understanding the concerns, ideas, and perspectives of our employees. •Topical Surveys: Specialized surveys addressing specific topics or issues of current relevance, ensuring that we stay attuned to the evolving needs and concerns of our workforce. <p>Through these channels, we not only collect valuable feedback but also prioritize transparency by sharing the results with our employees. This approach underscores our commitment to creating a workplace where every voice is heard, fostering trust that propels both individual and collective success at Cox.</p> <p>As of 2023, both divisions within Cox and the organization as a whole have maintained favorable scores across all survey-assessed areas, encompassing dimensions such as culture, meaningful work, growth, well-being, organization, and leadership.</p> <p>Our dedication to cultivating an exceptional experience, where employees thrive, is evident through consistently high levels of engagement, unwavering recommendations for Cox as a great workplace, and commitment to stay with our company. This positive feedback underscores our commitment to nurturing a work environment that resonates positively with our valued employees.</p>																																																						
401-1	New employee hires and turnover	<table border="1"> <thead> <tr> <th colspan="3">2023</th> </tr> <tr> <th></th> <th>Number of employees</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Employees under 30 years old hired within the calendar year</td> <td>3,012</td> <td>6.60%</td> </tr> <tr> <td>Employees 30 to 50 years old hired within the calendar year</td> <td>3,900</td> <td>8.50%</td> </tr> <tr> <td>Employees over 50 years old hired within the calendar year</td> <td>1,975</td> <td>4.30%</td> </tr> <tr> <td colspan="3">U.S. and Canada employees only</td> </tr> <tr> <th colspan="3">Turnover By Gender</th> </tr> <tr> <th></th> <th>Number of employees</th> <th>Rate</th> </tr> <tr> <td>Female</td> <td>2,792</td> <td>6.10%</td> </tr> <tr> <td>Male</td> <td>5,523</td> <td>12.10%</td> </tr> <tr> <td colspan="3">U.S. & Canada employees only</td> </tr> <tr> <th colspan="3">2023 Internal Hire Rate</th> </tr> <tr> <th></th> <th>Number of employees</th> <th>Rate</th> </tr> <tr> <td></td> <td>4,007</td> <td>33.00%</td> </tr> <tr> <td colspan="3">U.S. and Canada employees</td> </tr> <tr> <th colspan="3">2023 Percentage of Employee's with 5+ Year Tenure</th> </tr> <tr> <td></td> <td colspan="2">54.50%</td> </tr> <tr> <td colspan="3">U.S. and Canada employees only</td> </tr> </tbody> </table>	2023				Number of employees	Rate	Employees under 30 years old hired within the calendar year	3,012	6.60%	Employees 30 to 50 years old hired within the calendar year	3,900	8.50%	Employees over 50 years old hired within the calendar year	1,975	4.30%	U.S. and Canada employees only			Turnover By Gender				Number of employees	Rate	Female	2,792	6.10%	Male	5,523	12.10%	U.S. & Canada employees only			2023 Internal Hire Rate				Number of employees	Rate		4,007	33.00%	U.S. and Canada employees			2023 Percentage of Employee's with 5+ Year Tenure				54.50%		U.S. and Canada employees only		
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Cox offers all full-time employees comprehensive, flexible and affordable benefits that meet the changing needs of our employees to help them care for themselves and their loved ones. Our offerings help employees manage and enhance all aspects of their physical health, mental wellness, financial wellbeing and family needs. We also offer pretax accounts and enhanced long-term disability and life insurance options. All full-time employees with at least six months of service are eligible for eight weeks of paid parental leave.</p> <p>To see a full list of Cox employee benefits, visit the benefits page on our website.</p>																																																						
GRI 403: OCCUPATIONAL HEALTH AND SAFETY																																																								
3-1	Management of the material topic	<p>The pursuit of safety excellence continues in the Cox company of businesses. Both environmental and occupational health and safety are managed by a dedicated safety team in each division. As the company continues to grow through acquisition, we are focused on integrating best practices and ensuring compliance which will allow us to better understand opportunities where we can mitigate/prevent risk as we operate these new entities.</p>																																																						
403-1	Occupational health and safety management system	<p>We are developing Safety and Environmental Management Systems which includes applicable policies and procedures and will better allow for documenting, investigating and tracking of workplace incidents. These management systems will provide a holistic picture of past and current incidents and will provide trending statistics that will furthe aid in preventing/mitigating future incidents.</p>																																																						
403-2	Hazard identification, risk assessment, and incident investigation	<p>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. It's important to note that 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.</p>																																																						
403-3	Occupational health services	See response for 403-2																																																						
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Leaders and their employees are involved in the continuous review of operational safety procedures and their effectiveness. Examples of where worker participation has improved training can be found in our Fall Prevention Program, Driver's Program, Near Miss, RF safety, and Confined Space training.</p>																																																						
403-5	Worker training on occupational health and safety	<p>A comprehensive library of safety classes are made available in the company Learning Management System, Learn@Cox. A specific curriculum is determined for new hire training which prepares employees to work safely on day one in the field. Ongoing assignments are created when there is a job change or change in work practices. Refresher training is provided for those high-risk areas where safety skills are necessary, including fall protection, driving and slip/trip/falls.</p>																																																						
403-6	Promotion of worker health	<table border="1"> <thead> <tr> <th colspan="2">2023 Medical Plan Participation Rate</th> </tr> </thead> <tbody> <tr> <td>Medical Eligible Employees Enrolled</td> <td>95%</td> </tr> <tr> <td>Dental Eligible Employees Enrolled</td> <td>90%</td> </tr> <tr> <td>Vision Eligible Employees Enrolled</td> <td>79%</td> </tr> </tbody> </table>	2023 Medical Plan Participation Rate		Medical Eligible Employees Enrolled	95%	Dental Eligible Employees Enrolled	90%	Vision Eligible Employees Enrolled	79%																																														
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Vision Eligible Employees Enrolled	79%																																																							

2023 COX ENTERPRISE GLOBAL RREPORTING INDEX (GRI)

DISCLOSURE	DISCLOSURE TITLE	RESPONSE		
		2023 Know Your Numbers Participation Rate <table border="1"> <tr> <td>Participation Rate for Eligible Participants</td> <td>29%</td> </tr> </table> <p>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.</p>	Participation Rate for Eligible Participants	29%
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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

3-1	Management of the material topic	To build a better future for the next generation, we must recruit, retain and develop the best talent. We are on a mission to empower our workforce to engage in their personal development by equipping them with opportunities to acquire the knowledge, skills and abilities needed by the businesses of the future. We encourage employees of all levels to seek new challenges at Cox, and to promote a culture of career mobility — no matter what roles, functions or businesses that encompasses in an employee's time at Cox.
404-1	Average hours of training per year per	18.8 hours
404-2	Programs for upgrading employee skills and transition assistance programs	Our talent planning tool is central to promoting a culture of career mobility. It provides insight into an employee's potential and preferences and helps our leaders match people to roles that will help them grow and succeed professionally. That, in turn, enables our future success. Talent planning is our process for identifying high-performing individuals that can help meet future business needs. It is an ongoing process that includes three phases: <ul style="list-style-type: none"> •Determining the strategic direction of each department, aligning future business priorities and understanding the implications of this on our talent. •Assessing talent by reviewing employees' past performance, leadership behaviors, and potential to be considered for leadership and development opportunities. •Creating organizational action plans, succession plans, and individual development plans that help our employees improve and grow.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY

3-1	Management of the material topic	<p>In 2023, the Center for Inclusion hosted its first ID&E Summit, where the power of diverse perspectives was emphasized by a room full of ID&E and ERG leaders. Cox is committed to attracting and retaining diverse top talent, supporting its nine Employee Resource Groups (ERGs), having a workforce that mirrors its communities, improving the progress of its diverse employees, and working with diverse suppliers. Our inclusion and diversity practices are managed by the Center for Inclusion led by our Vice President of Inclusion and Diversity. The organization continuously assesses its initiatives in a rapidly changing ID&E landscape and implements policies and programs aligned with its Purpose and the four ID&E strategic pillars. Cox is determined to be a force for good in the world and to do the right thing. ID&E continues to serve as a guiding light for the company's culture, business practices, community involvement, and its people.</p> <p>Results:</p> <ul style="list-style-type: none"> •Executive POC representation has improved by nearly 45% since 2020. •Director+ women representation increased by 2% after only one year. •The \$1B diverse supplier goal was achieved by the end of 2023, two years ahead of schedule. 																																								
405-1	Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th colspan="2">Board of Directors Diversity</th> </tr> </thead> <tbody> <tr> <td>Men (non-POC)</td> <td>56%</td> </tr> <tr> <td>Men (POC)</td> <td>22%</td> </tr> <tr> <td>Women (non-POC)</td> <td>11%</td> </tr> <tr> <td>Women (POC)</td> <td>11%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="6">2023 Diversity Representation by Level</th> </tr> <tr> <th>Level</th> <th>Total POC</th> <th>POC Women</th> <th>POC Men</th> <th>White Women</th> <th>White Men</th> </tr> </thead> <tbody> <tr> <td>Exec</td> <td>20%</td> <td>9%</td> <td>11%</td> <td>25%</td> <td>56%</td> </tr> <tr> <td>Leader</td> <td>30%</td> <td>12%</td> <td>18%</td> <td>24%</td> <td>46%</td> </tr> <tr> <td>Individual Contributor</td> <td>43%</td> <td>16%</td> <td>27%</td> <td>18%</td> <td>39%</td> </tr> </tbody> </table> <p>*US & Canada employees; employees who have no gender selected (null) or not ethnicity selected (null) are excluded from calculations</p>	Board of Directors Diversity		Men (non-POC)	56%	Men (POC)	22%	Women (non-POC)	11%	Women (POC)	11%	2023 Diversity Representation by Level						Level	Total POC	POC Women	POC Men	White Women	White Men	Exec	20%	9%	11%	25%	56%	Leader	30%	12%	18%	24%	46%	Individual Contributor	43%	16%	27%	18%	39%
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GRI 413: LOCAL COMMUNITIES

3-1	Management of the material topic	<p>Since our founding in 1898, Cox has been committed to doing the right thing, always. For over 125 years, this value has guided how we do business, inspiring and enabling us to make a positive impact on the world around us. Our tradition of giving back in communities where we live and work can be traced back to our founder, Gov. James M. Cox, and employees are proud to carry on his example to this day. Our goal is to focus on programs that solve environmental and STEAM (science, technology, engineering, arts and math) challenges for diverse and/or underserved communities while leveraging our business skills through innovation. Cox provides 16 hours of paid time off to volunteer each year, and through our employee engagement platform Cox Impact, employees can find volunteer opportunities. We are thousands united under one purpose: to empower people today to build a better future for the next generation. We give through a variety of channels; board service, charitable contributions, volunteerism and employee fundraising.</p> <p>In 2020, we launched our social impact initiative, 34 by 34, that aims to remove obstacles and expand 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 growing the good in the communities we serve, one action at a time. From 2020 - 2023, we empowered 8.9 million people.</p> <p>Grounded in the belief and values of our founder, the James M. Cox Foundation has a rich history of giving back to the communities where Cox does business. We continue this legacy under the leadership of Jim Kennedy, Cox Enterprises chairman emeritus and chairman of the James M. Cox Foundation, by supporting nonprofit organizations that address complex social and environmental issues and help make our communities stronger. In 2023, we contributed \$121M+ total charitable contributions (cash and in-kind) through our corporate giving program and the James M. Cox Foundation.</p> <p>Additionally, The Cox Employee Relief Fund (CERF) is funded by out people, for our people. The fund provides Cox families peace of mind knowing they're covered and taken care of when facing unexpected expenses from illness or injury, natural disaster, passing of a loved one, loss of employment of a spouse or domestic partner, or sale of a home being rented.</p>
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2023 COX ENTERPRISE GLOBAL RREPORTING INDEX (GRI)

DISCLOSURE	DISCLOSURE TITLE	RESPONSE																																												
413-1	Operations with local community engagement, impact assessments, and development programs	<table border="1"> <tr> <td>Executives on Nonprofit Boards*</td> <td>72</td> </tr> <tr> <td colspan="2">*Cox-sanctioned nonprofit board placements in Atlanta</td> </tr> <tr> <td colspan="2">2023 Employee Volunteers and Volunteer Hours Per Year</td> </tr> <tr> <td># of employee volunteers:</td> <td>9,637</td> </tr> <tr> <td># of employee volunteer hours:</td> <td>63,759</td> </tr> <tr> <td>Cox impact enrollment percentage as of year-end:</td> <td>66%</td> </tr> <tr> <td>Volunteer events in 2023</td> <td>325</td> </tr> <tr> <td colspan="2">2023 Corporate and the James M. Cox Foundation (JMCF) Giving as Cash and as In-Kind Donations</td> </tr> <tr> <td></td> <td>CAI</td> <td>CCI</td> <td>CEI</td> <td>JMCF</td> <td>Total</td> </tr> <tr> <td>Cash</td> <td>471,571</td> <td>6,357,719</td> <td>5,632,464</td> <td>39,970,834</td> <td>52,432,588</td> </tr> <tr> <td>In-Kind</td> <td>67,000</td> <td>68,468,943</td> <td>863,345</td> <td>-</td> <td>69,399,288</td> </tr> <tr> <td>Total</td> <td>538,571</td> <td>74,826,662</td> <td>6,495,809</td> <td>39,970,834</td> <td>121,831,876</td> </tr> <tr> <td colspan="2">2023 Cox Employee Relief (CERF) Impact</td> </tr> <tr> <td>Total \$ Given</td> <td>\$1.1M</td> </tr> </table>	Executives on Nonprofit Boards*	72	*Cox-sanctioned nonprofit board placements in Atlanta		2023 Employee Volunteers and Volunteer Hours Per Year		# of employee volunteers:	9,637	# of employee volunteer hours:	63,759	Cox impact enrollment percentage as of year-end:	66%	Volunteer events in 2023	325	2023 Corporate and the James M. Cox Foundation (JMCF) Giving as Cash and as In-Kind Donations			CAI	CCI	CEI	JMCF	Total	Cash	471,571	6,357,719	5,632,464	39,970,834	52,432,588	In-Kind	67,000	68,468,943	863,345	-	69,399,288	Total	538,571	74,826,662	6,495,809	39,970,834	121,831,876	2023 Cox Employee Relief (CERF) Impact		Total \$ Given	\$1.1M
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GRI 414: SUPPLIER SOCIAL ASSESSMENT

3-1	Management of the material topic	All suppliers are required to comply with our policies and terms and conditions as part of doing business with Cox. We expect our vendors to adopt their own, comparable ethical principles and adhere to our Supplier Code of Conduct. In the vendor selection process, vendors fill out a questionnaire that covers various topics including, human rights, child labor, human trafficking, anti-slavery, and cover groups including migrants, children, third party employees, and others within their own operations and supply chain. We periodically review vendors. Additionally in the M&A process, we engage with third parties to conduct due diligence over potential investments and acquisitions.
414-1	New suppliers that were screened using social criteria	In 2023, 151 suppliers were screened using social criteria.
414-2	Negative social impacts in the supply chain and actions taken	In 2023, Cox identified three suppliers as having potential negative social impacts. We alerted the suppliers of their ratings and provided feedback and suggestions on ways to improve. In 2024 Cox will continue to monitor and support it's suppliers around supplier social ratings.

GRI 415: PUBLIC POLICY

415-1	Political contributions	Cox employee political action committees (PACs) and various industry trade association accept voluntary contributions from eligible employees to support the political campaigns of candidates who further Cox's business and industry goals. Cox follows all applicable state and local laws regarding such contributions. We comply with all applicable laws and regulations governing solicitations for contributions and disbursement of funds. Corporate funds are used to make political contributions at the state and local level, where permitted by law. Participation in any Cox PAC (federal or state) or industry trade association PAC is completely voluntary, and no employee is required to participate. For questions about ethics, contact our Ethics team.
3-1	Management of the material topic	The Cox Enterprises Public Policy Office manages policy issues for all divisions and represents the interests of the company to officials regarding legislative or regulatory issues that may affect our ability to meet the needs our customers.

GRI 418: CUSTOMER PRIVACY

3-1	Management of the material topic	Cox privacy and data security is overseen by our enterprise-wide Chief Compliance and Privacy Officer and a chief information security officer (CISO) for each division who work to ensure the security of our network and customer and corporate data. The Chief Compliance and Privacy Officer and CISOs collaborates, when appropriate, to review changes in operations, practices and laws to confirm we are meeting appropriate privacy requirements and best practices and to address emerging privacy and cybersecurity issues which could result in disruption to business operations or unauthorized access to employee, customer and business information. Employees receive general training on protection of data, and some employees receive additional specific data protection training depending upon their job function.
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.

TRANSPARENCY AND DISCLOSURE

3-1	Management of the material topic	We will continue to provide transparency on our ESG goals and validate our reporting and methodology through external assurance when possible. Our ESG systems capture and validate our metrics and ensure controls are in place. We plan to continue to evolve these systems and report regularly to key stakeholders. Our transparency and disclosure efforts on ESG are managed by a dedicated ESG team, working directly with relevant stakeholders and subject matter experts.
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MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT

3-1	Management of the material topic	We follow the law and are subject to many laws and regulations. We honor not just the letter of the law (the actual words), but also the spirit of the law. Our commitment helps to build trust, protect our brand, and secure our future. Because we operate in various countries, our businesses and employees are subject to, and expected to comply with, a diverse set of local laws and regulations. We have governance structures and compliance and regulatory teams in place to ensure compliance and keep track of new requirements. Additionally, the Corporate Social Responsibility team utilizes Datamaran, a software analytics platform that identifies and monitors external risks, including ESG.
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ACCESS AND AFFORDABILITY

2023 COX ENTERPRISE GLOBAL RREPORTING INDEX (GRI)

DISCLOSURE	DISCLOSURE TITLE	RESPONSE
3-1	Management of the material topic	<p>Cox Communications is committed to creating meaningful moments of human connection through technology. As the largest private broadband company in America, we operate fiber-powered networks in more than 30 states, providing connections and advanced cloud and managed IT services for nearly seven million homes and businesses nationwide. In 2023, we successfully connected one million customers to our reliable, high-speed internet through our digital equity and affordability products. This achievement helps our commitment to bridging the digital divide and empowering those most in need in the communities we serve to access the internet.</p> <p>Those living in rural areas and/or regions lacking high-speed internet access are often hindered in their economic growth and face challenges accessing resources, including education and healthcare. Cox is continuing its efforts to broaden high-speed internet availability, with the aim of creating greater opportunities for economic and educational advancement through connectivity. Over the past year and a half, the company has expanded its fiber network to reach more than 50,000 households in Ariz., Fla., Kan., Neb., Okla., and Va. that were previously unserved or underserved.</p> <p>Our recent survey shows that a high-speed internet connection brings optimism and economic prosperity to rural communities. For example, new access to high-speed internet is twice as likely to greatly improve the education of children in lower-income families (those making less than \$50k a year). By connecting these households, residents are empowered to learn, increase their earning potential and thrive.</p> <p>The Cox Communications Market Expansion Team is focused on achieving digital equality. Over the next three years we're investing \$400 million to expand our Cox Communications footprint to reach residential customers in underserved and rural communities adjacent to our network. This will allow us to provide reliable internet service and promote our growing digital equity portfolio across a fiber-based network to more than 250,000 homes and businesses in nearby communities within five years. Cox is dedicated to helping make the internet accessible for students, families and all members of the communities where we operate through a variety of programs including; the FCC's Affordable Connectivity Program (ACP), PCs for People, Connect2Compete, ConnectAssist and the Boys and Girls Club Innovation Labs. Additionally, in November 2023, Cox Communications received a fourth-round ReConnect grant of over \$13 million in Oklahoma. The ReConnect Program was created to fund the most difficult high-speed internet projects in the nation.</p>

INNOVATION AND TECHNOLOGY

3-1	Management of the material topic	<p>Since 2007, we have invested \$2 billion in sustainable businesses and technologies we believe can help address some of the worlds most pressing issues. Additionally, we've supported more than 129 companies in Atlanta that completed the Cox Techstars startup accelerator enabling entrepreneurship and innovation while focuses on problem solving.</p> <table border="1"> <thead> <tr> <th colspan="2">Startups Supported</th> </tr> </thead> <tbody> <tr> <td>Total since 2016</td> <td>397</td> </tr> <tr> <td>Based in Atlanta</td> <td>195</td> </tr> <tr> <td>Total in 2023</td> <td>83</td> </tr> <tr> <td>Based in Atlanta</td> <td>35</td> </tr> </tbody> </table>	Startups Supported		Total since 2016	397	Based in Atlanta	195	Total in 2023	83	Based in Atlanta	35
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PUBLIC HEALTH RISKS

3-1	Management of the material topic	<p>To ensure that we continue to meet the diverse needs of our employees, we conduct employee benefits surveys as well as extensive benchmarking. As a result of what employees have told us, we have introduced Progyny Fertility benefits, expanded paid parental leave, offered more retirement education resources and expanded our financial education programs. Mental/emotional health continues to be a priority for our people. To support them, we offer Resources for Living counseling for 8 session per topic, per year at no cost, as well as facilitated wellness forums with a licensed social worker. We expanded pediatric mental health services through Brightline and offer all employees a free subscription to Headspace, a guided mediation app. Teladoc behavioral health is available at no cost.</p>
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