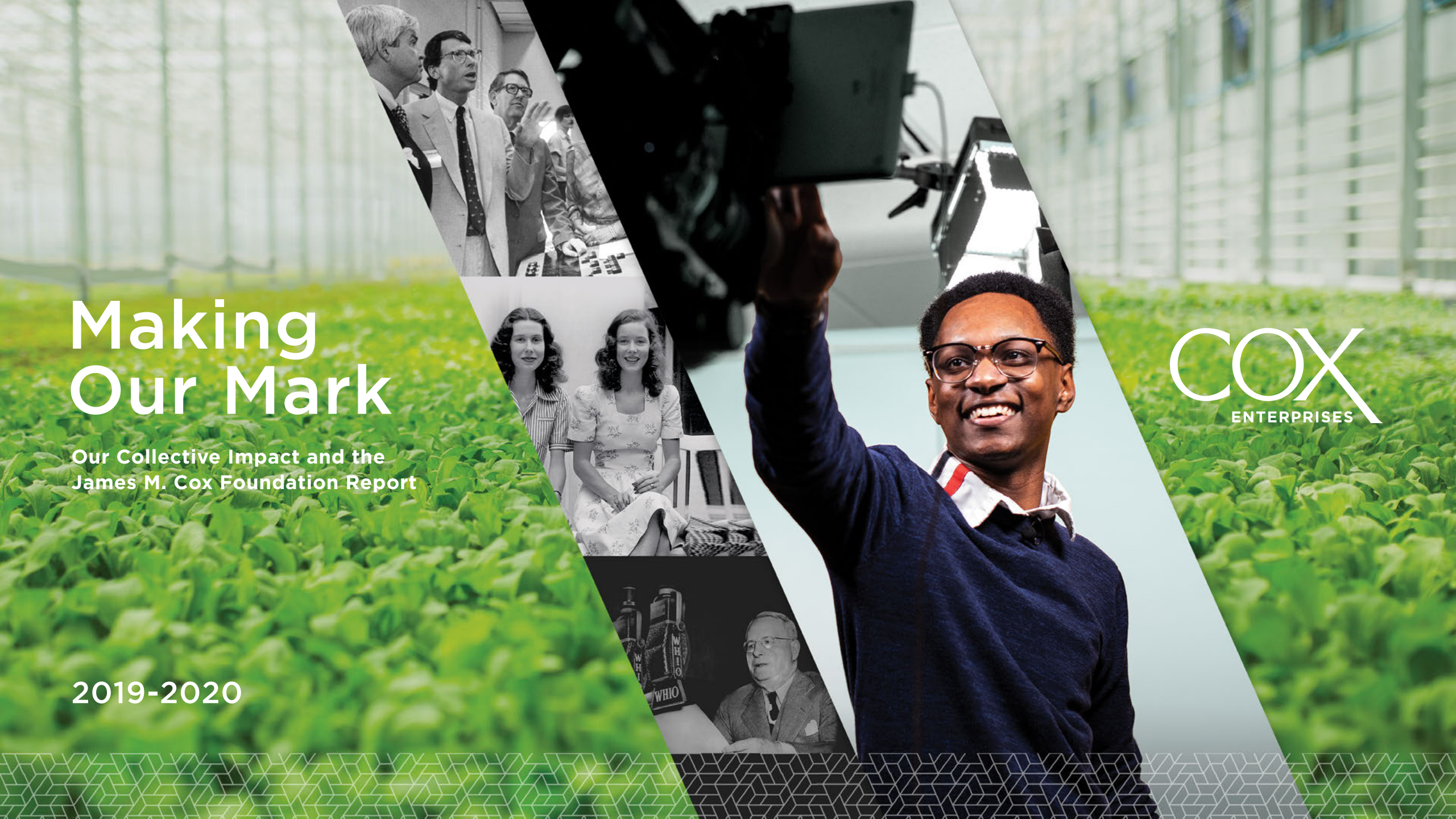


Making Our Mark

Our Collective Impact and the
James M. Cox Foundation Report

2019-2020

COX
ENTERPRISES



In this report

At Cox Enterprises, we believe that with every action we take, we can expand on our legacy of community engagement and positively impact the world. This report shares stories of our progress in 2019 and 2020. A summary of our efforts can be seen on [page 4](#).

About the cover

The black-and-white photos celebrate our 122-year heritage as a family-owned business.

Top: Jim Kennedy, Chairman, when he was the publisher of The Daily Sentinel in Grand Junction, Colorado in 1979. To Jim's right is former Colorado Governor Richard D. Lamm; to his left is Chuck Glover, former President of the Cox newspaper company.

Middle: Anne Cox Chambers and Barbara Cox, daughters of our founder (1940).

Bottom: WHIO, the first Cox radio station and first station in Ohio's Miami Valley, went on the air in Dayton on February 9, 1935. Governor Cox gave an eloquent on-air dedication. (1957).

Photo to the right: Joseph Ferguson, Cox Enterprises Social Producer, who created a news video series called "AJC in Context" to help keep the state of Georgia informed during COVID-19.

| | | | |
|---|----|--|----|
| A letter from our Chairman and CEO | 2 | Innovating for Impact | 55 |
| 2019-2020 Impact highlights | 4 | Powering innovation through clean technology | 56 |
| Our company | 5 | Supporting sustainable innovation | 58 |
| Supporting our employees and communities during COVID-19 | 9 | Reimagining healthcare | 59 |
| The James M. Cox Foundation | 10 | Transportation mobility | 60 |
| Taking care of employees | 22 | Advancing and expanding connectivity | 61 |
| Strengthening community resilience | 24 | Looking ahead | 63 |
| Our approach | 25 | The James M. Cox Foundation | 64 |
| Caring for People | 29 | Governance | 69 |
| Our new social goal | 30 | Responsible supply chain | 70 |
| An employee first culture | 31 | Business ethics | 71 |
| Inclusion, diversity and equity | 35 | Board of Directors | 72 |
| Strategic community investments | 40 | Appendix | 73 |
| Protecting the Planet | 45 | Measuring our social goal | 74 |
| Cox Conserves | 46 | Stakeholder engagement | 75 |
| Employee-driven environmental stewardship | 51 | Materiality | 77 |
| Supply chain sustainability | 53 | Key community partnerships | 97 |
| Environmental partnership | 54 | Awards and recognition | 98 |

A letter from our Chairman and CEO

REFLECTIONS DURING UNCERTAIN TIMES

This past year, one of the most challenging in our company's long history, has underscored the importance of corporate social responsibility and environmental impact in ways we never imagined.

We first issued this report in 2014 because we saw the growing need for companies like ours to take action on some of the most pressing problems we face in the world around us. We have to be involved. We have to hold ourselves accountable and stay true to the values that date back to our founding in 1898.



Left to right: Adriana Galdamez, United Way's Donna Burkland, Amanda Morales and Eric Araujo delivered 25 backpacks filled with school supplies to a local Title I school.

"We will continue to uphold our tradition of doing the right thing, taking care of our employees, serving our customers and improving the lives of everyone we touch."



- JIM KENNEDY,
CHAIRMAN, COX ENTERPRISES

Just think of the challenges we saw in 2020: Our national and local healthcare systems were strained by COVID-19. Hundreds of thousands of Americans lost their lives to the virus, as did millions more around the world. Unemployment hit record highs, and many businesses shut for good. The numbers of those living on the edge of poverty and food insecurity grew in ways we haven't seen since the Great Depression. Political dialogue around social justice and a highly contested election led to protests and violence in our streets.

Amid this crisis, Cox and its employees stood up to do the right thing. We issued disaster relief payments to frontline employees. We extended due dates for customers struggling to pay their bills. We helped bridge the digital divide through our Connect2Compete program as schools closed and students moved to online learning. The James M. Cox Foundation ramped up donations to our hospital systems, purchased critical equipment, provided hundreds of thousands of meals for front-line workers and funded regional food banks across the country.

Throughout it all, we never lost sight of our strategic, long-term business goals, linked to our purpose of taking care of our employees, serving our customers and being a force for good in the world. We accelerated our Cox Conserves goals around water, waste and carbon neutrality. We reaffirmed our commitment to diversity and inclusion, at work and in the community, and created new benchmarks. We set an ambitious new goal to empower 34 million people to live more prosperous lives by 2034 through the actions we take every day across our company footprint.

We invite you to read more about this great work in the pages ahead. We are proud of what we've done, but are always asking ourselves what more can we do to leave the world in a better place for the next generation. No one can do it alone. At Cox, we know that with our employees, customers and community partners, we can do it together.

Jim Kennedy
Chairman

Alex Taylor
President and CEO



Team Cox volunteers showed the true spirit of Cox and their passion for their community by volunteering at St. Mary's Food Bank Alliance during the COVID-19 pandemic. **Left to right**, employees are: Katie Perry, Marie Shell, Yurby Valdivia, and Kyle Trevett.

"Cox has always made it a priority to build a better future by dedicating ourselves to being a force for good in the world and driving the change we want to see."



- ALEX TAYLOR,
PRESIDENT AND CEO



2019-2020 Impact highlights

Amid the uncertainty of 2020, Cox adapted quickly and focused our time and resources on the things that mattered most: protecting the health of our employees and customers, bridging the digital divide and addressing inequality in our communities. Despite the unforeseen challenges this year brought, we are proud of the progress we made as we continue to pursue our vision: **our greatest people working together to solve the most pressing problems of the time.**

- Nearly three dozen leaders formed **Actions Speak**, an enterprise-wide task force that aims to drive inclusion, diversity and equity at Cox
- More than **100,000** employee volunteer hours logged through Cox Impact since January 2019, including virtual volunteering during COVID-19
- Created the **Anne Cox Chambers Award** to recognize employees who are making an impact through volunteerism and community service
- Promoted civic engagement by partnering with **Rock the Vote** and joining the **Time to Vote Movement**, giving all employees paid time off to vote
- Launched a new **Techstars startup accelerator program**, a 13-week long partnership that enables entrepreneurs to learn key skills while addressing social and environmental challenges
- **Acquired majority interest in BrightFarms**, a sustainable agriculture company
- Cox Automotive invested **\$350 million** in Rivian, an adventure-inspired, emissions-free vehicle manufacturer
- Accelerated our **carbon and water neutral goals** in order to complete them a decade earlier
- **\$60 million** pledged by Cox Communications to help close the digital learning gap over the next year
- Launched a new goal to **improve executive people of color** representation by **50% over five years**
- **Committed an initial \$1 million** donation to organizations and causes that support social justice and human rights

COVID-19 response highlights



60,000

new households received two months of free internet (with some receiving up to four months) through Connect2Compete, our low-cost internet service



\$688,000

in financial support distributed to nearly 500 employees impacted by COVID-19



\$13.8 million+

in COVID-19 relief grants donated through the James M. Cox Foundation, including \$5 million given to Emory University for COVID-19 testing and related equipment



\$40 million

in work from home relief payments to eligible employees



Our company

Our purpose: Empower people today to build a better future for the next generation

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



Oscar Ozuna, Cox Communications, climbing into a bucket truck.

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

Who we are

Cox Enterprises is a global conglomerate with a rich history of building world-class businesses and empowering our employees to grow and make a positive impact. As our primary divisions continue driving new waves of innovation in the communications and automotive industries, Cox is entering additional spaces like cleantech and healthcare to amplify our purpose of building a better future for the next generation. We continue to invest in long-term growth while remaining a values-driven private corporation with fourth-generation family leadership.

What we do

Delight our customers

Honor our commitments

**Develop and incorporate
new technology**

**Identify and invest in growth
and diversification**

Improve financial security

How we do it

Do the right thing - always

Lead by example

Bring out the best in everyone

Make a little music

Do it all in the spirit of Cox

**Headquartered
in Atlanta, GA**

Almost 50,000 employees

Just under \$20 billion in revenue

**Operations spanning
5 continents and 15 countries**

**Nearly \$1 billion invested in sustainable
businesses and technologies since 2007**

**Over \$191 million
donated to and invested
in our communities in
2019 and 2020**

Our values

We foster a culture that puts people first, upholding principles that have endured for more than a century

Employees

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

Customers

Our customers are our lifeblood. We're dedicated to building lasting relationships with them and meeting their needs with high-quality products and services beyond their expectations.

Diversity

We champion inclusion, reflect our diverse communities and empower our great people to build a better future together.

Community

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

Technology

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

Investment

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

Environment

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

Our divisions and businesses

We create value by working to solve crucial connectivity, transportation mobility and sustainability challenges

COX COMMUNICATIONS

We provide broadband connectivity to more than 6 million residences and businesses as the largest private broadband company in the United States

COX AUTOMOTIVE

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

COX ENTERPRISES

We invest in and acquire clean, sustainable technologies that safeguard the environment so future generations can thrive

CONNECTIVITY

COX

COX
BUSINESS

COX
MEDIA

MOBILITY

COX
AUTOMOTIVE

Manheim

Autotrader

Dealertrack

CLUTCH

NEXTGEAR
CAPITAL

DEALER.COM

PIVET

Kelley Blue Book

RideKleen

F&I Express

VinSolutions

HOMENET
AUTOMOTIVE

vAuto
LIVE MARKET VIEW

∞xtime

FYUSION

DICKINSON FLEET SERVICES

RIVIAN

SUSTAINABILITY

ANUVIA
PLANET INSPIRED PRODUCTS

BRIGHT FARMS

CARBON
LIGHTHOUSE

GROWERS EDGE

SIERRA
ENERGY

nexus

Supporting our employees and communities during COVID-19

As COVID-19 impacted lives and livelihoods around the world, the James M. Cox Foundation activated to support the communities we serve by focusing on health, food, housing, childcare and education. Not only did we adjust our business approach, but we also embraced our responsibility to keep our employees and our communities as safe as possible. This required quickly moving our employees to an entirely virtual environment, revolutionizing auto auctions to go 100% virtual and connecting people to essential resources.

"We cannot thank our employees enough for their innovation, adaptability, leadership and compassion for one another as we work together to write another extraordinary chapter in the story of Cox Enterprises."

- ALEX TAYLOR,
PRESIDENT AND CEO



PPE sterilized using Emory's newly acquired decontamination machine.



A YMCA volunteer distributes free children's books in a metro Atlanta neighborhood.

The James M. Cox Foundation: Supporting communities where Cox does business

The James M. Cox Foundation has a rich history of giving back and supporting communities where Cox does business since 1958. The philanthropic arm of Cox Enterprises, the Foundation has five trustees with Cox Enterprises Chairman Jim Kennedy serving as chairman of the trustees. Jim Kennedy leads the Foundation by providing the vision and priorities. Under the leadership of Nancy Rigby, President of Cox Foundations, the Foundation team focuses on four key areas – conservation and environment, early childhood education, health and empowering families and individuals for success. The Foundation has made measurable improvements in the lives of thousands of people. Funds provided by the Foundation have been integral in the development of greenspaces, health and wellness centers, educational programs and more across the country.

When the COVID-19 global pandemic hit the U.S. in early 2020, nobody was prepared for the scope and severity of the outbreak. Jim Kennedy, the trustees and staff acted quickly to mobilize the James M. Cox Foundation to help however possible. Within days, the Foundation was leading early efforts to provide support where it was needed most.

“People across the globe have sacrificed and lost so much during this pandemic. Through the work of the Foundation we wanted to do our part to support our healthcare systems and communities and give back where we could.”

- JIM KENNEDY,
CHAIRMAN, COX ENTERPRISES



Officer Carl Miller at Atlanta Police Department Headquarters



Wellstar Cobb Hospital Team

Targeted Help in Areas of Critical Need

By donating more than \$13.8 million in grants to support COVID-19 relief nationwide, the James M. Cox Foundation became one of the largest corporate donors based in Georgia.

From March to December 2020, the Foundation focused its resources to address the devastating impact of the pandemic, with major investments in four key categories:



HEALTH:

Provided nearly **\$8 million** to help hospitals and health centers care for more than **2.3 million people** in 12 states. Also funded technology to sanitize gowns and masks for seven hospitals.



FOOD:

Helped feed more than **8 million people** in 17 states and 19 hospitals and provided meals for first responders through grants of more than **\$3.5 million**.



HOUSING:

Provided housing support to almost **7,000 people** through grants totaling **\$1 million**.



CHILDCARE/EDUCATION:

Funded childcare for 1,000 children of frontline workers per day and created virtual learning opportunities for more than 100,000 students through **\$1.3 million** in grants.



Volunteers prepare bags of food for weekly distribution to families in need at YMCA sites throughout Metro Atlanta.



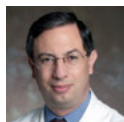
Supporting healthcare efforts from Georgia to California

The pandemic placed the nation's healthcare systems under tremendous operational and financial strain. From their ability to conduct COVID-19 testing efficiently to their ability to sterilize PPE (personal protective equipment) safely and quickly, healthcare systems went into full-on crisis response mode.

Within weeks of the pandemic exploding, the Foundation made multiple grants totaling \$8 million to support more than 70 hospitals and health centers across the U.S.

The funding supported rapid expansion of COVID-19 testing, delivered much-needed masks directly to hospitals, aided PPE sanitization and re-use and helped to advance research in areas such as vaccine efficacy and decontamination technology.

"Few health systems in the state have been able to manage their COVID-19 testing in-house and without the use of referral laboratories, but this grant ensured that Emory could do so, allowing patients to quickly receive their highly accurate results."



- DR. CARLOS DEL RIO, EXECUTIVE ASSOCIATE DEAN AND DISTINGUISHED PROFESSOR OF MEDICINE, INFECTIOUS DISEASES, EMORY UNIVERSITY SCHOOL OF MEDICINE AT GRADY



Left: A nurse at Emory's Hope Clinic administers a COVID-19 vaccine to a clinical trial participant. **Right:** Dr Rama Amara, COVID-19 Researcher at the Emory Vaccine Center

DRAMATIC RAMP-UP IN TESTING CAPACITY

Emory Healthcare: State-of-the-art equipment purchase creates a nine-fold increase in testing capacity

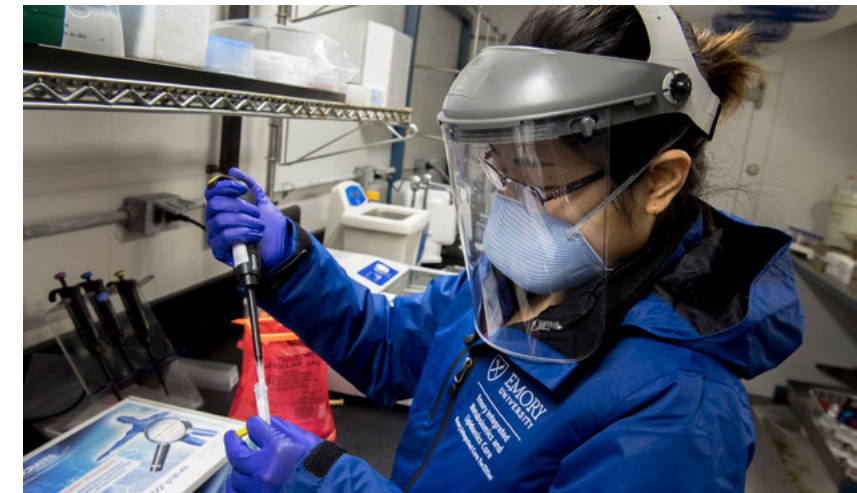
While world-renowned Emory Healthcare, Georgia's largest healthcare system, had some early ability to process daily COVID-19 tests, hospital executives struggled to quickly process more tests as equipment shortages nationwide limited laboratories' testing capabilities.

With a commitment of \$5 million from the Foundation, Emory was able to purchase state-of-the-art testing equipment as quickly as it became available.

This donation dramatically increased the facility's capacity to process COVID-19 tests both for the Emory system and other Atlanta-area hospitals, which rely on Emory for processing. This grant, a game-changer for the Atlanta area, helped Emory reach its ambitious goal of processing 3,000 tests per day and slowed the spread of the virus by identifying more affected individuals more quickly.



COVID-19 testing site in Gainesville, Georgia



Xueyun Liu, an Emory COVID-19 Researcher



Local residents being screened for COVID-19 symptoms at two of four free testing sites around San Diego County provided by Family Health Centers of San Diego.



“Through the generosity of the James M. Cox Foundation, FHCSO continues to be a trusted partner in our communities during this time of great need. It is critical for the health and safety of our communities that FHCSO continues to offer accessible and culturally competent COVID-19 testing and linkage to treatment.”



- ANTHONY WHITE,
DIRECTOR OF COMMUNITY
AND GOVERNMENT RELATIONS AT FHCSO

Support for COVID-19 testing in hard-hit California

When the number of positive cases began to spike in San Diego County, testing capacity was strained. Family Health Centers of San Diego (FHCSO) has provided affordable, high-quality healthcare and support services to low-income families and minorities for more than 50 years.

The Foundation provided \$100,000 to help FHCSO continue operating four testing sites staffed with bilingual workers in high-need areas of San Diego County, including Chula Vista, Barrio Logan, Diamond Neighborhoods and Spring Valley.

The centers have a reputation for offering compassionate, quality care, and members of the community have felt safe to seek testing they might not have otherwise had. The funds also supported multi-language community education and efforts to promote immunization.

Additional funding for testing and equipment needs nationwide

The Foundation also provided \$600,000 in monetary and in-kind donations to health institutions, including Atlanta’s Piedmont and Grady Healthcare Systems and Good Samaritan Health Center of Atlanta, as well as Virginia’s Children’s Hospital of the King’s Daughters in Norfolk and Riverside Health System in Newport News. The funding helped these organizations expand testing, purchase vital equipment and fund other COVID-19-related needs.

SUPPLYING LIFESAVING PPE

Demand for PPE for frontline workers has remained exceptionally high because of its essential role in stopping the spread of the virus.

The Foundation and Cox Communications gave more than 1.5 million masks to 12 hospitals in 10 states where Cox operates.

The surgical N95 and KN95 masks provide vital protection against COVID-19 for hospital employees and those around them. “The face mask donation is part of our ongoing efforts to support healthcare heroes and their communities during the pandemic,” explained Thom Watkins, vice president of Cox Business Virginia.



1.5 million

masks donated to hospitals to create a line of defense for healthcare workers



Emory quickly ramped up its COVID-19 testing capacity to respond to the enormous need in the community.

Advancing groundbreaking PPE decontamination technology

In the early days of the pandemic, there was a crushing shortage of PPE. Health workers often had to resort to reusing equipment that is typically discarded after one use, decreasing its effectiveness and adding more risk and stress for already strained healthcare workers.

Emory had a technology that could offer a safer, more sustainable solution than traditional decontamination techniques, and funding from the James M. Cox Foundation made it possible to purchase equipment for seven hospitals. The technology, a promising hydrogen peroxide vapor technology first used during the 2013 Ebola epidemic by Dr. Colleen S. Kraft, head of Emory's Serious Communicable Disease Unit, could be used to sterilize PPE such as gowns and masks.

"Emory became one of the first health systems in the U.S. to use this [hydrogen peroxide vapor] method to safely reuse equipment and conserve scarce resources. The grant has enabled us to accelerate use of the technology, and it is now being adopted by other hospitals nationwide. It will allow Emory and other healthcare systems to better protect frontline health workers now and in the future."



- DR. COLLEEN S. KRAFT,
HEAD OF EMORY'S SERIOUS COMMUNICABLE
DISEASE UNIT

Established operational excellence allows Emory to vaccinate thousands in weeks

The Foundation has a long-standing partnership with Emory and in 2015 gave a \$25 million donation, distributed over five years, that was dubbed "The Kennedy Initiative." Part of that grant supported Emory's professionals receiving Lean operational training and experience that helped them be leaders in the region to orchestrate a large-scale vaccination effort safely and efficiently.

Using this lean management system, Emory implemented daily tiered huddles to streamline communication, starting with frontline workers and escalating up to the executive team. This new communication model allows the staff to communicate and escalate needs and issues faster than ever before, like diverting essential supplies (such as PPE and ventilators) where needed and ensuring patients are sent to hospitals with capacity, saving lives and keeping staff safe throughout the pandemic.

Emory was also able to quickly deploy telemedicine by applying the Lean tools. Now approximately 3,000 telemedicine visits ranging from cancer follow-ups to therapy sessions occur daily via telemedicine. The healthcare system was also able to rapidly deploy COVID-19 testing, leveraging the tools and skills learned from the Lean journey supported by the Foundation.

With the support from the Kennedy Initiative, Emory Healthcare began distributing two types of COVID-19 vaccines as soon as it received them under FDA Emergency Use Authorization (EUA). With their enhanced skills and knowledge, Emory's workers were able to rapidly administer thousands of doses of the vaccine to healthcare workers, first responders, patients and their caregivers in the first five weeks the vaccines were available, making Emory Healthcare System a leading institutional provider of vaccinations in Georgia.



Two Emory physicians prepare to administer COVID-19 vaccine.

"The Kennedy Initiative has allowed our healthcare teams to implement a Lean mindset, management system and methods across Emory Healthcare. This operating model has had a profound impact on our ability to respond to the COVID-19 pandemic and we believe we have among the highest survival rates in the country."



- DR. JONATHAN S. LEWIN,
CEO AND CHAIRMAN OF THE BOARD
OF EMORY HEALTHCARE



Feeding our communities and frontline workers

During the pandemic, families and individuals were struggling to make ends meet, uncertain of how to put food on the table. It's estimated that the pandemic has caused more than 50 million people to experience food insecurity, a figure that includes roughly 17 million children.

Food service workers were also greatly affected, with many losing wages, being placed on furlough or losing jobs altogether as restaurant dining and catering came to a halt. Countless health workers and first responders were working grueling hours, often resorting to fast food or missing meals altogether while they cared for others.

The Foundation moved quickly to help feed as many individuals — including frontline workers — as possible while also aiming to help restore lost wages for as many restaurant owners and industry workers as possible.

“Every day our healthcare workers are leaving the safety of their homes and putting themselves in harm’s way in order to save lives. We recognize the sacrifice they’re making, and this is one way we have been able support them while they’ve continued to battle on the frontlines.”

- JIM KENNEDY,
CHAIRMAN, COX ENTERPRISES

Feed the Frontline: Helping the helpers

Cox Chairman Jim Kennedy saw a unique opportunity to help affected individuals when he envisioned a program to provide free, high-quality meals for frontline workers while also creating a financial lifeline for the local food service industry. Emory was immediately receptive to his innovative idea, and the program garnered widespread community support. It was backed by 1,470 individual donors, including nine other private foundations. Together, they also enlisted 11 local food service providers and restaurateurs to participate. Feed the Frontline was born.

In 2020, more than 140,000 meals were served to medical and public safety workers while providing vital income to restaurant and catering workers.

Caregivers and first responders, including doctors, nurses, custodians and emergency medical technicians at 19 hospital emergency rooms, ICUs and critical care units received meals, as well as police officers and firefighters.

The program paid participating food providers and in return, they crafted nutritious, thoughtfully prepared food to give comfort and nourishment to hungry, hurried and often-exhausted frontline workers. The participating food partners estimate that they were able to keep local food service workers employed as a result of their work.

140,000+

meals served to medical and public safety workers in 2020



Samantha and Anita of Children's Healthcare of Atlanta, Eggleston Children's Hospital

Food bank grants: Helping families in greatest need

The Foundation worked with Cox Communications and Cox Automotive to identify areas and organizations that needed emergency support. As a result, 64 grants of \$25,000 each and totaling \$1.6 million were distributed to food banks in 17 states across our markets.

It's estimated that a \$25,000 donation can provide between 100,000 to 125,000 meals. In total, the program was able to provide approximately 6.4 million meals.

An Indiana-based food bank in operation since 1977 was one of many grant recipients. *"As a board member and volunteer, I want to add my thanks to the Cox Foundation for the generous support of Gleaners Food Bank. It is truly appreciated not only by Gleaners, but everyone at NextGear (a Cox Automotive company), as it continues to be our No. 1 place to volunteer for the fifth year in a row. The Gleaners team is 100% invested in working to eliminate food insecurity in the state of Indiana, and it is inspiring to watch and be involved,"* said Patty Turner, director of facilities and community relations with NextGear Capital.

Michelle Riley of The Foodbank, Inc. in Dayton, Ohio — the hometown of Cox Enterprises' founder James M. Cox — explained that the donation made it possible for The Foodbank's network of food pantries, soup kitchens and emergency shelters to continue to operate in 2021. *"Together we can ensure that every family in our community has dinner on the table tonight,"* she said. For Dayton's House of Bread, the money means more than just food. *"This significant gift helps to ensure that our doors are always open to individuals and families in our community in need of a hot, nutritious lunchtime meal that is always served with kindness and compassion,"* said House of Bread Executive Director Melodie Bennett.



House of Bread, a food bank grant recipient in Dayton, Ohio.



Food being distributed at Enfield Loaves and Fishes soup kitchen.



NextGear Capital employees volunteering at Gleaners Food Bank.



Relief and housing security for the most vulnerable

The pandemic created significant housing instability for millions of Americans, as families from all walks of life struggle to make mortgage and rent payments. It also created a challenge for the homeless who tested positive for or were exposed to COVID-19.

Moving forward, it will be particularly hard for renters who are at increasing risk of eviction as federal, state and local relief programs and eviction moratoriums expire. The Foundation has made a concerted effort to focus on the immediate housing challenges for the people living in our markets, while also preparing for the predicted housing crisis, as the problem is expected to become more acute as the pandemic lingers.

"We are so humbled by the Foundation's confidence and generosity, which will allow us to put hundreds of deserving people into warm, safe and permanent housing!"



- AARON GOLDMAN,
FOUNDING BOARD MEMBER OF OPEN DOORS

Opening doors for homeless in Atlanta

Open Doors Atlanta is a nonprofit matchmaker that pairs individuals and families exiting homelessness with property owners seeking residents, with a mission to ensure that homes will always be available for those in need. The organization recruits landlords willing to rent to those who may not otherwise be accepted due to credit issues or lack of funds for deposit.

During the pandemic, Open Doors has served as a leading agency to identify housing needs for people in need and to administer rental assistance funding through the CARES Act.

With a \$300,000 grant from the Foundation, Open Doors will be able to build capacity — by adding case workers and technology — to respond to the expected influx of people at risk for eviction and homelessness over the next three years.

Considering the long-term repercussions of the pandemic, these funds will be essential for ensuring housing security for many Atlanta-area individuals and families.



Family recently placed in Open Doors housing.

United Way and HomeFirst: Safe, socially distanced temporary shelter for the homeless

The homeless population in cities across the country have been particularly vulnerable to COVID-19. Through the United Way, the Foundation supported HomeFirst, an initiative that helped 800 homeless families early in the pandemic with housing and finding safe places to stay. A second grant was given to help HomeFirst provide 1,200 meals per day at various sites for homeless individuals. HomeFirst delivers these services and resources through 100 different partnerships it has with nonprofit organizations.

During the summer of 2020 and in conjunction with the Department of Public Health, the United Way and HomeFirst created and led a highly effective response strategy centered on an isolation hotel for homeless individuals who tested positive for COVID-19. Together with the City of Atlanta, HomeFirst also created a shelter hotel for those who tested negative, one which provided adequate space and other means to adhere to safety guidelines. The program also partnered with Mercy Care, the Fulton County Board of Health and Fulton County to provide COVID-19 testing. In partnership with Grady Emergency Medical Services, this program included transportation to and from shelters and healthcare resources.

The support from the Foundation was integral in helping suppress the spread of COVID-19 among Atlanta’s homeless — and Fulton County.

800

homeless families provided housing

1,200

meals provided per day at various sites

Salvation Army Southwest Division: Emergency assistance during high demand

A \$250,000 grant helped the Salvation Army Southwest distribute food and provide emergency assistance and housing services in Arizona, New Mexico and southern Nevada. This division saw a 300% increase in demand during COVID-19. This grant from the Foundation, together with other grants, has allowed the organization to serve more than 14,000 individuals affected by the pandemic.

The assistance included providing nearly 95,000 meals to homeless, impoverished adults and children staying at the shelter for virtual learning, food and all-day programming during school closures. Additionally, more than \$140,000 in direct utility assistance was given to ensure people had a safe place to live and would not become homeless, with a rapid increase in demand being seen after utility cutoff moratoriums ended in July.

The Salvation Army also partnered with other local nonprofits to provide more than 17,000 combined nights of safe, socially distanced lodging to the homeless. The grant helped the organization further its efforts to keep the community safe from the spread of COVID-19, with a distribution of more than 13,000 units of PPE within the community.



HomeFirst homeless shelter accommodations.



HomeFirst helps to secure apartments and provide rental assistance for vulnerable individuals and families, keeping them safe and off the streets.

“The generous and timely support from the James M. Cox Foundation combined with public funds it leveraged, allowed us to keep the positivity rate of the homeless population far below that of the general population and to secure housing for unsheltered households.”



- JACK HARDIN,
CO-CHAIR OF UNITED WAY REGIONAL
COMMISSION ON HOMELESSNESS



Educating and caring for our youth

COVID-19 has shifted the traditional models of childcare and in-person education. School systems and families scrambled to adjust to learning at home, while many daycare facilities and schools struggled with when and how to open safely. Many tried opening for in-person learning, only to close and resume remote learning.

Early childhood education and empowering families for success through education has always been a core area of the Foundation and remained so during this critical time.

“As our region continues to experience the challenges of COVID-19, Cox is committed to supporting our local nonprofits so they can continue the important work they do every day to address the needs in our community. Whether it’s ensuring homeless youth have the technology and resources for their education and well-being or providing quality healthcare to low-income families during the pandemic, we’re all in this together.”



- SAM ATTISHA,
SENIOR VICE PRESIDENT AND REGION MANAGER
FOR COX COMMUNICATIONS



Children participating in the YMCA’s Campus Connection program, which offered in-person virtual learning support while schools were closed.

Supporting homeless students: Monarch School

The sudden move to virtual learning created a particularly complex challenge for homeless families. With the San Diego region hit hard by COVID-19 and schools moving to virtual learning, the Foundation, in partnership with Cox Communications, chose The Monarch School in San Diego’s Barrio Logan neighborhood, dedicated to serving students who are homeless or at risk of becoming homeless, to receive a \$150,000 grant to support around 300 K-12 students experiencing homelessness. The grant funded distance learning support with wireless hotspots and one-on-one academic tutoring, along with basic needs such as referrals for emergency housing, food assistance and mental health and therapy services for families.

“The challenges that our students and their families face have intensified since the onset of the pandemic,” said Afira DeVries, CEO of Monarch School. “Monarch School continues to be a source of stability and hope for those we serve, and we’ve had to step up our ability to provide greater support under extraordinary circumstances.”

YMCA of Metro Atlanta: Providing childcare and more for families

With 25 locations throughout the metro area, the YMCA serves thousands of members and multiple communities. But the organization, like so many nonprofits, was hit hard by the pandemic.

In 2020, the Foundation made a series of grants to the YMCA of Metro Atlanta totaling \$650,000 to provide free childcare to more than 1,000 families of first responders, as well as virtual learning support and after school programs.

It also allowed the YMCA to serve more than 550,000 meals to those affected by food insecurity.

“The generous support from the James M. Cox Foundation has allowed the YMCA to provide essential services during COVID-19. Because of this grant, we’ve been able to shift our programming and staffing in order to meet the most urgent needs of the Atlanta community.”



- LAUREN KOONTZ,
PRESIDENT AND CEO OF YMCA
OF METRO ATLANTA

PCs for People: Bridging the digital divide

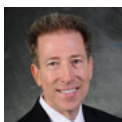
Through the pandemic, many low-income families have struggled to stay engaged with remote learning due to a lack of computer equipment or a lack of internet at home — or both.

\$100,000

grant to PCs for People in partnership with Cox Communications

The grant helped the nonprofit, whose mission is digital inclusion, provide discounted computers equipped with Windows software, a webcam and microphone, to 1,000 low-income families enrolled in Cox's Connect2Compete program, which provides low-cost home internet service.

“Cox is committed to supporting K-12 students in our Connect2Compete program, whether they are learning inside the classroom or in their homes during this pandemic. We are proud to provide these computers to 1,000 kids and look forward to partnering with our communities to ensure more kids have access to their digital schoolwork.”



- PAT ESSER,
PRESIDENT AND CEO OF COX COMMUNICATIONS



Pre-K teacher using the START strategy to build children's oral language, comprehension and critical thinking skills.
(Cox Campus Course: Transforming Story Time)

Cox Campus: Keeping young minds engaged

With many schools and childcare facilities closed or moving to virtual-only learning, parents needed help navigating the new and unexpected teacher role. The Atlanta Speech School, a Cox community partner, offers a free online learning platform to families nationwide through its digital Cox Campus platform. The Atlanta Speech School was able to use the existing Cox Campus platform during COVID-19 to quickly launch a free Pop-Up Early Learning Academy, featuring an evidence-based pre-school curriculum, along with other educational content parents could use at home with their young children to fill the learning gap while schools and early learning centers were closed. The pop-up program helped 54,000 teachers and parents from all 50 U.S. states and 68 countries.

Cox employees have also taken advantage of the preschool curriculum to help keep their children's learning on track during this challenging time.

“I am beyond grateful for this resource! My Pre-K son has been home without any curriculum. We are so excited to have access to the Online Preschool and will use the lesson plans and interactive videos until he starts kindergarten. Thank you to the James M. Cox Foundation, giving beyond your years!”

- APRIL STEIN,
A COX AUTOMOTIVE EMPLOYEE



Teacher engaging in responsive interactions while using the TALK strategy to empower children to become conversational partners. (Cox Campus Courses: Power of Language for Infants and Toddlers and Talk with Me)

Committed to our communities

The James M. Cox Foundation's quick action to provide support and relief in various sectors — from healthcare to hunger to housing — has helped hospitals, individuals and families in our communities as we continue to adapt to life during a global pandemic.

With a legacy of giving back, Jim Kennedy and the entire Cox family work to improve the lives of people across the country. With care and consideration, Jim's leadership extends beyond business and into the community, often being one of the first to help, and making a remarkable impact on the world.

And while there is still so much uncertainty and more work to do as the pandemic rages on around the world, the enduring Cox commitment to taking care of people — both in our company and in our communities — will continue.

"As the crisis was unfolding and we were learning more about it every day, it was essential that we act quickly to provide help where it was needed most. The Foundation didn't hesitate, and we were able to make a real difference that will have a lasting effect in our communities."



- NANCY RIGBY,
PRESIDENT, COX FOUNDATIONS

Taking care of employees

From the onset of the pandemic, the health, safety and well-being of our employees was our top priority. We took diligent measures to safeguard our people - physically, mentally and financially - during these extraordinary times.

Prioritizing health and safety

We believe in doing our part to keep employees and communities as safe as possible. We swiftly transitioned our corporate workforce to remote work in early March, prior to statewide orders. We extended these guidelines to Cox employees who can perform their jobs effectively from home until late 2021. As a result of our health and safety efforts, confirmed active COVID-19 cases among our employees never exceeded 2% of our workforce throughout 2020.

We expanded our healthcare benefits by including free and reduced cost access to virtual doctor visits, offering free COVID-19 testing and giving employees the ability to have prescriptions refilled early and delivered for free. We will also offer employees up to four hours of paid time off to get the COVID-19 vaccine.



Carson Burns and Devan Fischer, Cox Communications, at a Cox retail store.

Supporting mental health and well-being

In addition to physical health, we recognize the mental health impacts of COVID-19 as many people face overwhelming feelings of isolation, anxiety and stress. We responded by offering employees new wellness programs and policies intended to reduce stress and create more balance between our home and work lives:

- **Headspace:** mobile app that promotes mindfulness, managing stress, improving sleep and healthier living
- **Openfit:** at-home workouts and nutrition tracking
- **Mid-day meditation:** employee-driven virtual meditation sessions
- **Flex for All:** policy that provides employees with flexible schedules, block schedules or a compressed work week
- **Care@Work:** access, via Care.com, to a network of care providers for children, seniors, pets and the home
- **Resources for Living:** 24/7 access to a mental health professional for employees and members of their households - eight free sessions per topic, per year via phone, text, chat, video or face-to-face

“Thank you to Cox for helping employees during these different and challenging times. Things like providing free access to an app like Headspace makes a big difference to mental health.”

- A COX COMMUNICATIONS EMPLOYEE

Expanding the Cox Employee Relief Fund

Through donations from Cox employees, the Cox Employee Relief Fund (CERF) provides financial assistance to employees and their families when they need it most, whether due to illness, the loss of a family member or a natural disaster. For more than 15 years, CERF has provided \$11 million in aid and helped more than 5,000 employees. In 2020, we expanded CERF to assist employees with unexpected financial hardships brought on by COVID-19. By the end of the year, we were able to provide more than \$688,000 in CERF assistance to employees affected by COVID-19 across the United States and over \$1.6M in total financial assistance for 2020.

“We have a company that, no matter what your station is or how long you’ve worked here, you can reach out and ask for help. I’ve always thought it, but now I’ve learned it firsthand.”



“Words cannot describe how grateful I am to work for a company that has your back during good times and bad. I am a Cox believer and a lifer, and would encourage anyone experiencing a financial hardship to consider CERF.”



John Taylor, a Cox Communications CERF beneficiary, and his family

Strengthening community resilience

From the onset of COVID-19, Cox made it our mission to promote health and safety for our communities, partners and customers.

Providing financial assistance for clients and customers

- **\$186 million** worth of discounts given to Cox Automotive clients
- **\$250 million** of deferred payments and fees to NextGear Capital clients and partners
- **\$30 million+** of free advertising given by Cox Communications for nonprofit and small business clients
- **60,000** new households added at no cost in our ongoing Connect2Compete program which offers low-cost internet to underserved households, enabling critical access to education, healthcare and work. Learn more on [page 43](#).

Creating social connections

- In the film, [Full of Love](#), Cox surprises three nurses and connects them with their parents over a shared experience that feels like home. Full of Love is part of a larger initiative Cox calls [The Connections Project](#) – directed at providing human connection where it’s needed most.
- Our [One Call a Day](#) program motivated 215 employees to call beneficiaries at more than 20 organizations that provide support to seniors, veterans and LGBTQ+ youth, helping to curb loneliness during social distancing.

Learn more about our COVID-19 response:
coxenterprises.com/about-us/COVID-19-response.



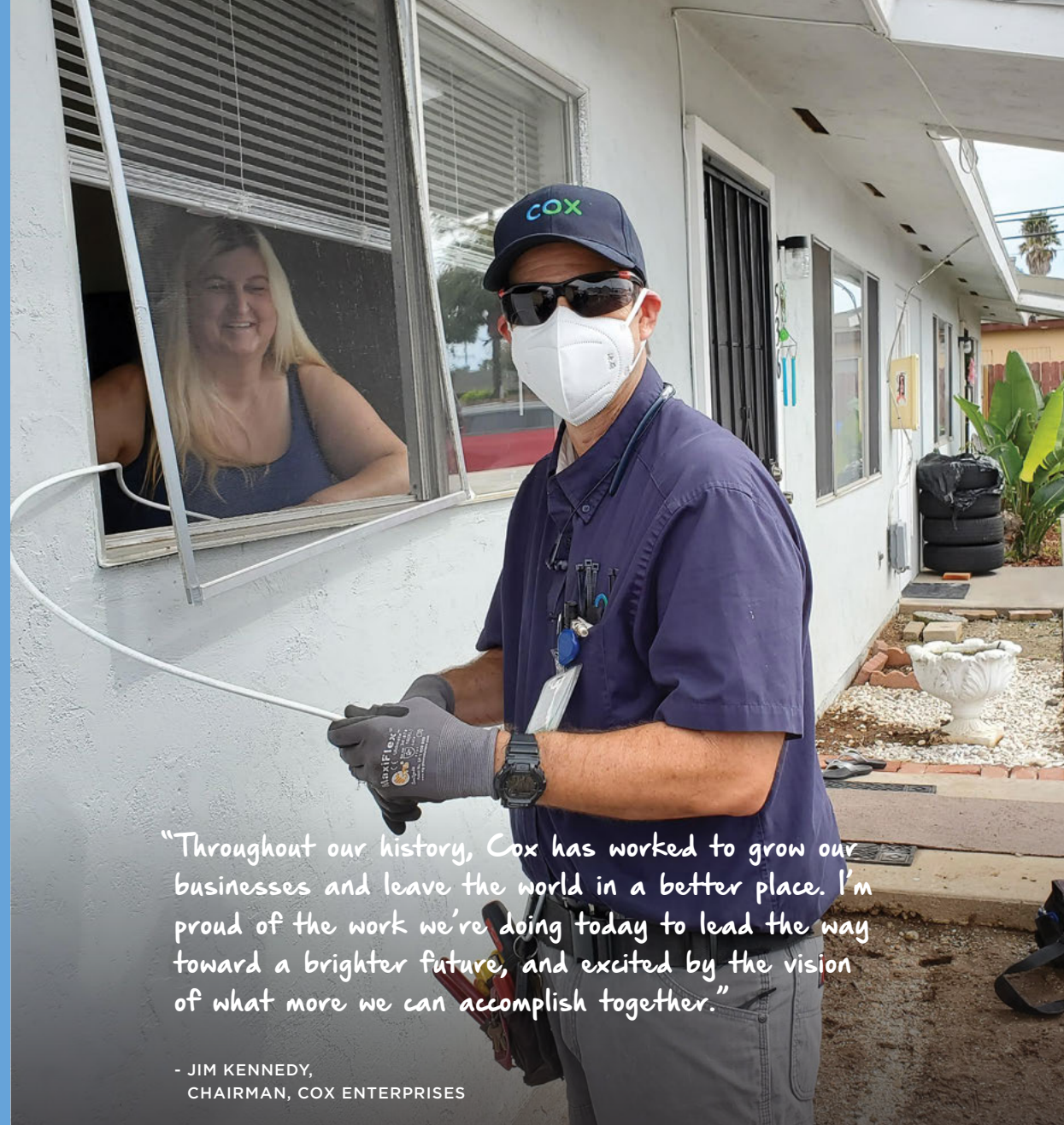
Cox Communications employees Wayne Wright (left) and Asan Holmes (right) at a Cox retail store.

In addition to the COVID-19 pandemic, we demonstrated our business resiliency when faced with other environmental challenges including hurricanes, wildfires, and ice storms. In all situations, our company and people quickly came together to create a network of resources and provide an abundance of support for affected employees who worked around the clock with incredible speed to reconnect and communicate with our customers, even when their own property had been impacted.

Our approach: The world at a glance

The year 2020 was a pivotal moment in history, marked by uncertainty, upheaval and change. Across the world, the COVID-19 pandemic threatened our physical and mental health. Broadband connectivity became a lifeline for people, providing access to healthcare, education and employment. At the same time, this digital shift highlighted economic inequalities between those who can and cannot work remotely. Injustice and political strife created social and civic unrest across the United States. And climate change continued to harm communities around the world with extreme weather events such as hurricanes and wildfires.

Our world today looks very different than it did when James M. Cox founded our company more than a century ago, but upholding his promise to make a positive impact has never been more relevant. While 2020 was a daunting year, it gave corporations like Cox the opportunity to use business as a significant force for good, building upon the progress we made in 2019.



“Throughout our history, Cox has worked to grow our businesses and leave the world in a better place. I’m proud of the work we’re doing today to lead the way toward a brighter future, and excited by the vision of what more we can accomplish together.”

- JIM KENNEDY,
CHAIRMAN, COX ENTERPRISES

Our approach: Taking action for a better future

Guided by our purpose, we continue to direct our attention to areas where we believe we can make the biggest impact through our business operations. We strive to Make Our Mark as a purpose-driven corporation while empowering our employees to do the same through their individual actions. We're committed to ensuring our employees and communities thrive, leaving the planet better for future generations and driving innovation that improves the world. **As we look into the future, we recognize that reducing our negative impact is not enough — we must strive to make a positive impact for generations to come.**

*"The Cox we know today won't be the same tomorrow.
We're building our better future right now, every single day."*

- ALEX TAYLOR,
PRESIDENT AND CEO, COX ENTERPRISES



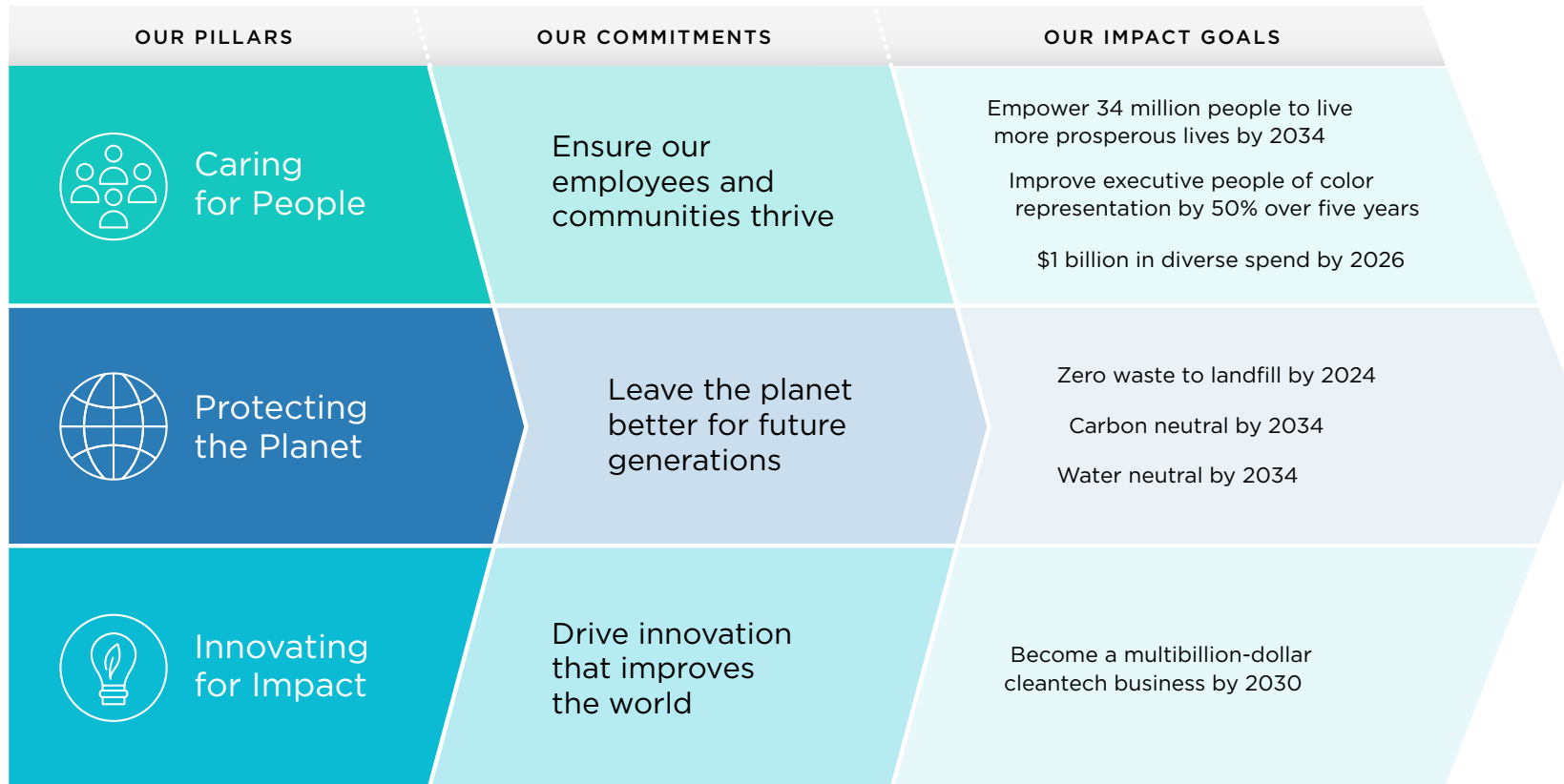
Nick Chaney, Bright Farms

WE CREATE VALUE FOR THE WORLD THROUGH OUR DIVISIONS:

| | | |
|--|--|---|
| <p>CONNECTIVITY</p> <ul style="list-style-type: none">• Keeping people and communities connected• Enabling access to telemedicine, education and remote work | <p>MOBILITY</p> <ul style="list-style-type: none">• Empowering more people to enjoy the freedom, prosperity and well-being that comes with access to reliable transportation• Pioneering greener, more progressive transportation alternatives for individuals and fleet operators | <p>SUSTAINABILITY</p> <ul style="list-style-type: none">• Transforming agriculture, energy and waste to sustainably meet the needs of a rapidly growing global population• Providing the long-term vision, resources, scale and commitment to people and innovation needed to drive positive environmental change |
|--|--|---|

Making Our Mark

We strive to Make Our Mark in leaving the world a better place for future generations by Caring for People, Protecting the Planet and Innovating for Impact. Those three pillars are the roadmap for achieving our goals and reflect how we can make the greatest impact to help solve some of the most pressing challenges of our time through individual and collective actions.



Our impact goals: progress

In 2014, Cox established **FutureFocus:2034**, an ambitious growth plan to build on our 120+ year history of innovation and diversification. This vision encompasses our goal to grow Cox into a \$60 billion company by 2034 while pursuing our purpose to empower people today to build a better future for the next generation. In 2020, we set out to broaden FutureFocus:2034 to include all Cox stakeholders: our employees, our customers and our communities. These new goals are aligned with our strategic framework centered around Caring for People, Protecting the Planet and Innovating for Impact. We will continue to update and set new goals that capture the positive impact we want to have on the world.



Aerial view of a Cox solar farm.

CARING FOR PEOPLE

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

Improve executive people of color representation by **50% over five years**

Our goal is **\$1 billion** in annual diverse spend by 2026

INNOVATING FOR IMPACT

Become a multibillion-dollar cleantech business by 2030

PROGRESS

Nearly \$1 billion

invested in sustainable businesses and technologies since 2007

PROTECTING THE PLANET

Zero waste to landfill by 2024

PROGRESS

253 thousand

cumulative tons of waste diverted from landfill since 2013

84% to goal

Carbon neutral by 2034 (accelerated from 2044)

PROGRESS

657 thousand

cumulative tons of carbon offset since 2007

28% to goal

Water neutral by 2034 (accelerated from 2044)

PROGRESS

295 million

cumulative gallons of water saved/offset since 2013

30% to goal

Caring for People

At Cox, our approach to Caring for People is inspired by our founder's generosity toward others and his dedication to public service. For over a century, our relentless support for employees and communities has been our foundation for creating a brighter future. This strengthens our business by creating happier and more productive employees, thriving communities, greater trust with our customers and more collaborative innovation within our company. In 2019 and 2020, we continued to focus on long-term impact while also addressing other important challenges such as social justice and equality, creating an inclusive and equitable culture, promoting health, safety and well-being, access to STEAM (science, technology, engineering, arts, math) and promoting civic engagement.

Our commitment

Ensure our employees and communities thrive

Our focus areas

- Fostering an inclusive workplace
- Prioritizing employees' health, safety and well-being
- Developing communities through supply chain responsibility
- Continuing our culture of giving back



Barry Givens, Managing Director of Cox Enterprises Social Impact Accelerator Powered by Techstars

Our new social goal

34
MILLION BY
2034

“Our new social goal embodies how we will make our mark and bring our purpose to life in real, human, tangible ways. We want to do our part to ensure that all people we have the ability to reach can enjoy prosperous and fulfilling lives.”



- BOB JIMENEZ,
SENIOR VICE PRESIDENT
OF CORPORATE AFFAIRS

Empower 34 million people to live more prosperous lives by 2034

Cox believes in a world where no barrier – environmental or manmade – should ever hold anyone back from greatness. Developed in partnership with consulting firm EY, our new goal focuses on social issues our businesses are strategically positioned to solve and aligns with our purpose. Our 34 million target embodies our unified commitment to employees and communities, and guides our inclusion, diversity and equity strategy, talent practices, responsible supply chain and community strategy centered on STEAM and the environment.

The World Economic Forum defines prosperity as an ambition to ensure that all human beings can enjoy prosperous and fulfilling lives, and that economic, social and technological progress occurs in harmony with nature. Helping to break down barriers and increase prosperity for our stakeholders will result in:

- Empowered employees
- A strong pipeline of top talent seeking opportunities at Cox
- A growing and loyal consumer base
- Stable, successful operating environments
- Greater trust between customers and stakeholders
- A more inclusive environment for all



Kids from the Boys & Girls Clubs of Greater Scottsdale McKee Branch and the Phoenix Community Relations Team (RJ Muller, Suzee Smith-Everhard, Roxanne Wingate and Astrid Valencia) enjoy the grand opening of the Cox Innovation Lab.

An employee-first culture is the heart of Cox

At Cox, we view our employees as our greatest strength. As our company grows, we continue to foster a culture that puts people first and upholds fundamental values such as honesty, integrity and accountability. We're proud of the culture (real and virtual) we've created that allows our people to build a better future for themselves, our customers and our communities – one where great people want to be and give their best day after day.

COX \ impact: inspiring employees to take action and make their mark

Our employee engagement platform, Cox Impact, is how our employees engage with and contribute to our impact goals, track their community volunteer hours, participate in events, contribute to our employee resource groups and more. Cox Impact empowers employees to find their passion and contribute to our collective impact.

50%+
of employees registered

100,000+
volunteer hours logged through
Cox Impact since Jan 2019

"I love the Cox Impact platform! It's my one-stop place to go when I want to volunteer for a community service event, learn how to minimize my carbon footprint through Cox Conserves, work on my well-being and fitness and expand my understanding of others through our inclusion, diversity and equity opportunities."



- PATRICE MANTOVANI,
SENIOR APPLICATIONS ANALYST



Adam Benefield, Cox Enterprises

Health, safety and wellness

At Cox, we take a holistic approach to health, safety and wellness that considers physical, mental and financial needs. The extraordinary events of 2020 redefined what these needs look like. We responded by quickly shifting our approach to keep our employees happy, healthy and thriving during the global pandemic while continuing to offer the competitive wellness packages employees love.

CREATING A CULTURE OF SAFETY

We consider safety a core value in every aspect of our business. At Cox, each of our operating divisions has dedicated safety leadership teams in place to identify risks and carefully track our efforts to ensure a safe and healthy workplace. Our Cox Corporate Campus Safety Council meets regularly to address safety, security and other risk-related matters across our divisions.

In addition to managing known risks, our operating divisions have Near Miss programs in place that engage employees in the process of proactively reporting unplanned events that have the potential to cause, but do not actually result in, human injury. The Near Miss programs make safety a daily initiative, constantly engaging our teams to look for ways to improve the safety environment for both clients and team members. For more information on our wellness, leading benefits and other offerings see [page 23](#).

Duane Ritter reflects on Cox's swift and coordinated response to the COVID-19 pandemic:

"What I really saw was a very resilient company, but collaboration made it so. It was amazing to see Cox Communications, Cox Automotive and Cox Enterprises come together and work so cohesively to align on communications, policies and plans; this wasn't something we were accustomed to doing at the time, and it couldn't have been done without really great divisional partners."

-DUANE RITTER,
SENIOR VICE PRESIDENT OF CORPORATE SERVICES,
ENTERPRISE SECURITY AND REAL ESTATE



Duane Ritter (center) with members of Corporate Security (from left) Eddie Mangan, Carlotta Rogers, Rob Gray and Keith Davis.

Providing financial support

JIM KENNEDY SCHOLARSHIP FUND

Our Chairman Jim Kennedy is passionate about helping the children of Cox employees realize their college dreams. In 2008, he established and personally funded the Jim Kennedy Scholarship Fund, open to any high school senior whose parent has worked at a Cox company full-time for at least three years. Each year, the Jim Kennedy Scholarship Fund awards \$10,000 scholarships to 15 high school seniors based on financial need and a demonstrated commitment to personal development.

In 2019, the Scholarship Fund celebrated its 10-year anniversary of awarding scholarships. To commemorate the milestone, scholars and their Cox parent were invited to Atlanta for a three-day event, which included meeting each other and Jim Kennedy, having dinner and playing games on the rooftop of Ponce City Market. They also visited the Atlanta BeltLine and the National Center for Civil and Human Rights.

From 2009 to 2020, the Jim Kennedy Scholarship Fund awarded \$5M to 125 high school seniors



SEASON FOR SHARING

There's no better time to give than the holidays. To help cover holiday expenses, our Season for Sharing program provides checks up to \$500 for Atlanta-based Cox employees and their families who are experiencing financial hardships. Now in its 22nd year, the Season for Sharing program has provided support to 6,500 Cox employees and their families, granting more than \$318,000 to almost 1,000 individuals in 2019 and 2020.



Jim Kennedy scholarship 10-year anniversary celebration.

“This scholarship means trust in me – trust that I will do the things I say I will do and give back the way I say I will. It was important to me because without it, I would not have been able to go to my dream school.”



- TRINITEE RICHARDS,
NORTH CAROLINA
A&T STATE UNIVERSITY STUDENT

Growth and development

We believe in career jungle gyms, not corporate ladders. As a privately held, family-owned organization, we allow free-flowing ideas and career paths, so that employees can always look for growth and impact. Cox helps employees chart their own unique career journey by providing tools, resources and programs that help them build their skills and contribute to Cox's success — today and in the future:

- An enterprisewide onboarding and welcome experience, introducing new hires to the company, our values and our purpose
- Leadership and professional development offerings
- Internal mobility, such as creating ways for our talent acquisition teams to retain and promote existing employees
- Evolved performance management, focused on more regular check-ins, employee growth and continuous improvement
- For more information on our employee benefits, programs and offerings, see [pages 85-88](#).



Ted Robin and Julie Park, Cox Communications

"I began my career at Cox as an intern in CEI's audit group. The dedication from leadership to develop and coach young talent enabled me to turn the internship into a full-time role and then later into a position of leadership. The dynamic nature of my work and the exposure I've received across Cox's portfolio of businesses has shown me that the advancement opportunities available are virtually endless."



- FANYE ABBEY,
ADVISORY & ASSURANCE MANAGER

Inclusion, diversity and equity

Cox believes that we thrive on what makes us different – the collective sum of our individual experiences, backgrounds and skills have an impact on innovation, our continued business growth and improved performance. We also believe inclusion is everyone’s responsibility. Across all of our business and talent practices, we champion inclusion, reflect our diverse communities and empower our great people to build a better future together.

OUR GOAL

In 2020, Cox launched a new goal to improve executive people of color representation by **50% over five years**

2020 PROGRESS

14.9%

of our 2020 executives are people of color

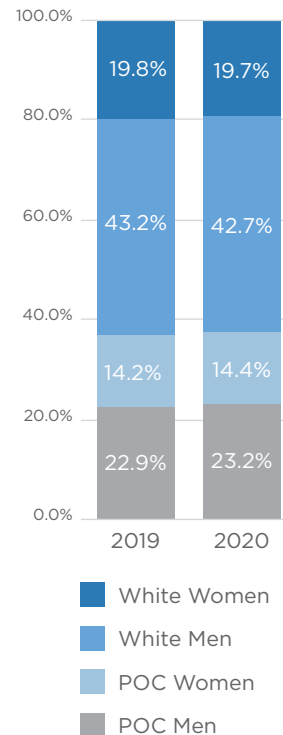
37.6%

of our employees are people of color

68%

of employees of color reported feeling included at work on our latest employee survey

ALL EMPLOYEE DIVERSITY



Joiava Philpott, Michael Powell and Pat Esser, Cox Communications, participate in a panel on leadership during Black History Month in February 2020.

Inclusion, diversity and equity vision

At Cox, we champion inclusion, reflect our diverse communities and empower our great people to build a better future together. Our enterprise strategy contains five strategic priorities supporting our vision:

Champion Inclusion

- Enhancing inclusion capabilities through training and dialogue
- Engaging employees

Maintain a Diverse Workforce

- Improving Executive POC diversity by 50% over five years

Invest in Diverse Business

- Spending \$1B annually with diverse suppliers by 2026

Promote Fairness and Equity

- Improving practices to mitigate bias and embed equity

Positively Impact the Community

- Investing \$1M in social justice and human rights
- Supporting 34x34 social goal

DRIVING INCLUSION, DIVERSITY AND EQUITY THROUGH EXLAB

EXLab is our comprehensive, multi-year initiative that allows us to reimagine the employee experience while expanding company benefits and programs, including flexible work alternatives, career mobility opportunities, adoption assistance and a wide variety of wellness programs.

In 2020, EXLab challenged leaders to view life at Cox through a renewed lens on inclusion, diversity and equity (ID&E). We followed a human-centered design approach that began with empathy or listening to understand inclusion, diversity and equity needs. This led to the creation of enterprisewide solutions to drive an even more inclusive Cox culture. A few examples include creating a common ID&E vision across all of our businesses, implementing inclusion habits and behaviors, connecting inclusion to performance, expanding the ID&E team and resources just to name a few of the ways we are embedding ID&E into our DNA at Cox.

MORE THAN WORDS: ACTIONS SPEAK

Inclusion, diversity and equity have always been an essential part of both our culture and our business strategy, but the traumatic social injustice events of 2020 compelled us to do more. The social justice movement that emerged this past spring sparked workplace conversations about inclusion, equity and justice. We held employee listening forums across the enterprise to encourage open and candid dialogue about what we can do better. We listened. We reflected. And based on that feedback, we enhanced our ID&E plan to translate our genuine intentions into concrete actions to help drive change. Our cross-divisional team of business leaders leveraged feedback from our employee

listening sessions to develop a comprehensive plan that will be integrated into our overarching ID&E strategies focused on the following:

- **Education and Training:** Promoting cultural awareness and developing inclusion skills and capabilities
- **Voice of Employee:** Ongoing listening and feedback channels to gauge sentiment
- **Talent Practices:** Ensuring inclusive and equitable talent systems, processes and practices to attract, develop, engage and retain diverse talent
- **Business Practices:** Investing in diverse business owners and suppliers to help them grow and thrive
- **Corporate Responsibility:** Supporting civil and human rights and social justice in the community

2020 PROGRESS

2,410

employees engaged through Actions Speak listening sessions



Financial advisor, Angelica Prescod, educates attendees on financial literacy during a Black/African-American ERG event.



Scene from an event with MOSAIC, our multicultural ERG.

“This is not just a moment, it’s a movement. So, while it’s important for us to speak up, it’s imperative we execute plans for what we are doing now and into the future to drive real change and help break this cycle of inequity.”



-TIFFANIE MCDONALD,
VICE PRESIDENT OF INCLUSION & DIVERSITY

Promoting justice and equality

Cox believes in equal rights and justice for all people. We also believe that if we stand together and fight for systemic change, we can leave the world a better place for the next generation.

The tragic and senseless murders of George Floyd, Breonna Taylor, Ahmaud Arbery and others ignited a wave of national protests and calls for justice, equality and reform across the country. We recognized that it was imperative for us to stand up for human and civil rights and be a part of much-needed change. In addition to taking steps toward a more inclusive Cox (see [page 35](#)), we committed an initial \$1 million donation to organizations and causes that support social justice and human rights, selected with input from our employees:

- Equal Justice Initiative
- United Negro College Fund (UNCF)
- National Urban League (NUL)
- National Center for Civil and Human Rights (NCCHR)
- Dr. Martin Luther King Jr. Center for Nonviolent Social Action

Cox has long-standing relationships with UNCF, NUL, NCCHR and the Dr. Martin Luther King Jr. Center for Nonviolent Social Action. Additionally, we committed to supporting the Ad Council's Racial Equality campaign with \$1 million in donated advertising time on Cox Communications' network. The support helped spread the message of racial justice through the Ad Council's new campaign, Love Has No Labels. Cox supported and urged legislators to successfully pass hate crimes legislation in Georgia.

"Racism and discrimination have no home in our hearts or in our company. We are committed to human rights, justice, empowerment and investing in organizations that promote equality."



- ALEX TAYLOR,
PRESIDENT AND CEO



Atlanta Journal-Constitution journalist, Alyssa Pointer, captured moments both profound and personal during the nationwide social injustice protests in June. Alyssa's tireless commitment to document this moment in history earned her the Governor James M. Cox Award, the highest honor for a Cox Enterprises employee.

Committed an initial \$1 million donation to organizations and causes that support social justice and human rights

PARTNERING FOR INCLUSION & DIVERSITY

We maintain strong relationships with numerous national diversity groups that align with our values. Here are a few examples:

- **APIA Scholars:** the nation's largest nonprofit organization that provides scholarships to Asian Americans and Pacific Islanders (AAPIs) with financial need
- **Catalyst:** a leading organization that accelerates progress for women through workplace inclusion
- **The Human Rights Campaign:** the largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer Americans
- **The League of United Latin American Citizens:** the nation's largest and oldest civil rights volunteer-based organization that empowers Hispanic Americans and builds strong Latino communities
- **National Urban League:** a historic civil rights organization dedicated to elevating the standard of living in historically African-American and other underserved urban communities
- **Disability:IN:** the leading nonprofit resource for business disability inclusion worldwide to expand opportunities for people with disabilities
- **The National Association of Minority Auto Dealers (NAMAD):** NAMAD is committed to increasing opportunities for ethnic minorities in all aspects of the automotive industry
- **National Association for Multi-ethnicity in Communications (NAMIC):** the premier organization that educates, advocates and empowers for multi-ethnic diversity in the communications industry
- **Women in Cable Television (WICT):** WICT's mission is to create women leaders who transform the telecommunications industry

PROMOTING INCLUSION THROUGH EMPLOYEE RESOURCE GROUPS

At Cox, employee resource groups (ERGs) are built from the ground up, where they are needed and where employees express interest. We currently have eight ERGs with chapters across our divisions, each focused on driving inclusion, diversity and equity through culture education, professional development, business and market insights and community engagement.

- **Salute** (Veterans)
- **Pride** (LGBTQ and allies)
- **Black/African-American**
- **Ignite/Thrive** (Early Career)
- **Women/Women with Drive**
- **iHOLA!** (Latinx)
- **MOSAIC** (Multicultural)
- **Lotus** (Asian and Pacific Islander)

In 2020 alone, ERGs adapted to provide remote programming, delivered 50+ hours of professional development, and had over 9,400 employees participate in ID&E activities on Cox Impact, our employee engagement platform. We also launched the Parents and Caregivers at Cox (PACC) initiative, and the DAWN (disability) ERG will be launched in 2021.

Inclusion, diversity and equity actions taken by employees increased by 232% over the course of 2020

ERG membership increased by 44% from 2019 to 2020.



Bijal Patel and her daughters encourage co-workers to join the Lotus ERG.



In the wake of the nationwide racial injustice movement this summer, our Ignite and MOSAIC ERGs collaborated to present "A Conversation Between Friends, featuring Sandy Schwartz & Richard Cox." This event garnered over 1,000 participants from across the company as we tuned in to hear this candid and authentic conversation about social justice and allyship.

Supplier diversity

Supporting diverse suppliers improves our business, strengthens our communities and contributes to the economic well-being of businesses and their employees. Through our supplier diversity program, we provide education and certification programs to encourage the use of diverse suppliers, such as businesses owned by women, minority groups or veterans.

One way we support our diverse suppliers is through our Cox Supplier Diversity Scholarship Program. By working with local formalized-business-education providers, the program provides continuing education opportunities that support the leadership development, operational sustainability, and improved scalability of qualified, diverse suppliers in the areas where Cox operates. In 2020, the program had its largest cohort ever of 42 businesses.

We develop relationships with high quality, certified diverse suppliers within our supply chain. Tier 1 suppliers (those we work with directly) are asked to report their supplier diversity spend quarterly to us through a third-party database. By tracking Tier 2 spend, we encourage our suppliers to do the same in the spirit of increasing the economic advancement of our communities, inspiring innovation and helping to drive growth and access to business opportunities.

“Like many small, diverse-owned businesses, Lightcore Optical Solutions struggled with getting enough startup capital to expand or to even get our businesses off the ground. But with Cox’s support and flexibility, Lightcore was able to grow and expand our business by 60%.”

- STEVE OLSON,
CEO/OWNER OF LIGHTCORE OPTICAL SOLUTIONS

OUR GOAL

\$1B in annual diverse spend by 2026

2020 PROGRESS*

Tier 1 2019:

\$814 million

Tier 1 2020:

\$742 million

Tier 2 2019:

\$105.1 million

Tier 2 2020:

\$87 million

* Our supplier diversity spend decreased from 2019 to 2020 due to COVID-19 impacts, a decreased spend in categories where we use large diverse suppliers and other business factors such as the Cox Media Group divestiture. As we continue to prioritize supplier diversity, we expect to counterbalance this decrease in 2021 and beyond.



Cox Communications was recognized as one of DiversityInc’s Top 50 Companies for Supplier Diversity in 2019 and 2020

We make strategic investments in our community

Our tradition of giving back started with our founder and is something Cox employees are proud to uphold to this day. Our goal is to create a ripple effect, focusing on programs that solve environmental and STEAM challenges for diverse and/or underserved communities while leaning into our unique business skills through innovation.

Team Cox volunteer program

At Cox, we believe in rolling up our sleeves and getting to work in the communities we serve. Team Cox is our enterprise-wide, employee-powered volunteer force that puts our people on the front line of change, organized through Cox Impact. You'll find us cleaning up riverbeds, introducing young minds to STEAM, building outdoor classrooms and more. We believe in linking sweat equity and human capital to find rewarding experiences for our employees and our communities.

13,445

Team Cox volunteers in 2019 and 2020

653

organizations served in 2019 and 2020

101,203

total employee volunteer hours in 2019 and 2020

Charitable donations for the community

Funded by employee donations, Cox Charities has a diverse volunteer advisory board of Cox employees who review funding requests and evaluate programs to ensure that our giving meets the needs of the community.

In 2019, employees raised \$2 million for local needs through Cox Charities, and despite the challenges of 2020, employees raised nearly \$1.9 million.



\$3.9 million

raised by employees in 2019 and 2020

Anne Cox Chambers Award

The daughter of Cox's founder Governor James M. Cox, aunt of our Chairman Jim Kennedy and grandmother of President and CEO Alex Taylor, Anne Cox Chambers possessed a love for her community, a passion for helping others and a commitment to doing the right thing. To honor her legacy, we created the Anne Cox Chambers Award to recognize employees who are making an impact through volunteerism and community service. The inaugural winner of the award is Christine Romero, a client solutions specialist at Cox Automotive. During COVID-19, Christine and her daughter sewed more than 3,200 face masks for nursing homes, local hospitals, police departments, schools and countless other individuals and organizations.



Christine Romero and all the masks she sewed for first responders and other individuals and organizations.

To honor the winner of the Anne Cox Chambers Award, The James M. Cox Foundation makes a \$10,000 grant to the nonprofit organization of the winner's choice each year. Christine chose to give the grant money to Texas Children's Hospital in Houston, a place that's special to her because her grandmother - who taught her to sew - was a volunteer.

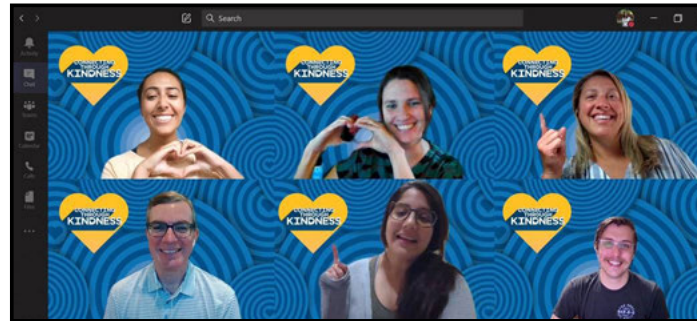
Volunteering goes virtual during COVID-19

Our employees found new ways to give back to our communities when in-person volunteer efforts were put on hold.

- Our participation in the [48in48 Global Virtual event](#) mobilized 21 employees from Cox locations across the country to build websites in 48 hours for two environmental organizations.
- Our **She Leads virtual interviews** provided a platform for 66 women at Cox to share their inspiring career stories to members of Girl Talk, a resource for teenage girls to find strength, learn new skills and create a network of support.
- Our **partnership with Science ATL** invited STEAM professionals to conduct virtual activities for elementary school students, providing real-world experiences that prepare students for careers in STEAM.
- Our **letter writing campaign** asked employees to write letters to staff and clients of various organizations such as Covenant House, which helps get homeless teens off the streets during COVID-19 quarantine.

CONNECTING THROUGH KINDNESS

Launched in direct response to COVID-19 and social injustice, our Connecting Through Kindness campaign called upon employees to act with compassion, goodness and humanity to bring positive change to our communities while giving our people a sense of connection and purpose.



Cox Enterprises employees (clockwise from top left) Mia Cahal, Lindsay Wilkinson, Jennifer Bronner, Alex Gagnon, Adrianna Aleman (intern), and Lawson Cox participate in a virtual Connecting Through Kindness event.

Connecting Through Kindness led to more than **11,000** inspiring acts of kindness, from supporting front line workers with face masks and meals to sending coworkers care packages.



Jennifer McNeil and her daughter participating in a Girls Inc. holiday STEM project by preparing supplies that would be used to make play dough snowman.

STEAM

As a technology company, we understand the importance of STEAM (science, technology, engineering, arts, math) which is why we focus on providing enriching, hands-on programs in underserved communities. We provide STEAM learning programs to our communities by partnering with organizations aligned with our goals:

INSPIRING OUTDOOR STEAM EDUCATION

Cox partnered with national nonprofit Out Teach in 2019, committing to building an Outdoor Learning Lab at Harper Archer Elementary school, part of Atlanta Public Schools' STEM cluster. This outdoor lab inspires teachers to unlock student performance with the power of outdoor experiential learning, which became even more important during 2020. While we didn't get to build the outdoor lab in person, Cox employees partnered with teachers and students to design their ultimate learning lab, and Cox employees built birdhouses, beehives, weather beacons and benches to be used once the lab is built.

ENCOURAGING GIRLS TO EXPLORE STEAM

In 2020, Cox launched a two-year, \$500,000 partnership with Girls Inc., becoming a national sponsor of their STEM and College and Career Readiness pillar. In our first year of partnership, we have supported multiple Girls Inc. affiliates with board members, virtual programs and projects including a national Girls Inc. STEAM day with top Cox Technology executives. During this event, our employee volunteers helped over 100 girls build computer tablets that they were able to keep and use for school or fun.

ADVANCING STEAM IN ATLANTA

Working with Hands On Atlanta as the primary sponsor of their STEAM volunteer portal, Cox is building access to STEAM programs and STEAM inspired nonprofits for everyone in metro Atlanta. Through the portal, Hands On Atlanta and Cox will increase volunteer engagement in these types of service opportunities while also building STEAM volunteer capacity for the entire Atlanta community.

ADDITIONAL STEAM PARTNERSHIPS

- Boys and Girls Clubs of America
- Big Brothers and Big Sisters
- Barbara Cox Memorial Scholarship

"This partnership will enable Atlanta to stay at the forefront of STEAM-focused initiatives, positioning our community to thrive as a leader in equity and civic engagement across the country."



- JAY CRANMAN,
HANDS ON ATLANTA, PRESIDENT AND CEO

Continuing education in the automotive industry

As a partner of the National Independent Automobile Dealers Association (NIADA), Cox Automotive deeply believes in lifelong learning and education to stay ahead in the ever-changing industry. Cox Automotive is proud to recognize and honor Northwood University's Mark Phillips with the 14th annual NIADA Foundation / Cox Automotive Scholarship. Mark is well on the way to a promising automotive career with an internship at Penske Automotive Porsche in Beachwood, Ohio already under his belt.



Closing the digital learning gap

With the rise of remote learning, internet access has become more important than ever. Yet 30% of the K-12 students in the United States lack adequate broadband or a broadband device, including nine million that have neither connectivity nor a device. Cox Communications aims to narrow this digital divide by providing \$60 million in subsidies for Cox internet offerings over the next year. In addition, Cox is working closely with school districts and organizations such as Boys and Girls Clubs of America to ensure that all kids have access to digital learning.

CONNECT2COMPETE

Cox Communications' strategic community program, Connect2Compete, provides low-cost, high-speed internet service to families with K-12 students who receive free or reduced-cost school lunch. Since the COVID-19 crisis began in March, 60,000 new households enrolled in Connect2Compete. We also provided additional COVID-19 relief through the program by offering two months of complimentary service, free remote desktop support through Cox Complete Care, speed increases, WiFi hotspots and flexible payment options. Since Connect2Compete began in 2012, more than 840,000 low-income people have been helped through the program.

COX CARES ACT SOLUTIONS FOR EDUCATION

As school districts work to connect teachers and students through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, Cox launched the Cox CARES Act Solutions for Education to help school districts as they implement virtual learning during the pandemic. The CARES Act funds can be used by school districts for purchasing educational technology to support online learning for all K-12 students and for additional authorized activities. Cox created a portfolio of connectivity solutions including Connect2Compete for districts that are subsidizing internet to better support students and educators as they implement virtual learning and teleworking in their homes.

Cox Communications pledged

\$60 million

to closing the digital learning gap over the next year

More than

800,000

low-income people helped through Connect2Compete since 2012

8,000 students

were connected through the Cox CARES ACT portfolio in 2020



In partnership with Boys & Girls Clubs of America, Cox Innovation Labs provide access to computers and internet to students who may not have those resources at home. Since 2003, Cox has contributed over \$27 million to Boys & Girls Clubs of America and created more than 100 Innovation Labs across the United States.

Civic engagement

Cox has a long history of civic engagement. This year marked the 100th anniversary of Governor James M. Cox, our founder, running for president – with Franklin Delano Roosevelt as his running mate. Governor Cox’s commitment remains the foundation of our values today and is reflected in our purpose. Here are some of the ways we upheld our commitment to civic engagement to help shape the future in an equitable way:

- We joined the **Time to Vote Movement** and gave all employees up to six paid hours per year to exercise their right to vote.
- We showed our **support for the census** by promoting it to our employees and running public service announcements in our Cox Communications markets.
- We teamed up with the nonpartisan group **Rock the Vote** to encourage our employees and communities to get involved, register and vote. As part of this partnership, Rock the Vote created a branded Election Center for Cox employees and community partners, and ran multiple campaigns through Cox Impact where employees could participate in volunteer events like letter writing, education events and more.

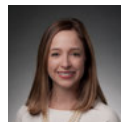
We also promoted voting in our local Atlanta community by partnering with nonpartisan groups, nonprofits and NGOs:

- Cox provided 4,000 informational cards to **Open Hand Atlanta** for inclusion with meal deliveries to their clients, containing a text-to-code and link to Cox’s Election Center.
- We joined companies such as Delta Air Lines, The Coca-Cola Company, Home Depot and UPS in [GaVotingWorks](#), a nonpartisan effort that convenes Georgia businesses in partnership with the Secretary of State, providing employees, businesses and community members with the information they need to exercise their right to vote, and opportunities to promote a safe, fair and smooth election.
- We partnered with [Pizza to the Polls](#) on Election Day to donate pizzas to over 70 polling places around the Metro Atlanta area.



On August 7, 1920, Governor James M. Cox and Franklin D. Roosevelt launched their campaign in Cox’s hometown of Dayton, Ohio, with a parade down Main Street. The route was lined with thousands of well-wishers and buildings adorned with red, white and blue bunting. From there, Cox began a countrywide campaign – covering 9,975 miles and giving 238 speeches on the western leg alone.

“At Cox, we believe in empowering people to build a better future – and the ballot box is the most important place in our democracy for our voices to be heard.”



- MAURY WOLFE,
ASSISTANT VICE PRESIDENT OF CORPORATE RESPONSIBILITY AND PUBLIC AFFAIRS

4,387 employees

took paid time to vote for a total of 14,554 hours

330,000+ people

visited the Drive the Vote landing pages

30 ballot boxes

were funded by Cox across Georgia

Protecting the Planet

At Cox, our approach to Protecting the Planet relies on both company and individual actions. Because the success of our business is fundamentally connected to the well-being of our world, we continuously look for ways to reduce our company impact while also calling upon our employees to take actions to benefit the environment in their daily lives. In 2020, we continued to focus on alternative energy, community engagement, energy and water conservation, waste diversion and water replenishment while aggressively pursuing our carbon, water and waste goals. We're proud of the progress we've made, and we recognize that there will always be opportunities to improve.

Our commitment

Leave the planet better for future generations

Our focus areas

- Conserving natural resources
- Minimizing our environmental footprint
- Motivating employees to take eco-friendly actions
- Engaging with local environmental initiatives



Brent Zuehlke recycles cardboard at the Phoenix, Arizona Area Fulfillment Center, Cox Communications' first Zero Waste Gold certified facility.

Cox Conserves: Minimizing our footprint



For well over a decade, our sustainability program Cox Conserves has been instrumental in driving meaningful progress toward environmental change — inside our company and within the communities we serve. With nearly \$140 million invested in more than 400 projects, we're on track to meet our aggressive **Cox Conserves goals: zero waste to landfill by 2024 and becoming carbon and water neutral by 2034.** In 2020, we revised and strengthened our carbon and water neutral goals in order to fast-track completion a decade earlier than originally planned. The path to reaching these goals begins with the simple philosophy that actions, not words, drive success. We will achieve our goals through both our corporate programs and tens of thousands of small actions by our employees.

"Cox Conserves is a point of pride for employees. It is a beacon that provides all of our people with a sense of ownership and inspires actions to reduce our environmental footprint within our businesses and individually."



- IRA PEARL,
VICE PRESIDENT OF ENVIRONMENTAL
SUSTAINABILITY



A Cox employee recycles at our offices in Phoenix, Arizona. This location diverts over 200 tons of waste per year from landfill. Cox is committed to ensuring that all employees have access to recycling and zero waste infrastructure.

657 thousand

tons of carbon offset since 2007

295 million

gallons of water saved through conservation and partnerships since 2013

253 thousand

tons diverted from landfill since 2013

Water

OUR GOAL

Water neutral by 2034 (accelerated from 2044)

295 million cumulative gallons of water saved/offset since 2013
30% to goal

2020 PROGRESS

102 million gallons of water saved/offset

Our goal to be water neutral reflects our commitment to address one of the most significant environmental challenges of our time. It's how we're helping to ensure that there continues to be an adequate supply for people, communities and businesses. Through a variety of technologies and sizable investments, Cox has conserved 295 million gallons of water since 2007. We understand water challenges are intensely local and will continue to prioritize our areas of operation that fall in water stressed locations.

COMMITTING \$105,000 TO THE COLORADO RIVER INDIAN TRIBES INITIATIVE

Cox has a major presence in Arizona, where the need to protect shared water sources is urgent. We joined with other companies like Procter & Gamble and The Coca-Cola Foundation to collectively support the Colorado River Indian Tribes initiative, developed through the Colorado River Drought Contingency Plan (DCP). The DCP is the world's largest voluntary water conservation agreement – a collaboration between several states as well as the federal governments of the United States and Mexico. Our contribution will help increase water supply reliability under a decades-long drought and save 131 million gallons over a 10-year period.

“This partnership represents an important next step for Arizona’s water story: one where political leadership and the business and philanthropic communities come together to assure long-term water security for Arizona.”



- JOHN WOLFE,
SENIOR VICE PRESIDENT AND SOUTHWEST REGION MANAGER, COX COMMUNICATIONS

Cox conserves water through:



Xeriscaping



Rainwater harvesting



Water reclamation



Partnerships



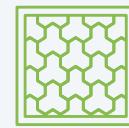
Low-flow restroom fixtures



Converting agricultural land from boom irrigation to microjet irrigation



Rain barrels



TRUEGRID permeable paving system

Carbon

OUR GOAL

Carbon neutral by 2034 (accelerated from 2044)

657 thousand cumulative tons of carbon offset since 2007
28% to goal

2020 PROGRESS

164 thousand tons of carbon offset

We're committed to taking bold action toward carbon neutrality and slowing the trends that jeopardize our future. Our wide array of projects focus on alternative energy, energy conservation, renewable energy projects and smart fleet operations, while making us a more efficient and sustainable enterprise.

ALTERNATIVE ENERGY

Since 2007, our 48 alternative energy projects across the nation have offset more than 230,000 tons of carbon. Additionally, our Corporate Renewable Energy Aggregation Group is a collaboration with Bloomberg, Gap, Salesforce and Workday to purchase 42.5 megawatts of solar energy (enough to remove carbon emissions from over 8,000 homes annually).

In 2020, Cox Communications entered into a 15-year solar supply agreement with Salt River Project, a community-based, not-for-profit public power utility and the largest provider of electricity in the greater Phoenix metropolitan area. Solar energy from this agreement will be generated by Central Line Solar, a plant in Eloy, Arizona, that is scheduled to achieve commercial operation by the end of 2021. This plant will provide 30% of our energy requirements and reduce our carbon footprint by 8,569 tons annually.

ENERGY CONSERVATION

At our Manheim Riverside facility, interior and exterior LED lighting retrofits were combined with the installation of rooftop solar panels. The combined efforts provided an annual carbon reduction of 2,110 tons for the facility. We have recently completed a similar project at Manheim New Mexico where the project combined an HVAC retrofit, LED lighting and water efficiency measures. The conservation measures installed at Manheim New Mexico reduced the site's electrical consumption by 24% and water consumption by 18%.



Our ALTEC JEMS 2A bucket trucks are electric, use their battery system to monitor cab climate and only start the truck when required.



SMART FLEET OPERATIONS

Transportation is a major contributor to our carbon emissions. When possible, we employ electric vehicles, fuel-efficient models and hybrids to reduce our footprint. In 2020, we purchased 73 vehicles which were either hybrids or EVs. This equates to 16,000 gallons of gasoline which resulted in 186 tons of carbon reduction.

Waste

OUR GOAL

Zero waste to landfill by 2024

253 thousand tons diverted from landfill since 2013
84% to zero-waste goal

2020 PROGRESS

39 thousand tons diverted from landfills

We're just a few years away from achieving our target of zero waste to landfill by 2024. Similar to how individuals reduce waste in their daily lives, this goal depends largely on reuse, recycling and composting. In addition to eliminating waste in our supply chain and operations, we inspire our employees to be a part of the solution by rethinking their day-to-day habits. These efforts will ultimately result in millions of dollars in cost savings and additional revenue from our recycling programs.

Our recycling rate is

more than double
the EPA average

Cox achieved

75.5%
diversion rate in 2020

WASTE REDUCTION

- **Circularity:** Cox Communications diverted more than 15,000 tons of electronics in 2019 and 2020 through refurbishment and reuse. We also launched a circular 500 foot reel for technicians which reduces packaging and unused coaxial cable waste while solving for technician experience issues.
- **BuildClean:** Cox Communications' BuildClean program educates contractors on the business benefits of sustainability and connects them with information and resources to responsibly recycle everything from cable and reels to asphalt and concrete as they build out our communications network.
- **EcoKit:** Cox Communications' consumer packaging for easy connect kits went through a thorough redesign in 2020 with a strong focus on sustainable design and circularity. We are now using 70-100% recycled content, soy-based ink and rigorous design, resulting in a dramatic reduction in the waste, water and carbon impacts from our consumer packaging.
- **Recycling windshields:** Cox Automotive's windshield supplier Safelite partnered with Shark Solutions to recycle car windshields that are damaged beyond repair. In 2019 and 2020, 679 tons of windshields were recycled through this partnership.
- **Creative reuse solution for floor mats:** rather than throw away used floor mats at car auctions, Cox Automotive's Manheim Daytona facility sends them to the Humane Society in Daytona, Ormond and New Smyrna Beach to be used in animal kennels.
- **Recycling bumpers:** Cox Automotive partnered with Ultra Poly to recycle damaged car bumpers that needed a recycling solution. As part of this partnership, Ultra Poly repurposes the plastic bumpers to create other products.

Cox Conserves Heroes

Each year, the Cox Conserves Heroes program, in collaboration with The Trust for Public Land, recognizes individuals who volunteer to create, preserve or enhance outdoor places in local communities. Since 2008, we have honored more than 200 volunteers nationwide, with each regional winner-designated organization receiving a cash grant, and one grand-prize winner receiving \$50,000. The goal is to inspire and encourage individuals who are making a positive impact on the planet through volunteerism and honor them with financial support to their environmental nonprofit of choice.



The 2020 Cox Conserves Heroes regional winners (clockwise starting at top left): Alberto Tlatoa, Aster Bekele, Sherwood Bishop, and Nicole Chandler.

MEET SHERWOOD BISHOP, THE 2020 NATIONAL COX CONSERVES HERO

Sherwood is a recently retired university professor who is passionately devoted to preserving greenways in and around the city of San Marcos, Texas. He is president of the San Marcos Greenbelt Alliance, a volunteer-led organization that has transformed the landscape of San Marcos by maintaining and enhancing interconnected parks, greenbelts and natural areas. Thanks to the work of Sherwood and his team of volunteers, residents enjoy the natural areas, trails and wildlife.

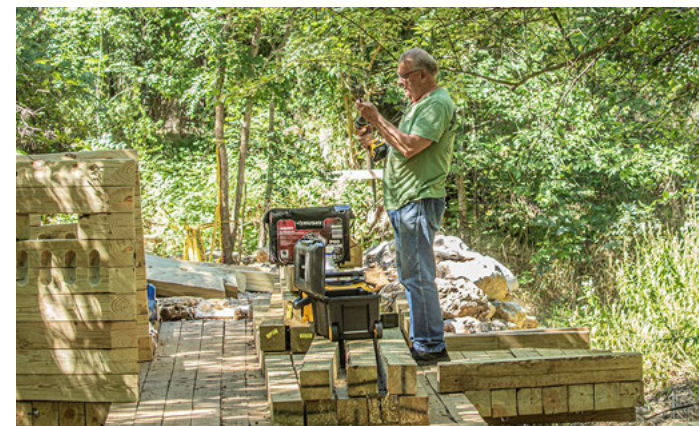
"We expect to add over 2,000 more acres of greenways within the next year. The new trail circling our city will be about 20 miles long itself."



- SHERWOOD BISHOP,
2020 NATIONAL COX CONSERVES HERO



San Marcos Greenbelt Alliance volunteers working on a trail.



Sherwood Bishop working on the Matilda Bridge in San Marcos, Texas.

Employee-driven environmental stewardship

At Cox, we believe every employee can change the world for the better. Our employee engagement platform, Cox Impact, invites everyone to be a part of the movement toward our environmental sustainability goals and connect back to our purpose. The platform encourages employees to take eco-friendly actions big and small – such as forgoing a plastic straw or purchasing a hybrid vehicle. In 2019 and 2020, our employee lifestyle changes at work and at home resulted in an estimated:



Team Cox volunteers at a 2019 Chattahoochee Riverkeeper cleanup.

5.6 million

carbon emissions saved (the equivalent emissions from 10 railroad cars worth of coal burned)

4.5 million

gallons of water saved (enough water to fill seven Olympic Swimming pools)

692 thousand lbs

of waste diverted (or 292 dumpsters worth of trash)

Team Cox drives environmental impact

Our employees show their dedication to keeping the environment green through the thousands of hours spent volunteering in the field. In collaboration with our nonprofit partners like American Rivers and Ocean Conservancy, employees have shown up in droves for river and beach cleanup events from California to Texas and Florida to New England. As sponsor of the National River Cleanups, our support helped mobilize communities across the country to clean up their local waterways and achieved the following results:

Completed

3,203

cleanup projects across the country

Mobilized

85,133

volunteers

Removed

2.8 million

pounds of litter from rivers and riverside land

50 actions for the 50th Earth Day

Year after year, millions of people across the globe join together on April 22nd to educate and advocate for the preservation of our natural resources. In 2020, our Earth Day celebrations looked a little different. At Cox, we observed the holiday and our ongoing commitment to sustainability by encouraging employees to engage in 50 eco-friendly actions at home. Throughout the campaign, employees took a total of 1,049 actions including trash pickups on walks, zero waste lunch at home, planting trees and more.



Left: Kristin Von Schuch, Cox Communications, celebrates our corporate headquarters in Atlanta achieving zero waste to landfill in 2019. **Right:** An entry submitted for the Earth Day Art Competition through Cox Impact.

Chairman's Challenge: Motivating eco-forward thinking

Named for our Chairman Jim Kennedy, the Chairman's Challenge is an opportunity for employees to think differently about ways to help Cox reach our environmental sustainability goals. Funded by The James M. Cox Foundation, the top 10 ideas receive a donation to an environmental organization of their choice. 2019 winners include Susie Scott from Cox Communications in Kansas and Art Martello from Cox Automotive in Utah. Susie won in the individual category for her idea to remove personal trashcans from employee cubes and offices, eliminating individual plastic bags while reducing the work of the janitorial staff. Arthur won in the company category for his idea to have employees work remotely two to three days a week (prior to COVID-19), reducing carbon emissions from vehicles while lowering traffic congestion for the community.

"I submitted my suggestion of centralized trash disposal for the Chairman's Challenge. I love working for a company that is committed to sustainability and values employees' ideas and inputs."



- SUSIE SCOTT,
COX COMMUNICATIONS, 2019 CHAIRMAN'S
CHALLENGE WINNER

Green Teams: Local agents of change

Groups of volunteers at our different locations throughout the country have come together to create Green Teams, a network of Cox Conserves champions and allies that raise awareness of our efforts. These dedicated groups host fun and engaging events such as documentary screenings, ocean cleanups and other social opportunities for learning and action. For example, the Cox Communications Green Teams hosted zero-waste employee meetings and a virtual Eco-Fair, launched the #onedecision employee engagement campaign and held the 2019 Spring Cleaning event to benefit Cox Charities. Cox Automotive Green Teams collected nearly 70 large plastic drums used to clean thousands of vehicles sold at Manheim Orlando. While these empty drums might normally go to waste, they were instead put to good (re)use as rain barrels. Teams also distributed 380 copies of the "I Can Save Water Too!" book to Texas Hobby Elementary.



Supply chain sustainability

Driving positive environmental change requires an intense, consistent focus on our supply chain. Based on a 2018 evaluation that revealed our supply chain has a significantly greater impact on the environment than our own operations, we've started taking a targeted approach with our suppliers:



Used remotes, cords, cables, and power supplies are sorted prior to being reused, refurbished or recycled.

- We include sustainability questions in vendor requests for proposals, and sustainability is being incorporated into our proposal scoring matrix.
- Starting in 2021, we are incorporating new language into our vendor agreements requiring annual submission of data on supplier environmental footprint (carbon, water and waste).
- We are building on past success in working with vendors to reduce waste by expanding the scope of successful initiatives. Please see [page 49](#) for more details on our waste reduction initiatives.
- Cox completed supplier sustainability self-assessments on our top 31% of suppliers (based on spend) in 2020 as a refresh to a Cox Communications' baseline. Primary areas of focus included understanding supplier commitments to sustainability and specific waste, water, carbon and renewables goals and progress.

In 2019, Cox made significant progress to reduce its supply chain environmental impact. This reduction in impact had environmental benefits for both Cox's direct operations and its supply chain, resulting in:

| | WASTE ELIMINATED | CARBON REDUCED | WATER SAVED | COST SAVINGS |
|-------------|------------------|----------------|---------------------|--------------|
| 2019 | 2,700 tons | 15,600 tons | Data not available | \$16 million |
| 2020 | 30,000 tons | 222,000 tons | 589 million gallons | \$29 million |

Environmental partnerships

Protecting the Planet on a broad scale requires dedication and collaboration. We partner with national environmental groups and actively support local environmental organizations across the country.

- **American Rivers** protects and restores the nation's rivers and the clean water that sustains people, wildlife and nature. Since the beginning of our partnership with American Rivers, Team Cox volunteers have helped protect and restore 430 miles of riverways.
- **Ocean Conservancy** educates and empowers citizens to take action on behalf of the ocean. Informed by science, Ocean Conservancy guides policy and engages people in protecting the ocean and its wildlife for future generations. 1,579 Cox volunteers have participated in Ocean Conservancy beach cleanups
- **Keep America Beautiful:** In 2020, we were the title sponsor of Keep America Beautiful's America Recycles Day, the only nationally-recognized day dedicated to promoting and celebrating recycling in the United States. America Recycles Day educates and encourages individuals on how to be more mindful of what they consume, where and how to properly recycle and to pledge to recycle more and recycle right in their everyday lives.

Cox employees volunteered over

15,000 hours

with environmental partners in 2019 and 2020

For example as a result of our efforts with key environmental partners, we have:

- reduced 12 tons CO₂e
- reduced, reused or recycled 58,000 lbs. of waste
- conserved 9,200 gallons of water in the communities we serve.



Hannah Palmer at Southside River Cleanup.

Innovating for Impact

At Cox, our approach to Innovating for Impact builds upon our rich history of creating industry-leading businesses that leave the world better for the next generation. With today's rapidly growing global population, this means investing in and acquiring businesses related to cleantech, healthcare and transportation mobility, while supporting sustainable startups in our communities. Since 2007, we have invested nearly \$1 billion in sustainable businesses and technologies. As we continue to invest in new industries and evolve our businesses, we remain committed to enabling innovation that transforms the world for the better.

Our commitment

Drive innovation that improves the world

Our focus areas

- Advancing connectivity and transportation mobility
- Pursuing leadership in cleantech
- Advancing healthcare with technology
- Supporting purpose-driven tech startups



The inaugural Techstars Social Impact Class.

Powering innovation through clean technology

Our goal is to become a multibillion-dollar cleantech business by 2030

Cleantech is all about thinking differently and transforming environmental challenges into business opportunities. Because the only way to solve climate change and resource scarcity is to invest in bigger and bolder ways.

Sustainable food and agriculture

According to the United Nations, world food production must double by 2050 to support population growth. Challenges like changing diets, demand for locally grown food and alternative protein sources are forcing producers to find new ways to grow and deliver food. Cox aims to help address these challenges by investing in innovative methods for growing and producing food.

In 2020, Cox became a majority investor of **BrightFarms**, a sustainable agriculture company that uses a scalable, sustainable model to grow food in the same communities where it's consumed. BrightFarms builds and operates greenhouse farms near major metropolitan areas to provide a consistent, year-round supply of locally grown produce, using 80% less water, 90% less land and 95% less shipping fuel than conventional, field-grown suppliers. This results in food that's fresher, tastier and better for the environment.

"We believe it's possible to make the world a better place while also growing our business, creating jobs and generating a financial return for our company."



-STEVE BRADLEY,
VICE PRESIDENT OF CLEANTECH



A BrightFarms sustainable indoor farming facility that supplies U.S. grocery retailers with packaged salad greens.



Inside a Nexus Fuels facility.

Clean energy

A clean energy revolution is taking place across the United States, which not only reduces the need for fossil fuels, but also provides a tremendous economic opportunity for companies that invest in clean energy technologies. Cox aims to pioneer this clean and efficient future by expanding our portfolio to include businesses committed to alternative energy.

In 2019, Cox invested \$10 million in **Sierra Energy**, a California-based company that transforms virtually any type of waste into renewable energy and clean fuels. Using proprietary gasification technology, Sierra Energy eliminates the need for landfills, converting household trash, hazardous waste, tires, medical waste, construction and demolition materials into energy. Fourteen million homes could be powered if all United States waste was gasified using Sierra Energy's technology, which does not produce any harmful emissions.



Rob Arthur (left) and Ralph Goodman (right), Cox Communications

Circular economy

Looking beyond the linear take-make-waste model of production to a more circular approach reduces dependence on the environment while boosting economic growth and sparking innovation. Cox is investing in a circular future by expanding our portfolio to include companies that consider the full life cycle of renewable materials.

Cox was an early investor in **Nexus Fuels**, an Atlanta-based waste management and energy production company that converts hard-to-recycle plastics into virgin plastics and fuels. Nexus Fuels' closed loop technology creates a highly efficient and economic system, providing low-cost solutions with minimal impact to the environment.



Kris Waters (standing) and Gene Coleman, Cox Enterprises, tour one of our solar locations in Georgia.

Supporting sustainable innovation

Building a better future means empowering forward-thinking startups by providing them with resources and mentorship to transform the world. We believe that by engaging with organizations aligned with our commitment to people and the environment, we can advance the sustainable business landscape together. We're also deeply committed to elevating the city of Atlanta's status as a tech hub and center for innovation.

Techstars Atlanta: Boosting early-stage innovation

Techstars is an internationally-recognized startup accelerator that helps entrepreneurs develop their businesses and products through education and funding. Cox has partnered with Techstars Atlanta since 2016, supporting two classes each year, one of which is Social Impact focused. As a result of the program, we have supported 70 Techstars companies in a variety of industries. Of these companies, over 50% of the founders are from diverse backgrounds, and over 30% are woman owned. In 2021, the Techstars Social Impact class was focused solely on startups addressing social injustice and systemic racism. This investment reflects our commitment to driving innovation that enhances our communities.

TECHSTARS SHOWCASE: PADSPLIT

In the two years since completing Techstars, PadSplit has executed on its vision of creating a world-class marketplace that enables the quickest and most effective solutions for the affordable housing shortage for low-income earners. With the help of Cox Enterprises' investment, PadSplit has grown to be one of the nation's largest co-living companies, contributing to the financial stability and savings of over 3,000 low-income Americans.

Elevating Atlanta as a tech hub

- **Engage Ventures** is a venture fund, go-to-market program and corporate innovation platform in partnership with 11 leading Atlanta corporations, Georgia Tech, Invest Georgia and Tech Square Ventures. Cox was one of the founding corporations and our President and CEO Alex Taylor is on the Board of Directors. Engage is helping to build the innovation ecosystem in Atlanta by connecting corporate partners with start-ups that solve their strategic priorities. Since 2016, more than 70 corporate contracts have been signed.
- **Endeavor Atlanta** is a global nonprofit that supports the entrepreneurial spirit to drive job creation, sustain economic growth and inspire future generations of startup founders. With seed funding from Cox Enterprises, Endeavor launched a location in Atlanta to expand its U.S. presence. Endeavor entrepreneurs often go on to mentor and invest in the next generation of founders or serve on the boards of Endeavor offices.



PadSplit, one of our Techstars Atlanta accelerator graduates, was founded in 2017 to leverage housing as a vehicle for financial independence for low-income workers that serve our communities.

“As a company that’s continually embracing change, we’re proud to support a venture ecosystem where innovation is born and allowed to flourish.”



-KIM MACKENZIE,
SENIOR MANAGER, STRATEGY
& CORPORATE DEVELOPMENT

Reimagining healthcare

Today we recognize that improving our current healthcare landscape is not only a great business opportunity but a moral imperative – an action that has the potential to lengthen and strengthen the lives of everyone on the planet. We’re relying on our deep community ties, strategic partnerships and trusted customer relationships to improve healthcare and encourage a more patient-centered business model.

Investing in the future state of healthcare

Cox is already pioneering new healthcare solutions in several areas of our business. By pursuing new innovation, investment and partnerships such as the ones listed below, we can help improve how consumers get access to quality care.

- **Iora:** team-based care that puts the patient first, a payment system based on care and technology built around people, not process.
- **Motivo:** the first HIPAA-compliant platform connecting new therapists with experienced clinical supervisors from the beginning to the end of the therapist licensure process.

- **Aver:** simplifies value-based healthcare through a comprehensive suite of solutions to help healthcare payers and providers design, implement and administer programs.
- **Trapollo:** makes virtual care a reality through remote health monitoring, chronic care management, patient engagement and hospital-in-home services that help payors, providers and employers make better care decisions.
- **Cox Smart Hospitals:** an early-stage initiative developing Enterprise Locations Services with Internet of Things (IoT) technology to help hospitals monitor and track physical assets, staff, patients and environmental conditions.



An Iora Primary Care provider working with a patient.

Transportation mobility

The transportation industry is changing. Growing trends in mobility (defined as the movement of people and things), including the rise of fleet vehicles to deliver goods, are changing the way people engage with vehicles. The path will be different than what we projected even six months or a year ago.

To adapt to an autonomous, connected, electric and shared (ACES) future, Cox Automotive Mobility is building on Cox Automotive's 75+ years in the automotive industry and expanding its capabilities. The team is focused on developing a fleet management and utilization marketplace – a one-stop shop that maximizes the value of a fleet asset.

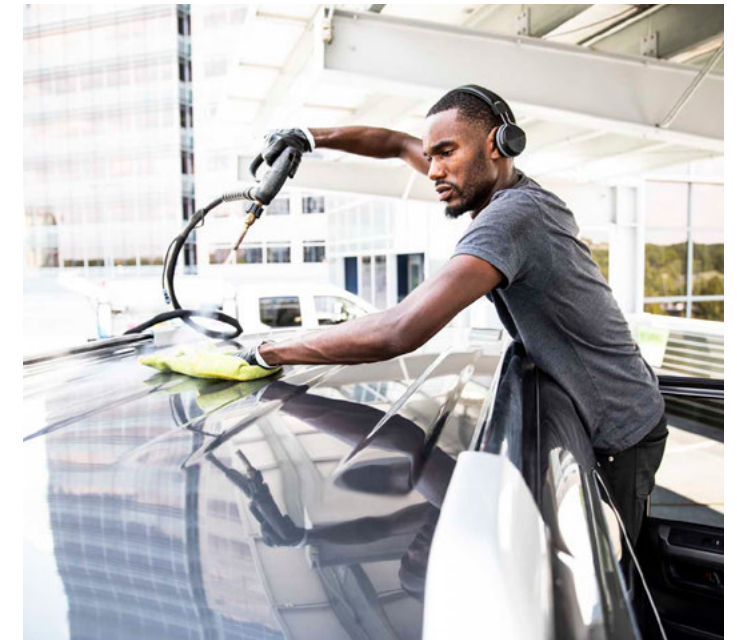
Expanding the electric vehicle (EV) market

While EV growth may have experienced a short-term dip due to COVID-19, it has rebounded quickly. Automakers and EV advocates have picked up where they left off with a collection of new investments and product announcements setting a course for a positive long-term trajectory. As the world of electric vehicles becomes more mainstream, Cox Automotive continues to innovate, build capabilities and extend our collaboration with industry partners. In August 2020, Cox Automotive Mobility's Pivot Atlanta facility completed one of the largest electric vehicle (EV)- charging, single-property installations in the Southeast in collaboration with Georgia Power and EV charging network provider ChargePoint. The groundbreaking Smart Technology Project fills a critical need for charging access in South Metro Atlanta, an area that has historically been an EV charging desert.

Cox Automotive Mobility is also working to provide transparency around EV battery health and lifecycle management capabilities to provide first life and end-of-life options that protect our communities and the environment. The goal here is to ensure we're all enabling this new market in support of a closed-loop service ecosystem together.

Preparing for the fleet services future

In 2019, Cox Automotive Mobility invested \$350 million in Rivian, an adventure-inspired, emissions-free vehicle manufacturer. To adapt to the rise of fleet vehicles, Cox Automotive recently acquired Dickinson Fleet Services, the leading mobile maintenance provider for medium and heavy-duty trucks and trailers in North America. Cox Automotive Mobility remains focused on growth in all areas of Cox Automotive's business – both organic growth and future acquisitions.



James Dawson, Cox Automotive, detailing a car.



Kathy Burke works with a student from Boys & Girls Club.

Advancing and expanding connectivity

Connectivity is a significant driver of economic growth and sustainable development as well as an integral part of our everyday lives. Over the last decade, the proliferation of mobile and broadband technology has transformed how people work, communicate, manage finances, run businesses, access information and more. COVID-19 further increased reliance on connectivity as it became essential to remote work, virtual classrooms and telehealth. According to Gartner Research, there are 20 billion connected devices in the United States alone, and that number is expected to grow to 500 billion in the next 10 years.

As the largest private broadband company in America, Cox connects more than six and a half million people and businesses. In the last 10 years, Cox Communications has invested more than \$15 billion in infrastructure upgrades to deliver video, phone and high-speed internet service to homes and businesses. As our world becomes increasingly digital, we are committed to advancing the speed, reach and reliability of our networks through innovation and strategic investments.



In 2019, Cox partnered with Arizona State University to launch the Connected Environments Collaboratory, which will provide incubation space and innovative tools to cultivate a smart ecosystem on campus. This includes the Cox State-of-the-Art Network Testing Laboratory, which test-drives smart technologies before installation throughout the campus.

Investing in smart city infrastructure

In 2020, Cox Business and Cox2M – a commercial Internet of Things (IoT) business within Cox Communications – began a smart city technology pilot in Henderson, Nevada. The goal of this pilot is to uncover insights and new solutions to expand in Henderson and other Cox markets, while addressing challenges like energy conservation, public safety and economic development efforts. Nearby, Cox Business constructed enough infrastructure to make Allegiant Stadium, home of the Raiders, the most connected stadium, and we continue to support the largest gatherings in the world with ubiquitous wireless and wireline coverage at the Las Vegas Convention Center. Over the next year, Cox Business and Cox2M plan to execute additional smart community projects that address water consumption management, parking management solutions and video analytics.

Streamlining remote work through MDaaS

Acquired by Cox Business in 2018, RapidScale is a global managed cloud services provider helping organizations increase IT productivity, improve security and empower remote workforces. In 2020, RapidScale announced the release of their Managed Device as a Service (MDaaS) solution, which offers businesses the latest devices such as laptops, Chromebooks and tablets for a monthly price over a fixed three-year term. This service enables people to work more securely from anywhere on any device, while simplifying how businesses purchase and manage company devices.

\$10 billion

planned in investments to advance connectivity over the next five years



Left to right: Derrick Hill, Cox Business Las Vegas Vice President; Pat Esser, Cox Communications President; Matt Pasco, Raiders Vice President of Technology, start CES outside Allegiant Stadium, current home of the Las Vegas Raiders.

“Forward-thinking cities are investing in infrastructure upgrades to meet the increased demands of their residents. We are eager to help Henderson realize the benefits of tracking their energy and water usage through smart applications.”



- BARAK WEINISMAN,
VICE PRESIDENT OF COX2M

Looking ahead

As we enter a post-pandemic world, we are excited by the opportunities to build a better future for the next generation.

CARING FOR PEOPLE

In 2021 and beyond, we will focus on driving progress towards our ambitious goal of empowering 34 million people to live more prosperous lives by 2034. We will continue to strengthen and evolve our inclusion, diversity and equity strategy, with the ultimate goal of creating a holistic approach that integrates inclusion, diversity and equity into all of our systems, processes and practices, including corporate wellness. We plan to develop our pillars to improve diversity representation at every level, enhancing current programs and initiatives, amplifying employee resource groups and enhancing talent strategies to attract, engage, develop and retain diverse talent. We will also continue to develop and strengthen our partnerships with organizations committed to addressing environmental and STEAM challenges for diverse and/or underserved communities.

PROTECTING THE PLANET

Our goal is to triple the volume of environmental sustainability projects we are managing by dramatically expanding our project management capabilities. We are on track to reach our carbon neutral goal and plan to ramp up solar investment at our facilities, rapidly expand our energy conservation measures and increase carbon reduction projects, such as landfill gas to energy.

We will continue working toward our water neutrality and zero waste goals by implementing custom water reclamation technology and growing our partnerships for waste diversion and water impact neutralization. We will also increasingly focus on reducing the environmental footprint of our supply chain, and providing transparency through detailed quantitative analysis and reporting.

INNOVATING FOR IMPACT

Our innovation efforts are aligned with our core focus areas: connectivity, transportation mobility and sustainability. We plan to continue pursuing leadership in cleantech to build the world's most innovative and impactful ecosystem of businesses driving positive environmental change. With the increasing importance of connectivity, Cox Communications will continue improving the speed, reach and reliability of our networks while providing customers with new technologies such as the Internet of Things (IoT) and cloud-based services. Cox Automotive will remain focused on embracing the transition from traditional ownership to mobility models while adjusting to shifting consumer transportation needs. Lastly, Cox will continue reinventing healthcare through innovation, investment and strategic partnerships.

OUR PILLARS



Caring
for People



Protecting
the Planet



Innovating
for Impact

Looking into the future, we will continue to take a long-term approach to positive impact while encouraging our employees to Make Their Mark. Thank you to our stakeholders and everyone who has supported us on our journey to create a more sustainable and successful business.



The James M. Cox Foundation

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

Our four areas:



Health



Early childhood education



Conservation and environment



Empowering individuals and families

In 2020, under the visionary leadership of Jim Kennedy, chairman of the Cox Enterprises board and chairman of the James M. Cox Foundation, the Foundation moved quickly to direct more than \$13 million in relief to support more than 10 million people affected by COVID-19. The Foundation was able to quickly provide aid in areas exacerbated by the pandemic including access to healthcare, healthy food, education and housing. See [page 10](#) to learn more about the recipient organizations and the vital support they provide to communities nationwide.



Staff demonstrating a new dental x-ray machine at the Whiteford Family Medical Center.

\$58.4 million donated across 250 organizations through The James M. Cox Foundation in 2019 and 2020



Health

Access to quality healthcare is a fundamental human right and good health is a cornerstone of strong communities. As our world continues to endure COVID-19, equal access to quality healthcare remains as challenging as it is essential. We invest in programs that reimagine healthcare while expanding access to treatment for everyone.

CONNECTING FAMILIES WITH QUALITY HEALTHCARE

Whitefoord, Inc. is a community-based organization that helps ensure children are healthy, safe and prepared for school — regardless of their ability to pay — by providing quality healthcare and education programs. To address the growing issue of healthcare access, Whitefoord evolved its programs and focused on construction of a new medical center.

Thanks to a \$250,000 grant from the Foundation in 2019, Whitefoord was able to purchase the land and construct the new Whitefoord Family Medical Center. This new center allows Whitefoord to serve an additional 800 people each year in an upgraded, larger facility.

The new Whitefoord Family Medical Center includes medical and dental treatment areas as well as a behavioral health office. It serves as a complement to the school-based health centers by providing patient-centered care for the entire family.

“The James M. Cox Foundation’s support has helped us withstand the significant impact of the COVID-19 pandemic and expand our reach to more at-risk people during this difficult time.”



- CHARLES E. MOORE, M.D.,
HEALING COMMUNITY CLINIC FOUNDER
AND PRESIDENT

SERVING MEDICALLY UNDERSERVED POPULATIONS IN ATLANTA

When Dr. Charles Moore, a Grady Health System physician, saw patients seeking medical help in late stages of illness and disease, he recognized there was a lack of awareness for early intervention options. He founded the HEALing Community Clinic in 2004 to raise awareness in medically underserved areas. Originally operated out of Dr. Moore’s car, the organization now has multiple locations around Atlanta, offering educational services and comprehensive care to 4,000 people in underserved communities.

In 2019, the Foundation provided a \$200,000 grant to expand the HEALing Community Clinic’s capacity, with the goal to double the number of patients served annually and improve the patient experience.

HEAL has invested in critical technology upgrades, medical equipment and specialty clinical staff. Thanks to this support, HEAL was also well-positioned to respond to the COVID-19 crisis. The organization successfully launched telehealth and a new mobile unit to reach the homeless and other high-risk underserved populations, many of whom are uninsured. They were also able to open a call center which helped streamline scheduling and responses to patients’ questions and concerns. By the end of 2021, HEAL has a goal of servicing 10,000 patients.



(Top): Rendering of the new Whitefoord location. (Bottom): The new location will allow Whitefoord to meet the continuing needs of our community through a more visible, accessible, modern and efficient healthcare facility.



Pop-up COVID-19 testing site hosted by HEALing Mobile Clinic.



An infant teacher engaging a mother in a Lightning Coaching Moment to support families in providing “language nutrition” to their young children. (Cox Campus Course: Talk with Me Baby)



Early childhood education

COX CAMPUS

The Foundation’s long-term partnership with the Rollins Center for Language & Literacy, a program of the Atlanta Speech School, supports the development and ongoing enhancement of an online learning platform dedicated to ending illiteracy, aptly named Cox Campus. The site shares curricula, learning games, activities and videos to help both teachers and parents improve vocabulary, critical thinking and problem solving.

In 2020, the Foundation provided a \$1.9 million grant to improve the user experience, increase capacity for users and events as well as other improvements largely in response to the education challenges presented by the COVID-19 pandemic. This support followed a \$550,000 grant in 2019 for the Campaign for Grade Level Reading which linked two platforms to increase engagement and make it easy to share resources.

Through video-based learning, Cox Campus provides research-based best practices for pre-literacy and reading instruction from birth through third grade. The accredited education platform helps teachers with their ongoing education as well as provide resources for those parents teaching from home. The Cox Campus is largely made possible through a six-year partnership and more than \$12 million invested by The James M. Cox Foundation. The ongoing support enables the Atlanta Speech School to offer this state-of-the-art learning platform for free to parents and teachers anywhere in the world.

“We are thrilled that the Cox Campus has helped to attract national attention to the cause of early childhood literacy, and that we have been able to serve as a catalyst for the creation of free and universally accessible resources for young learners, their parents and teachers,” says Jim Kennedy, Chairman of Cox Enterprises.

See [page 20](#) to learn how Cox Campus kept young minds engaged during COVID-19.

“Education – especially early childhood education – has immense power to level the playing field for children. We are devoted to setting as many children as possible on the path to prosperous, fulfilling lives by giving them access to early education opportunities.”

- JIM KENNEDY,
CHAIRMAN, COX ENTERPRISES

Conservation and environment

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

CONSERVING CLEAN WATER FOR ATLANTA COMMUNITIES

Water is life. Yet rivers and freshwater ecosystems are endangered all over the world. In the United States alone, 44% of waterways are too polluted for fishing and swimming, and 48 states will face higher risks of water shortages by 2050 as a result of climate change.

In 2019, the Foundation built upon our long-standing partnership with American Rivers by providing a \$300,000 grant to address conservation and drought-related issues facing the Flint River, which serves as the primary water source for more than 400,000 Georgians. The river is one of only 40 rivers nationwide to flow more than 40 miles without a dam and has twice been named one of America's most endangered rivers.¹

"We've been honored to support American Rivers for more than 10 years, with more than \$2.5 million in grants and support from Cox employees who have generously volunteered their time."

- ALEX TAYLOR,
PRESIDENT AND CEO, AND A FORMER
AMERICAN RIVERS BOARD MEMBER

¹ <https://www.americanrivers.org/river/flint-river/>

ENSURING A HEALTHY WATER SUPPLY YEAR-ROUND

The Chattahoochee River provides drinking water for more than four million people. Flowing from northern Georgia to the Florida line, the Chattahoochee River watershed faces many threats including stormwater and wastewater pollution, increased water consumption and landscape changes that interrupt its natural flow. Cox has a long-term partnership with Chattahoochee Riverkeeper, an organization focused on protecting and restoring the Chattahoochee River Basin.

In 2019 and 2020, the Foundation provided grants totaling \$100,000 to address water pollution and to ensure water security during times of drought.

"This organization is an excellent steward and plays a vital role in preserving the Chattahoochee River as one of the region's greatest natural resources."



- MARK GREATREX,
COX COMMUNICATIONS EXECUTIVE, AND
CHATTAHOOCHEE RIVERKEEPER BOARD MEMBER



Led by American Rivers staff, volunteers explore the site of historic Lee's Mill on the upper Flint River near Hartsfield-Jackson Atlanta International Airport.



Empowering families and individuals for success

Everyone deserves the chance to pursue their ambitions, yet financial disadvantages can substantially hinder an individual's opportunity to grow and succeed. We support initiatives that address the needs of underserved communities, helping individuals and families improve their lives.



Team Cox employee volunteers at an Atlanta Habitat for Humanity building site.

TRANSFORMING THE HISTORIC WESTSIDE, CRADLE OF THE CIVIL RIGHTS MOVEMENT

The Westside Future Fund (WFF), launched in 2014, is a nonprofit organization committed to transforming Historic Westside neighborhoods into a thriving community. Atlanta's Westside district is historically and culturally significant, as these neighborhoods include the world's largest consortium of historically black colleges and universities and were home to several civil rights icons, including Dr. Martin Luther King, Jr.

In 2019, the Foundation provided a \$3 million grant to purchase and renovate a 65,000 square-foot building for WFF, offering community and education programs serving 16,000 residents in the area.

The building is home to Food Well Alliance, an organization created in partnership with The James M. Cox Foundation; Alex Taylor, President and CEO, is a current director. Food Well Alliance and WFF are partnering to operate programs within the building, including a community garden resource center, a teaching kitchen and a co-working space.

"Over the last few years, we have heard repeatedly about the need for a modern, inclusive and accessible destination for Westside residents to work, gather, learn and thrive together. We are deeply grateful for the Cox Foundation's lead investment to help turn our vision for this building into reality."



- JOHN AHMANN,
PRESIDENT AND CEO OF WFF

BUILDING COMMUNITY BY BUILDING AFFORDABLE HOMES

The United States has a shortage of affordable and available rental homes, and the economic impact of COVID-19 has only worsened this problem. Habitat for Humanity provides access to quality affordable housing in safe, vibrant neighborhoods where residents have meaningful opportunities to thrive. Cox is a longtime sponsor of Habitat for Humanity. Since 1994, Cox-related entities have donated \$3.3 million to Habitat chapters nationwide, and Cox volunteers have built more 30 homes in the Atlanta area.

In 2019, the Foundation provided a \$250,000 grant to build a new regional service center that will serve up to 100,000 people annually. The gift will provide a major expansion of technology infrastructure and the purchase of computer equipment for multiple classrooms and computer labs.

"Each of us plays a critical role in improving the state of our broader communities. Volunteering with Habitat not only leaves our world in a better place, but it also has the power to transform the lives of those who become homeowners. Through donations and the gift of our time, we can change the world - one house at a time!"



- ISABELLE HELMS,
VICE PRESIDENT OF RESEARCH & MARKET
INTELLIGENCE AT COX AUTOMOTIVE & ATLANTA
HABITAT FOR HUMANITY BOARD MEMBER

Governance

For more than a century, we have been committed to taking care of our employees, serving our customers and improving the quality of life in the communities we serve. Our decisions are guided by our integrity and ethics, our values and our commitment to being a trusted partner. Corporate governance doesn't just ensure that we uphold these promises, it's also critical to strengthening our business, achieving our goals and enhancing trust with our employees, communities and customers. As our company grows, we will continue to pursue ways to improve corporate governance while serving the long-term interest of stakeholders.

Management of our environmental, social and governance (ESG) impact is overseen by our ESG sub-committee of the Board, corporate leadership and our Corporate Social Responsibility team. Responsibilities include assessing our sustainability risks, driving social and environmental impact, ensuring supply chain responsibility and advancing progress toward our goals. Updates on our ESG risks and impact are reported to our Board of Directors on a regular basis.

We understand that ESG factors are essential to the future of our business. In 2018, we combined the Diversity and Sustainability sub-committees to establish the ESG sub-committee of the board to support those efforts. The sub-committee meets once a year and is chaired by Mike Ahearn, Managing Partner, True North Venture Partners, L.P. The scope covers all material topic areas (see [page 77](#)).

As a global company operating in multiple industries, we recognize that we must address a broad range of environmental and social issues. In 2019, we collaborated with consulting

firm EY on a third-party materiality assessment to guide our strategy and reporting. Through this assessment, we identified 11 topics that are most important to our stakeholders and business. These material topics – combined with our commitment to our people and our communities – helped inform our new strategic framework, [Making Our Mark](#). Each of our strategic commitments is backed by business teams dedicated to pushing our objectives forward. We will revisit our materiality assessment on an ongoing basis to ensure we account for any changes in our business, industries and world. See the [materiality section](#) in the appendix for more information.

Every two years, we produce a comprehensive Impact Report to inform stakeholders about our progress. Our Impact Report is reviewed by our legal team and executive leadership. This is the first year our report is informed by the Global Reporting Initiative (GRI) Core Standards, a globally recognized and widely used sustainability reporting framework. For more information, please see [Our Materiality by the Numbers](#).



Sujata Gosalia, Cox Communications

Responsible supply chain

At Cox, we continuously assess the sustainability and diversity of our supply chain. In 2018, we partnered with the consulting firm EY to evaluate our supply chain and develop a supply chain governance structure. Read more on [pages 39](#) and [53](#).

SUPPLY CHAIN STRATEGY

We conducted several strategy sessions with more than 20 participants across all Cox businesses to determine our Sustainable Supply Chain vision, scope and focus areas:

- **Vision:** Our vision is to be a truly restorative and responsible supply chain. Cox is regarded as the premier thought-leader among both suppliers and customers who understand and appreciate our value and the positive environmental and social impact we deliver.
- **Scope:** Cradle-to-cradle procurement, including design, sourcing, planning, forward and reverse logistics, warehouse operations, repair/refurbishment and responsible investment recovery.
- **Focus Areas:** Initial focus will be concentrating on the foundational priorities, measuring the impact, and partnering with suppliers to reduce the supply chain environmental impact. Moving later to achieving a restorative approach to environmental, equity and community impact through supply chain activity.

This insight and information were used to develop a phased responsible supply chain strategy and we continue to focus on executing against our plan.

SUPPLIER CODE OF CONDUCT

We expect that anyone who conducts business on our behalf will operate ethically, comply with the law and uphold human rights. That's why we work with suppliers who share our commitment to ethical business and operating with integrity, respect and transparency. [Our Supplier Code of Conduct](#) holds our suppliers to the same high standards to which we hold ourselves, covering topics such as compliance with anti-trust 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 quarterly to us through a third-party database.

SUPPLIER DIVERSITY PROGRAM PRIORITIES:

- Increase spend with qualified diverse-owned businesses
- Commit to providing opportunities for diverse suppliers through Tier 2 spend
- Invest in the community by sponsoring Small Business Leadership Academies
- Develop diverse suppliers via outreach events and mentorship

MEASURING SUPPLIER DIVERSITY

Supporting diverse suppliers improves our business, strengthens our communities and contributes to the economic well-being of diverse businesses and their employees. Through our supplier diversity program, we value and encourage the use of qualified

diverse suppliers. This is defined as a business that is at least 51% owned, operated and controlled by one or more of the following groups:

- Minority Groups (MBE) – A minority person is a member of the African American, Asian Pacific American, Hispanic American, Native American, Asian-Indian Americans and Alaskan ethnic group
- Women-Owned (WBE)
- Lesbian, Gay, Bisexual and Transgender (LGBTQ)
- Disability (DOBE)
- Veteran Disability-Owned (V-DOBE)
- Service Disabled Veteran (SDV-DOBE)

Learn more about our strong commitment to supplier diversity on [page 53](#). Please reach out to CoxSupplierDiversity@cox.com with questions.

Diverse supplier spotlight

The Corporate Shop is a Certified Woman-Owned business that provides major corporations and organizations premium and promotional merchandise for use in event marketing, business communication, advertising and incentives. In response to the COVID pandemic, we selected The Corporate Shop to provide custom high quality, reusable face mask for our frontline workers.

"The Corporate Shop has been honored to work with many of the Cox companies over the last 20 years."



- WENDY NEUBAUER,
PRESIDENT AND CEO OF
THE CORPORATE SHOP

Business ethics

DATA SECURITY AND PRIVACY

Keeping personal information safe is the foundation of trust. Our customers count on us to provide transparent processes, respect their privacy, honor their choices and protect their personal information.

Cox companies are governed by common global security policy, authorized by a Chief Information Security Officer assigned at each division. These leaders provide the strategy and oversight and ensure that we are proactively protecting employee data, customer information and corporate information assets.

As with most companies, regardless of their size or industry, Cox experiences small incidents involving phishing of employees, human error, unexpected software errors and attacks by cybercriminals which may lead to a reportable incident that is investigated 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.

Cox operates both data privacy and data security programs. Policies to protect information are typically reviewed annually. Data privacy and security is overseen by a Chief Privacy Officer and a Chief Information Security Officer for each division who work to ensure the security of our network, customer and corporate data. Employees receive general training on protection of data, and some employees receive additional specific data protection training, depending upon job function.

COX CODE OF CONDUCT

Cox is a company built on integrity and ethical decision-making. We continue to uphold this through our Code of Conduct, the cornerstone of our culture upon which our commitment to ethics is built. While Cox businesses previously had separate codes of conduct, we launched an enterprise-wide [Code of Conduct](#) in 2020 to provide consistency to our employees, ensure alignment on how we communicate the company's values and promote a culture of compliance throughout the enterprise. We also launched a compliance training program in conjunction with the Code of Conduct that provides further guidance and clarity on how employees can address certain situations, ask questions and report any wrongdoing.

Our Employee Problem Resolution Policy allows employees to talk to their manager any time about any problems or concerns. This policy also provides employees with other avenues to address concerns, including our Ethics Hotline.

Available 24/7 by phone or web, our Ethics Hotline allows employees to ask questions or share concerns anonymously with an independent, third-party interview specialist.

"Cox's Code of Conduct is a direct reflection of our longstanding values and commitment to our purpose."

- LUIS AVILA-ESTRADA,
VICE PRESIDENT OF GOVERNANCE & COMPLIANCE, COX ENTERPRISES

PUBLIC POLICY GOVERNANCE

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

For questions about ethics, contact our Ethics team at CEIEthics@coxinc.com.



Luis Avila-Estrada, Cox Enterprises, at home with his dog.

Board of Directors

Cox Enterprises began in 1898 when three-term Ohio Governor James M. Cox bought what is now The Dayton Daily News. Today, Cox Enterprises is a leading communications and automotive services company. The company remains privately held, with independent board members. Cox Enterprises' board includes Cox family members Jim Kennedy, Alex Taylor and Henry Parry-Okeden. Our Board of Directors reviews risks and opportunities related to our economic, social and environmental impacts on an ongoing basis as part of our strategic planning, risk management and governance approach.



James C. Kennedy,
Chairman,
Cox Enterprises



Michael J. Ahearn,
Managing Partner,
True North Venture Partners, L.P.



Byron D. Trott,
Founder, Chairman and CEO,
BDT & Company



Alex Taylor,
Vice Chairman, President and
Chief Executive Officer,
Cox Enterprises



Henry Parry-Okeden,
Co-founder,
InvitedHome



James C. "Rad" Weaver,
CEO,
McCombs Partners



John M. Dyer,
Former CEO,
Cox Enterprises



Janet M. Clarke,
President and Founder,
Clarke Littlefield LLC



Christopher J. Williams,
Chairman,
Siebert Williams Shank



Cox Enterprises Atlanta Headquarters.

Appendix

About this report

This report reflects our continued promise to leave the world better than we found it. The contents of this report are informed by the Global Reporting Initiative (GRI) Core Standards. We provide a GRI content index on [page 78](#). To prepare this report, we also 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

Unless otherwise noted, this report shares stories of our performance, initiatives and progress in the United States during the calendar years 2019 and 2020. The information reported is current as of the date of its publication. This report was reviewed by our legal team and executive leadership. In addition to this report, we also provide updates on our progress on the Making Our Mark section of our website. We welcome comments and feedback on our report. Please contact us at csr@coxinc.com.



At our annual executive meeting, leaders like RJ Muller worked with students from Boys and Girls Club to build tablets.

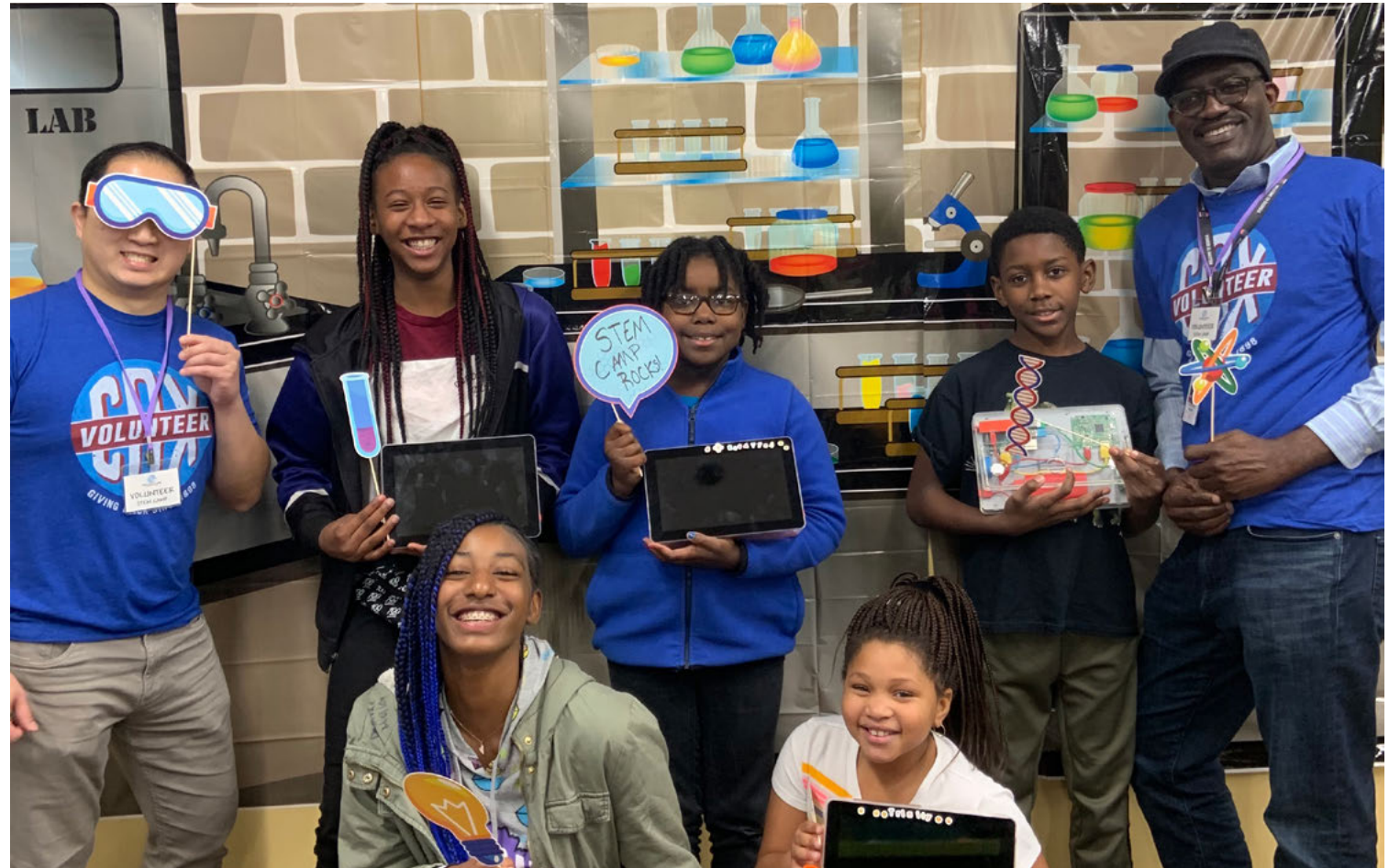
Measuring our social goal

Our new social goal is to empower 34 million people to live more prosperous lives by 2034. We developed this goal in partnership with consulting firm EY by examining the social issues most relevant to our business, our potential to lead our peers where it is most material and the change we want to see in the world. We identified six pathways to greater prosperity that aim to address our goal:

34
MILLION BY
2034

1. **Technology access:** Providing technology to equalize the access to information, regardless of socio-economic background.
2. **Access to lifelong education:** Breaking down barriers that prevent people with disadvantaged backgrounds from achieving their educational potential.
3. **Employment skills:** Addressing economic mobility challenges, such as employment skills training, leadership programs and human capital development.
4. **Good health:** Supporting underserved populations to live healthier lives.
5. **Social protection:** Generating greater social cohesion by providing support structures and reducing disparities within communities.
6. **Environmental equity:** Creating opportunities for people to take ownership of the environments they live in.

By identifying and overlapping these six prosperity challenges, we believe it's possible to reach 30 million people. We intentionally increased the goal to an ambitious 34 million in order to align with our Future Focus 2034 strategy and push our company to think beyond what is immediately achievable.



Cox Volunteers, Sooksun Sayprasith and Kwamina Hudson, with children who attended the Boys and Girls Clubs of Metro Atlanta STEM Camp.

Stakeholder engagement

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



Kelley Joyner, Cox Automotive, meeting with a Cox vendor partner.

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

| STAKEHOLDER | HOW WE ENGAGE |
|---------------------|--|
| Communities | <ul style="list-style-type: none"> • Employee volunteerism • Charitable contributions • In-kind donations • Nonprofit partnerships • Community relations teams |
| Industry | <ul style="list-style-type: none"> • Industry groups such as The Internet and Television Association (NCTA), Women In Cable and Telecommunications (WICT), CableLabs, Cable and Telecommunications Association for Marketing (CTAM) and Society of Cable and Telecommunications Engineers (SCTE) • Signing pledges and initiatives that move the industry and our communities forward such as the NCTA K-12 Bridge to Broadband program • Supporting the CoxPAC (Political Action Committee) fundraising efforts • Partnering with industry groups, such as national and local automotive trade associations |
| Bond holders | <ul style="list-style-type: none"> • Phone calls • Responding to email requests • Filling out questionnaires |

| STAKEHOLDER | HOW WE ENGAGE |
|-------------------|---|
| Government | <ul style="list-style-type: none"> • Educating officials (including members of Congress and agencies, such as the Federal Communications Commission) and trade associations about our businesses • Developing public policy positions that will benefit our employees, our customers and our communities • Advocating for Cox Enterprises policy positions before Congress and federal agencies • Helping Cox leaders interpret the federal decision-making process and developments on the national legislative scene, to ensure they are fully informed when making business and policy decisions |
| Media | <ul style="list-style-type: none"> • Engaging with media outlets when we have compelling news to share that will resonate with audiences outside of Cox or if a subject matter expert can speak to an emerging trend in the current news cycle • Sending pitches to top tier, local, national and/or trade media outlets as well as through press releases, bylines, media alerts • Social media posts • Speaking engagements • Thought leadership opportunities |

Materiality

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

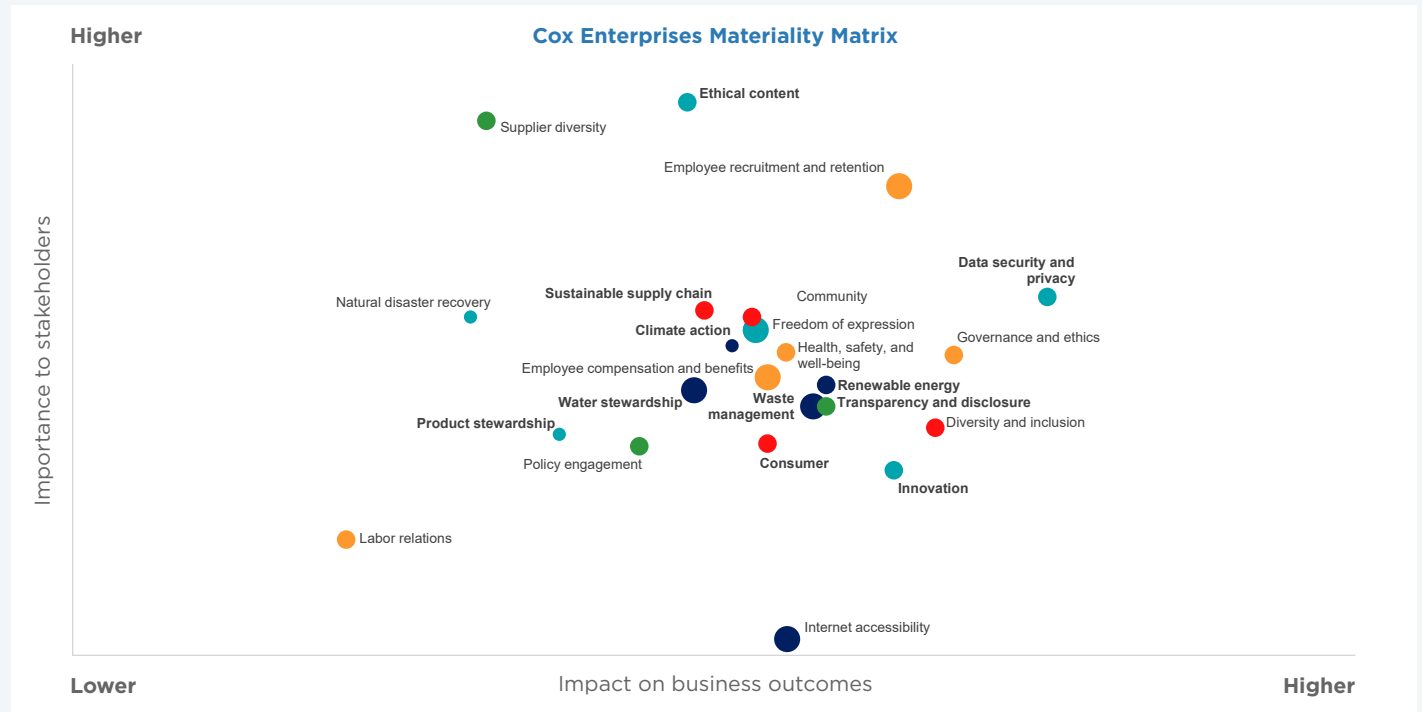
MATERIALITY ASSESSMENT

In 2019, we partnered with consulting firm EY to conduct our first third-party materiality assessment. Insights and topics identified influenced our initiatives and helped shape our new strategic framework, Making Our Mark.

MATERIAL TOPICS

Based on our materiality assessment, we prioritized 11 material issues that have the greatest impact on our business and our stakeholders.

| ENVIRONMENT | SOCIAL | GOVERNANCE |
|--|---|--|
| <ul style="list-style-type: none"> • Carbon • Water • Waste | <ul style="list-style-type: none"> • Health, Safety, and Well-being • Talent Management • Diversity and Inclusion • Community | <ul style="list-style-type: none"> • Responsible Supply Chain • Innovation • Data Security and Privacy • Business Ethics |



ELEMENTS OF THE COX ENTERPRISE MATERIALITY MATRIX:

Materiality: The position of each topic reflects the importance to Cox external stakeholders and the extent to which the topics drive value for Cox.

Increasing importance: The topics listed in bold have been identified by stakeholders as anticipated to rise in importance in the next 3-5 years.

Ability to impact: The size of the circle demonstrates Cox's perceived ability to create positive change on the topic.

Management approach: The color suggests the approach management will deploy in addressing the ESG topic.

LEGEND

Ability to impact:

- Low
- Moderate
- High

Expected to rise in importance in the next 3-5 years:

ESGs topics in bold

Management approach:

- **Build** — Continue building environmental and community impact
- **Increase** — Increase transparency on existing programs
- **Update** — Update management action plan
- **Explore** — Explore evolving topics for risks and opportunities
- **Manage** — Manage foundational ESG topics

Our Materiality by the Numbers

General Approach

| DISCLOSURE NAME | RESPONSE | GRI STANDARD | |
|----------------------------------|---|--|---|
| Reporting Practice | | | |
| Our Approach to Reporting | <p>We currently report on a biannual cycle. This report covers reporting period 2019-2020 (unless otherwise noted) and follows our most recent report published in 2018. Our report content and topic boundaries were defined and informed, in partnership with consulting firm EY, by our materiality assessment and definition of key material topic metrics. We are developing this report to be aligned to GRI Core standards, select United Nations Sustainable Development Goals (see page 96) and our new CSR reporting framework: Making Our Mark. Since this is our first year utilizing this approach, there are no re-statements of data or changes to declare, and we have not sought external assurance. Our report takes into account all the ways we impacted our material topic areas in our significant region (U.S.) through our day-to-day operations during the reporting period.</p> <p>In 2019, we collaborated with consulting firm EY in developing a third-party materiality assessment to guide our strategy, management approach and reporting. Input from our main stakeholder groups (see page 75) was used to conduct this assessment, resulting in the selection of our material topic areas, which informed the content of our report. The content of the report was also informed by our ongoing stakeholder engagement efforts (see page 75). The metrics and goals stated within this report will serve as a mechanism for evaluating the effectiveness of our approach.</p> | 102-45 102-46 102-48 102-49 102-50 102-51 | 102-52 102-54 102-56 103-1 103-2 103-3 |
| Material Topic Areas | <p>Through our materiality assessment with consulting firm EY, we identified 11 topics that are most important to our stakeholders and business:</p> <ul style="list-style-type: none"> • Carbon • Water • Waste • Employee Health, Safety and Well-Being • Talent Management • Diversity and Inclusion • Community • Responsible Supply Chain • Innovation • Data Security and Privacy • Business Ethics <p>For more details on how we define and manage each material topic area, accomplishments and commitments, please see the respective pages in the report listed above.</p> | 102-47 | |
| Contact Information | For questions about this report, please reach out to csr@coxinc.com | 102-53 | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD | | | | | | | | | | | | | | | |
|-------------------------------|---|---|-----|-------|-----------|--------|--------|-----------|-----|-------|---------------|--------|--|---------------|-------------------------|--|---|
| Organizational Profile | | | | | | | | | | | | | | | | | |
| Profile | Headquartered in Atlanta, GA, Cox Enterprises, Inc. is a global conglomerate that creates value by working to solve crucial connectivity, mobility and sustainability challenges. We are a fourth-generation, family-led private corporation with nearly \$20 billion in revenues and close to 50,000 employees. Our operations span five continents and 15 countries, with significant operations in the United States. Topics covered in this report are focused on U.S. operations (unless otherwise stated) and inform company leadership in managing and measuring our approach to ESG (see page 2). Key brands and activities are summarized on page 8 of this report. We are committed to doing the right thing, always, and our company purpose, vision and values (pages 5-7) drive everything that we do. | 102-1 102-2 102-3 102-4 102-5 102-6 102-7 102-14 102-16 102-45 | | | | | | | | | | | | | | | |
| Governance | Management of our environmental, social and governance (ESG) impact is overseen by the ESG sub-committee of the Cox Enterprises Board of Directors, corporate leadership and our Corporate Social Responsibility team. Responsibilities include assessing our sustainability risks, driving social and environmental impact, ensuring supply chain responsibility and advancing progress toward our goals. Updates on our ESG risks and impact are reported to our Board of Directors on a regular basis. In 2018, we combined the Diversity and Sustainability sub-committees to establish the ESG sub-committee of the board to support those efforts. The sub-committee meets once a year and is chaired by Mike Ahearn, Managing Partner, True North Venture Partners, L.P. The scope of the sub-committee covers all material topic areas. For more details on our materiality, see page 77 . Details on our approach to risk management and corporate governance are available on page 69 . | 102-11 102-18 102-19 102-20 102-22 102-23 | | | | | | | | | | | | | | | |
| Employees | <table border="1"> <thead> <tr> <th>USA</th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Full-time</td> <td>14,036</td> <td>25,418</td> </tr> <tr> <td>Part-time</td> <td>855</td> <td>3,314</td> </tr> <tr> <td>International</td> <td colspan="2">3,377*</td> </tr> <tr> <td>Total:</td> <td colspan="2">47,000 Employees</td> </tr> </tbody> </table> <p><i>*This covers permanent employees; gender breakdown and job data not available for international employees</i></p> <p>Just under 1% (.81) of our U.S.-based employees are covered by collective bargaining agreements.</p> | USA | Men | Women | Full-time | 14,036 | 25,418 | Part-time | 855 | 3,314 | International | 3,377* | | Total: | 47,000 Employees | | 102-8 102-41 |
| USA | Men | Women | | | | | | | | | | | | | | | |
| Full-time | 14,036 | 25,418 | | | | | | | | | | | | | | | |
| Part-time | 855 | 3,314 | | | | | | | | | | | | | | | |
| International | 3,377* | | | | | | | | | | | | | | | | |
| Total: | 47,000 Employees | | | | | | | | | | | | | | | | |
| Organizational Changes | Some organizational changes are important to note as we report on our activities. These include our majority investment in Rivian and BrightFarms, the sale of Cox Media Group and the buyback of the Dayton Daily News . | 102-10 | | | | | | | | | | | | | | | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|--|---|--|
| <p>External Initiatives</p> | <p>There are a number of key external initiatives that Cox subscribes to and/or endorses, including:</p> <ul style="list-style-type: none"> • NCTA's K-12 Bridge to Broadband Program • Keep America Beautiful America Recycles Day • Time to Vote Pledge • Ascend COVID-19 Action Agenda • Donations to organizations and causes that support social justice and human rights (see page 37) • FCC's Keep America Connected Initiative • RATE Coalition | <p>102-12</p> |
| <p>Memberships and Associations</p> | <p>There are a number of membership and industry organizations we are a part of, including:</p> <ul style="list-style-type: none"> • National Diversity Council (including Georgia Diversity Council) • Diversity Best Practices • U.S. Chamber of Commerce Foundation • Boston College Center for Corporate Citizenship • Points of Light • Sustainable Brands (Gold) • Sustainability Leadership Forum • Chamber Commentary • National Automobile Dealers Association • National Minority Supplier Development Council <p>We also maintain memberships with local chambers of commerce, such as the Georgia Chamber of Commerce and the Metro Atlanta Chamber of Commerce, in the cities and states where we operate.</p> | <p>102-13</p> |
| <p>Stakeholder Engagement</p> | <p>At Cox, we aim to see our impact through the eyes of our stakeholders to understand how we can collectively achieve our community goals and make the highest impact. These include goals that are material to our company operations (customers, employees, suppliers, bondholders and regulators) and the wider community (NGOs, industry groups and other community organizations). See page 75 of the report for more details on our stakeholder engagement approach and our latest materiality assessment results.</p> | <p>102-21 102-40 102-42 102-43 102-44</p> |

Environment

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|--|---|--------------|
| General | | |
| Conservation & Sustainability Project Investments | Cox Enterprises has invested nearly \$140 million in more than 400 sustainability and conservation projects. Highlights are noted on pages 46 of this report. | |
| Employee-Driven Environmental Stewardship | In 2019 and 2020, our employees recorded lifestyle changes at work and at home that resulted in an estimated: <ul style="list-style-type: none"> • 5.6 million CO₂ emissions saved • 4.5 million gals of water • 692,000 lbs. of waste diverted | |
| Carbon* | | |
| <i>*The source of our emissions factors is EGRID and we use the EPA standard emission factors. Our subsidiaries and investments are not included in our emissions calculation.</i> | | |
| Carbon Offset | Cox Enterprises, Inc. offset 657,000 cumulative tons of carbon since 2007, including 164,000 tons of carbon offset in 2020 | |
| Alternative Energy | Since 2007, our 48 alternative energy projects across the nation have offset more than 230,000 tons of carbon. | |
| Total Carbon Emissions | 2019 <ul style="list-style-type: none"> • 534,000 Tons CO₂ (516,000 Metric Tons) 2020 <ul style="list-style-type: none"> • 429,000 Tons CO₂ (389,000 Metric Tons) | |
| Total direct (Scope 1) GHG emissions | 2019 <ul style="list-style-type: none"> • 177,000 Tons CO₂ (161,000 Metric Tons) 2020 <ul style="list-style-type: none"> • 129,000 Tons CO₂ (117,000 Metric Tons) | 305-1 |
| Indirect (Scope 2) GHG Emissions | 2019 <ul style="list-style-type: none"> • 391,000 Tons CO₂ (355,000 Metric Tons) 2020 <ul style="list-style-type: none"> • 299,000 Tons CO₂ (272,000 Metric Tons) | 305-2 |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|---|--------------|
| Carbon Emissions Avoided | 2019 <ul style="list-style-type: none"> • 124,000 Tons CO₂ (143M kWh) 2020 <ul style="list-style-type: none"> • 2020: 164,000 Tons CO₂ (148M kWh) | |
| Total Energy Consumed | 2019 <ul style="list-style-type: none"> • 945M kWh 2020 <ul style="list-style-type: none"> • 841M kWh | 302-1 |
| Renewable Energy Generated with Company-Owned Assets | 2019 <ul style="list-style-type: none"> • 25M kWh (12,000 Tons CO₂) <ul style="list-style-type: none"> » Owned Solar: 20M kWh (8,000 Tons CO₂) » New River: 5M kWh (5,000 Tons CO₂) 2020 <ul style="list-style-type: none"> • 26M kWh (12,000 Tons CO₂) <ul style="list-style-type: none"> » Owned solar: 20M kWh (8,000 Tons CO₂) » New River: 6M kWh (4,000 Tons CO₂) | |
| Renewable Energy Consumed | 2019 <ul style="list-style-type: none"> • 5M kWh (2,000 Tons CO₂) <ul style="list-style-type: none"> » All from owned solar 2020 <ul style="list-style-type: none"> • 74M kWh (28,000 Tons CO₂) <ul style="list-style-type: none"> » Owned solar: 5M kWh (2,200 Tons CO₂) » Supplied renewables: 68M kWh (25,100 Tons CO₂) » VPPA: 1M kWh (400 Tons CO₂) | |
| Percentage of Total Energy Consumed that is Renewable Energy | 2019: 1% 2020: 9% | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|---|--------------|
| Water Stewardship | | |
| Water Saved / Offset | 295 million cumulative gallons of water saved/offset since 2013 | |
| Total Water Consumption | 2020: 290,000 kgal | 303-5 |
| Total Water Withdrawal by Source | 2020: Primarily municipal water supplies or other public or private water utilities, with a few sites that pull directly from wells. <ul style="list-style-type: none"> • Municipal / Utility: 272,120 kgal (94%) • Wells: 17,930 kgal (6%) | 303-1 |
| Volume of Water Saved / Offset | 2019: 81,723 kgal 2020: 102,196 kgal | |
| Volume of Wastewater Reclaimed | The following reclamation projects were designed and installed between 2013 - 2017 with the objective to reclaim and reuse an estimated total of 10.6M gallons annually. <ol style="list-style-type: none"> 1. Manheim Pennsylvania Water Treatment Center, Manheim, PA 2. Manheim Georgia Water Treatment Center, Atlanta, GA 3. Manheim Texas Hobby Water Treatment Center, Houston, TX | 303-3 |
| Water Efficiency | 2019: Data unavailable 2020: Manheim only <ul style="list-style-type: none"> • 66 gallons / car sold • 89 gallons / car detailed | |
| Number of Facilities in High-Risk Watershed with Water Management Plan | 2020: 74 facilities (8.6% of total) are in high- or extremely-high water risk areas, per a 2020 WRI Aqueduct Water Risk Atlas analysis. The number of facilities by division are listed below: <ul style="list-style-type: none"> • Cox Automotive Industries: 15 • Cox Communications Industries: 56 • Cox Enterprises, Inc.: 3 <p>We do not capture water consumption by stress area. Water storage was not identified as having a significant water-related impact.</p> | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|--|------------------------------|
| Waste Management | | |
| Total Waste Diverted | 252,852 cumulative tons of waste diverted from landfill since 2013, when tracking first began. | |
| Number of Facilities Meeting Zero-Waste Targets | 2019: 33 domestic facilities 2020: 47 domestic facilities | |
| Amount of Waste Sent to Landfill | 2019: 19,834 tons 2020: 12,647 tons | 306-2 306-3 |
| Amount of Waste Diverted (Annual Waste Diversion Rate) | 2019: 43,213 tons (68%) 2020: 38,961 tons (75.5%) | |
| Total Annual Waste | 2019: 63,047 tons 2020: 51,608 tons | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|--|---|---------------------|
| Talent Management | | |
| <p>COVID-19 Employee Financial Support</p> | <p>\$688,000 in financial support distributed through the Cox Employee Relief Fund (CERF) to nearly 500 employees impacted by COVID-19.</p> <p>\$40 million in work from home relief payments to more than 45,000 eligible employees</p> | |
| <p>Taking Care of Our Employees: Benefits</p> | <p>Cox provides an array of benefits to support employees, the company's most important resource. Example benefits offered to employees are available at https://jobs.coxenterprises.com/life-at-cox/benefits/</p> <p>Work/Life Balance</p> <ul style="list-style-type: none"> • MyTime - Flexible time off policies • Accommodating work schedules • Paid work hours for employees to volunteer <p>Parental Benefits</p> <ul style="list-style-type: none"> • Paid parental leave • Milk Stork - Traveling moms can send their milk home via FedEx overnight for free • Adoption assistance • Enhanced coverage for Autism and developmental delays <p>Healthcare</p> <ul style="list-style-type: none"> • Generous suite of healthcare benefits with various deductible options • Free in-network women's care • Pharmacy benefits - convenient mail-order and retail pharmacy options • Telehealth - phone and video visits with a doctor in minutes • FSA and HSA options • Supplemental insurance - to protect against the unexpected | <p>401-2</p> |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|--|---|---------------------|
| <p>Taking Care of Our Employees: Benefits (Continued)</p> | <p>Ongoing Wellness</p> <ul style="list-style-type: none"> • Know Your Numbers – Free onsite health screenings and flu shots • Programs to support weight loss and diabetes • Counseling and more for mental well-being • Healthy lifestyle coaching and 24/7 registered nurse line • Life and disability insurance <p>Education</p> <ul style="list-style-type: none"> • Dollars for Ideas – Financial support for continuing education • Professional development funds available • Learn@Cox – 1,000s of free online classes <p>Pet / Home / Identity Protection</p> <ul style="list-style-type: none"> • Furry coverage – Pet insurance for your fluffy animals • Home & Auto Insurance • The Real You – Identify Theft Protection <p>Planning For Your Future</p> <ul style="list-style-type: none"> • Competitive salary package • Generous bonus and incentive plans • 401(k) + company match <p>Employee Resources</p> <ul style="list-style-type: none"> • Cox Employee Relief Fund (CERF) to help those in need • Employee Assistance Program • Coverage for gender confirmation surgery • Employee Resource Groups – Designed for inclusion and diversity and supporting the entire organization <p>Employee Discounts</p> <ul style="list-style-type: none"> • Computers, entertainment, travel and more • Discounted Cox Cable/Internet, where available | <p>401-2</p> |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|--|--|--------------|
| Number and percentage of Eligible Employees Enrolled in Company Medical Plans | 2019: 90.1% 2020: 91.5% | 403-6 |
| Number of Participants in Company Wellness Programs | <p>In 2020, we expanded our healthcare benefits by including free and reduced cost access to virtual doctor visits, offering free COVID-19 testing, and giving employees the ability to have prescriptions refilled early and delivered for free. In 2021, we will also offer employees up to four hours of paid time off to get the COVID-19 vaccine.</p> <p>Know Your Numbers - Employees and their spouse/domestic partner who are enrolled in the Cox Medical Plan have access to free annual health screenings and can earn up to \$400 in payroll credits to help offset healthcare premiums.</p> <p>2019 Participation Rate for Eligible Participants: 35%</p> <p>2020 Participation Rate for Eligible Participants: 30%</p> <p>New wellness programs added in 2020:</p> <ul style="list-style-type: none"> • Headspace - Mobile app that promotes mindfulness, managing stress, improving sleep and healthier living (2020 Participation Rate for Eligible Participants: 9%) • Mid-day meditation - Employee-driven virtual meditation sessions • OpenFit - At-home workouts and nutrition tracking (2020 Participation Rate for Eligible Participants: 12%) • Care@Work - Access, via Care.com, to a network of care providers for children, seniors, pets and the home • Resources for Living - 24/7 access to a mental health professional for employees and members of their households, providing up to eight free sessions per topic, per year via phone, text, chat, video or face-to-face | 403-6 |
| Average Hours of Training Per Year Per Employee | 2019: 20.6 2020: 31.3 Note: Employee training figures include only training activity captured in our Learning Management System, including skill-based training and compliance training. Data includes training courses taken online (virtual courses) and instructor-led courses. | 404-1 |
| Percentage of Employees Who Completed At Least One Course on Learn@Cox | 2019: 79.7% 2020: 88.8% Learn@Cox makes learning more accessible for employees by ensuring they can connect to content on any mobile device in a unified and seamless experience anywhere and anytime. | 404-2 |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--------------|---------|-------------|-----------|-----------|-----------|---------|-------------|-----------|--|--|-----------|-----------|---------|-------------|-----------|-----------|-----------|---------|-------------|-----------|------|-------|------|------|-------|-------|-------|------|------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| Internal Hire Rate | 2019: 30.3% 2020: 40.4% | 401-1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Percentage of Employees with 5+ Year Tenure | 2019: 51.8% 2020: 57% | 401-1 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Inclusion, Diversity & Equity | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Board of Directors Diversity | Board of Directors Diversity: Men (non-POC) 77.8% Women 11.1% Men (POC) 11.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Diversity Representation by Level | <table border="1"> <thead> <tr> <th rowspan="2">Level</th> <th colspan="5">2019</th> <th colspan="5">2020</th> </tr> <tr> <th>Total POC</th> <th>POC Women</th> <th>POC Men</th> <th>White Women</th> <th>White Men</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>13.8%</td> <td>5.9%</td> <td>8.0%</td> <td>25.1%</td> <td>61.1%</td> <td>14.9%</td> <td>6.8%</td> <td>8.1%</td> <td>25.9%</td> <td>59.3%</td> </tr> <tr> <td>Leader</td> <td>27.6%</td> <td>11.9%</td> <td>15.7%</td> <td>25.0%</td> <td>47.4%</td> <td>28.3%</td> <td>12.2%</td> <td>16.2%</td> <td>25.0%</td> <td>46.6%</td> </tr> <tr> <td>IC</td> <td>39.8%</td> <td>14.8%</td> <td>24.9%</td> <td>18.4%</td> <td>41.8%</td> <td>40.5%</td> <td>15.1%</td> <td>25.3%</td> <td>18.3%</td> <td>41.3%</td> </tr> <tr> <td>Overall</td> <td>37.1%</td> <td>14.2%</td> <td>22.9%</td> <td>19.8%</td> <td>43.2%</td> <td>37.6%</td> <td>14.4%</td> <td>23.2%</td> <td>19.7%</td> <td>42.7%</td> </tr> </tbody> </table> | Level | 2019 | | | | | 2020 | | | | | Total POC | POC Women | POC Men | White Women | White Men | Total POC | POC Women | POC Men | White Women | White Men | Exec | 13.8% | 5.9% | 8.0% | 25.1% | 61.1% | 14.9% | 6.8% | 8.1% | 25.9% | 59.3% | Leader | 27.6% | 11.9% | 15.7% | 25.0% | 47.4% | 28.3% | 12.2% | 16.2% | 25.0% | 46.6% | IC | 39.8% | 14.8% | 24.9% | 18.4% | 41.8% | 40.5% | 15.1% | 25.3% | 18.3% | 41.3% | Overall | 37.1% | 14.2% | 22.9% | 19.8% | 43.2% | 37.6% | 14.4% | 23.2% | 19.7% | 42.7% | |
| Level | 2019 | | | | | 2020 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total POC | POC Women | POC Men | White Women | White Men | Total POC | POC Women | POC Men | White Women | White Men | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exec | 13.8% | 5.9% | 8.0% | 25.1% | 61.1% | 14.9% | 6.8% | 8.1% | 25.9% | 59.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Leader | 27.6% | 11.9% | 15.7% | 25.0% | 47.4% | 28.3% | 12.2% | 16.2% | 25.0% | 46.6% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| IC | 39.8% | 14.8% | 24.9% | 18.4% | 41.8% | 40.5% | 15.1% | 25.3% | 18.3% | 41.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Overall | 37.1% | 14.2% | 22.9% | 19.8% | 43.2% | 37.6% | 14.4% | 23.2% | 19.7% | 42.7% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|--------------|------|------|------------------|-------|-------|-------------------------------|-------|-------|--------------|-------|-------|-----------------|-------|-------|----------------------------------|------|------|-------------------|------|------|-------|-------|-------|---------------|-------------|-------------|--------------|
| Ethnicity Representation | <p>Ethnicity representation:</p> <table border="1"> <thead> <tr> <th data-bbox="715 219 1116 251">Ethnicity</th> <th data-bbox="1141 219 1268 251">2019</th> <th data-bbox="1294 219 1360 251">2020</th> </tr> </thead> <tbody> <tr> <td data-bbox="715 268 1116 297">African American</td> <td data-bbox="1141 268 1268 297">15.5%</td> <td data-bbox="1294 268 1360 297">15.4%</td> </tr> <tr> <td data-bbox="715 314 1116 342">American Indian/Alaska Native</td> <td data-bbox="1141 314 1268 342">0.7%</td> <td data-bbox="1294 314 1360 342">0.7%</td> </tr> <tr> <td data-bbox="715 359 1116 388">Asian</td> <td data-bbox="1141 359 1268 388">5.5%</td> <td data-bbox="1294 359 1360 388">5.8%</td> </tr> <tr> <td data-bbox="715 405 1116 434">Hispanic/Latino</td> <td data-bbox="1141 405 1268 434">12.2%</td> <td data-bbox="1294 405 1360 434">12.6%</td> </tr> <tr> <td data-bbox="715 451 1116 479">Native Hawaiian/Pacific Islander</td> <td data-bbox="1141 451 1268 479">0.5%</td> <td data-bbox="1294 451 1360 479">0.5%</td> </tr> <tr> <td data-bbox="715 496 1116 525">Two or More Races</td> <td data-bbox="1141 496 1268 525">2.7%</td> <td data-bbox="1294 496 1360 525">2.6%</td> </tr> <tr> <td data-bbox="715 542 1116 571">White</td> <td data-bbox="1141 542 1268 571">62.9%</td> <td data-bbox="1294 542 1360 571">62.4%</td> </tr> <tr> <td data-bbox="978 588 1116 616">Total:</td> <td data-bbox="1141 588 1268 616">100%</td> <td data-bbox="1294 588 1360 616">100%</td> </tr> </tbody> </table> | Ethnicity | 2019 | 2020 | African American | 15.5% | 15.4% | American Indian/Alaska Native | 0.7% | 0.7% | Asian | 5.5% | 5.8% | Hispanic/Latino | 12.2% | 12.6% | Native Hawaiian/Pacific Islander | 0.5% | 0.5% | Two or More Races | 2.7% | 2.6% | White | 62.9% | 62.4% | Total: | 100% | 100% | 405-1 |
| Ethnicity | 2019 | 2020 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| African American | 15.5% | 15.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| American Indian/Alaska Native | 0.7% | 0.7% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Asian | 5.5% | 5.8% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Hispanic/Latino | 12.2% | 12.6% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Native Hawaiian/Pacific Islander | 0.5% | 0.5% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Two or More Races | 2.7% | 2.6% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| White | 62.9% | 62.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 100% | 100% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Generational Diversity Representation | <p>Generational Diversity Representation:</p> <table border="1"> <thead> <tr> <th data-bbox="715 701 1116 732">Generation</th> <th data-bbox="1141 701 1268 732">2019</th> <th data-bbox="1294 701 1360 732">2020</th> </tr> </thead> <tbody> <tr> <td data-bbox="715 749 1116 778">Traditionalist</td> <td data-bbox="1141 749 1268 778">3.6%</td> <td data-bbox="1294 749 1360 778">2.2%</td> </tr> <tr> <td data-bbox="715 795 1116 823">Baby Boomer</td> <td data-bbox="1141 795 1268 823">19.8%</td> <td data-bbox="1294 795 1360 823">17.1%</td> </tr> <tr> <td data-bbox="715 841 1116 869">Generation X</td> <td data-bbox="1141 841 1268 869">39.3%</td> <td data-bbox="1294 841 1360 869">41.0%</td> </tr> <tr> <td data-bbox="715 886 1116 915">Millennial</td> <td data-bbox="1141 886 1268 915">34.3%</td> <td data-bbox="1294 886 1360 915">36.4%</td> </tr> <tr> <td data-bbox="715 932 1116 961">Generation Z</td> <td data-bbox="1141 932 1268 961">3.0%</td> <td data-bbox="1294 932 1360 961">3.3%</td> </tr> </tbody> </table> | Generation | 2019 | 2020 | Traditionalist | 3.6% | 2.2% | Baby Boomer | 19.8% | 17.1% | Generation X | 39.3% | 41.0% | Millennial | 34.3% | 36.4% | Generation Z | 3.0% | 3.3% | | | | | | | | | | |
| Generation | 2019 | 2020 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Traditionalist | 3.6% | 2.2% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Baby Boomer | 19.8% | 17.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Generation X | 39.3% | 41.0% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Millennial | 34.3% | 36.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Generation Z | 3.0% | 3.3% | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|--|--------------|
| <p>Employee Resource Groups (ERGs)</p> | <p>We currently have 8 ERGs with chapters across our divisions, each focused-on driving inclusion, diversity and equity through culture education, professional development, business and market insights, and community engagement.</p> <ul style="list-style-type: none"> • Salute (Veterans) • Pride (LGBTQ and allies) • Black/African-American • Ignite/Thrive (Early Career) • Women/Women with Drive • iHOLA! (Latinx) • Mosaic (Multicultural) • Lotus (Asian and Pacific Islander) <p>In 2020 alone, ERGs adapted to provide remote programming and delivered 50+ hours of professional development, and had over 9,400 employees participate in ID&E activities on Cox Impact, our employee engagement platform. We also launched the Parents and Caregivers at Cox (PACC) initiative, and the DAWN (disability) ERG will be launched in 2021.</p> <p>Some examples of the work our ERGs supported in 2020 includes responding to racial injustice. In the wake of the nationwide racial injustice movement this summer, our Ignite and MOSAIC ERGs collaborated to present “A Conversation Between Friends, featuring Sandy Schwartz and Richard Cox.” This event garnered over 1,000 participants from across the company, who tuned-in for a candid and authentic conversation about social justice and allyship.</p> | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|----------------------------------|---|--------------|
| <p>Diversity Partners</p> | <p>We have approximately 48 diversity partnerships:</p> <ul style="list-style-type: none"> • 100 Black Men of Atlanta • APIA Scholars • Asian Americans Advancing Justice Atlanta • Atlanta Pride Committee • Bobby Dodd Institute • Camp Southern Ground • Catalyst • Center for Civil and Human Rights • Center for Pan-Asian Community Services (CPACS) • Executive Leadership Council • Georgia Veterans Day Association • Girl Talk • Human Rights Campaign • Jerusalem House • Latin American Association • LULAC • National Association of Asian American Professionals (NAAAP) • Posse Foundation • Special Olympics Georgia • The Atlanta Women’s Foundation • The Martin Luther King Jr Center for Nonviolent Social Change • UNCF • Urban League of Greater Atlanta • YWCA of Greater Atlanta <ul style="list-style-type: none"> • NAMIC - National Association of Multi-Ethnicity in Communications • WICT - Women in Cable and Telecommunications • DiversityInc • DisabilityIN • OnBoard • Women in Technology • NMSDC: National Minority Supplier Development Council • GMSDC: Georgia Minority Supplier Development Council • WBENC: The Women’s Business Enterprise National Council • NGLCC: National Gay & Lesbian Chamber of Commerce • National Diversity Council - including Georgia Diversity Council • Diversity Best Practices • Women Who Code • Lesbians Who Tech • Association of Latino Professionals for American Women Who Tech • National Black MBA • National Sales Network • Society of Asian Scientists & Engineers • Four Block • Vetlanta • MilitaryX • HireHeroes • Astound • Bender Virtual Career Fairs | |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|--|--------------|
| Community | | |
| Community COVID-19 Relief | <ul style="list-style-type: none"> • \$13.8 million+ in COVID-19 relief grants were donated through the James M. Cox Foundation, including \$5 million given to Emory University for COVID-19 testing and related equipment • \$186 million worth of discounts given to Cox Automotive clients • \$30 million+ of free advertising given by Cox Communications for nonprofit and small business clients • \$250 million of deferred payments and fees to NextGear Capital clients and partners • \$400 million+ in discounts and deferred payment for Cox Automotive and Cox Communications customers | 413-1 |
| Employee Volunteers and Volunteer Hours Per Year | <p>More than 100,000 employee volunteer hours logged through Cox Impact since January 2019, including virtual volunteering during COVID-19 to support 108 organizations in 2020 alone.</p> <p>2019: 82,212 hours 2020: 18,991 hours</p> <p><i>*Decrease in volunteer hours year over year due to COVID-19 restrictions.</i></p> | 413-1 |
| Cox Impact Enrollment | More than 50% of employees registered in Cox Impact, our employee engagement and community activation platform | |
| Number of Executives on Non-Profit Boards | <p>2019: 151 (Atlanta Corporate); 58 placed by Cox</p> <p>2020: 147 (Atlanta Corporate); 58 placed by Cox</p> <p>We work to support our strategic partners through our board placement program.</p> | |
| Corporate and the James M. Cox Foundation Giving as Cash and as In-Kind Donations Per Year | <p>Over \$191 million donated to and invested in our communities in 2019 and 2020, including \$13.8million+ in grants through the James M. Cox Foundation and in-kind donations of advertising space (cable and websites) for nonprofits</p> <p>2019</p> <ul style="list-style-type: none"> • Cash: \$39.9 million • In-Kind: \$57 million <p>2020</p> <ul style="list-style-type: none"> • Cash: \$42.3 million • In-Kind: \$51.9 million <p><i>*Note: CMG sale resulted in overall reduction of contributions between 2018 and 2020 CSR reports</i></p> | 413-1 |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|--|--------------|
| Corporate and the James M. Cox Foundation Giving by Category | <p>2019</p> <ul style="list-style-type: none"> • Civic/Public Benefit: \$6,929,172 • Education: \$9,744,521 • Environment and Conservation \$8,156,391 • Health and Human Services: \$43,062,394 • Other: \$29,034,417 <p>2020</p> <ul style="list-style-type: none"> • Civic/Public Benefit: \$15,979,320 • Education: \$11,579,251 • Environment and Conservation: \$7,740,889 • Health and Human Services: \$48,226,724 • Other: \$10,681,311 | 413-1 |
| Employee Giving through Cox Charities | In 2019, Cox Communications employees raised \$2 million for local needs. Despite the challenges of 2020, Cox Communications employees raised nearly \$1.9 million. | 413-1 |
| Employee Donations through Annual Atlanta Giving Campaign | <p>2019: \$198,342</p> <p>2020: N/A - Annual Atlanta Giving Campaign was not held in 2020 due to COVID-19</p> | 413-1 |
| Disbursements from Cox Employee Relief Fund (CERF) | <p>For more than 15 years, CERF has provided \$11 million in aid and helped more than 5,000 employees</p> <p>2019: \$1,276,054</p> <p>2020: \$1,646,279</p> <p><i>*2020 figure is a reasonable, pre-audit estimate</i></p> | 413-1 |
| Season for Sharing Program Impact | Our Season for Sharing program provides checks up to \$500 for Atlanta-based Cox employees and their families who are experiencing financial hardships during the holidays. Now in its 22nd year, the Season for Sharing program has provided support to 6,500 Cox employees and their families, granting more than \$318,000 to almost 1,000 individuals in 2019 and 2020. | 413-1 |
| People Connected through Connect2Compete (C2C) | C2C is our low-cost internet service. Since the program began in 2012, more than 840,000 low-income people have been helped through the program. Since the COVID-19 pandemic began, 60,000 new households were enrolled in the program and were offered the first two months for free with early enrollers receiving up to four months free as an extended benefit. | 413-1 |
| People Employed through Company Support Programs | <p>2019-2020:</p> <ul style="list-style-type: none"> • 35 individuals hired by Cox through Year-Up • 1 individual hired by Cox through Eggleston Services in Hampton Roads, Virginia • 1 individual hired by Cox through The Precisionists in Phoenix, Arizona • 6 individuals hired by Cox through Opportunity Village | 413-1 |
| Employee Policies to Support Community Engagement | <ul style="list-style-type: none"> • We have a number of important policies to encourage our employees to contribute to their communities. This includes a paid volunteer time off policy and a paid time to vote policy. | 413-1 |

Governance

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|--|---|--------------|
| Responsible Supply Chain Approach | | |
| Supply Chain | Key programs that drive our responsible supply chain activities include both our Supplier Diversity program and our sustainable supply chain initiatives. For more information see page 39 and 70 of this report | 102-9 |
| Carbon, Water, and Waste Impact of Supply Chain | 2020*: Carbon: 1,700,000 metric tons (1,873,400 US Tons) Water: 17,500 million gallons Waste: 763,800 tons *Measurement and analysis of supplier spend based on emission factors published within the Comprehensive Environmental Data Archive | |
| Reduction of Carbon, Water or Waste Attributable to Cox | Waste eliminated: 2,700 tons in 2019, 30,000 tons in 2020 <ul style="list-style-type: none"> Waste reductions from auto maintenance, investment recovery and supply chain re-use programs CO ₂ reduced: 15,600 tons in 2019, 222,000 tons in 2020 <ul style="list-style-type: none"> Carbon reductions from auto transportation (2020 only), auto maintenance, investment recovery, supply chain re-use programs and sustainable packaging (2020 only) Water saved: Data not available in 2019, 589 million gallons in 2020 <ul style="list-style-type: none"> Water reductions from sustainable packaging design and purchasing Cost savings: \$16 million in 2019, \$29 million in 2020 | |
| Supplier Self-Assessments | <ul style="list-style-type: none"> 31% of supply chain supplier spend surveyed 21% of surveys responses received (by spend) 90% of survey respondents willing to collaborate with Cox to reduce product and service environmental impacts | 308-1 |

| DISCLOSURE NAME | RESPONSE | GRI STANDARD |
|---|---|---------------|
| Total Spend on Diverse Suppliers | <p>Tier 1: 2019: \$814 million 2020: \$742 million</p> <p>Tier 2: 2019: \$105.1 million 2020: \$87 million</p> <p>Our supplier diversity spend decreased from 2019 to 2020 due to COVID-19 impacts, a decreased spend in categories where we use large diverse suppliers and other business factors such as the Cox Media Group divestiture. As we continue to prioritize supplier diversity, we expect to counterbalance this decrease in 2021 and beyond.</p> | |
| Innovation | | |
| Approach to Innovation | See pages 55-62 for details on our approach to innovation | |
| Investments in Sustainable Businesses | Cox Enterprises has invested nearly \$1 billion in sustainable businesses and technologies since 2007. | |
| Support for Diverse Startups | Through our partnership with Techstars, we have supported of which over 50% are from diverse backgrounds, and over 30% are woman owned. | |
| Investments to Advance and Expand Connectivity | In the last 10 years, Cox Communications has invested more than \$15 billion in infrastructure upgrades to deliver video, phone and high-speed Internet service to homes and businesses. We plan to invest \$10 billion to advance connectivity over the next five years. | |
| Business Ethics | | |
| Mechanisms for Advice and Concern about Ethics | Cox has a number of governance and accountability structures in place to ensure Cox employees are adhering to the highest standards of ethical and lawful conduct. See page 71 for more details. | 102-17 |

United Nations Sustainable Development Goals

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

While Cox supports all 17 SDGs, we have identified 10 goals that are most relevant to our business. Outlined below, these goals align with our ongoing strategy, initiatives and long-term goals.

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



Key community partnerships

Cox is committed to giving back to our communities and addressing local needs. In 2020, our company and our employees provided 18,991 volunteer hours despite all in-person volunteering being put on hold due to the pandemic. The logos below reflect a sample of the organizations we support.



Awards and recognition



FORTUNE Best Workplaces for Women 2020



EarthShare of Georgia Outstanding Corporate Sustainer 2020



Forbes: The Best Employers for Diversity 2019 and 2020



2019 Green Power Leadership Award



Disability Equality Index Best Place to Work for Disability Inclusion



DiversityInc Top 50 Companies for Diversity 2019 and 2020 | DiversityInc Top 50 Companies for Supplier Diversity 2019



Best Places to Work for LGBTQ Equality 2019 and 2020 (Human Rights Campaign)



Latin American Association 2020 Corporate Champion



FORTUNE Best Workplaces for Millennials 2020



Certified Great Place to Work® 2020-2021



OUT Georgia Business Alliance Corporate LGBTQ+ Ally of the Year 2020



FastCo World Changing Ideas Award 2020



Corporate Vision Award



“We have an extraordinary opportunity before us. Cox is committed to finding solutions to the world’s most pressing problems and building a better future for the next generation. We hope others will join us on this journey.”

- ALEX TAYLOR,
PRESIDENT AND CEO



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