



## Human Resources Policy

Cox's Human Resources policy is aligned with its mission, vision, values, and operational strategy, and is therefore constantly oriented and adapted to the company's objectives.

The achievement of these objectives, through the implementation of the Strategic Plan, is the foundation of the company's organizational structure and its human capital.

Cox considers its people to be its true competitive advantage. It is the employees—through their commitment, skills, and performance—who truly make the difference. For this reason, Cox's Human Resources policies focus on creating the ideal conditions for employee development, enabling talent to flourish and performance excellence to be achieved.

Cox recognizes that in the current environment—characterized by innovation and change—the actions of its professionals, as well as the company's ability to attract, develop and retain talent, are key to its success. Consequently, Cox is firmly committed to a Human Resources policy based on the following objectives:

- Ensure the right professionals are assigned to each position, mission, and responsibility.
- Preserve, enhance, leverage, share, and manage knowledge.
- Establish the appropriate conditions for talent development, including incentive and recognition systems.
- Promote a flexible, diverse, and attractive working environment.
- Create a collaborative environment that fosters participation and continuous improvement, which are key to motivation and engagement.

Reviewed in January 2025

A blue ink signature of Pablo Barrasa Ruiz, written in a cursive style.

**Pablo Barrasa Ruiz**

Cox People Director