



Diversity Policy

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1. Scope

Diversity and equal opportunity are fundamental values within Cox's Code of Ethics. This policy is based on the conviction that every individual deserves the utmost respect and dignity, regardless of racial or ethnic origin, nationality, sexual orientation, gender identity, religion, beliefs, age, disability, or differing abilities.

Cox places people at the center of the company and recognizes diversity as a competitive advantage. Furthermore, it addresses the impacts, risks, and opportunities associated with the company's and its value chain's double materiality outcomes. Accordingly, Cox establishes objectives aligned with its ESG strategic pillars.

This policy has been developed in accordance with applicable national legislation and is inspired by international best practices in diversity and equality. As such, the commitments and objectives established herein are aligned with the relevant legal and ethical standards.

2. Objective

The objectives of this policy are to:

- Foster a culture of diversity and equality across all areas of the company.
- Ensure equal opportunities and the inclusion of all individuals.
- Prevent and combat any form of discrimination, violence, or harassment.
- Promote work-life balance and the reconciliation of personal, family, and professional responsibilities.
- Encourage the participation of women in governance and management bodies.
- Extend the principles of this policy to collaborators and customers.



3. Scope of Application

This policy applies to all companies within Cox Group, including subsidiaries and affiliated companies. In general, it applies to companies within the organization or companies under the control of a Cox Group company, including Joint Ventures (JVs) and Economic Interest Groupings (EIGs).

Cox creates value for its shareholders and investors, as well as for its customers; promotes the professional development, safety, and equality of its employees and the entire value chain; encourages a responsible supply chain; and supports the growth of the communities in which it operates.

4. Guiding Principles

4.1. Diversity and Equality Culture

- Promote a culture of diversity and equality through specific training and awareness initiatives for all employees.
- Conduct business management practices that inspire and promote diversity and equality by recognizing and including all individuals and preventing any form of discrimination, unequal treatment, or disrespectful behavior.

4.2. Equal Opportunities

- Ensure equal opportunities in recruitment, promotion, training, and compensation, regardless of gender, origin, age, sexual orientation, disability, religion, or beliefs.
- Implement measures aimed at eliminating any barriers that may prevent effective equality.

4.3. Prevention of Discrimination, Violence, and Harassment

- Combat any situation, behavior, or attitude involving violence or harassment that may occur within the company, making use of the established reporting and grievance mechanisms.
- Promote a safe and respectful environment for all individuals.



4.4. Work-Life Balance and Flexibility

- Support the balance between family and professional life through the implementation of flexible working arrangements.
- Recognize motherhood as a social and universal value that should not have adverse effects on women's rights or professional development.

4.5. Women's Participation and Leadership

- Encourage the participation of women in the company's governance and management bodies.
- Promote female leadership and balanced representation at all levels of the organization.

4.6. Inclusion of Collaborators and Customers

- Engage all collaborators and customers in the principles of this policy, promoting diversity and equality throughout all professional relationships.

5. Governance Bodies and Responsibilities

The Sustainability and Compliance Committee of the Board of Directors is responsible for the periodic evaluation and review of ESG policies to ensure that they fulfill their purpose of promoting the corporate interest and, where appropriate, take into account the legitimate interests of other stakeholders. The Committee is also responsible for overseeing that the company's environmental and social practices are aligned with the established strategy and policies.

For the implementation and monitoring of this policy, the strategic objectives approved by Senior Management are deployed across the different companies within the Group. Progress is monitored through compliance indicators, which are reviewed by committees to assess their evolution and adopt any necessary decisions.

This policy was approved by the Board of Directors on April 20, 2026, and is publicly available to stakeholders through the company's website. It shall also be reviewed in the event of regulatory changes or significant events affecting the company.