



Social Protection, Work–Life Balance, and Right to Disconnect Policy

Contents

1. Scope
2. Objective
3. Scope of application
4. Guiding principles
5. Governing bodies and responsibilities

1. Scope

The Cox Group is committed to ensuring social protection, promoting work–life balance between personal, family, and professional life, and safeguarding the right to disconnect for all employees. This commitment is aligned with the European Sustainability Reporting Standards (ESRS S1) and applicable regulations, addressing the impacts, risks, and opportunities arising from the company’s double materiality assessment and its value chain. Therefore, Cox sets objectives related to its ESG strategic pillars (environmental, social, and governance), addressing the impacts, risks, and opportunities associated with the company’s double materiality assessment and its value chain.

2.- Objective

The objective of this policy is:

- To protect the physical, mental, and social well-being of employees.
- To facilitate work–life balance between professional and personal responsibilities.
- To ensure the right to disconnect, respecting rest periods and private life.
- To comply with the reporting and transparency requirements of the CSRD (Corporate Sustainability Reporting Directive) and the ESRS S1 standards (European Sustainability Reporting Standards).

3.- Scope of application

This policy applies to all companies within the Cox Group, including subsidiary and affiliated companies. In general, it applies to entities within the organization or companies under the control of a Cox Group company, or to those to which the Common Management Systems



(NOC) apply, including Temporary Joint Ventures (UTEs) and Economic Interest Groupings (AIEs).

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

4.- Guiding principles

4.1. Social protection

- Cox ensures the social protection of its employees by integrating health and safety into all company decisions and activities.
- The consultation and participation of employees in defining social protection and well-being measures is promoted.
- Management leads and provides the necessary resources to eliminate hazards and reduce risks, with the goal of zero accidents.
- Continuous training in occupational health, safety, and well-being is encouraged.
- Prevention plans, specific protocols, and incident reporting and analysis systems are implemented, as well as internal and external audits to ensure the effectiveness of the measures.

4.2. Work-life balance

- Cox promotes work-life balance between personal, family, and professional life through flexible working hours, remote work, parental leave, emotional and psychological support programs, and other initiatives that facilitate a healthy balance.
- Continuous and open dialogue is maintained with employees and their representatives to identify needs and adapt work-life balance measures.
- The work environment is periodically assessed and reviewed, and continuous improvement programs are established.
- Equal opportunities and non-discrimination are fundamental principles in all human resources management policies, including work-life balance.

4.3. Right to disconnect

- Cox recognizes and guarantees employees' right to disconnect, avoiding any work-related contact outside working hours, during rest periods, leave, or holidays.
- Mechanisms and channels are established for employees to report potential violations of this right confidentially or anonymously.
- The right-to-disconnect policy is communicated and reviewed periodically, adapting it to applicable regulations and the actual needs of the workforce.
- The responsible use of information and communication technologies is promoted, avoiding digital overload and technostress.



- The right to disconnect takes effect once the working day, rest period, or holiday has ended, except for justified exceptions related to the nature of the role.

5. Governing bodies and responsibilities

It is the responsibility of the Sustainability and Compliance Committee of the Board of Directors to evaluate and periodically review ESG policies in order to ensure that they fulfil their mission of promoting the corporate interest and take into account, as appropriate, the legitimate interests of other stakeholders. Likewise, it must oversee that the company's environmental and social practices are aligned with the established strategy and policy.

For the implementation and monitoring of this policy, the strategic objectives approved by Senior Management are adopted and deployed across the different companies of the Group. Compliance is tracked through performance indicators, which are reviewed in committees to assess their progress and take the necessary decisions.

This policy was approved by the Board of Directors on 20/04/2026 and is publicly available to stakeholders through the website. It will also be reviewed in the event of regulatory changes or significant events affecting the company.