



# Training Policy

## Contents

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

### 1. Scope

The Cox Group considers training and professional development as strategic elements for the company's sustainable growth and the employability of its workforce. Training is both a right and a shared responsibility, and it is integrated into people management as a driver of innovation, competitiveness, and adaptability to change. It also addresses the impacts, risks, and opportunities associated with the company's double materiality outcomes and its value chain. Therefore, Cox sets objectives related to its ESG strategic pillars.

### 2.- Objective

The objective of this policy is:

- To ensure equal access to training for all employees.
- To promote a culture of continuous learning and skills development.
- To align training with Cox's strategic objectives and business needs.
- 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 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; promotes the professional development, safety, and equality of its employees and its entire value chain; fosters a responsible supply chain; and supports the growth of the communities in which it operates.



## 4.- Guiding principles

### 4.1. Culture of continuous learning

- Promote lifelong learning as part of the corporate culture, encouraging the continuous updating of knowledge and skills.
- Foster training in both technical and transversal skills (leadership, digitalization, sustainability, diversity, etc.).

### 4.2. Equality of access and opportunities

- Ensure equal opportunities in access to training, without discrimination based on gender, age, origin, disability, sexual orientation, religion, or beliefs.
- Adapt training programs to the needs of different groups and professional profiles

### 4.3. Formación en competencias clave

- Identificar y priorizar las competencias clave para el desarrollo profesional y la consecución de los objetivos estratégicos de Cox.
- Ofrecer formación específica en áreas como sostenibilidad, digitalización, innovación, seguridad y salud laboral, diversidad e inclusión.

### 4.4. Training in key competencies

- Identify and prioritize key competencies for professional development and the achievement of Cox's strategic objectives.
- Provide specific training in areas such as sustainability, digitalization, innovation, occupational health and safety, diversity, and inclusion.

### 4.5. Inclusion and diversity in training

- Include content and methodologies that promote diversity, equality, and inclusion across all training programs.
- Raise awareness of the importance of diversity and equality as distinctive values of the company.

## 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. Progress is tracked through compliance indicators, which are reviewed in committees to assess their development 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.