



CEMEX BIODIVERSITY POLICY

At CEMEX, we recognize the intrinsic value of nature and the importance of conserving biodiversity, ecosystems and ecosystem services to allow for a sustainable development of the society. We are committed to being a responsible steward of the land we manage and to conducting our operations in a sustainable manner. We aim to minimize or mitigate our impact on biodiversity. We will promote and encourage programs that conserve and, where possible, enhance biodiversity.

To meet this Commitment we will:

- Ensure compliance with all relevant legislations and statutory codes of practice.
- Align our biodiversity initiatives with our business model so that the identification, assessment and management of biodiversity values are considered in our decision making processes and management systems, throughout the lifecycle of sites. This includes adequately addressing the biodiversity-related liabilities during sale or closure of operating quarries.
- Assess, prevent wherever possible and reduce to a practical minimum the biodiversity impacts of our operations and seek opportunities for biodiversity enhancement initiatives.
- Adopt a systematic approach to identify our operational sites with high biodiversity potential, to manage and enhance their biodiversity values and to contribute to local, national and global conservation priorities.
- Establish constructive relationships and working networks with local, national and international stakeholders to generate synergies, to reinforce the efficacy of our site-based conservation actions and to take part in broader conservation initiatives.
- Provide the adequate resources for instruction, training and supervision to appropriately manage biodiversity values.
- Contribute to the development of knowledge and the promotion of best practices in the field of biodiversity conservation.
- Integrate biodiversity as a core component of our communication efforts, both internally and externally, to encourage more awareness and understanding among stakeholders.
- Monitor, review and assess our biodiversity performance against measurable targets and industry best practices to drive continuous improvement, and openly report the results achieved.

Everyone who works for the company is encouraged to demonstrate responsible behaviors in the management of biodiversity values. Country Managers are provided with top level endorsement and commitment to implement programs to help meet the above objectives and to periodically review the progress achieved.

Jaime Muguiro
Chief Executive Officer,
November 2025