CEMEX HEALTH AND SAFETY POLICY

Health and Safety is the number 1 value and priority at CEMEX and ZERO injuries is not only possible, but our moral responsibility. We are fully committed to carrying out our activities in a safe and healthy manner and to caring for our employees, contractors and other people who we may interact with as a result of our activities.

To meet this Commitment, we will:

- Provide a safe and healthy workplace for our employees and contractors by implementing and maintaining systems that control risk in our activities
- Comply with company policies, the H&S Management System, procedures and all applicable local laws
- Maintain open and effective communication and consultation channels with our employees, contractors, customers, suppliers and local communities
- Develop a positive health and safety culture whereby individuals look after the health and safety of each other and share our belief that the achievement of ZERO injuries is possible
- Provide the necessary resources for instruction, training and supervision to ensure the health and safety of our workers
- Regularly plan, audit, review and assess our health and safety performance against measurable targets and industry best practices to drive continuous improvement
- Investigate all incidents, identify where revised controls may be needed and openly report on our health and safety performance

Everyone who works for the Company is responsible for following our safe procedures, reporting potential risks of injury and for taking care of the health and safety of themselves and others. Managers will be held accountable for accomplishing H&S goals, demonstrating effective leadership, developing a positive H&S culture, clearly defining H&S roles and responsibilities, providing appropriate resources and for measuring, reviewing and continuously improving our CEMEX H&S performance.

Jaime Muguiro
Chief Executive Officer,
April 2025