

CEMEX'S POSITION ON SOCIAL COMMITMENTS

Context

As the world shifts to a low-carbon economy, a Just Transition ensures that the actions required to do so leave no one behind. This includes workers, customers, suppliers, communities, industries, and regions which may be impacted by the transition. In a Just Transition, everyone benefits from the shift towards sustainability.

Our Approach

We are proud to collaborate in decarbonizing the building materials industry, one of the key and essential sectors to transform. Our climate action roadmap is based on innovation, collaboration, and social inclusion, and it fortifies our commitment to an equitable and Just Transition.

Our commitment to a Just Transition involves transparent and ethical decision-making, proactive identification and management of transition-related impacts across our value chain, continuous engagement with our diverse stakeholder groups, the participative design of inclusive policies, and business practices that extend beyond achieving company objectives. Our focus pursues the well-being of our workforce, customers, supply chain, and communities, and includes vulnerable groups such as youth, indigenous communities, and women.

We empower workers through upskilling, reskilling, and creating new opportunities within a green economy. Our commitment to people extends beyond our workforce to communities and local economies. For example, we actively engage in initiatives aimed at promoting employability in a net-zero economy through comprehensive upskilling and reskilling programs, as well as collaboration with governmental bodies. Additionally, we provide digital skills programs to equip individuals with newfound economic opportunities and potential for social mobility. These programs go beyond technical skills, training in essential social and life skills to contribute to long-term job retention.

As a United Nations (UN) Global Compact Sustainable Supplier Impact Program leader, we support suppliers to identify and address sustainability gaps, fortify our supply chain, and foster a broader commitment to a fair and sustainable future.

Our Position

Our mission is clear: To ensure every stakeholder actively participates in this transformative journey and shares in its prosperity. A Just Transition is an important component of our ongoing work within Future in Action, our climate action roadmap. We pursue a Just Transition with participative engagement across our diverse stakeholders, incorporating innovation, investment in training, and key alliances and partnerships to foster skills through access to green jobs, retention, upskilling, reskilling, and redeployment as we transition to become a net-zero company.

As social commitments continue to advance externally, we are dedicated to enabling a Just Transition by placing people at the center of our climate action. We aim to maximize the positive impacts of our shift to a net-zero economy in line with the Paris Agreement, the International Labor Organization's Guidelines for a Just Transition and respecting labor and human rights, as outlined in our climate action roadmap. We remain committed to the UN Global Compact's Forward Faster initiative, accelerating private sector action to deliver on the Sustainable Development Goals.

To achieve a Just Transition, we must continue to take the following actions:

- **Actively invest to develop, retain and attract talent** to support new initiatives and enable our current workforce to transition their roles effectively in alignment with our climate action roadmap.

- **Provide customer education and training as we develop, offer, and support the adoption of innovative lower-carbon cement and concrete products** in the built environment.
- **Proactively engage and work collaboratively with community partners** to understand and address impacts associated with our decarbonization activities, and to design and deliver programs that improve employability and quality of life within the communities we serve and from which we source.
- **Collaborate with and support our suppliers** as we promote dialogue, build awareness, and address knowledge gaps and resource constraints.