



General Overview of Reports presented at CEMEX, S.A.B. de C.V.'s ("CEMEX") Ordinary General Shareholders' Meeting scheduled for March 23, 2023:

Board of Directors' Sustainability Committee's (now named the Sustainability, Climate Action, Social Impact, and Diversity Committee) Report

At CEMEX's Ordinary General Shareholders' Meeting scheduled to be held of March 23, 2023 (the "Meeting"), the CEMEX Board of Director's Sustainability Committee's (now named the Sustainability, Climate Action, Social Impact, and Diversity Committee) Report (the "SCASI&D Committee Report") will be presented for Shareholders' approval.

All CEMEX Shareholders must read the full SCASI&D Committee Report in the following pages. This initial page is a general summary that provides CEMEX Shareholders with an overview of what the SCASI&D Committee Report includes. In general, the SCASI&D Committee Report includes a general summary of the activities carried out by the CEMEX Board of Director's Sustainability, Climate Action, Social Impact and Diversity Committee during the full calendar year that ended on December 31, 2022, which included, among other activities:

- Review the content of CEMEX's Global Integrated report presented in March 2022;
- Review of key sustainability performance indicators for the year 2021 and benchmarking with industry peers;
- Review of CEMEX's Future in Action 2030 objectives,
- Review of CEMEX's Environmental, Social and Corporate Governance rankings and ratings;
- Review of the Global Cement and Concrete Association;
- Review of the 2022-2023 sustainability risk agenda;
- Review of CEMEX's sustainability linked financing framework;
- Review of CEMEX's leadership and learning platforms,
- Review of diversity and inclusion initiatives, and gender representation, including 2023 goals; and
- Review of compliance and ethical initiatives and 2022 results of such initiatives.

February 9, 2023

CEMEX, S.A.B. de C.V.
Board of Directors
Rogelio Zambrano Lozano
Chairman

We, CEMEX, S.A.B. de C.V.'s Sustainability Committee ("CEMEX" or the "Company") (the "Committee") hereby submit through you, for consideration of CEMEX's Board of Directors (the "Board"), the following report of activities of the Committee during the fiscal year 2022:

- (i) The Committee was aware of the finance and sustainability-related development report called Integrated Report 2021 "Building a Better Future".
- (ii) The performance of the key sustainability indicators was evaluated, which include the commitment to: (1) Health and Safety; (2) climate action; (3) the circular economy; (4) air emissions; (5) water administration; (6) conservation of land and biodiversity; (7) social impact; (8) building a better workforce; (9) customer experience; (10) responsible sourcing; (11) Corporate Governance; (12) adherence to our Code of Ethics; (13) low carbon and sustainable products; (14) green financing and sustainability-linked financing; and (15) disclosure and compliance with environmental, social and corporate governance (ESG) regulations.
- (iii) The Committee was presented with the advances in CEMEX's public objectives in terms of sustainability for 2030.
- (iv) The Committee was presented with the current commitment to have aligned investments and sustainability-linked finance, with CEMEX being the first in our industry to publish a Sustainability-Linked Financing Framework, which is verified by an independent third party.
- (v) The Committee was informed of the portfolio of Leadership Development and Functional and Continuous Learning Programs available to executives and directors during 2022 on the CEMEX University virtual platform.
- (vi) Regarding Diversity and Inclusion, the Committee was presented with the key initiatives that have been implemented for this purpose, as well as the goals for 2030 in gender representation at all levels of the organization.
- (vii) The Company's sustainability risk agenda for 2022-2023 was reviewed, showing the reputational or financial impact and the probability of occurrence, presenting the action plans aimed at mitigating these risks and minimizing their impact.

- (viii) A comparison of performance in sustainability indicators with the main global competitors was presented.
- (ix) Regarding the global climate action strategy, the Committee was briefed on (a) the different climate change scenarios, (b) the global energy outlook for the years 2022 and 2023, (c) the main global emitters, (d) how greenhouse gas or CO₂ is generated by sector and emissions in the cement industry, and (e) CEMEX's response to the challenge through the evolution of the pillars of the Future in Action plan.
- (x) CEMEX's new decarbonization goals and targets for the year 2030 compared to the 2020 baseline were presented to the Committee:
 - 1. Scope 1 emissions reduction of 31% per ton of cementitious material;
 - 2. Scope 2 emissions reduction of 58% per ton of cementitious material;
 - 3. Scope 3 emissions reduction of 25% per ton of clinker and cement purchased;
 - 4. Scope 3 emissions reduction of 40% per ton of fuel purchased;
 - 5. A 42% reduction in absolute Scope 3 emissions from the use of traded fuels; and
 - 6. A 30% reduction in Scope 3 emissions from transportation prior to distribution and commercialization per ton of materials transported.
- (xi) Regarding Ethics and Compliance matters, the Committee was presented with an overview of the ETHOS program, which aims to ensure that the entire workforce adheres to world-class standards of corporate behavior, and was also informed about the Global Compliance Program and the progress achieved.

By the Sustainability Committee

Armando J. García Segovia
President

Roger Saldaña Madero
Secretary