

CEMEX Recruiting Privacy Policy - TextRecruit

CEMEX, Inc. and its subsidiaries and/or affiliated companies (“CEMEX”, “we”, “us” or “our”) are committed to protecting the privacy of visitors to the CEMEX Recruiting system via the TextRecruit tool and application (the “System”). This CEMEX Recruiting Privacy Policy lets you know how we collect and use your personally identifiable information (“PII”) in connection with the System and our recruiting process.

Your provision of PII in connection with the System and recruiting process is voluntary and confirms your consent for CEMEX to collect, use, transfer, retain and share your PII with third parties as specified in this policy.

As it relates to the System, CEMEX may collect the below categories of PII:

- Names, nicknames, postal addresses, phone numbers, email addresses, and other unique identifiers;
- Education, professional and work history;
- Work, schedule and location preferences; and/or
- Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer’s interaction with an Internet website, application, or advertisement.

CEMEX will use the above categories of PII for the following purposes: recording recruiting leads, collecting contact information and work preferences, evaluating interests in potential employment opportunities and willingness to comply with CEMEX’s internal policies and practices. We will not collect any additional categories of PII or use your PII collected for any other purpose without providing you with additional notice.

CEMEX may share your PII internally and with service providers and other third parties as necessary in connection with recruiting, employment, corporate governance, acquisitions and legal or regulatory requirements, to respond to requests from public and government authorities, including responding to warrants, subpoenas or court orders, for national security and/or law enforcement purposes. CEMEX requires that its service providers and such other third parties keep your PII confidential and that they only use the PII in furtherance of the specific purpose for which it was disclosed. CEMEX and its service providers may use your PII in an anonymized format (in a form in which your identity cannot be determined) for other purposes not specified above, including in the development and testing of products and services.

CEMEX may retain your PII to consider you for other employment opportunities. To the extent permitted or required by law, CEMEX may delete data at any time. Accordingly, you should retain your own copy of any information you submit to us.

We seek to ensure that the PII we maintain is accurate, complete, current and otherwise reliable for its intended use. If you become aware that PII we maintain about you is inaccurate, or you would like to update or review your PII, you can do so online using the System. Furthermore, you

are strongly encouraged to update your PII on a continual basis, so we have the most recent information needed for recruiting purposes.

You are responsible for the information you provide or make available to CEMEX, and you must ensure it is honest, truthful, accurate and not misleading in any way. You must ensure that the information provided: does not contain material that is obscene, defamatory, or infringing on any rights of any third party; does not contain malicious code; and is not otherwise legally actionable. Further, if you provide any information concerning any other person, such as individuals you provide as references, you are responsible for providing any notices and obtaining any consents necessary for CEMEX to collect and use that information as described in this policy. Omission or misstatement of material fact of this System or any document used to secure employment shall be grounds for rejection of your application or, if employed, for immediate discharge regardless of the time elapsed before discovery.

If you have any questions or concerns about this policy or its application, or if you believe your PII has been used in a way that is not consistent with this policy or your specified preferences, please email us at recruiting@cemex.com.