

CEMEX Recruiting Privacy Policy

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 (Success Factors) system (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 and application process.

Your provision of PII in connection with the System, recruiting or job application process, and, if applicable, acceptance of employment with CEMEX confirms your consent for CEMEX to collect, use, transfer, retain and share your PII with third parties as specified in this policy. If you are a California resident, please review the “Privacy Notice for California Residents” Only below.

Collecting PII. You may provide PII to CEMEX. We ask for certain data, including educational and employment background, contact information and preferences, job qualifications, and jobs for which you would like to submit an application. You also may choose to provide CEMEX additional information, such as your curriculum vitae (CV), resume, or transcripts, employment references and related information, and compensation requests. In addition, CEMEX may collect information from third parties relating to your background, employment, or references.

The System and CEMEX’s web sites, including the Careers site, may use cookies, web beacons and other electronic communication protocols. Cookies are pieces of data that a web site transfers to a user’s hard drive for record-keeping purposes. Web beacons are transparent pixel images that are used in collecting information about web site usage, e-mail response and tracking.

The System and our web sites use cookies and web beacons to provide enhanced functionality on the web sites (*e.g.*, user ID and password prompts) and aggregate traffic data (*e.g.*, what pages of the web site are the most popular). These cookies may be delivered in a first-party or third-party context. We may also use cookies and web beacons in association with e-mails delivered by us. The System and our web site may also capture information about visits to the System or our web site (*e.g.*, domain name, web browser, internet protocol address, user-agent, HTTP referrer, last URL requested by user, client-side and server-side clickstream), and may use this information to analyze general traffic patterns and to perform routine system maintenance. Most browsers allow you to block or delete cookies from your system. You should consult the privacy features in your browser to learn more about your ability to manage cookies and web beacons.

Because the providers of "do not track" and similar signals do not yet operate according to common, industry-accepted standards, we currently do not respond to those signals. For more information on Do Not Track, please visit www.allaboutdnt.com.

Sensitive PII. CEMEX does not request or require sensitive PII concerning your religion, health, sexual orientation, or political affiliation in connection with recruiting. If you have a physical or mental disability or medical condition and would like CEMEX to consider any accommodation, you may volunteer that information during the recruiting process. We may ask for information such as race, ethnicity, disability, and military or veteran status for the purpose of monitoring equal employment opportunity; however, we do not require applicants to provide information regarding

your race, ethnicity, disability, and military or veteran status, and, if you provide this information, it will not be viewable in the hiring or selection process.

To the extent information you provide contains details of your race, color, religion, religious creed, sex, sexual orientation, gender identity or expression, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, marital or familial status, military or veteran status, political or trade union affiliation, commission or alleged commission of an offense or related proceedings, or job evaluations or educational records, or information regarding any other characteristic protected by federal, state or local law, you expressly authorize CEMEX to handle such details as specified in this policy.

Voluntary Disclosure. Your provision of PII in connection with recruiting is voluntary, and it is your responsibility to determine the extent of information you provide to CEMEX. If you decide not to provide information (other than Sensitive PII defined above) to CEMEX, however, it may affect our ability to consider you for employment or, if employed by CEMEX, your ability to receive certain benefits and programs offered by CEMEX to its current and former personnel.

Using PII and Basis for Use of PII. In general, CEMEX uses the PII collected to communicate with you, to manage and in relation to your job application and CEMEX's recruiting and hiring processes, and for compliance with corporate governance and legal and regulatory requirements. If you are hired, the information may be used in connection with current or past employment and corporate management to:

- Complete recruiting and hiring processes, including to conduct background checks and pre-employment screenings and verify employment eligibility;
- Carry out any obligations relating to your employment relationship with CEMEX, including administration of payroll and benefits and obligations under any applicable employment agreements or contracts;
- Exercise CEMEX's rights and remedies in your employment relationship (e.g. review work performance, determine performance requirements, etc.) or under applicable employment agreements or contracts with CEMEX;
- Provide any services you request from CEMEX;
- Establish emergency contacts and respond to emergencies;
- Compile internal directories, such as employee directories;
- Maintain accurate and up-to-date records;
- Comply with legal and other compliance obligations to which CEMEX may be subject to; and/or
- Otherwise run CEMEX's business (e.g. evaluating data for financial planning, managing personnel relations, business intelligence, such a growth and sales analysis, understanding use of business tolls and other similar planning and administration purposes, and preparing analyses and people or personnel metrics).

Data Recipients and Disclosure of PII to Third Parties. CEMEX does not sell PII to third parties. CEMEX, however, may disclose your PII internally and with service providers and other third parties as necessary in connection with the above identified purposes, including 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.

Other situations in which CEMEX may disclose your PII to another entity are:

- In the course of a sale or acquisitions of CEMEX's businesses;
- Where permitted by law, to protect and defend CEMEX's rights and property;
- When required by law and/or public authority;
- In the course of an audit or for other compliance or legal purposes; and/or
- For external CEMEX marketing, such as sharing images, pictures or audio/video recordings of you at CEMEX events on social media or otherwise recognizing any work you may perform for CEMEX.

Retention and Access. 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, using the processes identified below or through your dedicated HR representative. Furthermore, you are strongly encouraged to update your PII on a continual basis, so we have the most recent information needed for recruiting and hiring purposes.

Access to PII is restricted to those individuals who need such access for the basis and purposes listed above or where required by law, including members of the Human Resources team, the managers in the applicable line of business, and to authorized representatives of CEMEX's internal control functions, such as compliance, internal auditing, security, finance, workplace services, and legal. Access may also be granted on a strict need-to-know basis to other managers in the company, where relevant, if the individual is being considered for an alternative job opportunity, or if a new manager is appointed in applicable line of business.

Your Responsibilities. 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 application 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.

Privacy Notice for California Residents Only. The California Consumer Privacy Act of 2018 (the “CCPA”), the Consumer Privacy Rights Act of 2020 (the “CPRA”), and other California privacy laws (collectively, the “Acts”) require covered businesses to disclose to a consumer, including applicants/candidates for employment and employees (“Consumer(s)”), at or before the point of collecting PII, the categories of PII to be collected, the purposes for which the categories of PII shall be used (detailed above), and certain rights available to consumers.

Consumer Rights under the Acts. The Acts establish several rights for Consumers, including the following:

Right to Request Disclosure of PII. Consumers may request that CEMEX disclose the categories of PII that is collected about them, the specific pieces of PII that has been collected, or both.

Right to Correct Inaccurate PII. In the event that any of the PII CEMEX maintains is incorrect, Consumers have the right to request that CEMEX correct their PII.

Right to Limit Use and Disclosure of PII. Consumers may request that CEMEX limit the use and disclosure of their PII to that use which is necessary to perform the services or provide the goods reasonably expected by an average consumer who requests those goods or services, and other specific uses delineated in the Acts.

The Acts define “sensitive personal information” as personal information that reveals any of the following:

- Social security, driver’s license, state identification card, or passport number;
- Account log-in, financial account, debit card, or credit card number in combination with any required security or access code, password, or credentials allowing access to an account;
- Precise geolocation data;
- Racial or ethnic origin, religious or philosophical beliefs, or union membership;
- The contents of mail, email, and text messages unless the business is the intended recipient of the communication;
- Genetic and biometric information;
- Personal health information; and
- Personal information regarding sex life or sexual orientation.

For the purpose of this notice only, “sensitive personal information” is considered part of PII, defined above.

Right to Opt-Out. Consumers may request that CEMEX stop sharing PII for cross-context behavioral advertising. CEMEX, however, does not share PII for this purpose, but is simply informing Consumers of this right under the Acts.

Right Not to Be Discriminated Against for Exercising Rights to Disclosure or Deletion. You will not be subject to discrimination or retaliation for exercising your rights under the Acts. Unless otherwise permitted by the Acts, you will not be denied any goods or services, charged a different rate for goods or services, or provided a different quality of goods or services, or it will not be suggested that any aspect of your service will change if you exercise any of your rights enumerated under this policy.

Right to Request Deletion of PII. Consumers have the right to submit a request that CEMEX delete the PII it has collected about them. There are, however, several exceptions to this right to deletion. Namely, CEMEX may retain PII despite the request for deletion if CEMEX requires the information in order to do any of the following:

- Complete the transaction for which the personal information was collected;
- Provide a good or service requested by the Consumer or reasonably anticipated within the context of a business's ongoing business relationship with the Consumer;
- Otherwise perform a contract between the business and the Consumer;
- Detect security incidents and protect against malicious, deceptive, fraudulent, or illegal activity;
- Use for internal debugging purposes or to repair software errors;
- Exercise free speech, ensure the right of another consumer to exercise free speech, or any other right provided by law;
- Use the information to comply with the California Electronic Communications Privacy Act;
- Engage in research in the public interest that follows all other privacy laws (with consumer consent);
- Enable solely internal uses that are reasonably aligned with the expectations of the Consumer based on the consumer's relationship with the business;
- Comply with a legal obligation; or
- Otherwise use the information internally in a lawful manner that is compatible with the context in which the Consumer provided the information.

How to Submit a Request. CEMEX offers the following methods for submitting requests to exercise the above rights under the Acts:

- Request from: QR code or <https://www.cemexusa.com/privacy-policy>;
- Email: privacy_USA@cemex.com; or
- Call: 1-877-66-CEMEX (1-877-662-3639)



Requests for disclosure or deletion of PII may be made twice within any given 12-month period. CEMEX will provide responsive information for a period of twelve (12) months preceding the date of the request. CEMEX will provide this information within a period of forty-five (45) days from the date of the request. If needed, CEMEX may require up to an additional forty-five (45) days to complete the request but will attempt to provide notice of the need for the additional time prior to the expiration of the initial period.

Submitting a verifiable request does not require that you have an active account, nor are you required to create an account. In order to respond to requests, we will need to obtain enough information to verify the validity and legitimacy of the request. This provides further protection for PII. Information that we may need from you to verify your request may include, but is not limited to the following:

- Legal name;
- Email address;
- Phone number;
- Date of birth;
- Last four digits of your social security number;
- Nature of relationship with CEMEX;
- Employee identification number, if applicable; and/or
- Mailing address.

We may decline a request if the time and resources that must be expended in order to respond to the request outweigh the reasonably foreseeable impact to the consumer from not responding, as provided by California law.

To use an authorized agent to submit a request for disclosure or deletion, the California resident must provide the agent with written authorization. In addition, you may still be required to verify your own identity with us or to authenticate the agent's authorization. We may deny a request from an agent that does not submit proof, including written authorization from the resident, that the agent has been authorized by you to act on your behalf. Such requirements, however, will not apply where a California resident has provided the authorized agent with power of attorney pursuant to California Probate Code Sections 4000 to 4465.

Categories of Information Collected About Consumers in the Past Twelve (12) Months. In the event and course of employment with CEMEX, including the recruiting and hiring processes leading up thereto, CEMEX may collect the below categories of PII from you:

- Personal and contact identifiers and details such as names, nicknames, postal addresses, phone numbers, email addresses, date of birth, emergency or family contacts, and other unique identifiers;
- Education, career, professional and work experience and background;
- Related family or other personal data and medical information for individuals (other than the employee) to be covered under a health or welfare benefit, for accommodations or office safety protocols (e.g. marital status, family status, vaccination status, health questionnaires, dietary requirements, hobbies, clothing size, and government and/or national identifiers);
- Characteristics of protected classes under state or federal law (e.g. gender, race, ethnicity, religious or philosophical beliefs, criminal convictions and offenses, or other such information);
- Identifiers such as driver's license number, social security number, passport number, banking account information, or other fairly unique identifiers;

- Biometric information (e.g. from on-location COVID-19 temperature, drug/alcohol, or other on-site screening);
- Geolocation data (e.g. device location from usage of our devices or devices accessing CEMEX networks);
- Audio, voice, image or visual information (e.g. audio recordings, visual, electronic or other similar information such as photos or audio or video recordings captured during employment or in the recruitment or hiring processes with CEMEX);
- Employment and salary/wage administration (e.g. salary/wage amount, tax information, bank details, benefit details, equity and other compensation information, immigration and visa details, work permits, license or certificate numbers);
- Data relevant to any application for employment, employment with CEMEX or members of our affiliates/group (e.g. job location, working conditions, medical or special leave, special needs or impairments, holidays, etc.);
- Data relating to special agreements (e.g. study or education, relocation, telephone/internet, or health insurance allowances);
- Data for the monitoring of and complying with CEMEX policies and procedures (e.g. investigations, safety or security incident monitoring, or authentication of records);
- Information about charitable donations and volunteering through CEMEX (e.g. details about the charities which you gave to, amounts, and volunteer hours);
- Commercial information (e.g. transaction information or purchase history) or airline, travel, rental car, and hotel account/membership information;
- Internet or other electronic network activity information, including, but not limited to, browsing history, search history, key card access, vehicle location, and information regarding a consumer's interaction with workplace applications, intranet site or an Internet website, application, or advertisement; and/or
- Inferences drawn from any of the above categories to create a profile or summary about a Consumer's preferences and/or characteristics.

The following are examples of the categories of PII CEMEX may collect from other sources in compliance with applicable laws:

- Personal and contact identifiers and details such as names, nicknames, postal addresses, phone numbers, email addresses, date of birth, emergency or family contacts, and other unique identifiers;
- Educational, career and criminal background (e.g. references from former employers, performance information, educational qualifications, and qualifications specific to safety-sensitive positions);
- Information about you and your family (e.g. gender, marital status, family status, medical conditions, impairments, or accommodations, etc.);
- Employment administration data (e.g. tax or salary/wage payment details); and/or
- Performance details (e.g. interview feedback or feedback from other personnel).

Other than directly from you, the above-referenced sources of PII may include:

- Background check, drug/alcohol and employee screening agencies;

- Former employers, references, and/or coworkers;
- Education institutions and professional licensing or certification providers;
- CEMEX personnel, including those who may interview you and/or who may provide other feedback about you;
- Publicly-available sources, such as social media accounts, including LinkedIn and similar job boards or referral sources; and/or
- Recruiting and staffing partners or other job/candidate websites.

Disclosure of Certain PII to Third Parties. CEMEX does not sell PII to third parties and has not sold PII of Consumers, including any individuals under sixteen (16) years of age, in the twelve (12) months preceding the effective date of this policy. PII, however, may be shared with the following categories of third parties for the basis and purposes identified above:

- Local or global affiliated entities
- Online hiring platforms or recruitment services and skills-assessment services
- Your and our financial institution(s)
- Our customers
- Relevant third parties in the event of a reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings)
- Service providers (pre-employment verification, related drug screenings, payroll, employment tax, leave administrator, retirement savings, medical, dental, vision or other health benefits)
- Unions and Trusts
- Employment benefits providers (employee discounts, healthcare, financial)
- IT Services, consulting, and business solutions organizations
- Federal, state or local government entities and/or agencies as required by law
- Other service providers that support business operations

Dispute Resolution. If you have any complaints regarding our compliance with this policy, you should first contact us. We will investigate and attempt to resolve complaints and disputes regarding use and disclosure of your PII in accordance with this policy.

Conditions of Use, Notices and Changes to Our Privacy Policy. By using the System, you agree to the terms and conditions contained in the CEMEX Recruiting Privacy Policy and/or any other agreement that we might have with you. If you do not agree to any of these terms and conditions, you should not use the System. Our goal is to continually improve and enhance the System with new services, which may change the way we manage information collected through the System. We reserve the right to modify the CEMEX Recruiting Privacy Policy at any time, for any reason, without notice to you, other than the posting of the modified policy to the System and/or CEMEX's web sites. You should check the System and/or CEMEX's web sites frequently to see the current CEMEX Recruiting Privacy Policy that is in effect and any changes to such CEMEX Recruiting Privacy Policy. The provisions contained herein supersede all previous notices or statements regarding our privacy practices and the related privacy terms and conditions that govern the System.

For the avoidance of doubt, any references to “personnel,” “employee,” or “employment” in this policy are for the purpose of this policy only and nothing in this policy shall constitute an agreement between CEMEX and any consultant, independent contractor, or agent that they are or were an employee or worker of CEMEX to the extent permitted by applicable law.

Inquiry. 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 privacy_usa@cemex.com.