



Proposal for the compensation to be paid to the Members of CEMEX's Board of Directors; Audit Committee; Corporate Practices and Finance Committee; and Sustainability, Climate Action, Social Impact, and Diversity Committee (formerly named the Sustainability Committee)

(subject to approval by the Ordinary General Shareholders Meeting to be held on March 23, 2023)

Considering that the accumulated inflation in Mexico during 2022 was 7.82% (seven point eighty-two percent), it will be put to the consideration of the Meeting, that the fees for the meetings of the Board of Directors and the Committees for the period 2023- 2024 are increased by a similar percentage, to remain, in a gross amount and before taxes, in the amount of MXN \$519,000.00 (five hundred and nineteen thousand pesos 00/100 national currency) to each of the Member of the Board Directors for each Board meeting actually attended, and in the amount of MXN \$125,000.00 (one hundred twenty-five thousand pesos 00/100 national currency) to each of the members of the Audit, Corporate Practices and Finance and Sustainability, Climate Action, Social Impact and Diversity Committees (previously, the Sustainability Committee) for each Committee meeting actually attended. The members of the committees created by the Board of Directors will receive a maximum of the same fees as the members of the Audit, Corporate Practices and Finance and Sustainability, Climate Action, Social Impact and Diversity Committees (formerly the Sustainability Committee).