



Building a better future

Gross total compensation paid to each member of CEMEX's S.A.B. de C.V.'s Board of Directors during 2022

For the year ended on December 31, 2022, the total gross compensation paid in Mexican pesos to each of the following persons for their attendance at the 2022 sessions of CEMEX, S.A.B. de C.V.'s Board of Directors, the Audit Committee, Corporate Practices and Finance Committee, and Sustainability Committee, as appropriate, was as follows:

DIRECTOR (IN ALPHABETICAL ORDER)	GROSS TOTAL COMPENSATION IN MEXICAN PESOS
Armando Garza Sada	MXN \$2,828,000.00 ¹
Armando J. García Segovia	MXN \$2,836,000.00 ²
David Martínez Guzmán	MXN \$2,154,169.5 ³
Everardo Elizondo Almaguer	MXN \$3,044,000.00 ⁴
Fernando Ángel González Olivieri	MXN \$2,720,000.00 ⁵
Francisco Javier Fernández Carbajal	MXN \$3,964,000.00 ⁶
Gabriel Jaramillo Sanint	MXN \$2,195,351.81 ⁷
Isabel María Aguilera Navarro	MXN \$2,195,351.81 ⁸
Marcelo Zambrano Lozano	MXN \$2,836,000.00 ⁹
Ramiro Gerardo Villarreal Morales	MXN \$2,372,000.00 ¹⁰
Rodolfo García Muriel	MXN \$3,616,000.00 ¹¹
Rogelio Zambrano Lozano	MXN \$2,372,000.00 ¹²
TOTAL	MXN \$33,132,873.15¹³

¹ Equivalent to approximately USD\$153,577.13 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

² Equivalent to approximately USD\$154,011.58 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

³ Equivalent to approximately USD\$116,984.15 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

⁴ Equivalent to approximately USD\$165,307.21 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

⁵ Equivalent to approximately USD\$147,712.09 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

⁶ Equivalent to approximately USD\$215,268.65 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

⁷ Equivalent to approximately USD\$119,220.59 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

⁸ Equivalent to approximately USD\$119,220.59 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

⁹ Equivalent to approximately USD\$154,011.58 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

¹⁰ Equivalent to approximately USD\$128,813.63 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

¹¹ Equivalent to approximately USD\$196,370.19 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

¹² Equivalent to approximately USD\$128,813.63 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.

¹³ Equivalent to approximately USD\$1,799,311.03 based on the exchange rate of MXN\$18.4142 to USD\$1.00 published in the Mexican Official Gazette (Diario Oficial de la Federación) on February 22, 2023.