

## CEMEX Salary Deferral Programme

Dear Colleagues:

I hope you and your families are well.

As you know, the company is taking extraordinary measures to improve our cashflow in the coming months. As an example, the Chairman of the Board, the CEMEX Executive Committee and I will be reducing our salary by 25% over the next 3 months.

I would like to formally request your support by agreeing to defer 10% of your salary for the months of May, June and July in 2020. The deferred amount will be paid in December 2020.

Your support and solidarity for this measure is important. However, I remind you that your participation is voluntary.

Please respond to the questions below to let us know your decision. Thank you very much for your support and dedication.

Fernando Gonzalez

*This affects the pay you will receive on 1st June 1st July and 3rd August and you will receive the deferred amount on 1st December 2020.*

I confirm that I have carefully reviewed the request and give my voluntary agreement to participate in a 10% salary deferral programme for 3 months in May, June and July 2020, understanding that the deferred amount will be paid back to me in December 2020.

Full Name	
Site where you are based	
Employee Number (if you know it)	
Contact Telephone Number	
Line Manager Name	

Please return your completed form by Friday 1<sup>st</sup> May by emailing it to [gb-hrcentraladmin@cemex.com](mailto:gb-hrcentraladmin@cemex.com) or give it to your line manager so that they can email it to HR by this date.