



# ONE Question - On a scale from 0-10 How likely are you to recommend CEMEX as a good place to work to family or friends?

# our eNPS PLEDGE.

## THE eNPS CALCULATION FORMULA

**Employee Net Promoter Score = % of Promoters (9-10) minus % of Detractors (0-6)**

- 9-10: Promoters**, extremely loyal employees to the organization, & spread a positive word around
- 7-8: Passives**, employees who are neither emotionally invested nor disengaged
- 0-6: Detractors**, employees who are highly dissatisfied with the organization & spread negative word of mouth

## OUR ASPIRATION

**WE WANT** CEMEX to be a great place to work

**WE WANT** our employees to proudly promote CEMEX as a great place to work

**#1: I feel like I belong at CEMEX**

**We are committed** to increase the visibility & interaction of Regional & local leadership with all our people via meetings, VFLs and other communications about our objectives and challenges



**#2: I can achieve my career goals at CEMEX**

**We are committed** to promote awareness about our existing career development opportunities as well as CEMEX EMEA Learning & Development options



**#3: CEMEX has created an environment where people with diverse backgrounds can succeed**

**We are committed** to value our workforce diversity. We want to foster an environment that enables diversity and allows all our people to feel empowered, valued, respected and safe



**#4: Promotions are awarded fairly / My pay is fair when compared with similar positions at other companies in my location**

**We are committed** to Compensation & Promotion fairness. We will increase awareness about Total Annual Compensation packages, talent management processes and promote full visibility on any new open positions available



**#5: Processes in CEMEX allow me to do my job effectively**

**We are committed** to reviewing processes that significantly slow progress or collaboration between teams to identify whether any improvements can be made within the controls required in our organisation

