

participate now!



EMEA

Q2 '22 eNPS Pulse Survey

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?

eNPS Calculation Formula

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



☐ **9-10: Promoters,**
extremely loyal employees
to the organisation, and
talk positively about the
business



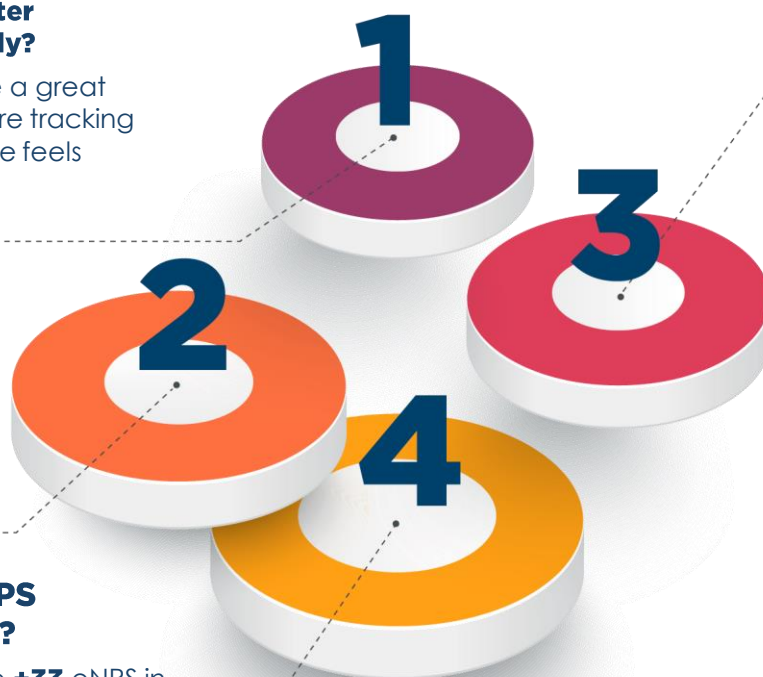
☐ **7-8: Passives,**
employees who are
neither emotionally
invested nor disengaged



☐ **0-6: Detractors,**
employees who are highly
dissatisfied with the
organisation and offer
negative word of mouth

Why are we tracking our employee Net promoter Score (eNPS) quarterly?

We want CEMEX to be a great place to work – so we're tracking quarterly how everyone feels about working here



More than 40 actions aligned to our 5 Key Drivers of Engagement
(Regular BU Team Talks & Coordination Meeting updates.. New EMEA & local Diversity & Inclusion Committees.. Increased visibility on promotions.. New digital technologies including SPARK!) **All implemented thanks to your participation in the eNPS Pulses.**

What were our eNPS Results in Q1 2022?

We achieved a positive **+33** eNPS in our Region in Q1 '22, vs +17 in the last eNPS Pulse we did in 2021. We want to reinforce this positive eNPS trend in EMEA during 2022.

How can I participate in our EMEA Q2 '22 eNPS Pulse Survey??

On Tuesday, July 5th you should have received an invitation email from our partner Perceptyx (eNPS Survey Q2 EMEA **customers@perceptyx.com**) with the direct LINK to the Survey. It takes 5 minutes to complete. You can also use the attached QR Code & URL to access the Pulse Survey with your Employee Number

We are committed to listening, understanding and valuing your thoughts in our journey to make CEMEX a great place to work for our talent