



A word from...

Sarah Murphy,
Head of Communications
& Marketing, EMEA

We were all incredibly proud to welcome our CEO, Jaime Muguero, to the UK at the end of May. From visiting our cement operations in Tilbury and Rugby to connecting with colleagues from across the country during a Townhall at our Binley Head Office, it was a fantastic opportunity to come together, share openly, and hear first-hand about the direction of our business.

Jaime's message was clear: we are in a period of transformation, focused on becoming a simpler, more agile and more accountable organisation. His emphasis on prioritising what really matters – safety, operational excellence and delivering for our customers – strongly resonated across our teams. Scan the QR code to watch the webcast.



Hot on the heels of this visit, we were also delighted to welcome the Leader of the Opposition, Rt Hon Kemi Badenoch MP, to our Rugby Cement Plant the week after! Kemi's visit provided an important opportunity to showcase our operations and highlight both the challenges and opportunities facing our sector.

Hosting two high-profile visits in such quick succession is no small feat and speaks volumes about the pride, professionalism and expertise of our site teams. A huge thank you to everyone involved – your efforts ensured these visits were a real success and demonstrated the very best of our business.

Alongside our coverage of these events, you'll find stories in this edition that reflect these themes in action – from the relaunch of our Thanks For Your Effort recognition scheme, to progress on MP Connect, and investment at our Dove Holes Concrete Block Plant.

I hope you enjoy this edition of CemExpress.



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Health and Safety update

by Robert House

EMEA Health & Safety Director



The first four months of the year has seen encouraging health and safety performance across the business, with zero employee Lost Time Injuries (LTIs) recorded. While this is a positive achievement, one contractor LTI did occur when a train operator slipped and suffered a broken leg, reminding us all of the need to stay vigilant in every task and environment.

At the time of writing, our current LTI and Total Recordable Injury (TRI) rates stand at 0.3 and 0.8 respectively, providing a clear measure of performance and helping us track where continued focus is needed.

Another positive sign is the increase in Near Miss and Hazard Alert (NMHA) reporting, which has risen by almost 40% year-to-date. This stronger level of reporting reflects growing engagement across teams and plays an important role in preventing incidents before they happen.

There has been several recent notable milestones worth celebrating: Kensworth Quarry achieved 17 years LTI free and Tilbury Grinding Plant achieved 5 years LTI free. Additionally, the South Coast Materials, Midlands Materials and UK Readymix, all achieving four years LTI free. These milestones are an excellent accomplishment and a strong example of what can be achieved through consistent focus, teamwork and commitment to safe working practices.

Looking ahead, several important initiatives are already underway as part of the 2026 Improvement Plan. Bi-monthly Safety and Driving Essentials campaigns have been launched to keep critical messages visible and relevant throughout the year, reinforcing the everyday behaviours that help protect people on site and on the road.

In addition, new Take 5 refresher training is taking place. This training will help colleagues strengthen a 'stop and think' culture, together with improving the quality of pre-task thinking before work begins.

In previous years, our region has experienced an increase in incidents during the summer months and it's vital that the correct controls are in place to prevent a recurrence. Visible on-site leadership is crucial, together with supporting other site personnel to maintain high levels of awareness and vigilance during this period.

Supporting wellbeing remains another important priority. Recent PSA testing has been held in Binley, Dove Holes and Northfleet, and home testing kits are also available to all male employees over the age of 40, with Cemex reimbursing the cost. The initiative is designed to make early health checks more accessible and to encourage colleagues to take proactive steps in managing their wellbeing. You can read more about our recent wellbeing campaigns on page 5.

Finally, I'm pleased to share that Sonny Netto has been appointed to the position of UK Materials H&S Manager. Sonny has been part of the UK H&S team and will now lead the Materials business.

LTI free milestones

UK Readymix	4 years
South Coast Materials.....	4 years
Midlands Materials	4 years
Tilbury Grinding Plant.....	5 years
Kensworth Quarry	17 years
National Technical Centre.....	21 years



Supporting community safety with new defibrillators

Cemex UK has strengthened its commitment to health, safety and community wellbeing through the installation of two new publicly accessible defibrillators at Rugby Cement Plant and at Southam Quarry, both in partnership with the OurJay Foundation. The lifesaving equipment will be available for use by both Cemex colleagues and members of the local communities in the event of an emergency.

The new defibrillators form part of Cemex's ongoing focus on emergency preparedness and

supporting the communities in which it operates. While both sites already have health and safety measures in place, the addition of a publicly accessible defibrillator extends this support beyond their boundaries, helping to improve access to vital equipment locally.

The OurJay Foundation was established in memory of Rugby teenager Jamie Rees, who sadly passed away following a cardiac arrest in 2022. Since then, the charity has worked tirelessly to raise awareness of CPR and fund the



One Cemex, One Goal

In April, colleagues across Cemex UK came together to mark World Day for Safety and Health at Work, taking part in discussions, site visits, training sessions and practical activities designed to strengthen our health and safety culture and reinforce our shared commitment to ensuring everyone goes home safely every day.

From Rail operations and Distribution teams to Plants, Commercial teams and Head Office colleagues, the week clearly demonstrated that safety is everyone's responsibility, no matter where we work.

Across our Rail network, the Supply Chain team hosted a successful Cemex Rail Health and Safety Forum, bringing together contractors and partners to discuss shared safety challenges. The focus included the Cemex Safety Reset, Take 5 principles, and improving health and safety across sites and the wider industry. Contributions from Cemex, DB Cargo and Learn Live, alongside strong engagement from our contractor community, highlighted the power of collaboration in making operations safer for all.

At Rugby Cement Plant, teams focused on mental health and wellbeing, welcoming external partners including Back and Forth, OurJay, Myton Hospice and Nuffield Health. Colleagues took part in wellbeing discussions, health checks and defibrillator awareness sessions, with fundraising activities raising nearly £800 for charity across both day and night shifts.

Our Technical teams used the week to refresh safe working practices in higher-risk environments. At Dove Holes, Laboratory

Technicians revisited safety behaviours around quarry stockyards and rail load areas, reinforcing the importance of traffic routes, clear communication, correct signals and consistent use of equipment.

Readymix and Aggregates teams across the UK took part in site walks, hazard-spotting exercises and discussions on recent safety alerts, wellbeing and new initiatives. Management meetings also addressed critical topics such as mixer rollovers, ensuring lessons continue to be shared across the business.

At Durham, colleagues held meaningful Felt Leadership (VFL) conversations with drivers and site teams, focusing on key challenges, safe driving behaviours, vehicle safety, housekeeping and Take 5. Feedback was overwhelmingly positive, driven by open and constructive dialogue.

In London, teams joined an in-cab VFL experience to better understand the challenges of navigating busy city roads and protecting vulnerable road users, reinforcing the importance of both vehicle technology and driver expertise.

Meanwhile, Head Office colleagues at Binley held toolbox talks on everyday workplace safety, reminding us that safety matters in every environment, not just operational sites.

The week showed what makes Cemex special: colleagues across the business taking time to listen, learn and improve together. Safety isn't something we focus on for one day, it's something we live every day.

Thank you to everyone involved. Together, we continue working towards Zero for Life.

installation of defibrillators across Warwickshire and beyond.

As part of our wider partnership with the charity, colleagues have also supported fundraising initiatives and taken part in CPR and defibrillator awareness training sessions, helping to equip employees with essential lifesaving skills.

Commenting on the installation at Rugby Cement Plant, Phil Baynes Clarke, Director UK Cement Operations & Technology at Cemex, said: "The safety and wellbeing of

our colleagues and our local community is the number one priority at Cemex. We are proud to support the OurJay Foundation and to see a defibrillator now installed at Rugby Cement Plant. This equipment provides vital reassurance and could make a life-saving difference in an emergency."

The installations reflect Cemex UK's continued commitment to making a positive and lasting impact within local communities.



Porof foam in action

Cemex UK is proud to be supporting one of the South Coast's most innovative infrastructure schemes, supplying Porof foam 1000 as part of the M27 Junction 10 improvement project. Delivered in partnership with VolkerFitzpatrick, National Highways and Hampshire County Council, the scheme highlights how technical innovation and collaboration can unlock solutions to complex engineering challenges.

At the heart of the project is a remarkable feat of engineering. A 60-metre-long concrete tunnel, weighing 8,500 tonnes, was constructed off-line and then slid into position beneath the M27 using a highly coordinated "box slide" technique. Installed during a planned motorway closure, the tunnel was moved into place within hours, significantly reducing disruption on one of the region's busiest routes.

Following the tunnel installation, the focus shifted to a redundant underpass from the 1980s. With limited historical information available, there were concerns around the structure's ability to take additional load. Traditional infill methods, such as stone or mass



concrete, would have added excessive weight, increasing risk to both the structure and the motorway above.

To address this challenge, Cemex worked closely with its Value Added Products (VAP) and Technical teams to supply Porof foam 1000. The lightweight, high-performance material provided the ideal solution: its low density minimised additional load, its excellent flowability ensured complete void fill, and its controlled placement enabled safe and efficient installation. This allowed the underpass to be stabilised without compromising structural integrity.

Supply was managed through our Portsmouth Readymix Plant, with nearly 1,000m³ delivered in March alone. Beyond the technical success, the project also delivered strong commercial results, supporting the plant's return to a standalone EBIT-positive position.

This project is a clear example of VAP in action, combining innovation, technical expertise and operational excellence to solve customer challenges while driving sustainable, profitable growth.

Rugby Cement recognised for enduring industry legacy

We're proud to share that Cemex UK's Rugby Cement has been recognised as one of the Top 50 Supplier Companies established for over 50 years, as featured in Builders Merchants News (BMN), in partnership with the Builders Merchants Federation.



This recognition reflects Rugby Cement's long-standing role at the heart of the UK construction industry. First established in 1862, the Rugby brand has supported generations of "Builders of Britain" and, more than 150 years later, remains a trusted, market-leading name under Cemex stewardship. Today, Rugby products continue to be distributed nationwide through builders' merchants, supported by dedicated technical teams.

The brand's success has been built on its ability to evolve with the industry, adapting to changing construction methods and customer needs, while also embracing sustainability. From the launch of Vertua® low carbon concrete to its wider portfolio of lower-carbon products, Rugby is helping

customers reduce environmental impact and progress towards net zero.

Strong partnerships with national merchants, buying groups and independent builders' merchants also remain central to Rugby's continued success.

This recognition is a testament to the commitment, resilience and innovation of everyone involved in the Rugby brand over many years. The team celebrated the achievement at a gala dinner at The Belfry Hotel in May.

Congratulations to all involved in this fantastic milestone.

Supaflo reaches new heights

Cemex has played a key role in delivering a landmark lower-carbon flooring solution at Canary Wharf's Wood Wharf development, part of what is believed to be the UK's highest-ever flowing screed pour.

Working in partnership with LKAB Minerals Gypsol and Loughton Contracts, Cemex helped support the successful installation of Gypsol TS-15 screed at an unprecedented height of 177 metres, in a 53-storey tower.

Through early collaboration, bespoke mix design support and coordinated logistics, Cemex and the team at our Dagenham Plant helped ensure reliable performance, high installation rates and consistent SR1 tolerances on this high-profile London development.

The project highlights Cemex's continued commitment to lower-carbon construction, innovation and strong delivery partnerships on some of the UK's most technically demanding builds.

Commenting on the project, Cemex's Sales Executive, Sharon Baker, shared: "I'm very proud to be part of the team that brought Supaflo to new heights. Thank you all at Cemex UK and LKAB Minerals for producing such a great product, and to Loughton Contracts Plc for the chance to show what can be done."

You can watch LKAB's full video case study of the project featuring Sharon Baker via the QR code here.



Showcasing our capability with complex City of London projects

This summer, we'll be showcasing two new fantastic case studies that highlight how Cemex UK is supporting some of the most complex and high-profile developments in the heart of London, demonstrating both our operational strength and our leadership in lower-carbon concrete solutions.

At 2 Finsbury Avenue, a landmark commercial development near Liverpool Street, Cemex played a critical role in delivering a technically demanding concrete programme on one of the most constrained sites in the City. The project required exceptionally high volumes of concrete to be delivered reliably and safely, including multiple pours exceeding 1,200 cubic metres in a single day, alongside continuous slipform operations. Through close collaboration with the contractor, careful logistics planning and on-site technical support, Cemex helped keep this £500 million development on programme while also supporting carbon reduction targets through the use of GGBS-blended concretes.

Meanwhile, at 65 Crutched Friars, Cemex supplied lower-carbon concrete and technical expertise for a mixed-use scheme combining student accommodation with new museum space, targeting BREEM Outstanding (the highest rating in the Building Research Establishment Environmental Assessment Method sustainable building certification system, requiring a score of 85% or more). The project marked Cemex's first high-profile use of CEM II/AL cement in the UK, paired with GGBS, demonstrating how innovative mix design can support ambitious sustainability goals without compromising performance or programme certainty in a tight urban environment.

Together, these projects underline what sets Cemex apart: reliable delivery on complex city builds, strong technical collaboration, and practical solutions that help our customers meet their sustainability ambitions.

Look out for the full case studies on our website and social media platforms this summer.



Opening our doors at Shepperton Quarry

Our team at Shepperton Quarry recently welcomed processing plant supplier McLanahan to our site for a successful open day, showcasing the strong partnership between our teams and highlighting innovative aggregate processing technology in action.

With more than 60 visitors attending, the event provided an opportunity for potential UK customers to experience the capabilities of the McLanahan, UltraWASH Modular Wash Plant operating within a real production environment.

The day began with an engaging Q&A session hosted by the Cemex team, offering visitors

valuable insight into the day-to-day operation and maintenance of the plant, as well as the collaborative working relationship developed with McLanahan. This was followed by presentations from McLanahan and WATA UK.

Visitors then toured the full aggregate processing plant, gaining an up-close view of the technology and processes that support efficient sand and gravel production.

A huge thank you to everyone who attended and, in particular, to the Shepperton team for hosting a fantastic event and proudly showcasing the expertise and operational excellence that exists across Cemex UK.



One Strategy. One Goal. One Cemex.

Cemex has published its 2025 Integrated Report, outlining our company's clear purpose: to address the world's construction challenges through sustainable and innovative solutions that build a better future. This purpose guides every decision we make and underpins our approach to long-term value creation for our stakeholders.

The report highlights strong progress in operational performance, sustainability, and long-term value creation for shareholders.

During the year, the company further strengthened its operating model, sharpening its focus on disciplined execution and performance at asset level.

Key achievements include US\$1.4 billion in free cash flow from operations, continued cost savings through Project Cutting Edge, and progress with portfolio rebalancing. Cemex also enhanced its performance management framework, reinforcing focus on EBIT, free cash flow, return on invested capital, and value creation relative to the cost of capital.

Sustainability and stakeholder outcomes also stood out. European operations reached the Cement Europe Association's 2030 CO₂ emissions target five years early, Cemex achieved an MSCI ESG rating upgrade to AAA, and 97% of operations recorded zero LTIs. The company was also recognised as one of the World's Most Ethical Companies® by Ethisphere.

To read more, visit the Cemex 2025 Integrated Report by scanning this QR code.



AROUND THE BUSINESS



Successful cement plant shutdown

Our Rugby Cement Plant has recently successfully completed its 2026 cement plant shutdown programme, delivering a major programme of maintenance safely, on time and within budget. The annual shutdown is a critical part of maintaining operational efficiency, reliability and safety across the business. This year's programme included a number of highly complex maintenance activities at Rugby Cement Plant and associated quarries, all of which were completed as planned.

Philip Baynes-Clarke, UK Cement Operations Director, said: "It was a significant undertaking, delivered safely, in budget and on-time and I'd like to recognise the tremendous effort and commitment of everyone involved. Thank you everyone."

Extensive planning, collaboration and the continued adoption of new technologies helped ensure the work was carried out efficiently while maintaining the highest safety standards. Employees, contractors and support teams from across the wider business worked together to successfully return all assets to operation as scheduled. The coordinated effort also ensured uninterrupted cement supply to customers throughout the shutdown period, demonstrating the strength of teamwork and the One Cemex approach.



AROUND THE BUSINESS

Wellbeing support remains a priority



Supporting wellbeing through awareness, inclusion and early action

Supporting the wellbeing of our colleagues continues to be a key priority at Cemex UK. Through a series of recent campaigns, the UK Wellbeing Strategy Group has been helping to raise awareness, encourage open conversations and provide practical support that can make a real difference across our workplaces.

Have you ordered your PSA test yet?

Cemex UK's Wellbeing Strategy Group has expanded its PSA (Prostate Specific Antigen) testing programme, giving all Cemex UK male colleagues aged 40+ the opportunity to access a prostate health test, if they were unable to attend an onsite testing event.

A PSA test is a simple blood test that can help detect potential prostate health concerns early — often before symptoms appear. Early detection is vital, as prostate cancer can develop silently and become harder to treat if left undetected.

From 211 men tested across three Cemex UK sites, 14% required further follow up. While we do not have details of these cases (for confidentiality purposes), potentially these are lives saved.

All male Cemex employees aged 40 plus are now eligible to claim back the cost of one PSA test per year, either through a home testing kit or by attending a local public testing event via the My PSA Tests website. Use the QR code above to order your kit today, if you haven't already.

As part of the campaign, Ian White, General & Commercial Manager NW Materials, has shared his personal prostate cancer story in a short awareness video, encouraging colleagues to take the test even if they feel healthy and have no symptoms. Ian has also kindly offered to speak one-to-one with anyone who would like support after receiving a high PSA result.

Please speak to your manager for reimbursement details.

Creating more neuroinclusive workplaces

One area of focus has been neurodiversity, with colleagues encouraged to build a better understanding of different ways of thinking, learning and processing information.

Neurodiversity describes the natural differences in how people experience and interact with the world, including conditions such as autism, ADHD, dyslexia and dyspraxia. With around one in seven people thought to be neurodivergent, creating understanding at work is important for all of us.

For some colleagues, things like noise, lighting, interruptions or constant notifications can create unnecessary sensory stress. Small changes, including quieter spaces, clearer communication and fewer distractions, can help people feel more comfortable and better able to focus.

We strongly recommend you watch this powerful short video, demonstrating what sensory overload can feel like and how often our sensory experiences intertwine in everyday life.

Following a successful pilot at Head Office, Meeting Room Sensory Support Boxes have now been introduced at a number of UK sites. These small tactile tools are intended to help reduce sensory stress and support focus in meetings, with early feedback from colleagues proving encouraging.

By focusing on strengths, avoiding assumptions and normalising reasonable adjustments, we can help create a more inclusive environment where colleagues feel supported and able to thrive.

Scan the QR codes for further online support.

Raising awareness of bowel cancer

The group has also highlighted bowel cancer awareness. Bowel cancer is one of the UK's most common cancers, so knowing the signs and taking part in screening matters. Signs can include changes in bowel habits, stomach discomfort, blood in stools, weight loss and unusual tiredness. If something feels wrong, get it checked.

Colleagues are also encouraged to complete NHS FIT screening tests when invited, as they can help detect problems early. More information is available on UK News, including guidance and support links – scan the QR code for further support.



Divestment of Wick flooring operation to Treanor Pujol

In April, Cemex UK announced the divestment of its flooring operation based in Wick to Treanor Pujol, a leading UK manufacturer and installer of precast concrete and insulated beam and block flooring systems.

The Wick operation specialises in precast concrete flooring solutions and serves a well-established customer base in the domestic construction market.

This divestment represents a strategic step forward for both organisations. Cemex UK will continue to supply

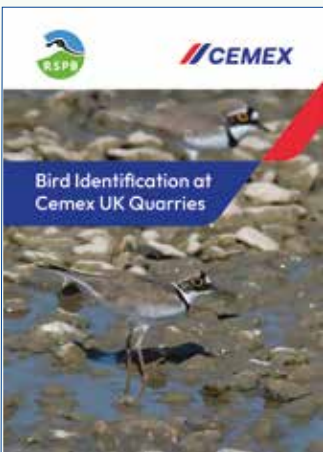


cement and aggregates to the Wick site, and Treanor Pujol will gain a high-performing manual manufacturing facility with a strong customer base and consistent demand in the domestic construction market.

Cemex remains committed to evolving its UK and European operations to better serve key markets, particularly in metropolitan areas, while maintaining its focus on safety, sustainability, and operational excellence.

Nature in action: Bird identification at our UK quarries

We are delighted to share news that we have produced a new Bird Identification at Cemex UK Quarries pocket guide, developed to help our quarry based colleagues better understand and identify the bird species commonly found across our sand and gravel quarries. The pocket guide will provide a practical and accessible resource, helping to raise awareness of the wildlife that thrives alongside quarry operations.



Produced in partnership with the RSPB, the guide highlights the important role quarries play in supporting wildlife throughout both operational and restoration phases. While not a comprehensive catalogue of every bird species found at UK quarries, the guide introduces many of the birds most frequently associated with quarry habitats, helping readers recognise species,

understand their ecology and consider their needs during day-to-day operations.

Particular focus has been given to species that breed within quarries, reflecting the legal protection afforded to breeding birds and reinforcing the importance of considering biodiversity across all operational activities.

The guide also explores the wide variety of habitats created within quarries, including waterbodies, silt lagoons, sand cliffs and bare ground, which provide valuable nesting, feeding and resting areas for species such as Little Ringed Plovers, Sand Martins, Kingfishers and Peregrines.

This guide further demonstrates the strength of the long-standing Cemex UK and RSPB partnership and our shared commitment to supporting nature recovery and biodiversity across our sites.

Cemex recognised as one of the 2026 World's Most Ethical Companies®

Cemex has been named one of the 2026 World's Most Ethical Companies® by Ethisphere, a global leader in advancing ethical business practices. The company is one of only two organisations recognised in the Construction & Building Materials industry and joins 138 companies honoured across 17 countries and 40 industries.

This marks the second consecutive year that Cemex has received the award, recognising the company's strong commitment to integrity, ethics, compliance, and governance across its global operations.

Jaime Muguira, CEO of Cemex, said: "This recognition reflects the strength of our governance and compliance framework and the integrity of our people. Ethical conduct and transparency are fundamental to how we operate and to building long-term trust with our stakeholders."

The award is based on Ethisphere's Ethics Quotient®, which assesses areas including corporate governance, ethical culture, compliance programmes, and environmental and social impact.

MP Connect now mandatory for all contractors

MP Connect is a secure digital card and app system used to verify contractor and driver training, qualifications and site compliance across the extractives and construction industry. Site Managers can quickly scan a QR code to check records, helping ensure only appropriately qualified individuals are permitted to work on Cemex sites.

Following agreement at the Cemex UK National Health & Safety Committee Meeting, MP Connect has become mandatory as of 1st June 2026, for all contractor individuals attending and working on Cemex UK sites.

An exemption process has been introduced for emergencies or situations where contractors do not have an MP Connect card, ensuring urgent operational needs can still be managed safely while maintaining compliance.

To help teams prepare for the mandatory rollout, a recent training session by Mary-Ann Macinnes,

Regional Health and Safety Manager, provided further clarity on how the system will work in practice and what sites need to do next.

Scan the QR code below to watch the full training recording.

Further communication will be shared to clarify requirements. In the meantime, sites are encouraged to ensure contractors are registered on MP Connect, confirm contractors have the correct cards and access, and look out for quick guides and FAQs that will be distributed soon. By taking these steps now, we can ensure a smooth transition and continue strengthening safety, compliance and contractor management across our sites.

Thank you for your continued support in embedding MP Connect into our day-to-day operations.



Supporting community nature project at Willington Wetlands

Cemex UK has played an important role in supporting the "Transforming the Trent Valley" vision through its ongoing involvement in the Willington Wetlands project in Derbyshire.

Working with Derbyshire Wildlife Trust and Willington Parish Council, the company has helped improve community access by enabling a new footpath across restored land at its Willington Quarry site.

Cemex also installed a bridge and fencing to connect the route safely, making it easier for visitors to enjoy the developing wetland habitat

while supporting wider ambitions for nature recovery and community wellbeing.

Willington Quarry Manager, Bill Newton, has been involved in the project for the past five years, attending partnership meetings and helping strengthen collaboration between local organisations, conservation groups and the business community.

The wetlands continue to grow as a space for wildlife, education and public engagement. A recent community celebration brought together more than 60 residents, volunteers and supporters to hear about future plans, including

habitat improvements, better visitor access and species reintroduction projects.

Updates included plans from Derbyshire Wildlife Trust for White Storks to arrive later this year, alongside continued monitoring of beavers already helping shape the wetland naturally.

The event highlighted what can be achieved when communities, environmental organisations and businesses work together toward a shared goal. Cemex was recognised for its continued investment in the area and support for environmental enhancement across the wider site and surrounding landscape.

Bill Newton said: "It has been fantastic to see how the project has developed over the past few years and the positive impact it is having for both wildlife and the local community. Collaboration has been at the heart of the project, and we're pleased Cemex could help enable access to this important restored area."

The Willington Wetlands project reflects Cemex UK's ongoing commitment to biodiversity, restoration and support for the communities in which it operates.

Major investment completed at Dove Holes Block Plant

Cemex UK has reopened its Dove Holes Building Products facility in Derbyshire following the completion of a major investment programme to modernise the plant.

The upgrades were delivered in two phases, including the introduction of new void packing systems to improve handling and reduce the use of timber pallets. The second phase saw the installation of new machinery and technology, including a Rekera concrete press and a SKAKO Concrete batching mixer, helping improve efficiency, sustainability, and health and safety standards.

The site has also introduced a water recycling system and upgraded automated processes to support more reliable manufacturing and the future development of new concrete block products.

Lex Russell, Materials Managing Director, said: "We are delighted to have completed the investment in our Dove Holes Building Products Facility, which has seen the installation of new machinery and technologies. This vital investment will help future-proof operational activities at the plant by incorporating modern systems that enhance the health and safety of employees, make site processes more efficient, and support our wider commitment to sustainability.

These upgrades will also enable us to produce different-sized concrete blocks with increased performance features, while presenting us with the opportunity to expand our concrete solutions offering."

Scan the QR code to watch a short video featuring Lex Russell and Sam Calshaw, National Sales Manager Concrete Products, at the Block Plant talking about how the investment is benefiting both Cemex and our customers.



Marine aggregates: A strategic asset for the UK's future construction needs

A new feature article published by Agg-Net highlights the growing importance of marine aggregates in supporting the UK's construction industry, with insights from Kurt Cowdery, General Manager, Marine & Rail Products.

The article explores how Cemex's marine aggregates business has evolved into a highly efficient, innovative and sustainable operation, supplying millions of tonnes of materials each year to key markets across the UK and Europe. It also showcases the role of advanced vessels such as our dredger ship Cemex Go Innovation, which combines automation, fuel-efficiency technology and digital monitoring to help improve performance and support our wider sustainability ambitions.

The feature also highlights how marine aggregates help reduce road haulage, support coastal and urban construction projects, and play an increasingly strategic role as pressure on land-based quarrying continues to grow.

It's a great read that showcases the scale, capability and expertise of our marine operations, and the important role they play in supporting the UK construction industry. Scan the QR code to read the full article on Agg-Net.



Powering the next 27 years at Dove Holes Quarry

After 27 years of continuous operation, and having been involved in the processing of over 50 million tonnes of material, two fine screens at Dove Holes Quarry were successfully replaced during a 10 day Easter shutdown.

The new designed units have been marginally updated, but are otherwise identical, and were manufactured locally by Don Valley Engineering. This continuity in design reflects the robustness of the original equipment, while subtle improvements help future-proof the plant and improve material quality. Throughout manufacture, the Dove Holes quarry team quality controlled every stage of the process with the aim of delivering another 27 years of reliable, uninterrupted service.

The photos capture the scale of the work, showing one of the new screens being installed in the wash plant building, while at the same time, the primary crusher rotor was also being changed. Completing two major pieces of work in parallel demanded detailed planning, close coordination, and disciplined risk management to ensure zero accidents and a return to operation slightly ahead of schedule. Congratulations to everyone involved!



UK results



Following a year of change and transformation across Cemex UK, the results of the 2025 WE'X Survey have provided valuable insight into how colleagues across the business are feeling and where we can continue to improve together.

A huge thank you goes to the 1,122 colleagues who took the time to share their feedback this year. Your views remain incredibly important in helping shape the actions, priorities and improvements that support everyday working life at Cemex.

While the results reflect some of the challenges that naturally come with significant business change, they also highlight the resilience, commitment and honesty of our people.

Importantly, the feedback gathered through the survey is already helping drive meaningful action. Local action plans have been developed with management teams across the business to focus on the areas colleagues have identified as most important. If you would like to hear more about your local action plan, please contact your line manager.

The WE'X survey continues to be a vital tool in ensuring colleague voices are heard and that we continue building a workplace where people feel supported, valued and able to thrive.

Thank you again to everyone who contributed and continues to help shape the future of Cemex UK.



Cemex through a wild lens: Photography competition returns

We have launched our fourth annual wildlife photography competition, open to all EMEA employees.

Nature knows no borders, life thrives everywhere, even in the most unexpected places, including our Cemex plants and quarries.

Take a moment to notice the plants and animals present in your workplace. Every organism plays a role in its ecosystem, contributing to the richness of our natural environment. At Cemex, we value this diversity and continue to strengthen our environmental management and biodiversity standards, supported by educational initiatives at our sites.

We encourage you to photograph this diverse world and join our 2026 Nature Photography Competition.

Please send your photos with descriptions via email to sean.cassidy@cemex.com. Please include your contact details in the email body.

An independent panel will judge the entries, and the best photographs will be awarded prizes. We also look forward to showcasing them on our communication channels, promoting the diverse natural world at our facilities. All photos submitted are likely to be used in our internal and external communications channels.

The winners will receive our Cemex Nature book. Competition is open until 18th September 2026.



Latest Gender Pay Gap Report

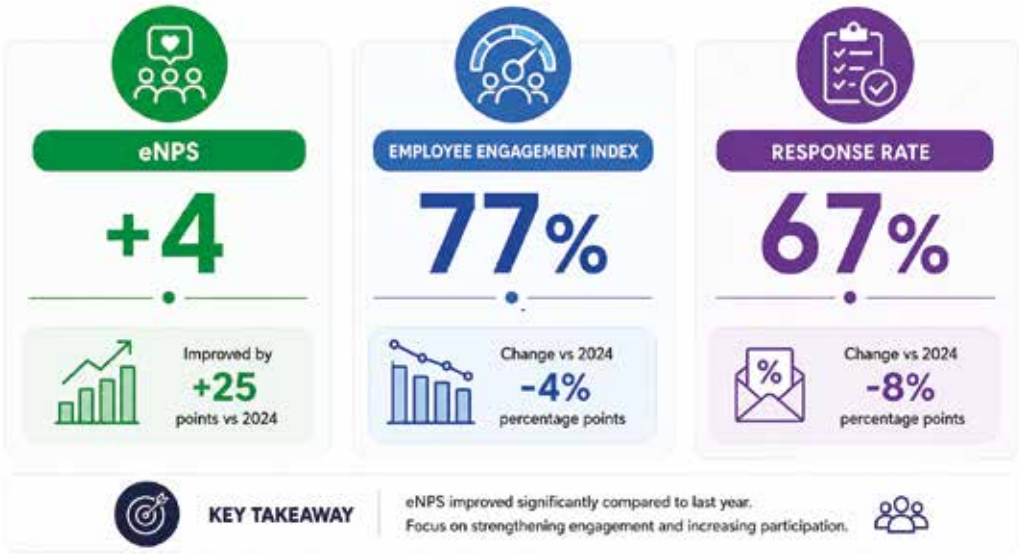
The Cemex UK Gender Pay Report 2025 has recently been published and outlines the company's continued commitment to fairness, transparency and inclusion, presenting its eighth year of gender pay reporting based on a snapshot date of 5th April 2025.

The report confirms that while Cemex's workforce remains predominantly male, reflecting the wider construction materials sector, progress continues to be made, with increased female representation across all pay quartiles and a rising proportion of women receiving bonuses.

The gender pay and bonus gaps are largely influenced by workforce composition, senior role eligibility and a higher proportion of women working part-time roles. Alongside the data, the report highlights ongoing actions to support women's development, health and wellbeing, celebrates female role models across the business, and demonstrates Cemex's broader commitment to creating an inclusive culture where everyone has the opportunity to thrive.

You can read the 2025 Cemex UK Gender Pay Gap report by scanning the QR code here.

2025 EMPLOYEE SURVEY RESULTS



Recognise your colleagues who make a difference

At Cemex, we know that it's our people who make the difference every single day. From supporting teammates and delivering for customers, to championing safety and innovation, incredible work happens across our business every day, and now it's time to celebrate it.

Introducing the Thanks For Your Effort nomination process

Thanks For Your Effort is our peer recognition scheme, designed to shine a spotlight on colleagues who consistently go the extra mile and live our Cemex values in everything they do.

Do you know someone who:

- Ensures health and safety
- Focuses on customers
- Acts with integrity
- Works as One Cemex
- Fosters innovation
- Embraces diversity

If so, now is your opportunity to recognise them.

How it works

Simply complete the nomination form and tell us why your colleague deserves recognition.

A senior management panel will review all nominations and select winners from categories one and two. Successful nominees will receive:

- Up to £100 in store vouchers of their choice
- Recognition in UK News
- Appreciation from colleagues across the business

And because every nomination matters, all nominees will also receive an exclusive "Awesome" mug as a thank you for their contribution.

Help us celebrate the people who make Cemex UK a great place to work. Whether it's a big achievement or a small act that made a real difference, your nomination could help recognise someone truly deserving.

The nomination form can be found by scanning the QR code here.





Join the Quarry Spin Off this summer

Looking to retain their title as Quarry Spin Off champions, a Cemex team, led by Jordan Hercock from Dove Holes Block Plant, is once again gearing up for a 12-hour cycling showdown, taking part in a local quarries Spin Off on Thursday 30th July. The event will raise money for the Blythe House Hospice, which offers a wide range of free services to care for and support anyone in North Derbyshire who is affected by life-limiting illness.

With five new riders every hour to keep the pedals turning for 12 hours straight, the team is cycling on static bikes along with teams from local Tarmac and Breedon

quarries. One cyclist from each team will ride static bikes for each hour, in friendly competition. Which quarry will take the victory?!

The spinoff challenge will be a true test of teamwork, stamina, and community spirit. If you would like to join the Cemex cyclists at Dove Holes please contact Jordan Hercock.

Alternatively you can support our fantastic Cemex team, and in turn support the hospice, by visiting their JustGiving page using the QR Code here.



Long service awards

50 years

• David Bennett, Fitter in Kent

40 years

- Paul Willerton, Plant Manager in Cheshire
- Sally Tokens, Sales Executive in Bedfordshire
- Wayne Clark, Plant Manager in Northamptonshire

25 years

- Robert Sims, General and Commercial Manager in South Gloucestershire
- Graham Jones, Operative in Flintshire
- Noel Gibbs, Leading Hand in Derbyshire
- Andrew Jones, Weighbridge Operative in Flintshire
- Stuart Rees, Operative Support Leader UK in West Midlands
- Hugh Reynolds, Supply Chain Compliance Officer in South Gloucestershire
- Maninder Lully, UK Payroll & HR Administration Manager in West Midlands
- Christopher Clarke, Technical Manager Rail in West Midlands
- David Jackson, Mechanical Shift Technician in Warwickshire
- Neville Jones, Operator/Maintainer in Warwickshire
- Dale Smith, Operator/Maintainer in Warwickshire
- Mark Framingham, Plant and Field Technician in Cambridgeshire
- Glyn Westerdale, Maintainer/Operator in Warwickshire
- Alan Grimmett, Class 1 Driver (Tanker) in Warwickshire
- Paul Washer, Operative in Kent

20 years

- Jonathan Waller, Planning Team Leader (Cement) in Binley

15 years

- Alastair Longdon, Supervisor in Lincolnshire
- Bobby Prasath Natarajan, Electrical Engineer in Warwickshire
- Philip Brewer, Assistant Quarry Manager in Flintshire
- Barbara Finley, Maintenance & Operations Planning Analyst in Merseyside
- Jamie Izzo, Operations Manager in Greater London
- Gary Hornsby, Area Sales Manager in West Midlands
- Thomas Stanford, Technical Systems Administrator in West Midlands
- Ashish Dogra, Negotiator (Local) in Hampshire

Produced by the UK Communications Team.
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Your new home for recognition, benefits & savings.



FROM 1ST JULY

Register via the welcome email you will have received. Recognise great work, access workplace benefits, and save on everyday spend - all through one simple app.

Scan the QR code to download the app now!



Or visit our web portal: experience.client.pluxee.uk/EmployeePortal

Introducing the new Pluxee App: Your upgraded benefits and savings experience

We're pleased to introduce an upgraded employee benefits experience at Cemex UK, launching on 1st July. The enhanced Pluxee app and online platform brings your benefits, discounts and wellbeing support together in one place, making it easier to access the perks available to you.

Designed to be more intuitive and accessible, the new platform helps you make the most of your benefits whether you're at work, at home or on the go.

So, what's new?

You can enjoy:

- Easy access on phone or desktop - your benefits are always within reach
- Discounts at 500+ retailers - from everyday essentials to major brands
- All your benefits in one place - simpler and quicker to use
- Colleague recognition tools - helping celebrate our Cemex Values
- Wellbeing support links - there when you need them

Everything has been designed to make your experience smoother, more rewarding and easier to use.

Why this upgrade matters

This is more than a new platform - it's a simpler, smarter way to access benefits and savings. It makes it easier to find what you need and get more value from what's already available to you.

From saving money on your weekly shop to unlocking offers from leading brands, Pluxee is designed to support everyday life while also strengthening how we recognise and connect with colleagues.

Getting started

Getting started is simple. If you were registered previously or you have a Cemex email address, you will receive a welcome email from noreply@mail.pluxee.uk with registration instructions. If you do not have a Cemex email address, and were not previously registered on our Cemex Lifestyle Portal, but would like to register for this new Pluxee App, please send an email to gb-compensation&benefits@cemex.com requesting a registration link. Even if you were previously registered, you will need to register again for the new Pluxee App.

Once registered, complete the two-step authentication and you'll be ready to access the app or website straight away. You will only need to use the authentication process

the first time - after that you will be straight in. If you are new to the platform just scan the QR code or use this link to start saving! Remember, the app and portal will only be live from 1st July onwards. www.experience.client.pluxee.uk/EmployeePortal

Don't miss out on your upgraded experience

We encourage all colleagues to log in and explore what's available. The sooner you get started, the sooner you can make the most of the enhanced features, exclusive discounts and improved access to your benefits.

Log in, explore and start enjoying your upgraded benefits today.

Look out in UK News for more information, tips and benefits coming your way.

Do you need support?



Cemex offers all employees a free, confidential employee assistance programme (EAP) called Lifestyle Support, now operated by Optima Health.

Lifestyle Support is easy to access, available 24/7 and can provide help and support with a wide range of issues or concerns such as family matters, debt, relationships, bereavement, depression and anxiety.

It is run by a separate provider and not part of Cemex - we don't receive any employee specific information from them.



Call 0808 168 2143

Visit www.lifestyle-support.co.uk

Username: cemex
Password: cemex

