



CEMEX WELLNESS PROGRAM

Build a better you

At CEMEX, our top priority is your health and safety. The CEMEX Wellness Program supports four main areas of wellbeing:

- Physical Health
- Emotional Health
- Financial Fitness
- Workforce Experience

The program helps you make small, everyday changes focusing on the areas you want to improve the most. When participating in the program, you'll build healthy habits, have fun and experience the lifelong rewards of better health and wellbeing. Our wellbeing partner, Virgin Pulse, has a best-in-class digital platform to help members create positive, individualized lifestyle changes through healthy habits. In fact, 87% of members say that Virgin Pulse changed their lives!



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How to get started

- Step 1** **Sign in or sign up for your Virgin Pulse account** by going to **cemexwellness.com**.
- Step 2** **Accept the terms and conditions**, and choose your email preferences to get the latest tips and information.
- Step 3** **Connect a device or app** to get credit for your wellbeing activities like steps, nutrition and sleep. We sync with many trackers, such as Max Buzz, Apple Watch, Fitbit and MyFitnessPal, just to name a few.
- Step 4** **Upload a profile picture** and add some friends.
- Step 5** **Set your interests** to get personalized daily tips to help you eat healthy, get active, reduce stress, sleep well and more!
- Step 6** **Download the Virgin Pulse mobile app** for iOS or Android. Access your account and track your activity anywhere, anytime. Turn on your notifications to stay motivated and get friendly reminders.

Get the app:



Have questions? We're here to help.

- Check out **support.virginpulse.com**
Live chat: Monday–Friday, 2 am–9 pm ET
- Give us a call: 855-957-3349
Monday–Friday, 8 am–9 pm ET
- Send us an email: **support@virginpulse.com**

2023 Wellness Actions

You (and, if applicable, your spouse/domestic partner who is enrolled in the medical plan) can avoid the 2024 medical plan surcharge by completing three wellness actions:

- 1 Complete an annual physical exam with your doctor and get your health screening values for height, weight, blood pressure, total cholesterol and glucose.* **DEADLINE: November 17, 2023**
- 2 Complete the 15-minute online Health Assessment questionnaire and include your health screening values at cemexwellness.com. Your individual health information is confidential. **DEADLINE: November 17, 2023**
- 3 Achieve the healthy range for at least one of the required health screening values outlined in step 1, or complete one alternate activity. **DEADLINE: December 31, 2023**

Healthy Ranges

- BMI: 25 or less¹
- Total Cholesterol: 200 or less¹
- Blood Pressure: 120/80 or less¹
- Glucose: 139 or less²

¹ – National Heart, Lung, and Blood Institute

² – American Diabetes Association

Health Assessment

The online Health Assessment is a quick and easy way to get a snapshot of your health. You'll answer questions about your health habits and learn simple ways to improve your overall wellbeing in key risk areas. Be sure to have your health screening values available when you begin your Health Assessment. From **Home**, go to **Health**, then select **Health Assessment** to get started.

*The Virgin Pulse platform will only allow a value within these thresholds to consider your Health Assessment as complete. If you enter anything outside of the following ranges, your Health Assessment will continue to show as incomplete: Total Cholesterol 0-1300, Blood Glucose 0-999, Blood Pressure (systolic) 50-250 and Blood Pressure (diastolic) 10-185.

Alternate activities

If you did not meet at least one of the health screening values in the healthy range, you will receive an email about completing an alternate activity to avoid the 2024 medical plan surcharge.

You have two options:

- Complete a Next-Steps Consult call
- Complete a full Journey

Choose **one**, and complete it by **December 31, 2023**.

Next-Steps Consult®

This 15-minute call with a health guide is your opportunity to find activities and programs that will help you meet your goals and plot your path to better health and wellbeing. Be sure to schedule your Next-Steps Consult in advance so your call is completed by the December 31 deadline. From **Home**, go to **Benefits**, then select **Next-Steps Consult** to schedule your appointment.

Journeys®

Want to exercise more? Stress less? Better manage a health issue? Now you can use our digital coaching tool to make simple changes to your health, one small step at a time. Each Journey takes between 10 to 28 days to complete. Make sure you have enough time to complete your Journey by the December 31 deadline. From **Home**, go to **Health**, then select **Journeys**. Choose **View All** to see the full list of Journeys in each topic.

Certain collective bargaining employees (refer to your agreement for participation information), contractors and temporary employees are not eligible to participate. By participating in the CEMEX Wellness Program, you acknowledge and understand that CEMEX's Wellness Program may offer opportunities to participate in physical activity and you expressly agree to assume all risk out of your voluntary participation in any such activity. Further, you agree that it is your responsibility to consult with a physician or health care practitioner as needed to determine your physical ability to participate in any aspect of the wellness program. Go to the **Benefits** tab at cemexwellness.com regarding information on accommodation requests. Please review the wellness program provision for additional eligibility details.

Points and Pulse Cash

We're excited to continue offering points and Pulse Cash this year!

Earn rewards on the Virgin Pulse platform via **cemexwellness.com** when you complete activities such as tracking your sleep and Healthy Habits, competing in challenges and completing coaching calls. You even get points for logging on for the first time, downloading the app and syncing a device!

Here's how it works

As you complete healthy activities, you will earn points. Points will add up quickly when you visit your account at **cemexwellness.com** each day and consistently track activity. For example, if you track 30 minutes of activity a day for 20 days in a month, you'll earn 500 extra points!

Each time your points reach a new level, they will convert into Pulse Cash. You'll earn \$5 in Pulse Cash when you reach Level 1, \$10 in Pulse Cash when you reach Level 2, and so on. You have the opportunity to earn \$50 in Pulse Cash this year!

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	Total rewards per year
Points	2,500	15,000	35,000	50,000	
Pulse Cash	\$5	\$10	\$15	\$20	\$50

Use your Pulse Cash

You can redeem your Pulse Cash for a gift card to popular stores like Amazon and Target (and many more!), donate it to charity or spend it in the Virgin Pulse store. Redeem Pulse Cash as soon as you earn it or save it up for something special—it's up to you!



Visit the store



Donate it



Get a gift card

Start earning points

These are just some of the ways you can earn points. Go to **How to Earn** in your account for a complete list of all the ways you can earn points.



Earn bonus points!

Get to Level 4 faster by completing bonus activities like these.

	Do healthy things:	Earn points:
Getting started	Complete registration	100
	First login to mobile app	250
	Connect first activity device	200
Daily	Do your Daily Cards (2 per day)	20
	Track 30 active minutes	100
	Sleep more than 7 hours in a night	50
	Win the promoted Healthy Habit Challenge	200
Monthly	★ Track Healthy Habits 20 days in a month	300
	★ 20-Day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	500
Quarterly	Set your interests	100
Yearly	Set a wellbeing goal	200
	Complete 3 coaching calls	1,500