

Employer of Choice



In 2023, América Móvil carried out the comprehensive implementation of the Great Place to Work survey across all its operations, marking a significant milestone in its commitment to sustainability and the strengthening of workplace well-being. This effort was reflected in obtaining the certification as “a great place to work,” a recognition that validates the strength of its organizational practices and human resources policies, aimed at fostering an ethical, positive work environment conducive to professional development.



The survey achieved a participation rate close to 90%, reflecting a high level of employee engagement and strengthening the representativeness of the results.

During 2024, several action plans were implemented to strengthen the organizational climate, specifically addressing the areas of opportunity identified. As part of the continuity of this effort, in 2025 the organizational climate assessment was carried out across all group operations, using the corporate tool in the Americas and a proprietary survey in the European companies. This comprehensive coverage made it possible to monitor the work environment consistently across all operations and reinforced the organization’s commitment to building and maintaining a great place to work.

Likewise, in 2025 the corporate tool incorporated the measurement of complementary dimensions such as leadership, well-being, and NPS, which helps maintain a more holistic view of the work climate and identify areas of opportunity with greater precision. Additionally, in some operations pilot tests were implemented to strengthen organizational climate management through functionalities that allow leaders to follow up on results individually and establish specific action plans. This makes it possible not only to identify areas of opportunity, but also to have traceability over the actions undertaken to address them, measure their progress, and contribute to the effective closure of gaps.

These advances reflect América Móvil’s ongoing commitment to the continuous improvement of its tools and processes, with the aim of strengthening the employee experience, maintaining its leadership, and continuing to promote increasingly solid, favorable work environments aligned with its sustainability objectives.

In addition, we have the following recognitions:

A1 Austria 2025



Recognized as one of the top 10 companies creating the best workplace cultures for Generation Z (ranked 7th in the ranking).

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2024



In 2024, the A1 Group participated in the EcoVadis Sustainability Rating and received the Gold Medal. The EcoVadis rating covers a broad range of non-financial indicators in environment, labor and human rights, ethics, and sustainable procurement

Claro Brazil

2024



According to the LinkedIn Top Companies 2024 survey, Claro ranks among the top 10 Technology companies.

Claro Colombia and Hitss

2025



Claro Colombia and Hitss received the Equipares "Gold Seal" in 2024 and were recertified in 2025, thanks to the implementation of actions that enabled them to make progress in closing gender gaps identified within the organization and in creating a more equitable, diverse, and inclusive work environment. This recognition is granted by the Ministry of Labor, with the support of the Presidential Council for Women's Equity, and technical assistance from the United Nations Development Programme (UNDP)

2023



Merco Talento¹.

^{1,2} It is the leading corporate monitor in Ibero-America and has been assessing companies' reputations since 2000.

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Claro Honduras

2025



During 2025, it achieved 1st place in the sector and 10th place nationwide.

2024

Most Attractive Company to Work for in Telecommunications, awarded by Tecoloco, the leading job board in the region.

Claro Nicaragua

2024



Recognized by Summa magazine as the company with the “Best Corporate Reputation,” “Best Employers in Central America,” and “Recognized for its leadership and innovation” in telecommunications.

Claro Perú

2024



ABE Certificate 2024–2026 (Association of Good Employers of AMCHAM Peru).

2023



Merco Talento ², recognized as the No. 1 company in the telecommunications sector in the Merco ESG Responsibility Ranking 2023.

Claro Puerto Rico

2025



Recognized as the Employer of Choice for Women in Puerto Rico. This recognition is based on concrete results that reflect its culture of diversity and female leadership.

Telcel México

2025



Recognized in 2nd place in the sector ranking as one of the organizations with the greatest ability to attract and retain talent.