

Labor Unions



At América Móvil, we respect freedom of association and the right to collective bargaining for our employees. In this regard, our workforce is free to join organizations that promote and protect their labor interests, with the aim of reaching mutually beneficial agreements, in accordance with the applicable legislation in each country where we operate.

Our operations are carried out in regions with a significant union presence. In this context, we have developed extensive experience in building constructive relationships with unions, based on transparency, trust, and the creation of mutual value.

As of year-end 2025, 103,427 employees were unionized, representing 59% of our workforce covered by collective bargaining agreements.

The following collective bargaining processes are scheduled for the coming months:

Bargaining Date	Subsidiary
January 2026	A1 Croacia
January 2026	Claro Argentina
February 2026	Claro Puerto Rico
March 2026	Telcel
April 2026	América Móvil Contenido
April 2026	Telmex
July 2026	Telvista
July 2026	Claro Uruguay
August 2026	Claro Peru
August 2026	Claro Colombia
September 2026	A1 Macedonia
September 2026	Global Hitss
September 2026	Claro Brazil
October 2026	Claro Guatemala
November 2026	Claro Nicaragua