

We recognize that our operations are located in regions where labor strikes are frequent and unions have a strong presence. It is important to highlight that we have extensive experience in developing constructive relationships with unions, based on transparency, trust, and mutual value creation.

We respect our employees' right to freedom of association, allowing them to freely choose whether to join a union or participate in collective bargaining agreements, in accordance with applicable labor laws in all the countries where we operate.

As part of our union engagement strategy, we have established a performance-based evaluation process that includes mutually agreed productivity-based compensation for unionized personnel. This program is in place in our operations in Brazil, Telcel, and Telmex, enabling a results-oriented and constructive dialogue with unions.

As of the end of 2024, 60% of our total workforce is under a collective bargaining framework.

Below is a list of collective bargaining negotiations scheduled for the coming months

Bargaining Date	Subsidiary
Jan 2025	A1 Croacia
Jan 2025	Claro Argentina
Sep 2026	A1 Macedonia
Aug 2025	Claro Peru
Mar 2025	Telcel
Apr 2025	América Móvil Content
Apr 2025	Telmex
Jul 2025	Telvista
Jul 2025	Claro Uruguay
Sep 2025	Global Hitss
Aug 2025	Claro Colombia
Sep 2025	Claro Brazil
Oct 2025	Claro Guatemala
Nov 2025	Claro Nicaragua
Feb 2025	Claro Puerto Rico
Jan 2026	