

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 Jan 2026 | Claro Puerto Rico |