

América Móvil's Board of Directors

Diversity Policy



Workplace diversity¹ brings multiple benefits to all companies and society and, ultimately enriches us all. A diverse workgroup will be able to understand the needs of different stakeholders in the markets in which we operate, thus allowing them to expand both opinions and perspectives; will give them the opportunity to be more tolerant and respectful of the different points of view and cultures in a globalized world and will grant the team capabilities to manage risks and seize more opportunities, among some benefits.

PURPOSE AND POLICY

The purpose of this policy is to provide a framework for inclusion to promote diversity in the Board of Directors of América Móvil.

América Móvil's Board of Directors believes in the benefits diversity brings. Diversity has many dimensions, which can include ethnicity, race, gender, physical ability, religion, sexual orientation, and age. Diversity can also extend to work experience, geographic and socio-economic background. Having a Board comprised of men and women with diverse skills, experience and backgrounds brings:

- competitive advantage.
- greater productivity and innovation.
- broad understanding of opportunities, subjects, and risks.
- inclusion of different concepts, ideas, and relationships.
- enhanced decision-making and dialogue; and
- strong capacity for supervising the organization and its governance.

The Board will make good use of these differences and distinctions among individuals, while determining the optimum composition that the Board requires to be effective. Board appointments shall reflect the diverse nature of the business environment in which the organization operates, experience, merit, and independence. The Board is committed to ensuring gender diversity.

PRINCIPLES

América Móvil will adopt a well-rounded, diverse, and reliable approach to ensure the diversity of the Leadership Team and the Board of Directors. Additionally, by publicly announcing a diversity strategy in the Board, we set an example and promote intellectual leadership in the industry.

PROCESS

To achieve its diversity commitment, the Board will:

¹ Diversity includes concepts such as ethnicity, race, gender, physical ability, religion, sexual orientation, work experience, geographic and socio-economic background, and age.

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1. Set measurable objectives to achieve gender diversity with the ultimate goal of having a composition of the Board where each gender represents at least thirty percent (30%).
2. Ensure the Board's composition considers the balance of skills, experience, knowledge, and independence in alignment with the strategic needs of América Móvil and the regions in which it operates.
3. Guarantee a diverse Board that combines solid expertise in telecommunications and information technologies, finance, risk management, cybersecurity, media and entertainment, human rights, energy, retail, real estate, and youth, providing generational insights relevant to the market.
4. Identify the suitable nominees to be appointed to the Board, based on merit, and considering the benefits of diversity.