

# Directors' and Officers' Compensation Policy



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## 1. Introduction.

América Móvil, S.A.B. de C.V. (together with its subsidiaries, "América Móvil" or the "Company") is committed to the best corporate governance practices, including those relating to the transparency of the compensation or remuneration of its directors and officers.

This policy is subject to the labor laws of Mexico and the applicable laws in each of countries in which the Company operates.

This policy sets forth the Company's goals and values as with respect to the components of the compensation of its directors and officers and the procedure for its approval.

## 2. Purpose.

This policy is aimed at fostering the attraction and retention of human talent and the recognition of the performance, responsibilities and trajectory of the Company's directors and officers.

## 3. Scope.

This policy is applicable to all of América Móvil's directors and officers.

## 4. Definitions.

"**officer**" means any individual in a position that reports directly to América Móvil's Chief Executive Officer.

"**director**" means any individual elected or re-elected to the Board of Directors of América Móvil, at the Company's annual general shareholders' meeting.

## 5. General Guidelines.

### 5.1 Compensation Components.

- **Fixed compensation.** This type of compensation consists of a set amount that will remain unchanged until revised by the competent body under this policy.
- **Variable compensation.** This type of compensation is based on certain specified parameters relating financial and operating results and corporate integrity and sustainability, consistent with América Móvil's goals, all of which must be measurable and quantifiable.
- **Other types of compensation.** Subject to approval at the Company's general shareholders' meeting, América Móvil's directors and officers may in the future

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be eligible to participate in a plan under which they may be issued shares of stock of América Móvil or options to purchase such shares, as part of their compensation.

## 5.2 Compensation Approval Process.

The compensation of directors and officers shall be subject to approval in accordance with the following:

- The directors' compensation shall be submitted for approval to América Móvil's shareholders at the annual general shareholders' meeting.
- The fixed compensation of América Móvil's Chief Executive Officer shall be submitted from time to time for approval to the Company's Board of Directors or its Executive Committee.
- The fixed compensation of all other officers shall be determined by the chief executive of each company in accordance with the criteria set forth in this policy and, in the case of our subsidiaries, shall be submitted for approval to the Chief Executive Officer of América Móvil. The parameters for the determination of any variable compensation shall be established on an annual basis by América Móvil's Chief Executive Officer, subject to their approval by the Audit and Corporate Practices Committee of the Board of Directors.

## 5.3 Limitations; Restrictions.

The fixed compensation of any given officer of América Móvil is expected to amount to approximately 70% of his or her total compensation.

The variable compensation of any eligible officer shall not exceed 15 (fifteen) times his or her gross monthly salary (i.e., before taxes and other withholdings).

América Móvil's Chief Executive Officer shall endeavor to ensure that the Company holds at all times shares of its own stock with an aggregate value equal to no less than five (5) times the aggregate annual compensation of its directors and officers.

## 6. Compliance Oversight and Verification.

América Móvil's Compliance Department and/or the Audit and Corporate Practices of its Board of Directors shall be responsible for ensuring the observance of this policy on a regular basis.

## 7. Complaints Portal.

If you wish to report a violation of this policy or our Code of Ethics, you may do so through our complaints portal, <https://denuncias.americamovil.com>.

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### 8. Questions and Comments.

If you have any question, comment or suggestion about this policy, please contact us via email at [yocumplo@americamovil.com](mailto:yocumplo@americamovil.com).