

A1 Austria

2021 2nd Place as Most Attractive Employer in the Telecommunications Sector awarded by Trendence Institut GmbH¹ and Austrian students.

Claro Brazil

2022 Finalist in Top-of-Mind HR award.

2022 Smart Customer Awards2022
Gold in the Training and Qualification category
Bronze in the Labor Relations category

Claro Colombia

2019 *Ruta Inclusiva de Cuso*², for transforming and contributing to the institutionalization of policies and programs of gender equality and social inclusion in the work teams.

2019, 2021 *Equipares* Silver Seal on Gender Equality, granted by the Ministry of Labor and the Presidential Council for Women's Equality, with the technical support of the United Nations Development Program (UNDP).

Claro Dominican Republic

2021 Great Place to Work- achieving second place in the Caribbean and Dominican Republic rankings.

Claro Honduras

2021 Most attractive company to work for in Telecommunications awarded by *Tecoloco*, the leading job recruiters in the region.

Claro Nicaragua

2022 Company with the best practices in Human Talent awarded by Summa magazine, an editorial group of magazines in the business sector in Central America and the Caribbean.

¹ Trendence Institut GmbH is an independent market research and consulting firm, which supports employers with data and knowledge for strategic and operating decision-making in the areas of employer branding and recruiting and staff marketing.

² Jobs to build the future – It is a project of the development NGO CUSO International supported by the Government of Canada, which works for companies to promote inclusive employment and contribute to inclusion in Colombia.

Claro Peru

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| 2022 | ABE Certificate (<i>Certificado ABE</i>) awarded by the <i>Asociación de Buenos Empleadores de AMCHAM Perú</i> . |
| 2022 | <i>Ranking PAR</i> ³ , under conditions of gender equality in Latin American organizations. |
| 2022 | Merco Talento ⁴ . |

³ *Ranking PAR*: It is a virtual, free of charge and confidential tool that, since 2015, has measured the gender equality performance of private companies, public entities, and SMEs.

⁴ It is the reference corporate monitor in Ibero-America that has been evaluating the reputation of companies since the year 2000.