



In 2023, América Móvil carried out the comprehensive implementation of the Great Place to Work survey across all its operations, marking a significant milestone in its commitment to sustainability and the strengthening of workplace well-being. This effort was reflected in the achievement of the **“Great Place to Work” certification**, a recognition that validates the strength of its organizational practices and human resources policies aimed at fostering an ethical, positive, and growth-oriented work environment.

The survey recorded a participation rate close to 90%, which not only demonstrates the high level of engagement and openness among employees, but also lends greater robustness and representativeness to the results obtained.

Throughout 2024, various action plans were implemented to strengthen the organizational climate, specifically addressing the areas of opportunity identified. As a follow-up to this effort, an internal organizational climate survey will be conducted in 2025, with the aim of comparing results, broadening perspectives, and significantly enriching previous findings. This new assessment will allow for a deeper analysis of the different dimensions of the work environment, thereby contributing to the creation of an increasingly favorable workplace for all employees.

In addition to GPTW, we have received the following recognitions:

## A1 Austria 2024



En 2024, el Grupo A1 participó en la Clasificación de Sostenibilidad de EcoVadis y recibió la medalla de oro. La calificación de EcoVadis cubre una amplia gama de indicadores no financieros en medio ambiente, trabajo y derechos humanos, ética y adquisiciones sostenibles.

## Claro Brazil

2024



According to the LinkedIn Top Companies 2024 survey, Claro is ranked among the top 10 technology companies.

## Claro Colombia y Hitss 2024



Claro Colombia and Hitss were awarded the 'Gold Seal' by Equipares, in recognition of the actions they have implemented to close gender gaps identified within their organizations and to foster a more equitable, diverse, and inclusive work environment.

This recognition is granted by the Ministry of Labor, with the support of the Presidential Council for Women's Equity and the technical assistance of the United Nations Development Programme (UNDP).

2023



Merco Talento.<sup>1</sup>

## Claro Honduras

2024



Recognized as the Most Attractive Company to Work for in the Telecommunications Sector by Tecoloco, the leading job board in the region.

## Claro Nicaragua

2024



Awarded by Summa magazine as the company with the "Best Corporate Reputation," listed among the "Top Employers in Central America," and recognized for its "Leadership and Innovation" in the telecommunications sector.

## Claro Perú

2024



Certified by ABE 2024–2026 (Association of Good Employers of AMCHAM Peru).

2023



Merco Talento<sup>2</sup>: Ranked as the No. 1 company in the telecommunications sector in the Merco ESG Responsibility Ranking 2023.

<sup>1</sup> Merco Talento is the leading corporate monitor in Ibero-America, evaluating companies' reputations since the year 2000

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