

All our employees, without exception, receive a fair salary and benefits as stipulated by applicable laws in the countries where they work. We also offer additional benefits in some of our operations, such as life insurance, private medical expenses insurance, temporary or permanent disability insurance, dental insurance, extended paid parental leave, financial assistance for the purchase of school supplies, preferential prices to acquire our devices, transportation service to and from our work centers, financial assistance to cover funeral expenses, and paid leave in the event of decease of a family member.

We also comply with the applicable laws regarding employee termination due to dismissal, retirement, or voluntary resignation. It is important to note that in the countries and regions where we operate, the compensation offered to both men and women (unionized or not) is the same, reflecting our culture of gender equality.

América Móvil has Compensation Policies aligned to the strategy, organizational culture, and objectives of each Company, seeking to compensate each employee in a balanced manner according to their performance and contribution to the Company, with equitable salaries internally and competitive wages compared to those in the local markets. We manage salaries in a structured manner with several compensation plans and financial incentives, supporting talent retention.

On December 31st, 2021, more than 50% of our operations had implemented performance-linked compensation.

Our policies promote equality, respect diversity, and recognize the capacity and potential of each employee, ensuring that the positions are filled with the most competent personnel with equal opportunities and without discrimination.