

## Labor Unions



We acknowledge that our operations are based in regions with frequent labor strikes and strong labor unions. We have broad experience in developing a constructive relationship with our unions, based on transparency, trust and mutual added value.

We respect the right to freedom of association of our employees, who can choose freely to be members of a union or to participate in collective negotiations of contracts in accordance with applicable labor laws in all the countries where we operate.

As part of our management with unions, we have established a mutually agreed productivity evaluation process for unionized personnel that includes payment for performance. We have this program in place in our Brazil, Telcel and Telmex operations, which allows for a constructive results-based dialogue with the unions.

At the end of 2023, 107,205 of our employees were unionized, this means that 61% of our workforce is covered under a collective negotiation scheme.

These are the collective bargaining negotiations expected in the next months:

<b>Negotiation date</b>	<b>Operation</b>
jan 2024	A1 Croacia
jan 2024	Claro Argentina
sep 2024	A1 Macedonia
Jul 2024	Claro Perú
mar 2024	Telcel
apr 2024	América Móvil Contenido
apr 2024	Telmex
jul 2024	Telvista
jul 2025	Claro Uruguay
sep 2024	Global Hitss
aug 2025	Claro Colombia
sep 2024	Claro Brasil
oct 2025	Claro Guatemala
nov 2025	Claro Nicaragua
	A1 Austria
sep 2024 jan 2026	Claro Puerto Rico