

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 2021, 114,680 of our employees were unionized, this means that 63% of our workforce is covered under a collective negotiation scheme.

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

Negotiation date	Operation
July 2022	A1 Croatia
September 2022	Claro Argentina
	A1 Macedonia
October 2022	Claro Chile
January 2023	Claro Perú
February 2023	Telcel
April 2023	América Móvil Contenido
	Telmex
June 2023	Telvista
July 2023	Claro Uruguay
	Global Hitss
August 2023	Claro Colombia
September 2023	Claro Brasil
October 2023	Claro Guatemala
	Claro Nicaragua
2023	A1 Austria
March 2024	Claro Puerto Rico