

Employment monitor: July 2025

Economic and Financial Markets Research
Grupo Financiero Banorte

 @Analisis_Fundam

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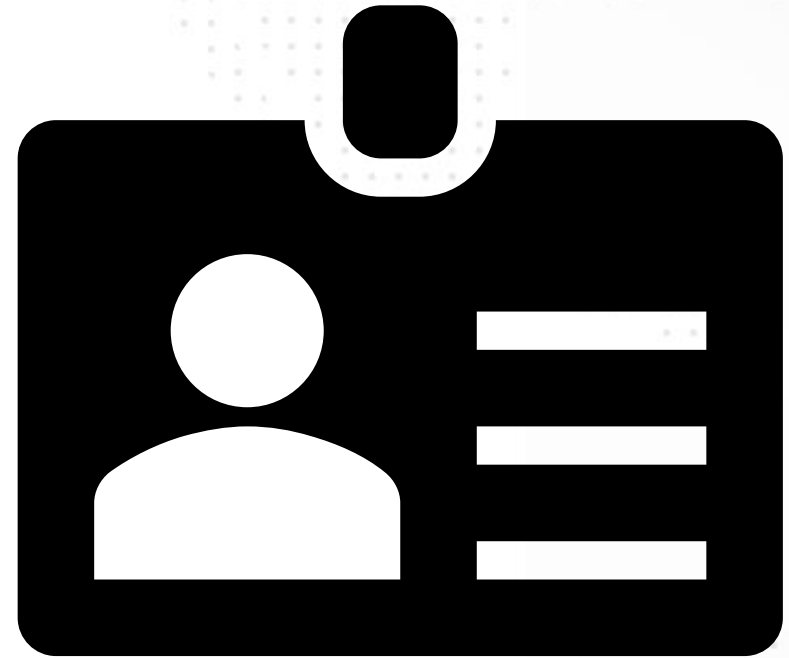


**Special
reports**

Agenda

-  National employment metrics 1
-  Sectoral & regional employment indicators 2
-  Wages & total payroll 3
-  Glossary 4
-  Annexes 5

National employment metrics



National employment – INEGI

Employed people

Millions

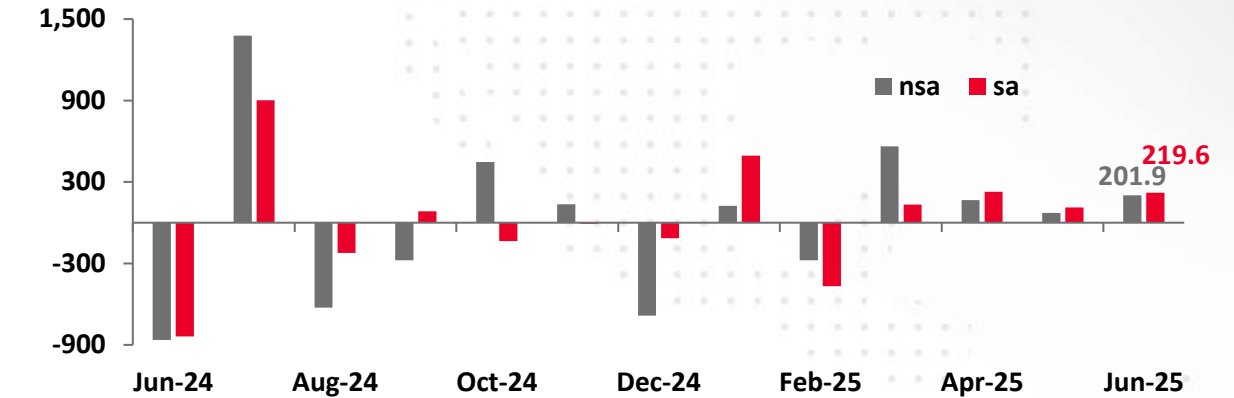


*% of the +15 years old population

Source: Banorte with data from INEGI

Monthly job creation

Thousands



Selected labor market indicators

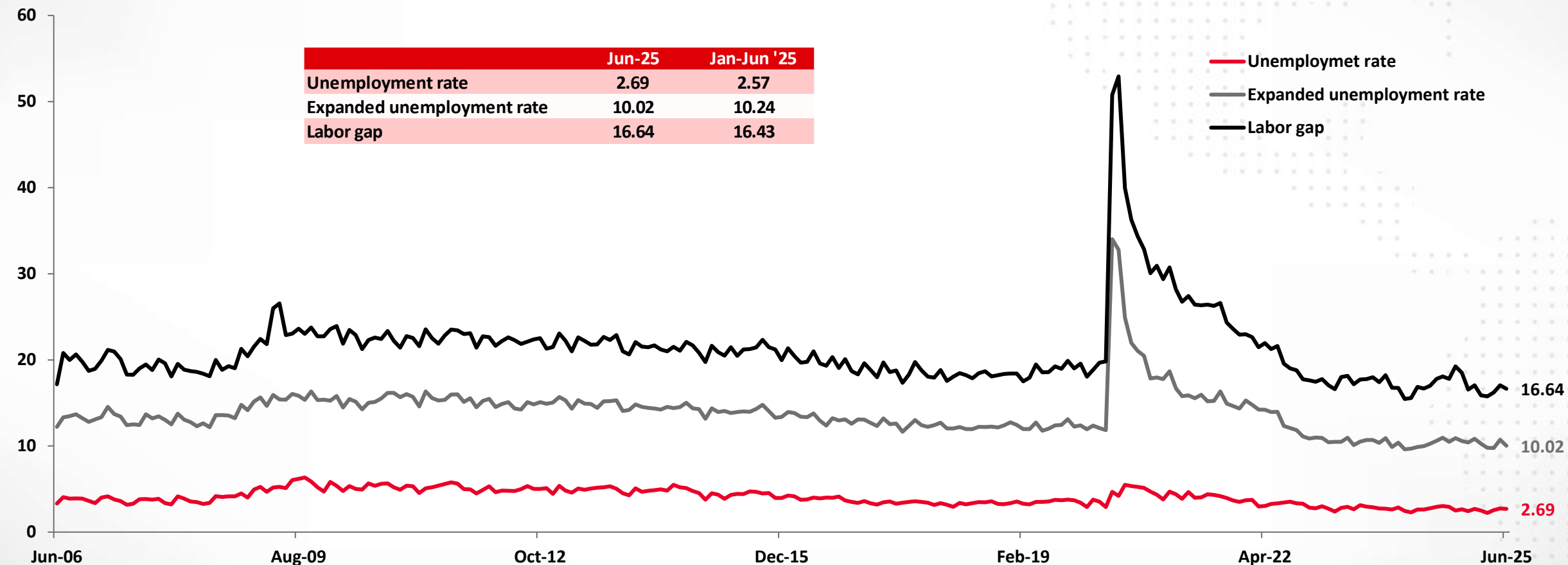
Millions, %

	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Millions						
Labor force	61.1	60.7	61.1	61.5	61.7	61.8
<i>Employed</i>	59.4	59.2	59.7	59.9	60.0	60.2
<i>Unemployed</i>	1.6	1.5	1.4	1.6	1.7	1.7
Outside of the labor force	41.8	42.7	41.9	42.1	42.1	41.6
% of the labor force						
Labor force*	59.4	58.7	59.3	59.4	59.5	59.8
<i>Employed</i>	97.3	97.5	97.8	97.5	97.3	97.3
<i>Unemployed</i>	2.7	2.5	2.2	2.5	2.7	2.7
Outside of the labor force*	40.6	41.3	40.7	40.6	40.5	40.2

Unemployment rate

Unemployment rate

% nsa

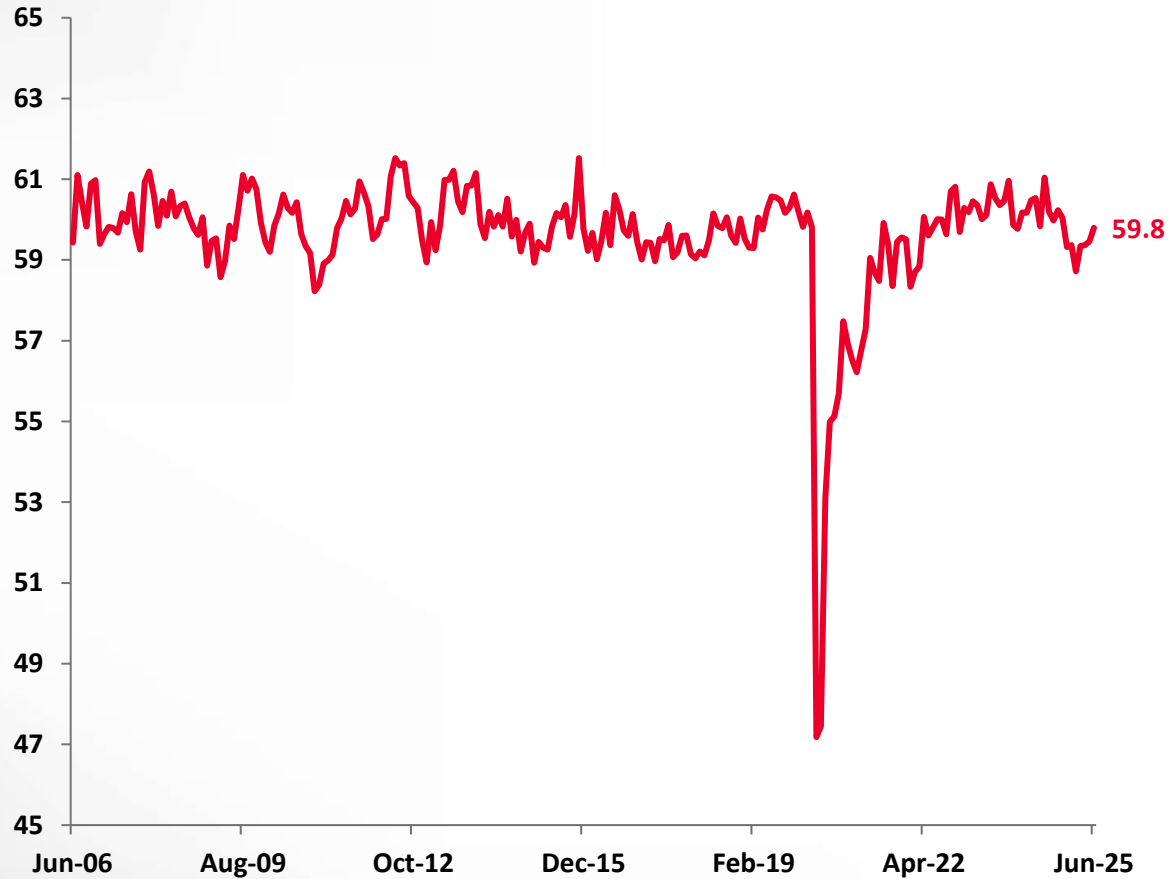


Source: Banorte with data from INEGI

Participation and part-time workers rates

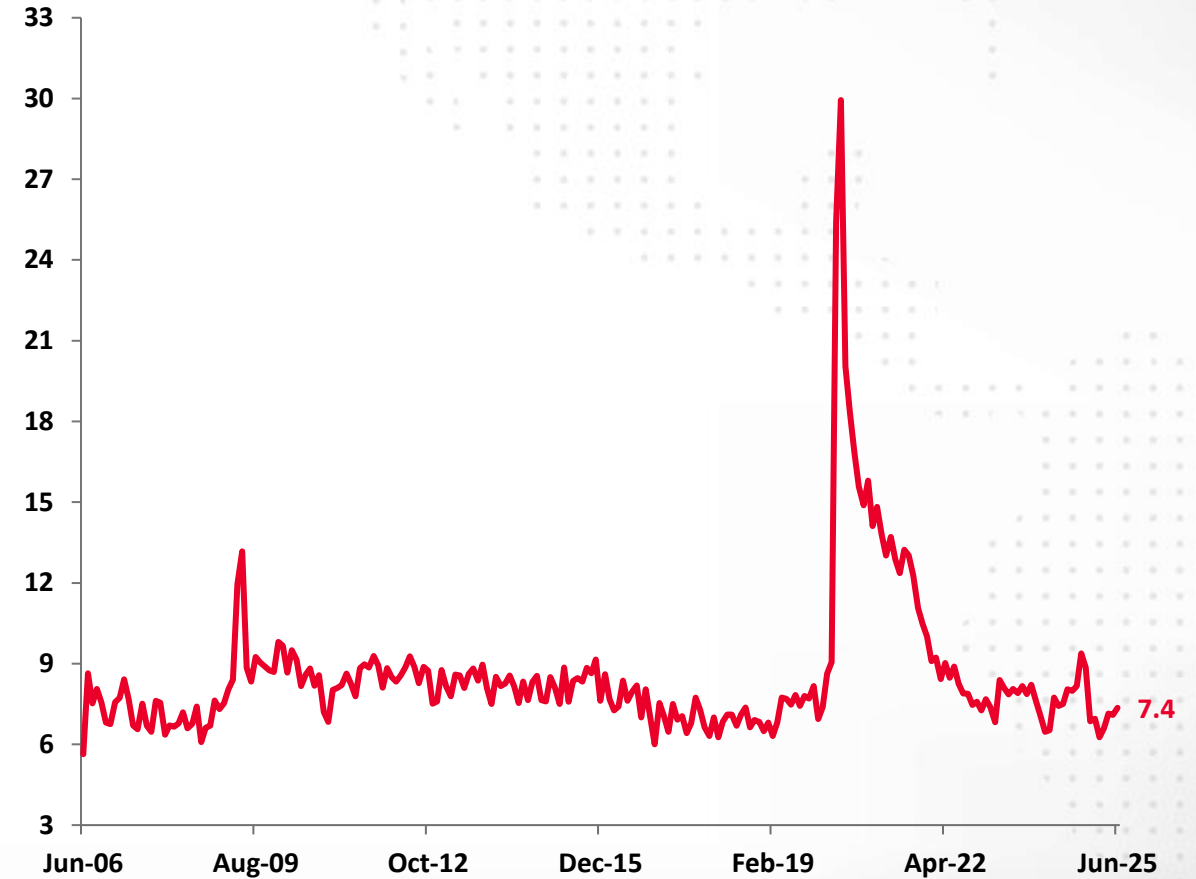
Participation rate

% nsa



Part-time workers rate

% nsa

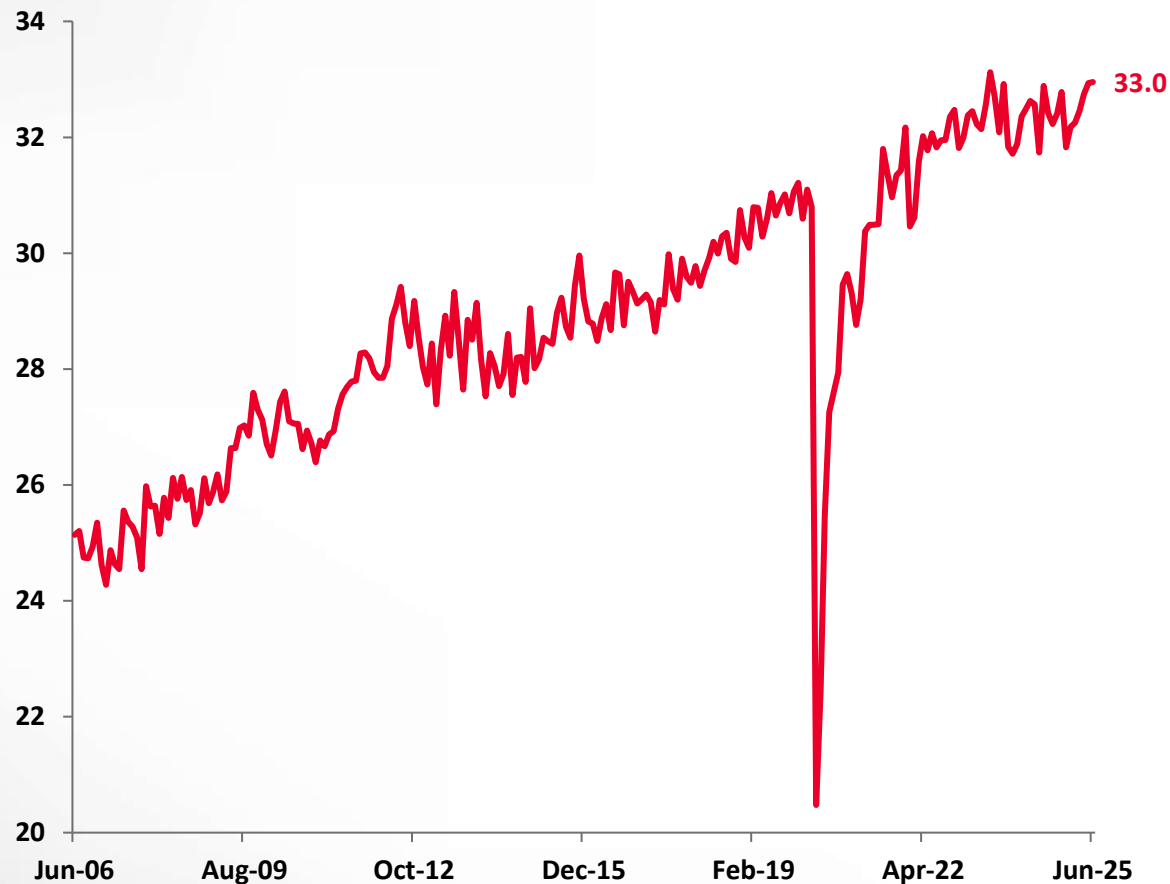


Source: Banorte with data from INEGI

Informal employment

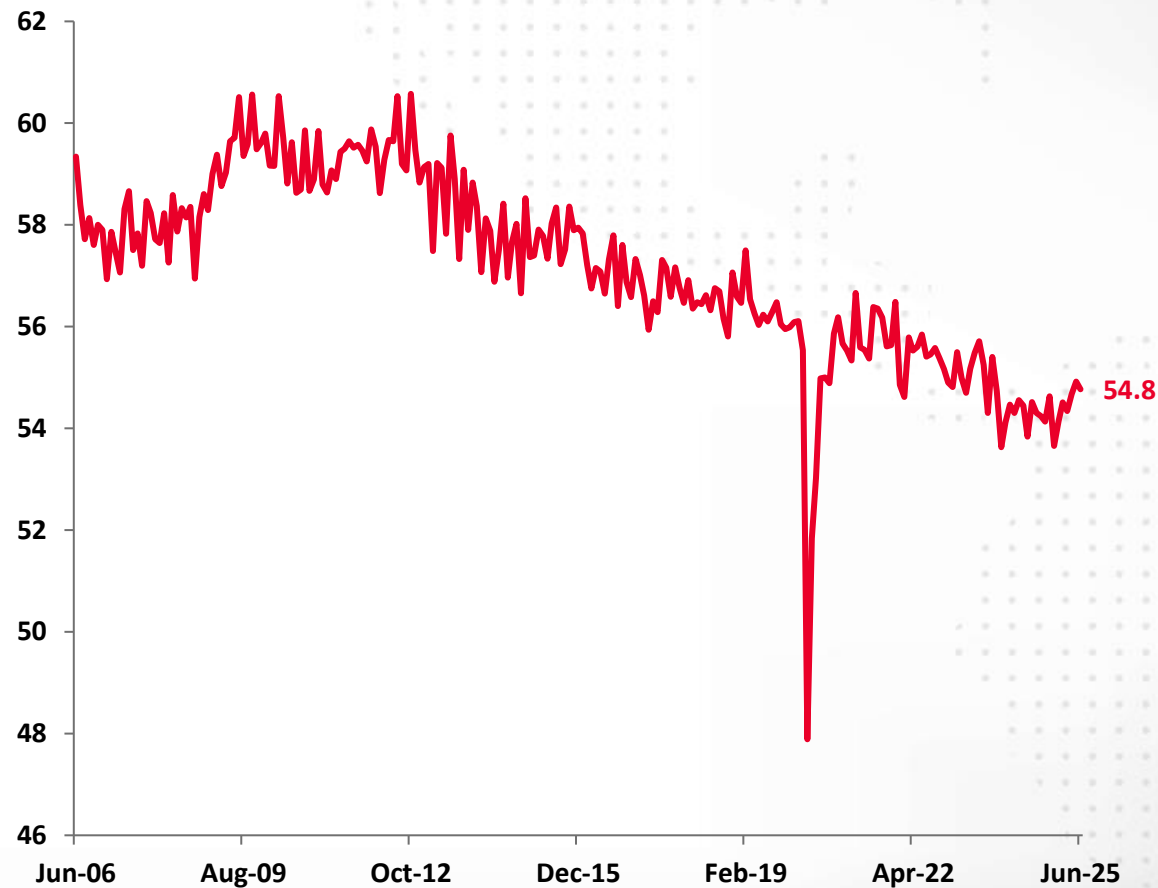
Working in the informal economy

Millions



Informality rate

% of employed people



Source: Banorte with data from INEGI

National employment – IMSS

IMSS affiliated workers

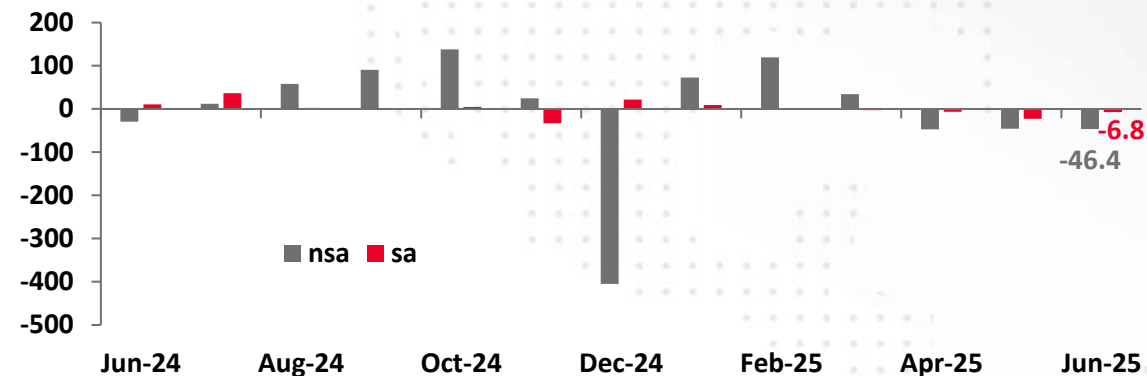
Millions



Source: Banorte with data from IMSS

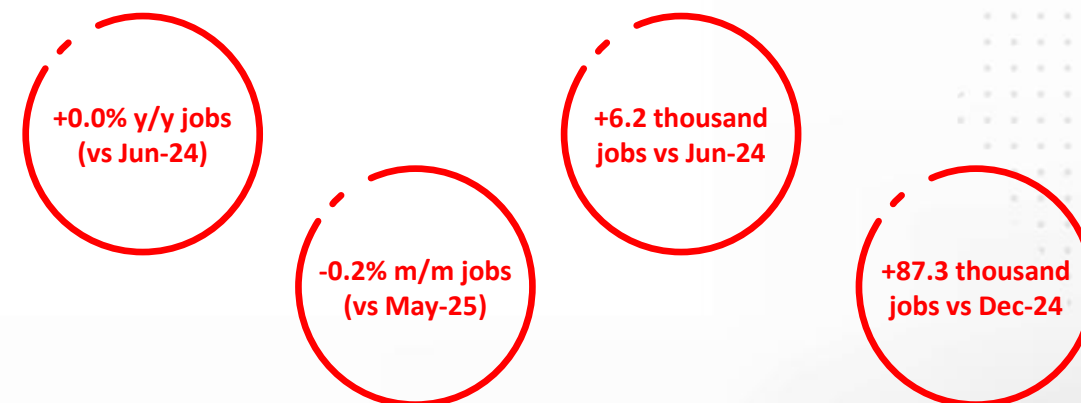
Job creation/losses in the month – IMSS

Thousands

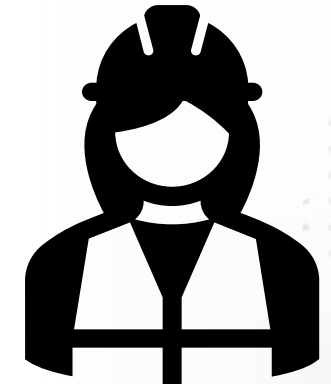
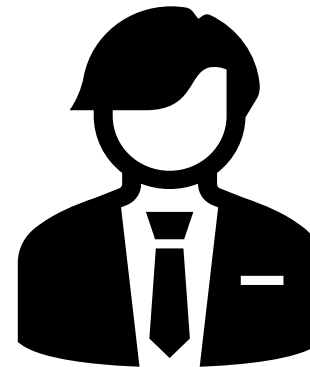


National employment indicators – IMSS

% y/y, thousand



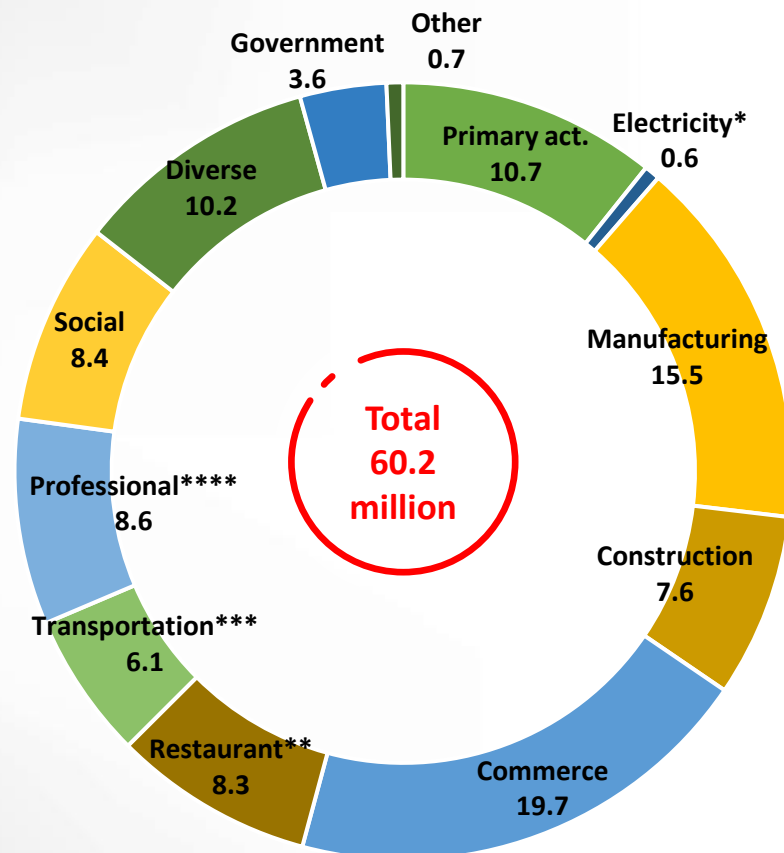
Sectoral & regional employment indicators



Sectoral employment – INEGI

Breakdown by sector

%



Job growth by sectors¹

% y/y nsa

	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Total	1.5	0.9	0.6	0.8	3.2	0.3	0.9	-0.4	-0.1	0.1	0.3	2.1
Primary act.	0.8	2.5	-0.8	-5.1	4.7	-5.8	-2.1	1.9	-6.8	-2.0	3.5	4.9
Electricity*	33.1	-3.0	-13.4	5.0	4.6	-10.8	-3.1	-7.4	-12.3	-1.8	3.6	-18.1
Manufacturing	2.5	2.7	-0.2	5.0	-0.3	-3.8	4.5	-3.6	-7.2	3.7	-4.2	-6.1
Construction	8.0	0.5	2.9	-7.0	5.5	-0.4	-4.0	4.0	2.4	-7.1	-2.9	3.4
Commerce	0.3	-0.5	0.1	0.0	3.5	0.1	2.4	0.0	2.9	4.2	-0.6	0.8
Restaurants**	0.5	8.0	2.9	1.7	8.5	1.3	2.3	-0.5	3.8	0.3	-1.2	10.0
Transportation**	3.4	5.0	4.6	5.4	7.1	6.8	2.0	3.2	14.0	1.7	9.8	7.2
Professional****	4.3	-4.2	-3.0	5.9	-2.5	3.6	5.8	-2.5	2.7	3.8	0.6	10.2
Social	0.7	6.4	2.7	2.3	11.2	4.8	-0.7	5.6	1.1	-1.5	2.8	2.9
Diverse	-6.3	-6.6	2.1	0.5	0.1	8.0	-4.2	-2.8	-0.9	-5.2	-1.2	1.6
Government	6.5	-3.5	-0.7	-2.8	-4.9	-10.1	0.6	-10.7	-7.7	-6.3	7.4	-4.7
Other	-7.3	4.4	-12.9	12.9	-2.3	17.8	5.5	15.3	30.2	11.0	11.2	17.8

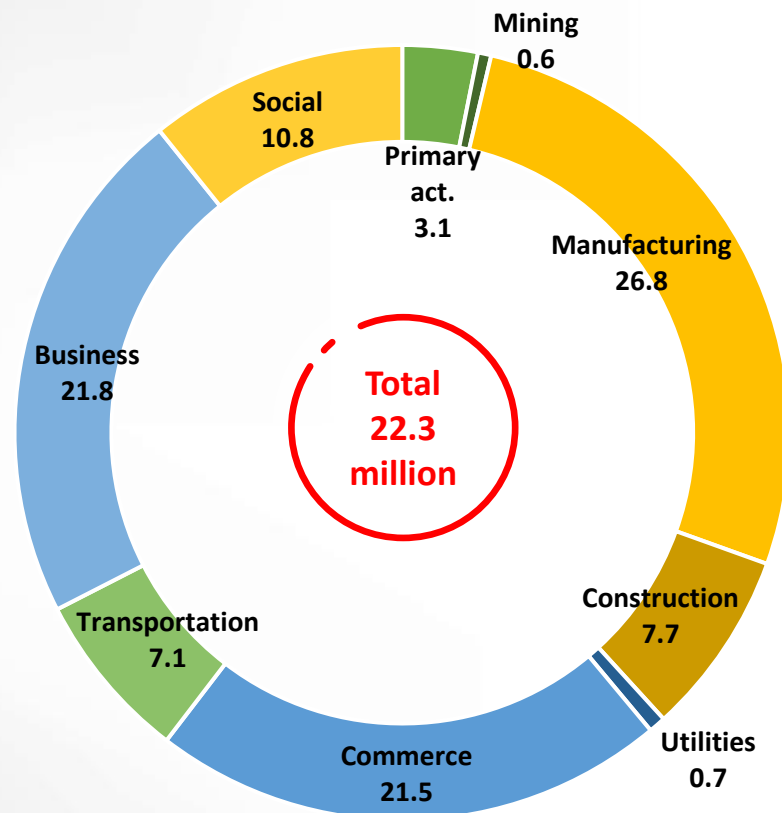
¹The heat map is constructed from global highs and lows. *Electricity includes mining. **Restaurants includes lodging. ***Transportation includes communications, postal services, and storage.

****Professional services include financial and corporate. Source: Banorte with data from INEGI.

Sectoral employment – IMSS

Breakdown by sector

%



Formal job growth by sectors*

% y/y nsa

	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
Total	2.0	1.8	1.6	1.4	1.0	1.0	0.8	0.6	0.8	0.2	0.1	0.0
Primary act.	-3.3	-3.3	-4.0	-2.8	-2.9	-2.5	-0.6	-1.7	-1.5	-2.8	-1.5	-1.2
Mining	0.2	0.1	0.0	0.1	0.9	1.1	-1.3	-1.7	-2.0	-3.0	-5.0	-4.6
Manufacturing	0.3	0.1	0.1	0.3	0.0	0.2	-0.2	-0.2	-0.1	-0.7	-1.0	-1.2
Construction	3.0	1.1	-0.3	-2.5	-4.6	-6.3	-6.3	-6.8	-5.2	-6.5	-7.1	-8.2
Utilities	2.0	1.5	0.9	1.1	2.0	2.3	2.0	2.3	1.8	2.1	1.8	1.5
Commerce	3.2	3.2	3.2	3.2	2.8	2.8	2.9	3.0	2.6	2.3	2.8	2.9
Transportation	5.6	5.2	5.4	5.5	5.0	3.9	2.6	2.1	2.3	1.2	1.4	1.4
Corporates	2.4	2.2	2.1	1.9	1.8	2.1	2.0	1.8	1.7	1.4	1.3	1.4
Social	2.3	2.6	2.3	1.8	1.8	1.9	1.8	1.7	2.1	1.6	0.7	0.8

*The heat map is constructed from global highs and lows
source: Banorte with data from IMSS

Unemployment rate by state – INEGI

Unemployment rate by states

% nsa, % last 12-month moving average nsa

States	Jun-25	12m-MA	States	Jun-25	12m-MA
AGU	3.2	2.8	MOR	1.7	1.6
BCN	2.7	2.4	NAY	2.5	2.4
BCS	2.2	2.5	NLE	3.2	3.1
CAM	2.5	2.2	OAX	1.1	1.5
CHP	2.5	2.5	PUE	3.2	2.4
CHH	3.0	2.3	QUE	2.1	2.2
CMX	3.9	3.7	ROO	2.4	2.7
COA	4.6	3.7	SLP	3.9	3.3
COL	1.9	2.2	SIN	2.5	2.5
DUR	3.0	3.1	SON	2.8	2.9
MEX	2.2	3.1	TAB	3.8	4.5
GUA	3.3	2.6	TAM	2.9	3.3
GRO	0.6	1.1	TLA	1.6	2.6
HID	1.4	1.9	VER	2.5	2.2
JAL	2.7	2.3	YUC	2.6	1.8
MIC	2.1	1.7	ZAC	1.6	2.3

Unemployment rate by states: June

% nsa



Con tecnología de Bing
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Source: Banorte with data from INEGI

Formal job creation by state – IMSS

Unemployment rate by states

% y/y nsa, last 12-month average

States	Jun-25	12m-MA	States	Jun-25	12m-MA
AGU	1.7	1.2	MOR	-0.3	-0.3
BCN	-2.3	-1.7	NAY	-2.3	0.1
BCS	1.3	-0.1	NLE	2.2	3.3
CAM	-6.3	-4.5	OAX	-1.9	1.7
CHP	0.9	3.6	PUE	0.6	1.6
CHH	-0.9	-0.9	QUE	1.0	1.7
CMX	-1.3	0.5	ROO	1.0	1.7
COA	-2.0	0.1	SLP	-0.8	0.7
COL	1.9	2.5	SIN	-2.7	-1.0
DUR	-1.0	-0.5	SON	-1.5	-1.0
MEX	3.6	4.2	TAB	-8.7	-10.2
GUA	0.6	1.8	TAM	-0.5	-0.3
GRO	1.6	2.1	TLA	-0.7	1.3
HID	1.3	3.7	VER	-0.5	0.3
JAL	1.0	1.6	YUC	0.1	0.9
MIC	2.4	1.2	ZAC	-3.3	-2.8

Unemployment rate by states: June

% y/y nsa



Con tecnología de Bing
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Source: Banorte with data from IMSS

Formal job creation at regional and sectoral level

Breakdown by state

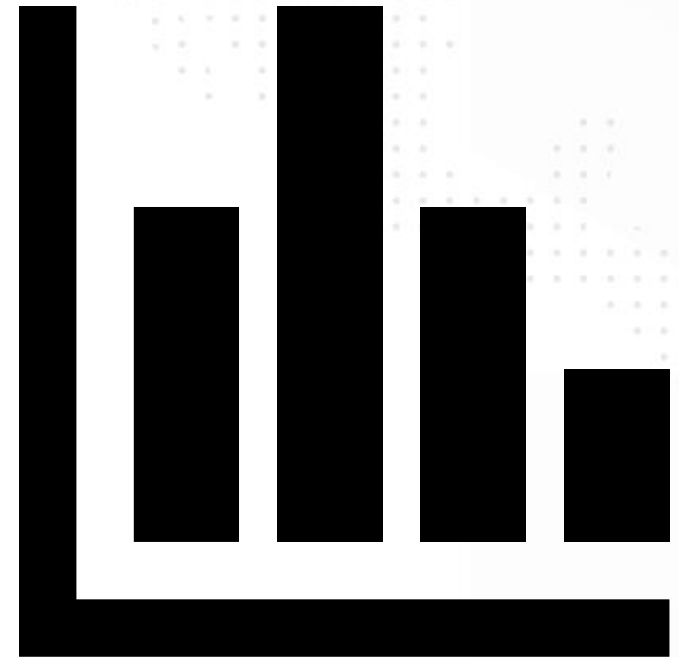
Regional-sectoral matrix: June 2025

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Center	0.3	-0.4	0.6	0.0	-6.7	-0.7	3.4	2.6	2.8	-0.4
Metropolitan	0.4	-2.0	-15.0	1.4	-14.5	-0.8	4.1	2.0	2.0	1.0
Northwest	-1.6	-1.8	0.2	0.7	-4.6	-3.2	1.0	1.0	-1.8	1.0
North	0.5	0.1	-0.8	2.5	1.1	-1.2	2.7	2.0	0.9	1.3
West	1.0	-2.6	2.2	2.7	-1.6	0.9	1.8	3.6	2.3	0.6
Peninsular	-1.3	4.1	-19.4	0.7	-14.3	0.5	2.9	-6.5	0.8	1.1

Source: Banorte with data from IMSS

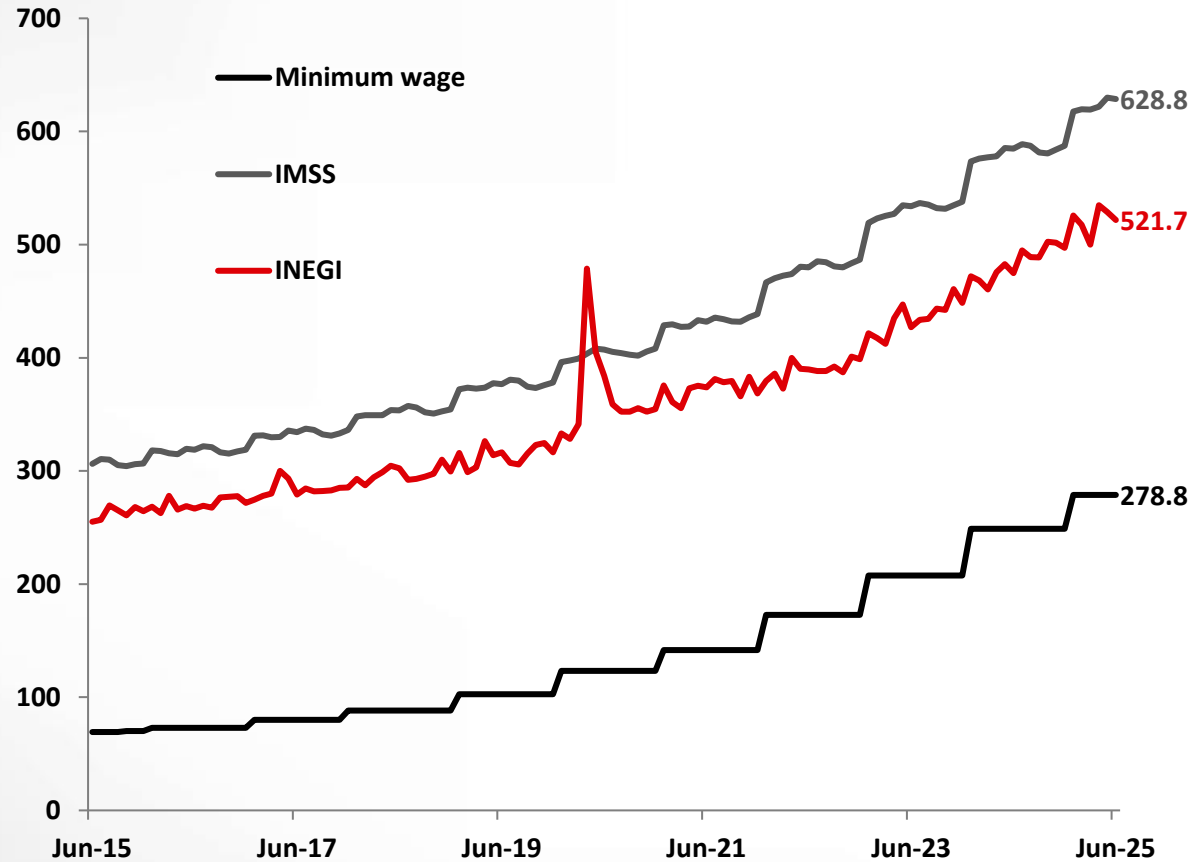
Wages & total payroll



Wage metrics

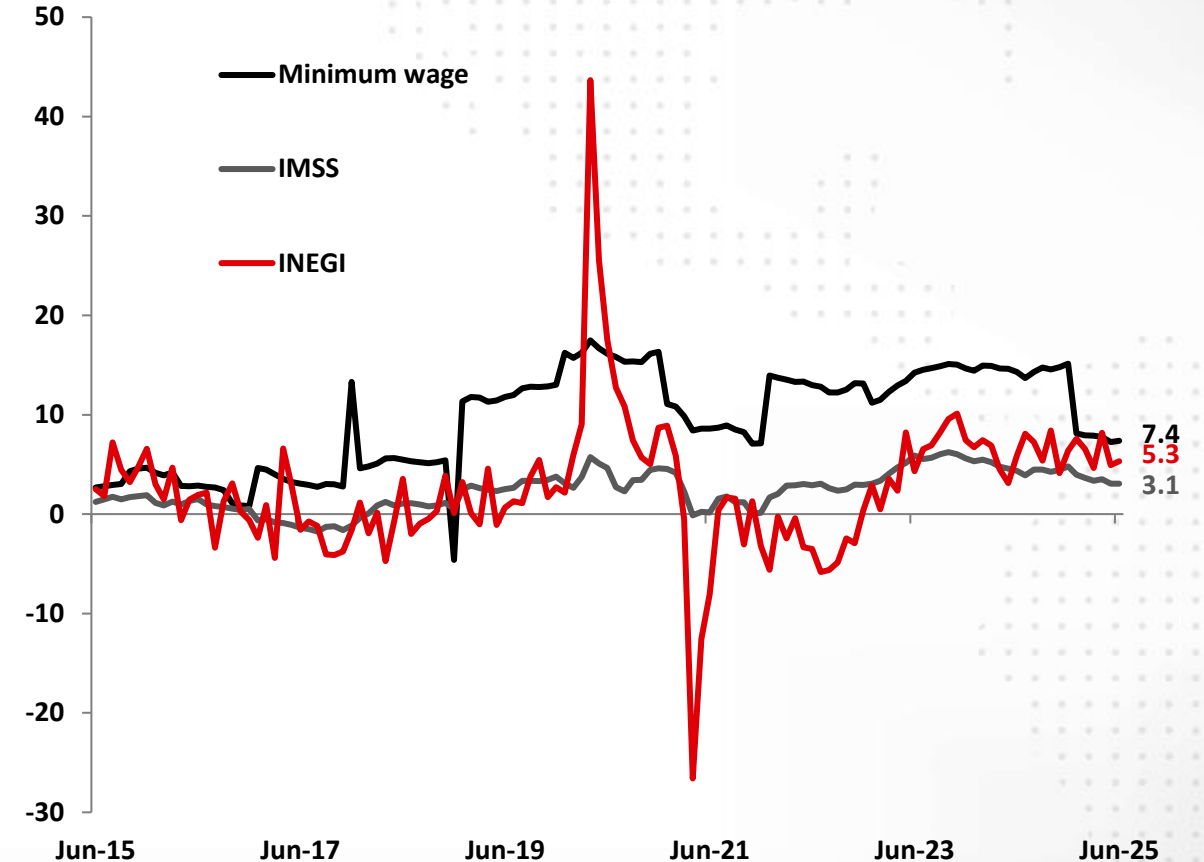
Daily wages*

\$ per day, current values



Daily wages*

% y/y in real terms (ex-post)



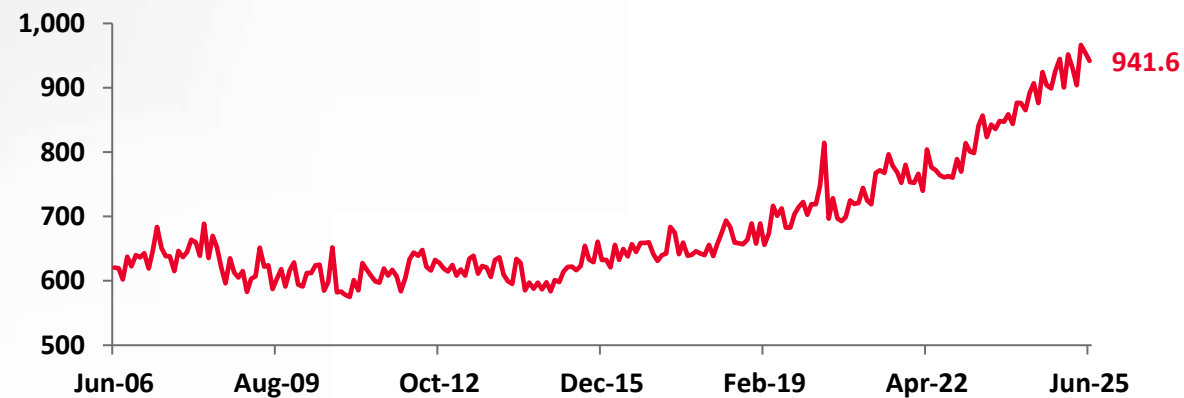
*INEGI's daily wage is obtained by multiplying the hourly wage by eight

Source: Banorte with data from CONASAMI, IMSS, INEGI and Ministry of Labor

Total payroll

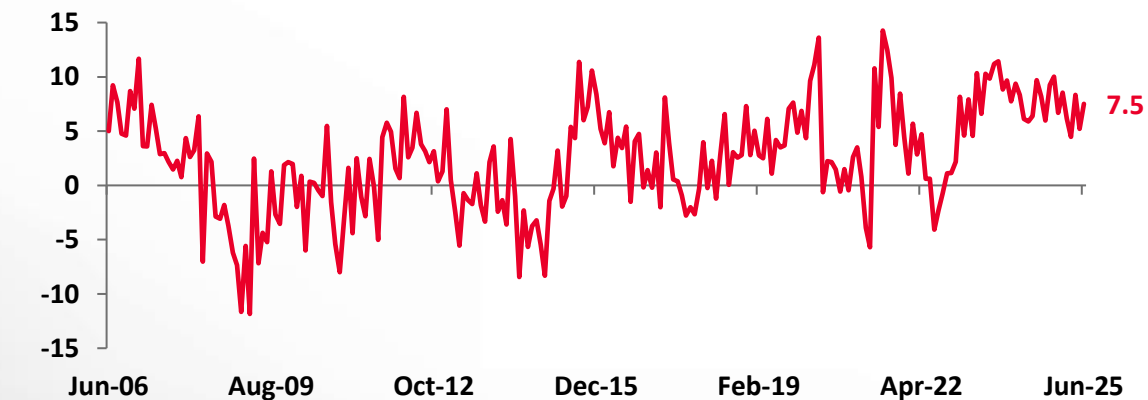
Total payroll – INEGI

\$ in real terms



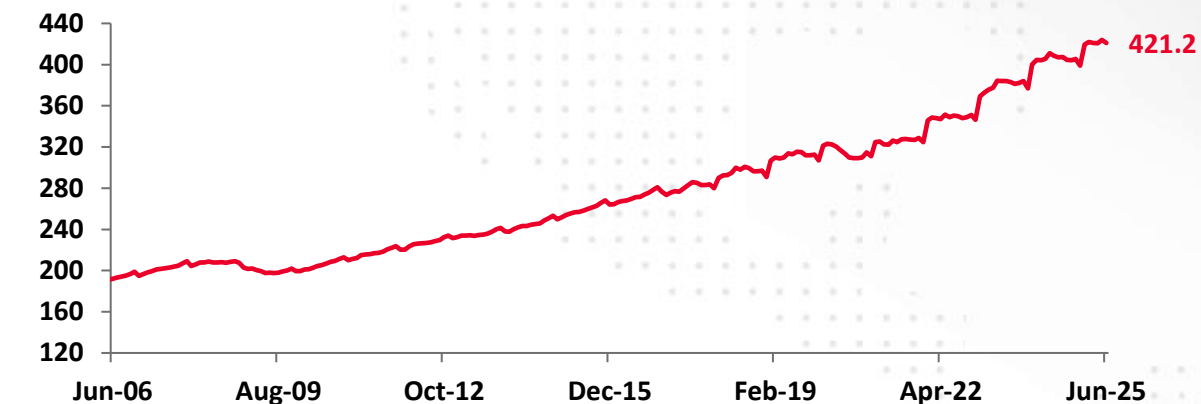
Total payroll – INEGI

% y/y in real terms



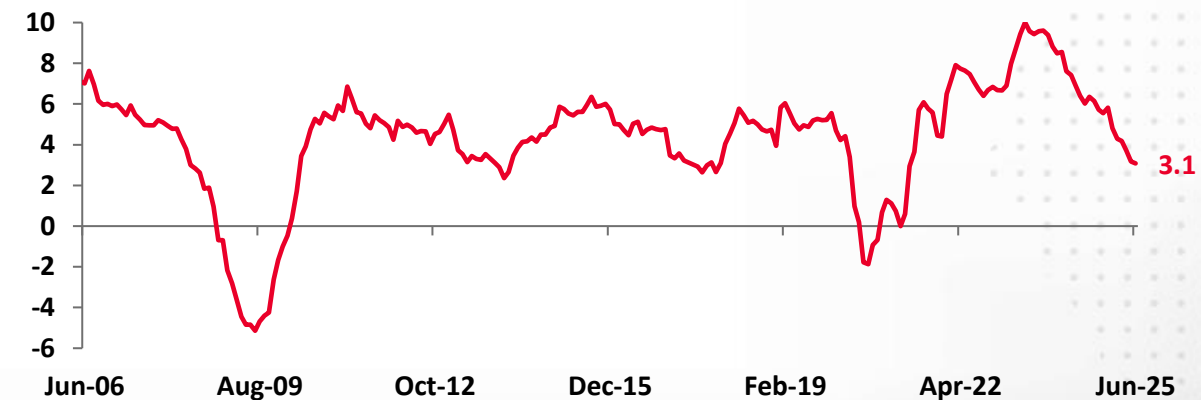
Total payroll – IMSS

\$ in real terms



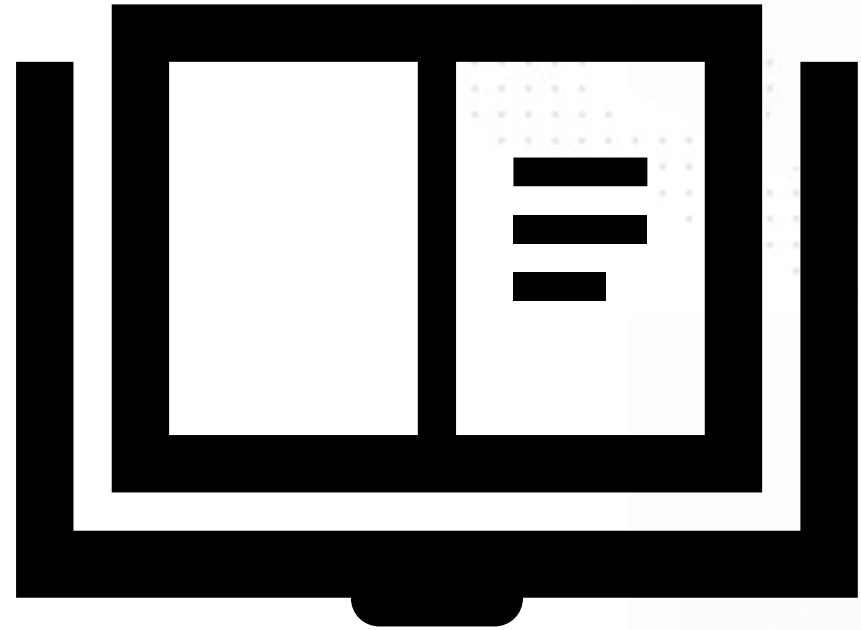
Total payroll – IMSS

% y/y in real terms



Source: Banorte with data from INEGI and IMSS

Glossary

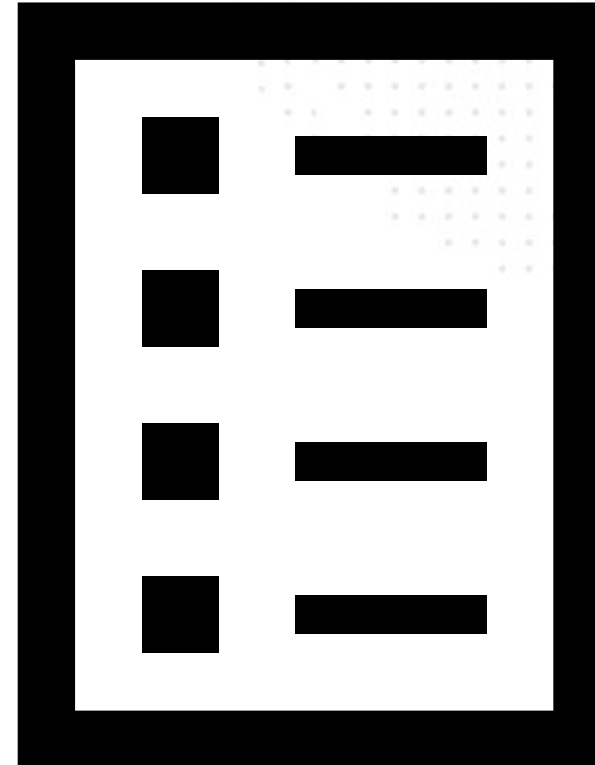


Glossary

- **Employment gap:** Difference between the actual employment level of an economy and the level of employment that is considered optimal or sustainable in the long-term, known as full employment. It represents the underutilization (negative) or overutilization (positive) of the workforce. At full employment, the gap is zero
- **Informal employment - Working in the formal sector:** All work performed in formal companies or institutions but without access to social benefits or an employment contract
- **Informal employment - Working in the informal sector:** All work performed in an unincorporated economic unit that operates from household resources, and that does not keep an accounting record of its activity, regardless of the working conditions that exist
- **Unemployed population:** +15 years old people who in the reference week looked for work because they were not linked to an economic activity or work
- **Labor force (currently active population):** +15 years old people who had a link with economic activity or who sought it in the reference week, and who were therefore employed or unemployed
- **People outside of the labor force:** +15 years old people who in the reference week only carried out non-economic activities and did not look for work
- **Employed people:** +15 years old people who in the reference week did some economic activity for at least one hour. Includes employed people who had a job, but did not do it temporarily for some reason, without thereby losing their employment link with it; as well as those who helped in some economic activity without receiving a wage
- **Daily wage (INEGI):** It is constructed by multiplying the hourly wage by eight times
- **Unemployment rate:** It is the proportion of the labor force that is openly unemployed in the reference period
- **Expanded unemployment rate:** It is the proportion of the labor force and the population that is available for work even if they have given up looking for work, or that will start work soon
- **Participation rate:** Percentage that the labor force represents with respect to those +15 years old
- **Part-time workers rate:** Percentage of the labor force that has the need and availability to offer more work time than their current occupation allows

Source: Banorte with data from INEGI

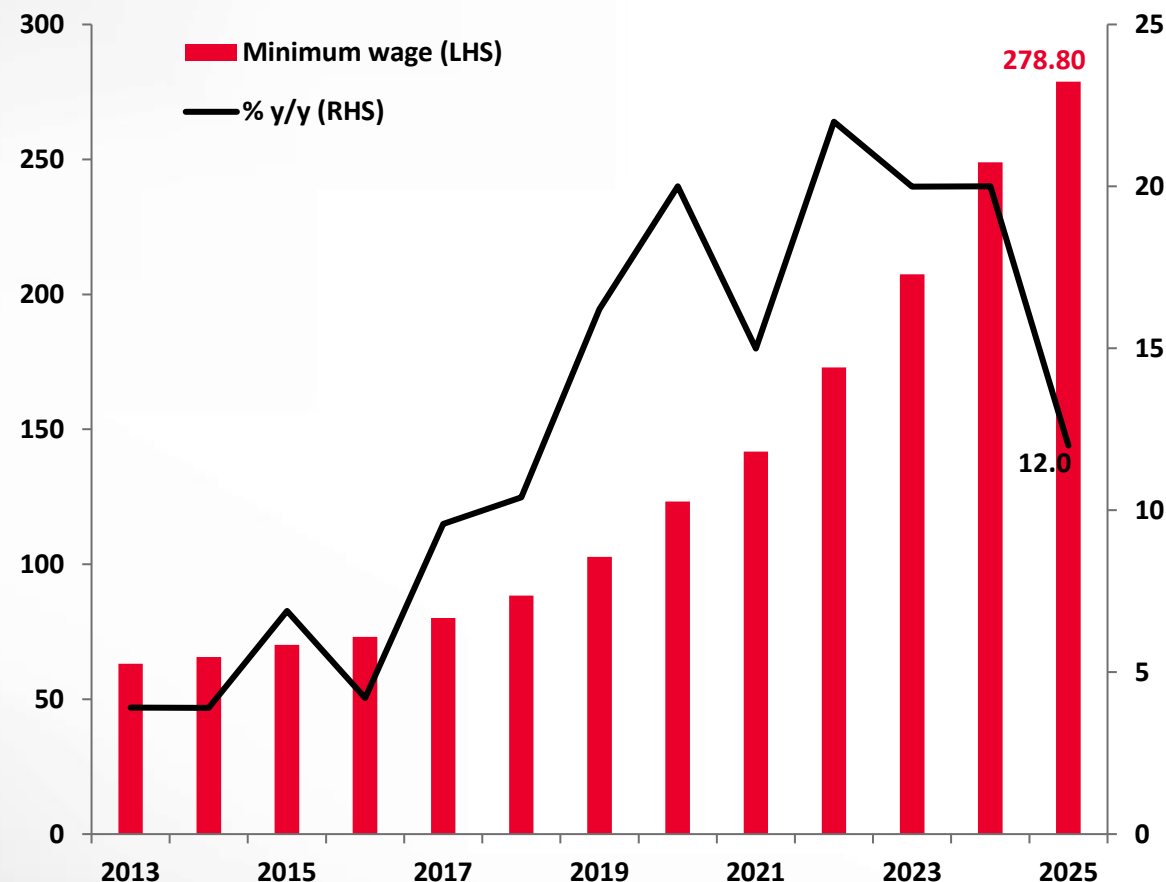
Annexes



Minimum wage

Minimum wage

\$, % y/y



Source: Banorte with data from CONASAMI and Official Gazette

Relevant points

- The minimum wage (MW) is the minimum amount received per workday, and was established in 1931
- The National Commission on Minimum Wages (CONASAMI in Spanish) is an agency of the Ministry of Labor authorized to determine the increase in the MW for the next year
- The CONASAMI Board of Representatives considers variables such as the cost of living, labor market conditions, and salary structures to establish –by consensus– the percentage of annual increase in the MW. The Council is made up of 11 worker representatives, 11 employer representatives, and only one government representative
- In 2016, by decree, the process of deindexing the MW from various legal requirements unrelated to remuneration matters (e.g. sanctions, rights, or administrative paperwork) was completed. Thus, the MW was replaced cover these purposes by the Measurement and Adjustment Unit (UMA in Spanish) used as a unit of account, index, base, measure or reference to determine the amount of payment of the federal or local government obligations
- As of 2019, the geographic area MW was eliminated, and the division of the Northern Border Free Zone (ZLFN in Spanish) MW and the rest of the country MW was established
- The Independent Recovery Amount (MIR in Spanish) has as its main objective to increase significantly the MW without affecting wage negotiations in collective contracts, thus it is applied as a direct adjustment to the MW
- For the 2024-2030 six-year term, the federal government objective is to reach a minimum wage equivalent to 2.5 times the Urban Income Poverty Line by 2030

Minimum wage 2030 target

Federal government's two goals on the minimum wage

2026 goal
Equivalent to 2 times the
Urban Income Poverty
Line (UIPL)

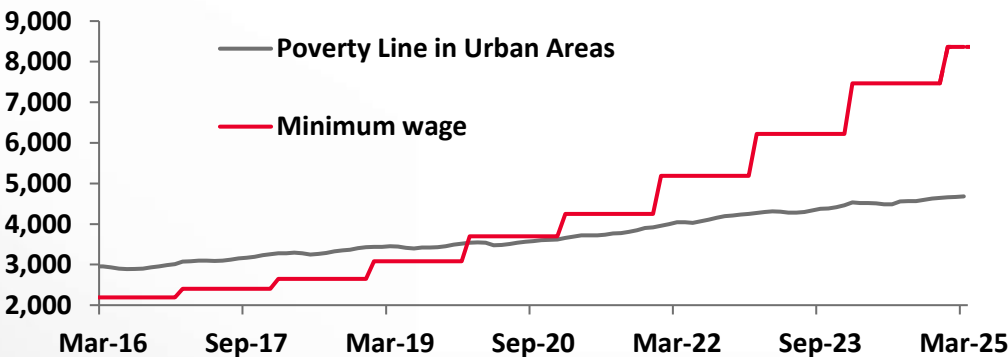
2030 goal
2.5 times UIPL

A 12% y/y nominal increase would be enough to reach both goals
as long as the average inflation no do not surpass a 4% y/y



Urban Income Poverty Line and minimum wage

\$, monthly



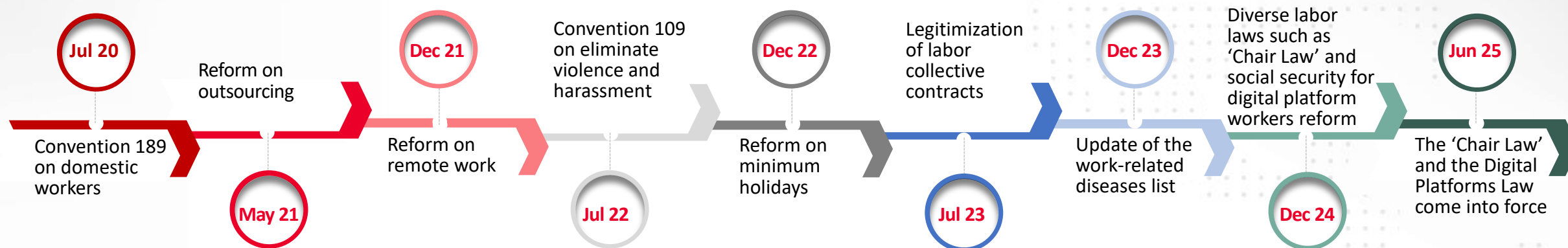
Urban Income Poverty Line and minimum wage in March 2025



* \$419.88 at the Northern Border. Source: Banorte with data of CONASAMI and CONEVAL

Recent law changes relate to the labor market

Federal Labor Law reforms and International Labor Organization (ILO) conventions



Relevant labor market's proposals reforms



Source: Official Gazette, OIT and news media

Mexico moves towards reducing working hours

Initiative of the Executive Branch

- On May 1st, President Claudia Sheinbaum announced that an appropriate consensus will be sought to reduce the workweek from 48 to 40 hours
- A gradual approach is proposed, aiming to reach 40 hours by 2030
- The reform will involve amending Articles 61 and 69 of the Federal Labor Law
- Forums of discussion will be held between June 19th and July 7th in CDMX, GDL, MTY, TIJ, QRO, CUN, with participation from unions, companies, academics, international organizations, among others
- The Project will be submitted to the Mexican Congress for review during the next ordinary session period (Sep. 2025)

Statement from key stakeholders

- Coparmex: The reform must involve dialogue, and economic realism. A reduction without increased productivity could lead to a deterioration in formal employment. Gradualness not only of time, but also considering sectoral matters and company size
- Adecco Group estimated the paying for overtime –to maintain production– would increase labor costs by +36%
- Concanaco-Servytur: MSMEs require support to face the reform, they propose differentiated legislation with incentives for those companies
- The National Food and Commerce Union “...Let’s start a pilot program based on mutual commitments.”
- JUCOPO: We are not going to act rashly

Encuesta CONCANACO-CANACINTRA*

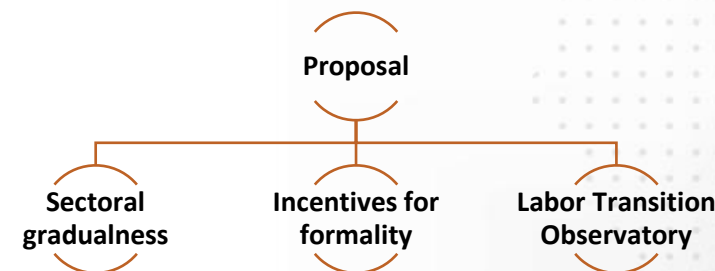
64% of business leaders view the reduction as unsustainable

71% would experience an increase in operating costs

59% would have trouble in staffing shifts or maintaining the same level of service

67% are requesting a tax reduction to provide support for covering the increased cost

Concerns: increase in labor costs, negative impact on the consumer and loss of jobs



*CONCANACO-SERVYTUR CANACINTRA Work Hours Survey in Mexico 2025 conducted in May 2025 among 1200 business owners. Source: Banorte with information from the Office of the President, CONCANACO-SERVYTUR, various media outlets

International evidence

International Labor Organization (ILO) Recommendation 116

Guidelines: Reduction of the working hours



Sectoral
evaluation

Progressive
reduction

Flexibility
under certain
aspects

Inflationary
pressures
must be
avoided

Prioritize
industries and
roles that involve
significant
physical or
mental strain, or
pose a health
risk

Production
and/or
productivity
must not be
negatively
impacted

The development of new industries or their capacity to
compete in international trade must not be negatively
affected

Evidence in other countries

Chile:

Reduction from 45 hours in 2024 to 40 hours in 2028.

Gradual implementation, every two years, reduction of 3 and then 2 hours, reaching 40 hours in 2028.

Flexibility measures to be included (e.g., exceptional work schedules, adjustments for SMEs).

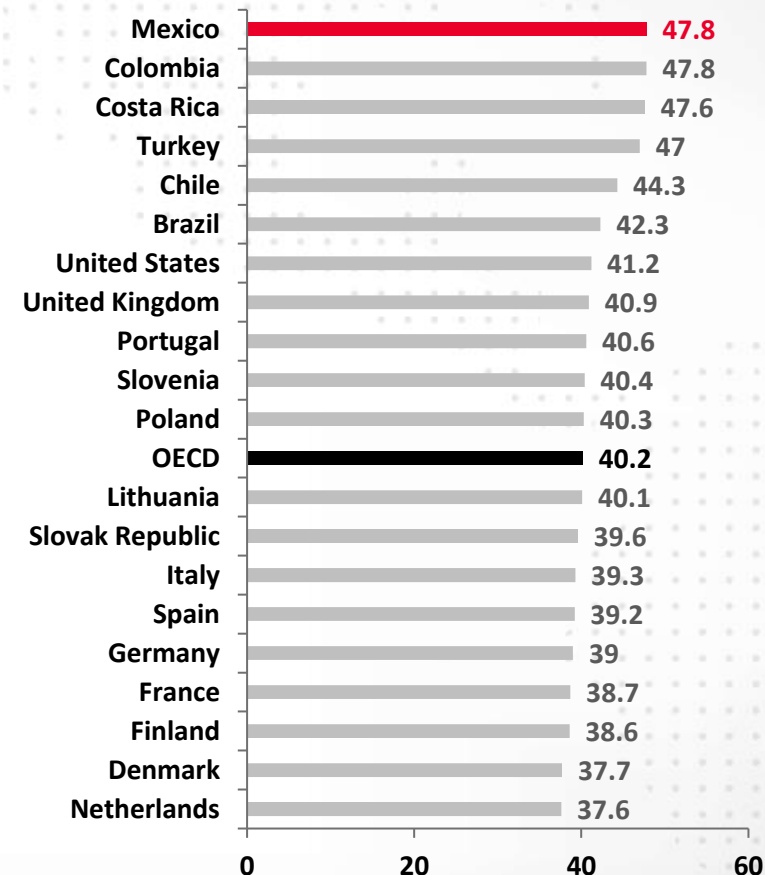
Colombia:

From 48 hours in 2023 to 42 hours in 2026.

Without differentiation by sector or company size.

OCDE: Hours worked

Hours per employee in a week, 2024

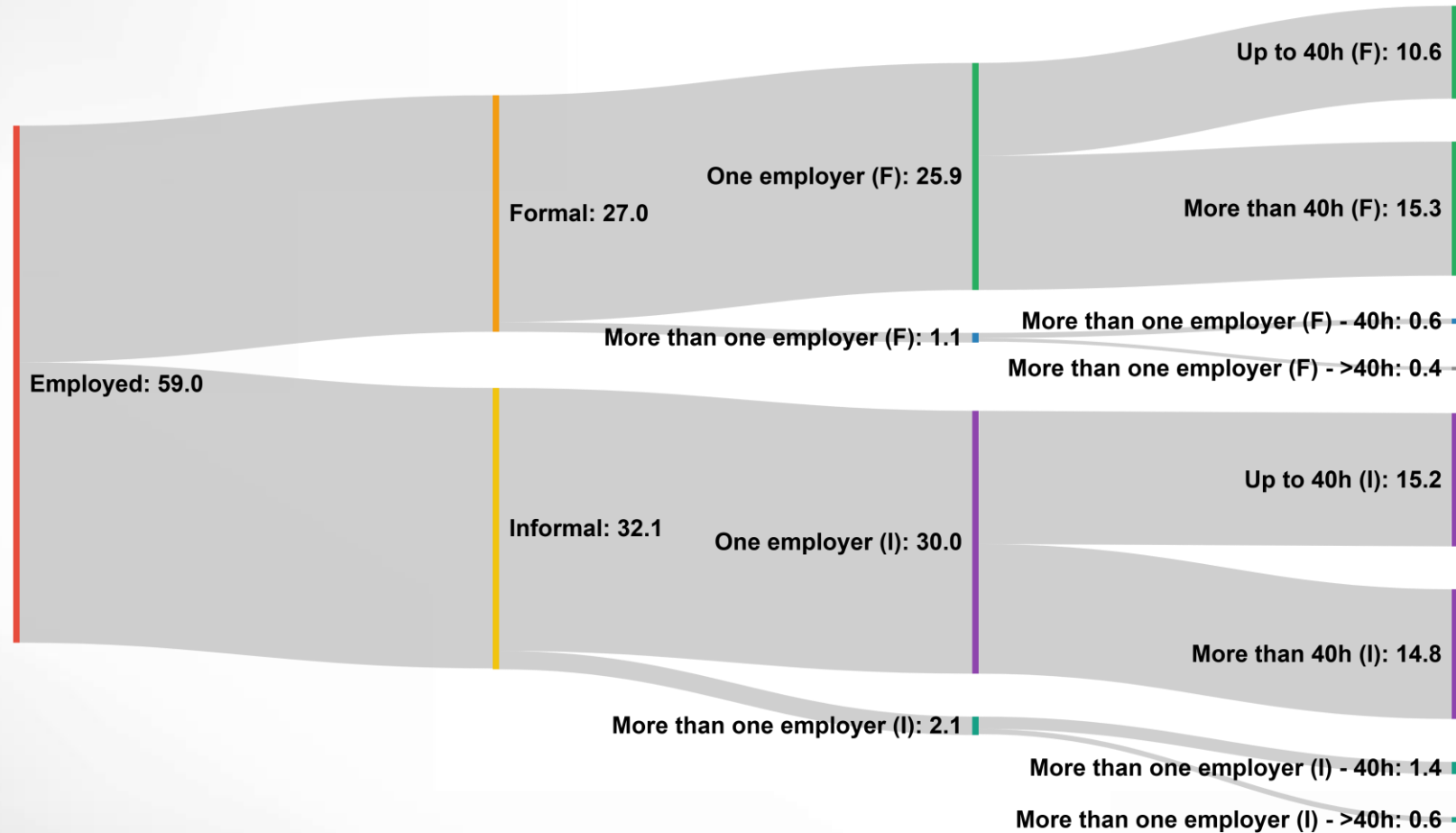


*Source: ILO, OCDE, Fuente: OIT, OCDE, governments of Chile and Colombia

Distribution of employed people by weekly hours worked

Employed people and their distribution by employment condition and hours worked*

Millions



Key points

- The **employed population** could be in either the **formal** or **informal sector**
- **Some workers have more than one employer**
- The **ENOE** allows us to know the **number of hours worked**
- The **target population for the reform to reduce the workweek would be around 15.3 million**. This figure considers **formal workers with single employer working more than 40 hours**
- If the **effect extends to the informal population**, the **number of workers who could benefit from the measure would rise to 30.1 million** (considering 14.8 million informal workers)

*Figures consider data from 1Q25. Source: Banorte with data from INEGI

The biggest adjustments will be on manufacturing, commerce, and other services, with a strong correlation to company size

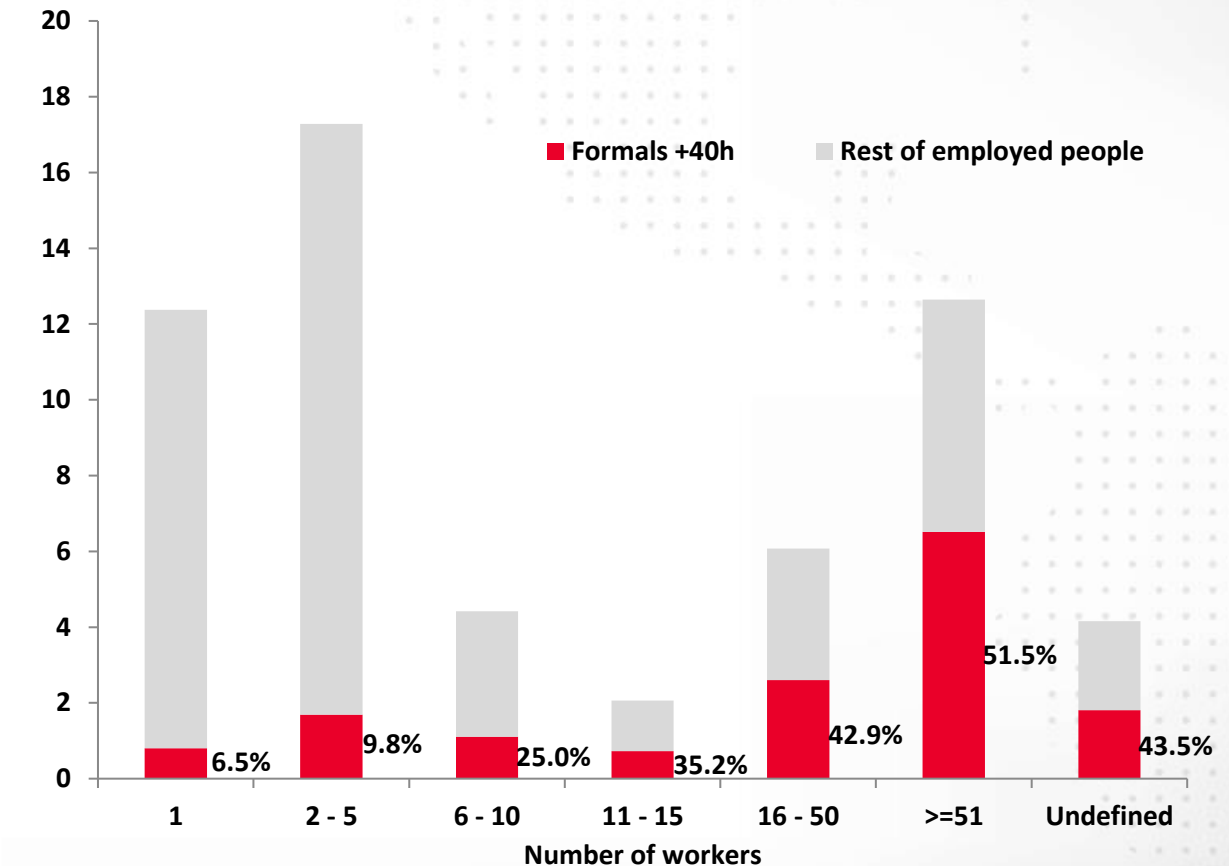
Formal population that works more than 40h per week, by sector*

Thousands, % of the employed population in the sector

Sector	Thousands	% of the sector
Total	15,255	25.9
Primary activities	532	8.7
Industrial production	4,943	34.0
Mining	106	54.6
Utilities	71	34.3
Construction	694	15.0
Manufacturing	4,073	42.8
Services	9,744	25.7
Wholesales	857	50.5
Retail sales	2,776	27.9
Transportation and logistics	1,047	34.6
Mass media	178	43.0
Financial services	289	42.1
Real estate	114	26.4
Corporates	35	42.6
Professional services	429	24.5
Business support	918	48.6
Education	232	8.0
Healthcare	441	21.8
Entertainment	98	17.8
Lodging and restaurants	1,102	22.6
Others	629	11.5
Government services	600	27.3

Formal population that works more than 40h per week, by company size

Millions



*Figures consider data from 1Q25. Source: Banorte with data from INEGI

The north and center maintain the highest percentages

Formal population that works more than 40h per week, by state*
% of the employed population in the state



Formal population that works more than 40h per week, by state
Thousands, % of the employed population in the state

States	Thousands	% of the state population	States	Thousands	% of the state population
AGU	242	36.1	MOR	176	20.0
BCN	664	37.7	NAY	148	23.6
BCS	166	36.9	NLE	1,165	41.0
CAM	88	20.1	OAX	197	10.9
CHP	277	12.3	PUE	521	17.3
CHH	672	37.8	QUE	391	32.8
CMX	1,193	24.4	ROO	406	41.8
COA	632	41.7	SLP	323	25.9
COL	108	29.8	SIN	440	30.5
DUR	233	27.7	SON	497	35.8
MEX	2,113	26.4	TAB	190	17.8
GUA	763	27.4	TAM	513	31.4
GRO	164	10.8	TLA	117	17.3
HID	254	17.0	VER	604	17.7
JAL	1,119	28.5	YUC	304	24.9
MIC	412	18.5	ZAC	159	24.5

*Figures consider data from 1Q25. Source: Banorte with data from INEGI

Formal job creation at regional and sectoral level

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Metropolitan region: June

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Mexico City	-1.3	4.5	-26.2	2.4	-24.3	-0.3	2.5	-0.8	0.3	1.6
State of México	3.6	-1.1	-3.6	-2.8	-1.3	0.4	6.0	6.2	8.0	1.7
Guerrero	1.6	2.6	-18.8	-0.8	-18.0	-9.9	14.0	-3.1	1.3	1.2
Hidalgo	1.3	4.0	-3.7	1.5	-25.1	-2.8	10.8	6.8	15.9	4.4
Morelos	-0.3	-3.4	-37.1	-2.7	-6.3	-0.7	0.7	1.3	3.1	-1.3
Puebla	0.6	2.0	-14.0	1.1	-4.8	-2.7	4.9	-3.4	3.4	1.8
Tlaxcala	-0.7	-11.8	-2.5	6.8	4.1	-3.8	0.6	5.4	8.2	0.1
Veracruz	-0.5	-4.9	-20.5	2.5	-4.2	-1.7	1.7	1.1	0.8	-0.9

Center region: June

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Aguascalientes	1.7	2.6	-5.3	0.0	-9.5	0.9	6.8	1.2	2.2	2.2
Guanajuato	0.6	2.8	-10.3	-1.2	-6.4	-1.1	2.3	3.4	6.0	0.1
Queretaro	1.0	5.5	2.5	2.2	-7.1	0.6	4.7	2.6	0.5	2.0
San Luis Potosi	-0.8	-1.5	3.3	-2.1	-8.3	-0.9	3.9	2.3	1.2	-5.8
Zacatecas	-3.3	-31.0	2.4	3.5	0.6	-7.5	-2.3	0.9	1.6	-0.8

Source: Banorte with data from IMSS

Formal job creation at regional and sectoral level

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Northwest region: June

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Baja California	-2.3	-1.1	-31.0	1.2	-1.9	-4.3	0.5	-0.7	-2.4	1.1
Baja California Sur	1.3	3.2	-3.5	1.4	-2.8	3.6	1.1	9.0	1.5	4.0
Chihuahua	-0.9	7.5	1.4	1.2	-5.1	-2.5	2.4	1.7	-1.2	2.2
Sinaloa	-2.7	-8.2	-12.8	-2.2	-5.3	-2.6	0.2	3.1	-5.8	-0.4
Sonora	-1.5	-1.4	6.2	1.8	-7.7	-3.5	1.0	-2.5	0.2	0.8

North region: June

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Coahuila	-2.0	-3.6	-2.1	0.4	-4.2	-4.3	3.7	1.6	-1.3	0.9
Durango	-1.0	5.1	2.8	0.9	-7.9	-4.1	-0.1	4.0	3.0	0.4
Nuevo Leon	2.2	1.8	-1.7	3.5	5.8	1.0	3.3	3.1	1.3	2.4
Tamaulipas	-0.5	-0.6	-14.9	3.2	-6.0	-0.9	0.8	-0.4	1.6	0.0

Source: Banorte with data from IMSS

Formal job creation at regional and sectoral level

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Peninsular region: June

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Campeche	-6.3	8.2	-32.3	2.8	-20.7	6.5	7.1	-26.3	5.1	-1.1
Chiapas	0.9	3.2	-14.5	3.1	-9.8	6.6	2.5	5.6	0.7	-0.5
Oaxaca	-1.9	-6.8	-32.0	1.0	-26.9	-4.0	4.5	-3.6	4.0	0.6
Quintana Roo	1.0	-13.0	-27.5	2.3	1.7	-0.3	4.1	-0.2	0.0	3.1
Tabasco	-8.7	-4.8	-15.0	-7.5	-33.3	-0.4	0.6	-9.2	-5.7	3.0
Yucatan	0.1	23.5	-0.4	0.1	-14.3	-1.0	1.7	-0.2	3.8	2.1

West region: June

% y/y nsa

	Total	Primary act.	Mining	Utilities	Construction	Manufacturing	Commerce	Transportation	Business	Social
Colima	1.9	-2.2	-1.3	1.8	-4.7	2.1	3.7	6.9	3.7	-1.2
Jalisco	1.0	-2.8	11.1	2.7	-0.3	0.8	1.1	3.0	2.2	0.7
Michoacan	2.4	-3.3	-1.8	3.4	4.5	3.0	3.6	4.5	4.7	1.1
Nayarit	-2.3	1.8	-9.9	1.5	-13.6	-5.5	2.8	-0.5	-1.2	0.1

Source: Banorte with data from IMSS



Analyst Certification.

We, Alejandro Padilla Santana, Juan Carlos Alderete Macal, Alejandro Cervantes Llamas, Marissa Garza Ostos, Katia Celina Goya Ostos, Francisco José Flores Serrano, José Luis García Casales, Santiago Leal Singer, Víctor Hugo Cortes Castro, Leslie Thalía Orozco Vélez, Hugo Armando Gómez Solís, Carlos Hernández García, Yazmín Selene Pérez Enriquez, Cintia Gisela Nava Roa, José De Jesús Ramírez Martínez, Daniel Sebastián Sosa Aguilar, Gerardo Daniel Valle Trujillo, Ana Laura Zaragoza Félix, Luis Leopoldo López Salinas, Marcos Saúl García Hernandez, Juan Carlos Mercado Garduño, Jazmin Daniela Cuautencos Mora, Andrea Muñoz Sánchez and Paula Lozoya Valadez (hereinafter the “Stock Market Analysts” and/or the “Analysts”) certify that the points of view expressed in this document are a faithful reflection of our personal opinion on the company (s) or firm (s) within this report, along with its affiliates and/or securities issued. Moreover, we also state that we have not received, or will receive compensation other than that of Grupo Financiero Banorte S.A.B. of C.V (hereinafter “Grupo Financiero Banorte”) for the provision of our services.

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