









## Tec and its employment value proposition

For Tecnológico de Monterrey and its Institutions, the well-being of all our professors and employees is a top priority. For more than 8 years, we've been working on building the best place to work and developing ourselves by having a positive impact on more than 30 thousand employees, offering more and better compensation packages and benefits not only of economic nature, but also, by seeking to satisfy personal, family, and professional needs.

**Concerned about the welfare of our employees, we have flexible compensation packages and benefits above those required by law. Applicable for in-house employees.**

	<b>Benefits</b>	<b>Required by Law</b>	<b>Provided by Tec</b>
	Vacations	Initially, 6 vacation days  Paid Days off each year	Our professors and employees <b>have more vacation days</b> than those required by Law — Starting with 20 vacation days counted from the first year for permanent, in-house employees.
	Vacation bonus ( <i>also known as "Vacation Premium"</i> )	Equivalent to 25%	From 75%.
	Christmas bonus ( <i>also known as "thirteenth salary", or "end-of-year bonus"</i> )	Payment is equivalent to <b>15 days</b> of salary per year worked and must be paid before December 20 <sup>th</sup> .	
	Beneflex Bonus	NA	Full-time professors and employees receive <b>15 days</b> of salary payable before December 20.
	IMSS ( <i>Mexican Institute of Social Security</i> ), social security payments (employer's contributions), AFORE ( <i>Mexico's Retirement Funds Administrators</i> ) OF Pension (allowance)	The Mexican Institute of Social Security (IMSS, Spanish) receives 3 types of security payments. One of these payments is made by the employer.	At the Institution, in addition to paying the employer's contribution, we pay the <b>worker's fee or employee's contribution</b> for professors and employees. This benefit, above than the required by Mexican law, increases its cash flow from 1 to 6%.
	INFONAVIT ( <i>Mexico's National Workers' Housing Fund Institute</i> )	Employees have access to the benefits offered by Mexico's National Workers' Housing Fund Institute (INFONAVIT, Spanish), which is an institute that grants housing loans or credits to employees wishing to improve their quality of life and that of their families.	
	Saving's Fund	NA	Percentage of the benefit. There is an amount. Indicate range or a starting point. We all enjoy this benefit from 5% up to a 13% with a maximum required by law.
	Food vouchers	NA	(Percentage or starting point. Maximum percentage required by law. Description is not a differentiator). All full-time professors and employees enjoy a 10% of food vouchers with a maximum required by Law.

Additionally, we offer the following benefits:

## + Tec Benefits



### my Life Insurance

Because it is important to make sure that the loved ones of our professors and employees are protected in case of an unforeseen event, they all enjoy a life insurance.



### my Major Medical Health Insurance (SGMM, Spanish)

The health, well-being, and peace of mind of all our professors and employees are very important. Therefore, we offer a **Major Medical Health Insurance** for them and their families (spouses under 64 years of age and children under 21 years of age).



### my Retirement Plan

We recognize the loyalty and commitment of our professors and employees, who retire from the Institution after a successful career history.

The benefits of this plan are the following: a payment equivalent to a settlement agreement with tax benefits (the benefit amount is calculated based on age and seniority at the time of retirement), assistance/support, continuous liaison with Tec as they maintain contact, including many other benefits similar to those of active professors and employees, such as contracting services at preferential prices and conditions with Insurance companies.



### my Voluntary-type Insurance Policies

As professors and employees of our Institution, they are able to contract different insurance policies for their home, car, life, medical expenses, among others, at affordable and preferential prices, which can be paid via payroll.



### my Saving's Bank

Seeking to promote a saving culture among our professors and employees, we offer a **Savings Bank**. This benefit offers the possibility of investing in financial instruments, as well as increasing savings, so that our professors and employees may enjoy this benefit with their loved ones.



## my Agreements

My Agreements is a platform where the agreements that Tec has executed with local and national health, entertainment, food, and many other service providers are available for professors and employees, with discounts and special offers for them.



## my Flextime (Support for Mom and Dad)

This program is designed to foster a balance between life and work by offering work schemes that enable our professors, medical doctors or physicians, employees, and leaders, who find themselves in situations of maternity, paternity, or adoption, to work flexible hours so they may be closer to their family members in such special occasions.

## my Tec Daycare center

Professors and employees located in the city of Monterrey may register their children at any Tec Daycare Center (subject to a waiting list at the time of registration).

## my Dining Room support

Professors at some campuses enjoy this benefit where dining room service is available.

## minimum monthly salary

Our Institution has a minimum monthly salary for new hires equivalent to 3.7 times the general monthly minimum salary.

## We ensure the right for gender equality and equal pay

In 2014, we identified an area of opportunity to achieve gender equality. So, we undertook the following:

- ✓ Define development plans for women
- ✓ Ensure the participation of women in all talent attraction processes
- ✓ Measure and monitor compliance with the plans and progress

Due to these actions, in the last 5 years we have achieved the following:

	<b>2014</b>	<b>2020</b>
• Duplicate the percentage of women in top management positions	8 %	20 %
• Increase 12 points in middle management positions	37 %	55 %

In February 2018, we created the “Impulsa Committee” with the aim of ensuring gender diversity at the 4 Tecnológico de Monterrey’s Institutions through the attraction, recruitment, retention, and development of the greatest number of women in leadership positions, as well as ensuring equality conditions.

We are governed by our principle of equality and non-discrimination, which states that **at Tecnológico de Monterrey, we promote and value diversity. Therefore, we do not discriminate on the basis of age, ethnicity**, nationality, gender, sexual orientation, marital status, social status, health status, religious beliefs, political ideology or doctrine, or disability.

Based on the aforementioned, we have worked, among other things, to become a place where women and men enjoy the same opportunities for growth and development and may have the same representation in our decision-making process.

“Impulsa” is a program to achieve gender equality, mainly in top managerial and middle management positions.

Convinced that opportunities for growth are the result of meritocracy and that must be for the people with the necessary skills for the success of the role to be played, our goal will always be to attract, develop, and retain the best talent.

Every year, we conduct a pay equity analysis between men and women and measure progress in reducing the gender gap.