

## **Increase to the Minimum Wage for 2025**

Mexico City, December 5, 2024

On December 4, 2024, the Council of Representatives of the National Commission on Minimum Wages ("CONASAMI") agreed on a 12% increase in the general and professional minimum wages that will be in force as of January 1<sup>st</sup>, 2025.

For the application of the referred minimum wages, the country continues to be divided into two geographical areas, the Free Zone of the Northern Border made up of the municipalities that border the United States of America in the states of Baja California, Sonora, Chihuahua, Coahuila, Nuevo León and Tamaulipas, and the rest of the municipalities of the country and territorial demarcations of Mexico City.

Now, the increase in general minimum wages is integrated from the minimum wage in force in 2024, plus the sum of an Independent Recovery Amount "MIR" of MXN\$19.36 for the Northern Border Free Zone, and MXN\$12.85 for the General Minimum Wage Zone, and an increase by fixation of 6.5%:

### **Minimum Wage for the Free Zone of the Northern Border**

<b>Daily Minimum Wage 2024</b>	<b>+ MIR</b>	<b>Percentage increase per fixation</b>	<b>Minimum Daily Wage 2025</b>	<b>Total annual increase</b>
\$374.89	\$19.36	6.5%	\$419.88	12%

### **Minimum Wage for the Rest of the Country**

<b>Daily Minimum Wage 2024</b>	<b>+ MIR</b>	<b>Percentage increase per fixation</b>	<b>Minimum Daily Wage 2025</b>	<b>Total annual increase</b>
\$248.93	\$12.85	6.5%	\$278.80	12%



The minimum professional wages per day of work will receive an increase of twelve percent (12%) in both geographical areas.

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