



Gobierno de  
**México**

**Economía**  
Secretaría de Economía



**PODECObi**  
Polos de Desarrollo Económico para el Bienestar

# ECONOMIC DEVELOPMENT HUBS FOR WELLBEING

Invest in Mexico



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**I.**  
**STRATEGIC VISION  
AND OPPORTUNITY**

## 1. What is "Plan Mexico" and what is its value proposition for the global investor?

A strategic framework for economic policy that integrates industrial and trade policy, as well as productive inclusion, to consolidate a long-term productive transformation.

**Plan Mexico** positions Mexico as a competitive industrial platform in North America by lowering logistics costs and enabling strategic infrastructure.

- Institutional certainty through 2030
- Reduced time-to-market
- Availability of industrial land and utilities
- Scalable production capacity

## 2. What are the PODECOBI and what competitive advantage do they offer over a private park?

Articulated productive ecosystems where the State acts as an investment promoter, a driver of local capabilities, and a facilitator of public and logistical services.

PODECOBI are federally designated development hubs with validated territorial conditions and direct access to federal incentives.

- Pre-validated land and environmental conditions
- Utility feasibility assessments
- Structured permitting route
- Federal fiscal incentives
- Institutional facilitation

## 3. How does the Government guarantee certainty and "Hand-holding"?

National Digital Investment One-Stop Shop

- Unified regulatory interface
- Defined timelines and requirements
- Continuous project monitoring
- Reduced administrative fragmentation

#### 4. What territorial approach does the Plan use to ensure the project's success?

The strategy links industrial sectors with regions that possess compatible infrastructure and talent.

- Better sector-territory alignment
- Lower operating and logistics costs
- Improved supply chain integration • Higher long-term viability





**II.**

**COMPETITIVE ADVANTAGES:  
WHY INVEST IN MEXICO?**

## 5. What makes Mexico a strategic logistics hub?

Mexico provides immediate proximity to the U.S. and strong multimodal infrastructure supporting high-demand industries.

- Short transit times
- Mature highway and rail networks
- Deep-sea ports on both coasts
- Multiple border crossings

## 6. What market access advantages does Mexico offer?

Mexico maintains a broad network of free trade agreements with major global markets.

- 14 free trade agreements
- Access to 51 countries
- USMCA modern regulatory framework
- Preferential access to major consumer markets

## 7. Does Mexico have sufficient talent for advanced manufacturing?

Mexico has an extensive network of technological universities, polytechnic institutes, and dual-education programs aligned with industry needs. The country offers a strong base of specialized talent, including process, quality, and maintenance engineers, as well as professionals in supply chain and industrial operations.

**Key talent indicators:**

- More than **130,000 STEM students graduate** each year.
- **Advanced technical training aligned with international industrial standards.**
- **Dual-education models and well-established industrial clusters that strengthen employability and knowledge transfer.**

## 8. Which competitive ecosystems ("Clusters") are already consolidated?

**Mexico has mature, scalable industrial ecosystems with global consolidation.** The country has positioned itself as **one of the world's leading automotive hubs, a key aerospace player in precision manufacturing and MRO services, and a highly competitive platform for advanced electronics and medical devices.**

These clusters provide more than industrial land availability; they offer a **well-developed supplier base (Tier 1 and Tier 2),** accumulated operational expertise, and **proven capacity for production scaling,** with direct integration into **regional and global value chains.**

**Established strategic sectors:**

- **Automotive, aerospace, electronics, and medical devices.**
- **Exports with strong regional integration,** particularly across North America

A person in a dark suit and tie is pointing their right index finger towards a digital financial dashboard. The dashboard features several data visualization elements: a candlestick chart at the top, a bar chart in the middle, and a line chart at the bottom. On the right side, there are various data points and labels, including 'Ad 2000', '20000', 'Top 1000', and '\$2,35,55'. The background is a dark, textured pattern with a subtle floral or leaf-like design.

### III. INCENTIVES AND FINANCIAL PROFITABILITY

## 9. What is the framework of federal fiscal incentives for the PODECOBI?

Projects installed in the Hubs can access a package of federal fiscal incentives established via **Decree published in the Official Gazette of the Federation on May 22, 2025**, with guaranteed validity from 2025 to 2030. This framework includes the following listed benefits:

- 1) Immediate 100% income tax (ISR) deduction** for investments in new fixed assets. (assets are considered new if they are used for the first time in Mexico), fully related to the activities carried out by taxpayers within the development hubs.
- 2) Additional 25% deduction** for workforce training and upskilling.
- 3) Additional 25% deduction** for investment in technological development and innovation.
- 4) Administrative facilitation** and institutional support through National Digital Investment One-Stop Shop
- 5) Compatibility with IMMEX, PROSEC, and USMCA (T-MEC) rules of origin.**
- 6) Validity through December 31, 2030.**

## 10. How does Immediate Deduction impact Return on Investment (ROI)?

This incentive has a direct impact on the fiscal burden of the investment year and, consequently, on the project's cash flow during the first years. From a financial standpoint, it reduces the Income Tax (ISR) incurred at startup, improves key indicators such as Net Present Value (NPV) and Internal Rate of Return (IRR), and accelerates the **Payback Period** of CAPEX.

## 11. What are the "Non-Negotiable" requirements to access this benefit?

The incentive is not automatic; it requires strict compliance. Requirements include:

- That the project be eligible according to the Decree.
- That assets meet the criteria of "new" and "productive".
- That the investment be maintained for the required period.
- That verifiable fiscal and accounting documentation exists.

## 12. How is access to and verification of these incentives managed?

The recommended process includes **legal and territorial verification, technical and tax review of eligibility requirements, assessment of compatibility with other incentives,** and the **assembly of a comprehensive documentation file.** For large-scale projects, this validation is conducted as part of the *tax due diligence* prior to the final investment decision.

## 13. Are there complements at the local level?

**Federal incentives may be complemented by state or municipal incentives,** including payroll tax reductions, **preferential real estate transfer tax (ISAI) rates,** or **state-level fast-track approval schemes.**

A close-up photograph of a person's hand pointing at a miniature architectural model of a modern building complex. The model features several multi-story buildings with large glass windows and flat roofs, interspersed with small trees and landscaping. The background is blurred, showing another person's hand also pointing towards the model. The overall scene suggests a professional discussion or presentation of a development plan.

**IV.**  
**CORPORATE  
INSTALLATION  
AND LEGAL ROADMAP**

#### **14. What is the recommended route for the installation of a foreign company?**

The standard route includes: Define the legal structure. (subsidiary, branch, JV), constitution of the entity before a notary, fiscal registration (RFC) and opening of bank accounts, registration in the RNIE if applicable, obtaining site permits, and compliance with labor/foreign trade regulations.

#### **15. What documentation facilitates the incorporation and banking process ("Corporate Kit")?**

A complete package reduces times and rejections. It must include: bylaws and minutes of the parent company, identification of the ultimate beneficiary (UBO), clear powers of attorney, official identifications, recent financial statements, and an executive summary of the project. Lack of this generates critical bottlenecks.

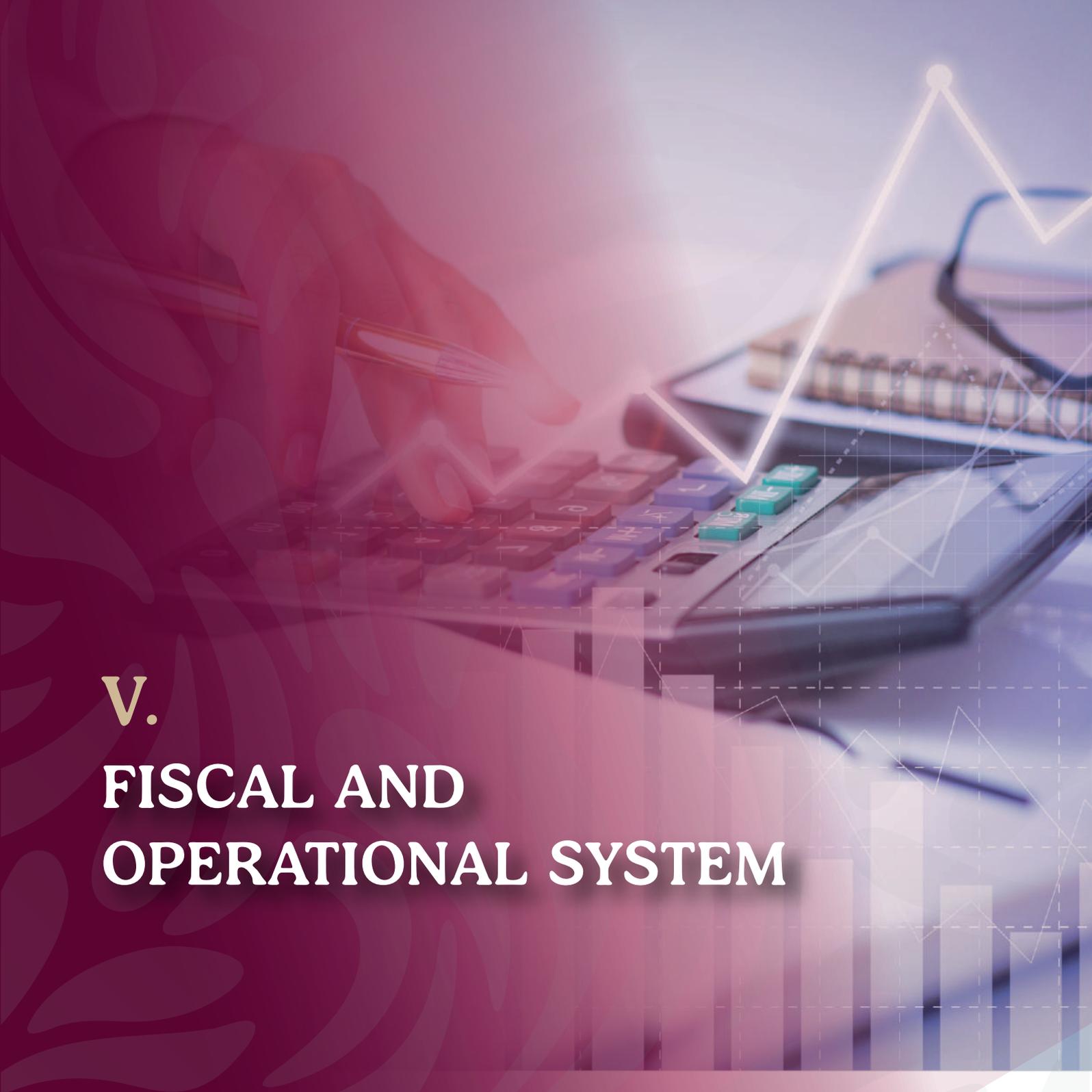
#### **16. What is the function of the National Registry of Foreign Investments (RNIE)?**

The RNIE is mandatory when there is foreign participation and generates periodic reporting obligations. Unlike the National Commission on Foreign Investments (CNIE), which intervenes only in specific cases under the Law, the RNIE is a standard compliance procedure.

#### **17. How does the National Digital Investment One-Stop Shop this process?**

The National Digital Investment One-Stop Shop details the assumptions, documents, and reference times for each procedure, centralizing information to provide clarity and order to the installation process.

Centralizes land-use zoning, permits and licenses, construction permits, environmental authorizations, and tax integration.

A hand is shown using a calculator, with a pen resting on it. The background is a blurred office setting with a notebook and glasses. Overlaid on the image are a line graph showing a sharp peak and a bar chart with several bars of varying heights. The text is overlaid on the bottom left of the image.

**V.**  
**FISCAL AND  
OPERATIONAL SYSTEM**

## 18. What federal taxes apply to operations in Mexico?

At the federal level, the main taxes are Income Tax (**ISR**) on taxable profits and Value Added Tax (**VAT**) on the sale of goods, services, and imports, with applicable crediting mechanisms, as well as customs duties and related contributions.

## 19. What local contributions must be considered?

At the state level, the **Payroll Tax** stands out, the rate of which varies by **federal entity (2% - 4%)**. At the municipal level, rights and fees associated with licenses, permits, and local services are considered.

## 20. How do fiscal variables impact real cash flow?

The real impact depends on the fiscal regime, the existence of profits, the group's corporate structure, and compatibility with other stimuli. Therefore, incentives must be modeled in detail as part of the *financial model*.

A photograph of two construction workers on a site. One worker in the foreground wears a blue hard hat and a yellow safety vest over a plaid shirt, looking towards the right. Another worker in the background wears a white hard hat. The background shows a blurred construction site with a blue sky. The image has a dark red overlay on the left side with a faint floral pattern.

**VI.  
SITE,  
INFRASTRUCTURE,  
AND PERMITS**

## 21. What permits define site preparation (Site Readiness)?

Structurally critical permits include: **Land Use** (confirms territorial compatibility), **Construction License** (*new works/expansions*), **Operating License** (start of operations), and **Civil Protection** validations and environmental permits (MIA). The omission of any of these causes schedule deviations and cost overruns.

## 22. What is the best practice for managing construction without delays?

Mitigation begins before acquiring the land or committing CAPEX. Best practices include: developing a *permitting map* (identifying timelines and authorities), conducting *due diligence* of the site (verifying easements and services), performing technical pre-consultations with authorities, and defining contractual milestones linked to permits.

## 23. How do I choose the right Pole for my sector?

Selection must stem from a comprehensive analysis of the value chain, not just the cost of land. Key factors: productive vocation and sectoral compatibility, proximity to suppliers and logistics nodes, availability of energy and water, and access to technical talent.

The background features a hand in the lower right corner, with a finger touching a digital interface. The interface is a complex network of blue and yellow nodes connected by thin lines, overlaid on a dark red background with faint human silhouettes. The overall aesthetic is futuristic and data-driven.

## **VII. TALENT AND LABOR ENVIRONMENT**

## 24. What labor framework governs hiring in Mexico?

Companies must comply with the **Federal Labor Law (LFT)** and the social security framework. This includes employer registration with IMSS and INFONAVIT, employment contracts in accordance with the LFT, and the payment of mandatory employer–employee social security contributions. In addition, companies must comply with the Official Mexican Standards (NOMs) on occupational health and safety and implement internal training and workforce development policies.

## 25. How does labor compliance contribute to project success?

Compliance supports stability and reduces operational risk.

- Operational continuity
- Regulatory alignment
- Reduced disputes

## 26. How is the integration of foreign personnel facilitated?

Immigration status (temporary/permanent resident) and authorization to perform remunerated activities must be managed with the National Institute of Migration (INM). It is advisable to plan these procedures in parallel with the legal installation to avoid affecting the startup.



**VIII.**  
**FOREIGN TRADE**  
**AND CONNECTIVITY**

## **27. What tools boost export competitiveness?**

Mexico has key instruments: VUCEM (digital platform for permits and regulations), IMMEX (allows temporary imports for export processes), and PROSEC (reduces tariffs for specific inputs in strategic sectors) and the National Digital Investment One-Stop Shop (simplifies procedures and reduces the time for establishing a company in the country).

## **28. How do these tools impact cost efficiency?**

The correct choice of instrument directly impacts costs, times, and customs compliance. A poor configuration can generate structural cost overruns by paying unnecessary taxes on temporary inputs.

An aerial photograph of an industrial and residential area, overlaid with a semi-transparent red filter. The image shows a large industrial complex with several large, flat-roofed buildings and numerous parking lots filled with vehicles. To the right, there is a residential neighborhood with smaller houses and a street lined with parked cars. In the foreground, a multi-lane highway with a roundabout is visible. The text 'IX. SECTORAL INTELLIGENCE' is overlaid on the left side of the image in a white, serif font.

**IX.**  
**SECTORAL**  
**INTELLIGENCE**



## ADVANCED ELECTRONICS

**29. What makes Mexico competitive for electronics?** Its productive integration with North America, network of trade agreements, and installed capacity in assembly, testing, and manufacturing of complex systems. Proximity to the USA allows for reduced logistical cycles and *just-in-time* operations.

**30. What projects are sought to be boosted in the PODECOBI?** Projects that generate added value (not just maquila), are intensive in technical employment, such as EMS, PCB manufacturing, sensors, and **back-end** semiconductor activities (assembly, testing).

**31. What infrastructure factor is key to success in this sector?** Electrical energy. Projects are highly intensive regarding quality, stability, and energy redundancy. It is vital to document demand (kW/MW) and backup requirements (UPS) from the pre-installation phase.

**32. Why is the deduction incentive strategic here?** Due to the high initial CAPEX in production lines and short economic depreciation cycles due to technology, the 100% immediate deduction is particularly attractive for maximizing reinvestment.



## AUTOMOTIVE AND ELECTROMOBILITY

**33. How is Mexico positioned in electromobility?** It is one of the world's leading automotive hubs, ranked as the fifth-largest vehicle producer globally. Mexico offers a well-established industrial base in vehicle assembly and auto parts, providing an ideal platform to transition toward electromobility (EV) by leveraging existing installed capacity.

**34. What importance do USMCA Rules of Origin have?** They determine access to preferential tariff treatment. The investor must design their supply chain by identifying regional suppliers and documenting regional and labor content.

**35. Which projects have priority?** Those that form part of the regional chain and increase regional content, such as Tier 1/Tier 2, components for EV, batteries, harnesses, and automotive electronics.

**36. What certifications boost competitiveness?** In addition to NOMs, quality certifications required by OEMs (IATF 16949, ISO 14001, ISO 45001) are required to integrate into the chain.

**37. How do incentives benefit technological investment?** In EV projects with high technological CAPEX, immediate deduction has a direct impact on the *payback* or recovery period, improving initial financial viability.



## MEDICAL DEVICES AND PHARMACEUTICALS

**38. What is Mexico's strength in the health sector?** Its integration into the North American chain and experience in high-quality control manufacturing with export capacity to demanding markets. It competes in the manufacturing of components, assembly, sterilization, and packaging.

**39. How is sanitary regulatory compliance ensured?** Management with COFEPRIS is the central axis. It is recommended to perform a *Regulatory Path Assessment* from the start, as without sanitary authorizations the plant cannot fully operate.

**40. What type of operations are viable?** Assembly and manufacturing of devices, sterilization, pharmaceutical secondary packaging, and distribution centers with traceability.

**41. What specialized infrastructure is available?** Projects usually require robust HVAC for environmental control (clean rooms), quality water, and, in certain cases, cold chain capabilities (2–8 °C, etc.).



## AEROSPACE

**42. In which areas does the Mexican aerospace sector stand out?** In precision manufacturing, systems integration, MRO (maintenance), and component assembly, operating under long-term models with North America and Europe.

**43. What certifications enable market access?** **AS9100** certification (aerospace quality management) and specific client (OEM) approvals are indispensable. Without certification, market access is practically nonexistent.

**44. What special considerations apply to exports?** It is critical to consider *export controls* and restrictions on technology transfer and confidentiality when exporting to the US.

**45. What talent profile does the country offer?** Mexico has highly specialized technicians, aeronautical engineers, and experts in quality and metrology, although it is scarce and highly demanded talent.



## LOGISTICS AND DISTRIBUTION

**46. Why is logistics investment strategic in the PODECOBI?** Mexico functions as an access platform to North America. Logistics in the Hubs act as an enabling sector that integrates sourcing, consolidation, and export, reducing systemic costs.

**47. What operating models can be implemented?** From proprietary centers (higher control/CAPEX) to 3PL models (outsourcing/rapid startup) or 4PL (optimization).

**48. What infrastructure defines a competitive logistics node?** Maneuvering yards and adequate access, electrical capacity for automation, robust telecom connectivity (WMS/IoT), and perimeter security.



**X.**

**NEXT STEPS**

**49. What financing options exist?** Commercial banking and development banking can be accessed, especially for strategic or export projects. Financial statements and a clear corporate structure are required.

**50. How to start evaluating a project in a PODECOBI?** It is recommended to define the project profile (sector, CAPEX, employment), select the Pole by validating vocation and infrastructure, and initiate institutional accompaniment via to initiate institutional support through the "Intersecretarial Promotion Committee"

**51. What role does the "Data Room" play in decision-making?** Building an initial *Data Room* with corporate and technical documentation integrates the information necessary to accelerate authorizations and financial decisions.



## **PODECObi - Mexico 2030**

**Mexico is traversing an unrepeatable economic juncture. The reconfiguration of global supply chains (nearshoring) has turned the country into the indispensable partner of North America to guarantee the region's economic and energy security**

The decision to invest in a PODECObi transcends labor cost arbitrage. It is about a long-term positioning strategy that integrates three structural advantages

- 1. Institutional Certainty:** A State Plan with clear fiscal rules and validity guaranteed until 2030.
- 2. Execution Speed:** An ecosystem designed to reduce bureaucratic friction and accelerate *time-to-market* through the Single Window.
- 3. Regional Scalability:** Access to an industrial platform integrated connecting talent, energy, and logistics with the largest market in the world.



## Executive Roadmap

To materialize this opportunity, the investor is suggested to follow this critical 4-step path recommended by the Ministry of Economy:



**1. Definition of Project Profile:** Before initiating management, structure the business case by clearly defining the sector, the operating model (e.g. proprietary manufacturing vs. *shelter*), estimated CAPEX, projected employment, and the implementation schedule.



**2. Strategic Hub Selection:** Do not evaluate location solely by land price. Validate the compatibility of the Pole with your specific value chain: productive vocation, real logistical connectivity, and availability of critical infrastructure (energy and water).



**3. Activation of Institutional Accompaniment: Contact the Single Window for Investors (VUIMX).** This tool is your official entry point to trace the personalized administrative, regulatory, and fiscal route for your project, ensuring alignment between federal and local authorities.



**4. Integration of the "Data Room":** Accelerate your authorization times by building a repository with corporate (*Corporate Kit*), technical, and compliance documentation from day one. This will drastically facilitate financial and legal *Due Diligence*.



## **Institutional Contact Channels**

The Government of Mexico places at your disposal the following official platforms to initiate your investment process with verifiable and transparent information:

- **Single Window for Investors (VUIMX):**

<https://ventanillaunica.economia.gob.mx/>

- **General Investment Information (Invest in Mexico):**

<https://www.economia.gob.mx/inviertemx/>

- **Strategic Projects Detail (Plan Mexico):**

<https://www.proyectosmexico.gob.mx/plan-mexico/>

- **Economic Development Hubs for Wellbeing:**

<https://www.podecobi.com>

## ANNEX

### OFFICIAL LINKS / EXPANSION

#### Platforms, authorities, and regulatory frameworks for investors

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##### Plan Mexico and investment policy

##### Plan Mexico - Strategic projects and productive investment

<https://www.proyectosmexico.gob.mx/plan-mexico/>

Official platform presenting the national strategy for productive investment, priority sectors, strategic projects, and the general framework of Plan Mexico. Reference point for understanding the territorial and sectoral approach of industrial policy.

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##### Investor facilitation and accompaniment

##### Single Window for Investors (VUIMX)

<https://ventanillaunica.economia.gob.mx/>

Central platform for institutional accompaniment for national and foreign investors. Allows identifying procedures, administrative routes, authorities involved, and requirements for installing productive development projects.

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##### Legal framework and fiscal incentives

##### Official Gazette of the Federation – PODECOBI Fiscal Incentives Decree (May 22, 2025)

<https://sidof.segob.gob.mx/notas/5758077>

Official publication of the Decree establishing federal fiscal incentives applicable to eligible projects in Economic Development Poles for Wellbeing, including the immediate deduction of fixed assets.

##### Official Gazette of the Federation (DOF)

<https://www.dof.gob.mx/>

Official source of laws, regulations, decrees, and agreements of the Government of Mexico. Mandatory reference for validating the validity and legal foundation of any incentive or normative provision.

## **Taxation and tax compliance**

### **Tax Administration Service (SAT)**

<https://www.sat.gob.mx/>

Federal tax authority. Portal for fiscal registration (RFC), compliance with obligations, refunds, fiscal incentives, and tax regulations applicable to companies.

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## **Foreign investment**

### **National Registry of Foreign Investments (RNIE)**

<https://rnie.economia.gob.mx/>

Official system for registration and reporting of foreign investments in Mexico, mandatory when there is foreign capital participation in accordance with the Foreign Investment Law.

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## **Labor and social security**

### **Ministry of Labor and Social Welfare (STPS)**

<https://www.gob.mx/stps>

Authority on labor matters. Information on Federal Labor Law, inspections, labor conditions, training, and regulatory compliance.

### **Mexican Social Security Institute (IMSS)**

<https://www.imss.gob.mx/>

Employer registration, social security, employer-employee quotas, and obligations related to health and occupational risks.

### **INFONAVIT – Business Portal**

<https://empresarios.infonavit.org.mx/>

Compliance with employer obligations regarding housing for workers and mandatory contributions.

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## **Foreign trade and customs**

### **Mexican Foreign Trade Single Window (VUCEM)**

<https://www.ventanillaunica.gob.mx/vucem/>

Digital platform for managing permits, notices, and non-tariff regulations in imports and exports. Central axis of foreign trade in Mexico.

## **IMMEX Program**

<https://www.gob.mx/se/acciones-y-programas/immex>

Program allowing the temporary importation of inputs for productive processes oriented to export, widely used in advanced manufacturing.

## **PROSEC Program**

<https://www.gob.mx/se/acciones-y-programas/prosec>

Sectoral Promotion Program that reduces tariffs on specific inputs for strategic sectors, complementary to IMMEX.

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## **Development financing**

### **Nacional Financiera (NAFIN)**

<https://www.gob.mx/nafin>

Development banking focused on financing, guarantees, and support for productive projects, especially SMEs and strategic investments.

### **BANCOMEXT**

<https://www.gob.mx/bancomext>

Development banking specialized in foreign trade and investment projects linked to exports and international integration.

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## **Environment and environmental compliance**

### **Ministry of Environment and Natural Resources (SEMARNAT)**

<https://www.gob.mx/semarnat>

Federal environmental authority. Environmental impact permits, emissions, waste, and use of natural resources.

### **PROFEPA**

<https://www.gob.mx/profepa>

Environmental inspection and surveillance authority. Supervises compliance with federal environmental regulations.

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## **Energy and water**

### **Ministry of Energy (SENER)**

<https://www.gob.mx/sener>

Governing authority of energy policy. Information on energy planning, permits, and regulatory framework.

### **National Water Commission (CONAGUA)**

<https://www.gob.mx/conagua>

Authority on concessions, availability, and use of water for industrial and logistical projects.

### **Technical and sanitary regulations**

#### **Official Mexican Standards (NOM)**

<https://www.gob.mx/se/acciones-y-programas/normas-oficiales-mexicanas>

Catalog and framework of mandatory technical standards applicable to products, processes, and services in Mexico.

#### **COFEPRIS**

<https://www.gob.mx/cofepris>

Federal sanitary authority. Regulates medical devices, pharmaceuticals, food, beverages, health inputs, and sanitary establishments.

### **Note of use for the investor**

These links constitute the **primary official sources** for validating regulatory, fiscal, and administrative information.

In investment processes, it is recommended to:

- Consult them directly.
- Document each procedure and legal foundation.
- Integrate them into the **project data room** as due diligence support.





Visita el  
sitio web

## CONTACTO

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**PODECObi**

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