

MEXICO MARKET ENTRY

Compliance Checklist

1. CORPORATE AND ADMINISTRATION

- Incorporation of the Mexican legal entity
- IMMEX registration and VAT Certification
- Labor contracts and HR policies
- Social security and tax registration (SAT, IMSS, INFONAVIT)
- Licencia de Funcionamiento (operating license)
- Recruitment and onboarding of initial workforce

2. SITE PREPARATION & REGULATION

- Site selection and acquisition
- Environmental permits and land use authorizations
- Construction permits and licenses
- Utilities setup (electricity, water, gas, telecom)
- Civil works coordination and construction supervision

3. FACILITY SETUP & READINESS

- Installation of machinery & equipment
- Customs and import coordination for equipment
- IT and security systems setup
- Furniture, signage, and basic infrastructure fitting
- Waste management and safety systems implementation
- Manufacturing process validation and testing