

Mexico	RSUs
When will I be taxed in relation to my plan benefits?	<p>Grant: No income tax. No social security.</p> <p>Vesting: Income tax and social security (subject to the recharge position).</p> <p>Transfer to participant: No income tax. No social security.</p> <p>Sale by participant: Capital gains tax on increase in value since vesting. No social security.</p>
What is the maximum rate of income tax payable in relation to my plan benefits?	35% (2025). Any change in tax rates usually takes effect from 1 January.
Income tax rates	Progressive tax rates apply. The maximum rate of tax applies to income over MXN4,511,707.38 per year.
Will my employer withhold income tax in relation to my plan benefits?	Employer withholding will only be required if there is a recharge or if the local employer is connected with the payment. Otherwise, it will fall outside the definition of a 'labour benefit' and the employee will be responsible for reporting and paying the tax.
Are my plan benefits subject to social security contributions?	<p>Both employer and employee social security apply if there is a recharge or if the local employer is connected with the payment. If social security applies, the employer must withhold the employee contribution.</p> <p>In the absence of a recharge or if the local employer is not connected with the payment, it will fall outside the definition of a 'labour benefit' and the income will not be subject to social security.</p>
Employee social security	<p>Employee social security (max rate): between 3% and 4%.</p> <p>Employee social security (cap): the income subject to contributions is capped at 25 times the Mexican Unit for Measure (UMA). In 2025 (effective 1 February) the UMA is MXN113.14 per day.</p>
What is the maximum rate of capital gains tax?	<p>35%</p> <p>Capital gains from the sale of shares in foreign companies are included in income and taxed at progressive rates. Capital gains tax on shares sold through the Mexican stock exchange are taxed at 10%.</p>

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What is the maximum tax rate payable on dividends?	<p>45%</p> <p>Dividends paid by a foreign entity to a Mexican resident are included in the taxpayer's income and taxed at progressive rates (up to 35%) plus an additional 10%. If distributed by a Mexican entity, dividends are taxed at corporate level at the rate of 30% if paid out of pre-2014 profits and will not be subject to withholding. Dividends distributed by a Mexican entity and not already subject to taxation are taxed at corporate level at the rate of 42.86%, regardless of the year the relevant profits accrued. Dividends paid by Mexican entities to individuals or to foreign individuals or entities derived from profits accruing since 1 January 2014 are subject to additional withholding of 10% regardless of whether they were already subject to taxation or not.</p>
Do I have to report any income in relation to the plan to my local tax authority?	<p>Yes</p> <p>Report name: Annual Tax Return. In addition, if a benefit is delivered or paid to the employee directly by the parent company rather than by the employing company, the employee must report the amount as 'other income' in a tax return to be filed within 15 days after receiving the benefit, if the award qualifies as extraordinary income, or by the 17th day of the month after the month in which the benefit is received, if the award qualifies as periodic income. Capital gains and dividends are reported in the Annual Return.</p> <p>The return must be filed online. The return can be completed at the website here. The taxpayer must enter through '<i>mi portal</i>' in order to file the return. Password and electronic signature (<i>e.Firma</i>) are required.</p> <p>Tax period: 1 January to 31 December.</p> <p>Reporting deadline: by 30 April of the following year and as above.</p> <p>Payment of tax: any unpaid tax must be paid on filing the tax return (tax on 'other income' is paid at the time of reporting as described above).</p>

This summary assumes that you only pay tax in one place. Different rules may apply if you pay tax in different places.

This summary is only a guide. It is limited to a general description of national tax laws and does not address various issues which may impact the tax result, including: local, city, regional, state or other provincial taxes; retention and holding periods; restrictions on the shares; clawback terms and periods; and your own individual circumstances. We do not guarantee any particular tax result. Therefore, we recommend that you consult your own tax advisor regularly to determine your tax position.

The information provided is understood to be correct as of 26 November 2025. Changes in legislation or practice after this date may affect the tax treatment.

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