

## Digital Savings Mexico

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### How to use this deck



#### Relevant regulations

- 1. Banking
- 2. Data protection
- 3. Consumer protection
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- 6. Competition
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This deck provides an overview of the various regulations relevant to digital savings in Mexico.

Each slide in this deck provides high-level facts about each of the relevant regulations as well as a link to the original source.

The Cambridge Centre for Alternative Finance (CCAF) and BFA Global's Catalyst Fund have developed this deck to help fintech startups working in Mexico and those seeking to enter the Mexican fintech market navigate the regulatory environment.



## Banking: Main regulators

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## The Ministry of Finance and Public Credit (SHCP)

SHCP delegates its authority to evaluate and authorize Fintechs to the Banking, Securities and Savings Unit (UBVA). The SHCP has the following roles: (i) Coordinate the stock market & banking sectors through units (e.g., UBVA); (ii) Evaluate the banking system through regulatory reports; (iii) Monitor Mexican banking operations, make requirements, study regulatory reports, review credit files, credit ratings, etc; and (iv) Regulate through the Unique Circular of Multiple Banks and the Circulars of Development Banks.

#### National Banking and Securities Commission (CNBV)

The CNBV's aim is to supervise and regulate, within the scope of its competence, the institutions that form the Mexican financial system, to ensure their stability and proper functioning, to maintain and promote the healthy and balanced development of that system, and to protect the public's interests. The CNBV is the authority for banking supervision.

#### National Commission for the Protection and Defence of Users of Financial Services (CONDUSEF)

CONDUSEF is the authority for the protection and defense of financial services users and aims to seek equity between parties strengthening users' legal security in their relationship with financial institutions.

## Bank Savings Protection Institute (IPAB)

IPAB regulates the reorganization and liquidation of banking institutions and establishes corrective measures to prevent systemic risk.

## Mexican Central Bank (Banxico)

Banxico is the authority that regulates, through circulars, the provision and characteristics of financial services and their operations.

#### Financial Intelligence Unit (Unidad de Inteligencia Financiera (UIF))

UIF is the intelligence authority for AML/CFT which includes reception and analysis of:

- A. Suspicious activity reports
- B. Other information relevant to money laundering, related predicate offences and terrorist financing and for the dissemination of the results of such analysis.

## Banking: Commercial Banks licensing





#### Who:

Applies to those who wish to establish a commercial bank (Instituciones de Banca Múltiple).

#### Permitted activities:

- Active Operations are loans and financing operations like consumers loans, simple credits, current account credits, among others.
- Passive Operations are bank deposits or issuance of bonds.
- Service Operations are financial leasing services, financial factoring, acting as a trustor, or safe deposit box services



#### How much:

- MXN \$53,747.00 (US\$2,500) for the analysis of an application.
- MXN \$790,395 (US\$37,000) for the authorization
- MXN \$2,529,264 (US\$119,000) for the start of operation



#### **Capital requirements:**

- Firms performing the permitted activities set forth in the Credit Institutions Act are required to maintain a paid-up share capital of 90 million Investment Units (UDIs) (US\$28 million).
- Banks that do not wish to operate with securities, being trustors, or grant services like safe deposit box services, among others, are required to maintain a paid-up share capital of 54 million UDIs (US\$17 million).
- Finally, those providing the basic services of deposits and loans are required to maintain a paid-up share capital of 36 million UDIs (US\$11.3 million)



#### How:

- An authorization from the federal government is required to operate as a commercial bank. The license is issued by the CNBV, following a resolution from its Governing Council and a favorable opinion from Banxico.
- Applications should be submitted to the CNBV and include:
  - Draft articles of association of the institution,
  - General plan for the functioning of the institution,
  - List of proposed shareholders and information about them,
  - List of proposed members of the Board of Directors and information about them, and
  - A deposit guarantee for an amount equal to ten percent of the minimum capital with which the institution is required to operate.

## Banking: Popular Savings and Credit

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#### **Key regulations:**

- Popular Savings and Credit
   Law
- Law to Regulate the Activities of Savings and Loan Cooperative Savings and Loan Societies
- Credit Union Law
- Law on Retirement Saving Systems

#### Main regulators:

- National Banking and Securities Commission (CNBV)
- National Commission for the Retirement Savings System (CONSAR)

## Popular Finance Company (Sociedad Financiera Popular or "SOFIPOS")

- SOFIPOS are microfinance institutions (MFIs) that are permitted to provide services to both their members and their clients.
- They are permitted to receive deposits, issue and operate debit cards, grant loans, receive payment orders and transfers, and receive payments for services, among others.
- A favorable opinion of a Federation\* and authorization at the discretion of the CNBV is required for authorization as a SOFPIO.
- SOFIPOs are divided in four levels depending on the services they provide.
- Licensing fees are MXN \$28,042 (US\$1,318)

## Other types of institutions in this category include:

- Savings and Loan
   Cooperative Societies
   (Sociedades Cooperativas de Ahorro y Préstamo or "SOCAPs")
- Credit Unions (Uniones de Crédito or "CUs").
- Retirement Fund
   Administrators
   (Administradoras de Fondos para el Retiro or "AFORES")
- Specialised Retirement Fund Investment Companies (Sociedades de Inversión Especializadas de Fondos para el Retiro or "SIEFORES")

<sup>\*</sup>A Federation is a public institution that shall be constituted exclusively with the voluntary grouping of SOFIPOS, and shall be authorised by the CNBV, for the performance of auxiliary supervisory faculties. The Federations can formulate observations and recommendations to SOFIPOS, provide technical, legal, financial and training advisory services to SOFIPOs and can standardise, as appropriate, regulations, operational procedures and formalities, as well as accounting and IT systems of the SOFIPOs.

## Banking: Deposit insurance



#### **Key regulation:**

The Bank Saving Protection Law established the Institute for the Protection of Bank Savings (Instituto para la protección del ahorro bancario or "IPAB"), which administers the bank savings protection system.

#### **IPAB** obligations:

- IPAB is responsible for the guarantee of deposits and loans.
- IPAB will pay the balance of guaranteed obligations, including the total amount plus any interest due, up to an amount equivalent to 400,000 UDIs (approximately US\$126,192) per person, individual, or legal entity, regardless of the number and type of the recipient party's guaranteed obligations.

#### **Bank obligations:**

- Banks are required to inform their customer of this funds guarantee.
- Institutions are required to pay the IPAB the ordinary and extraordinary fees established by the Governing Board under the terms and conditions set forth in Chapter III of the Bank Saving Protection Law.

#### Scope:

- Applies to banks only.
- Regulated fintech institutions, as defined in the Fintech Law, do not fall under this guarantee. They do not have to pay ordinary or extraordinary fees, but their users do not receive IPAB coverage.
- In the case of Debt Crowdfunding, the loan is not structured as a deposit but as a security.

## Banking: Agent regulations

## General Requirements for Bank Agents:

For public-facing activities, third parties contracted by institutions must act in the name and on behalf of the financial institution, and the relationship must be documented with a commercial commission contract.

In addition, the institution must have policies and procedures in place to monitor, evaluate, and report on the performance of the third party or bank agent to ensure their compliance with contractual obligations.

#### Activities that the bank agent can perform:

- Note: CNBV authorization is required for institutions to enter into commercial commissions for the purpose of carrying out the activities described below (except for withdrawals).
- Payments for services in cash, charged to credit or debit cards, or with checks drawn at the expense of the issuing institution.
- Cash withdrawals made by the customer
- Deposits made in cash or by check drawn on the client's or a third party's account.
- Credit payments in favor of the institution itself or another institution.
- Consultations of balances and movements of accounts.
- Opening Tier 1, 2, and 3 bank accounts and securities management accounts with customers, subject to transaction limits.
- Purchase of US dollars in cash exclusively with natural persons on behalf of the institutions themselves.
- CNBV authorization is required for institutions to enter into commercial commissions for the purpose of carrying out the activities described below (except withdrawal).

**Limits:** There are transactional limits for check withdrawals and payments of 1,500 UDIs (MXN\$10,323/US\$516), deposit limits of 4,000 UDIs (MXN\$27,528/US\$1376), and cash purchase transactions of US\$250.







## Banking: Agent regulations



The provisions of the Bank Agents regulation are not applicable when the following services are contracted by the institutions:

- Professional or consultancy services including mandates and commissions.
- Manufacture, delivery or distribution of credit cards and debit cards.
- Custody and transport of money.
- Portfolio recovery.
- Maintenance of equipment and networked computer systems.
- Services related to administration, such as cleaning, security, messaging and correspondence, and storage and physical safekeeping of information and documentation, among others.
- Processing credit operations in the promotion and evaluation phase.



## Data protection: National provisions



#### **Key Laws:**

Federal Law on
Protection of Personal
Data Held by
Individuals (Ley Federal
de Protección de
Datos Personales en
Posesión de
Particulares or
"LFPDPPP") for private
sector

#### Main definitions:

- Processing data is defined as: "the collection, use, disclosure or storage of personal data, by whatever means. Use includes any action of access, handling, use, exploitation, transfer, or disposal of personal data."
- Personal Data is defined as: "any information concerning an identified or identifiable natural person."
- "those personal Data is defined as "those personal data that affect the most intimate sphere of their owner or whose improper use may give rise to discrimination or entail a serious risk for the owner. In particular, data that may reveal aspects such as racial or ethnic origin, present and future state of health, genetic information, religious, philosophical and moral beliefs, trade union membership, political opinions, or sexual preference are considered sensitive."

#### Main provisions:

- Personal data may only be processed if the principles of lawfulness, consent, information, quality, purpose, loyalty, proportionality, and responsibility are met.\*
- Any controller who processes
   personal data is required to establish
   and maintain administrative,
   technical, and physical security
   measures to protect personal data
   against damage, loss, alteration,
   destruction, or unauthorized use,
   access, or processing

\*The principles of lawfulness, consent, information, quality, purpose, loyalty, proportionality and responsibility are defined in either the LFPDPPP or its secondary provisions.



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There are also data protection provisions in financial service sector-specific regulation

#### **Crowdfunding:**

• The General Provisions Applicable to Financial Technology Institutions require that crowdfunding applicants provide evidence that their personal data controllers have implemented personal data protection and data privacy policies.

#### **Novel Models:**

General Provisions relating to Companies Authorised to Operate Novel Models establish that applicants for an
authorization to operate Novel Models are required to provide Operational Contingency and Information
Security Incident Management Policies, which are required to contain procedures for reporting such situations to
the CNBV.

#### Marketing/Advertising:

• General Provisions of the CONDUSEF on Transparency and Sound Practices applicable to Financial Technology Institutions require fintech institutions to obtain consent in order to use personal data for marketing, advertising, or any other purpose; Fintech institutions must obtain the prior authorization of the user independent of the contract of adhesion of services or products.

## Data sharing: Open finance

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- Open Finance is set out in Article 76 of the Fintech Law.
- Financial institutions, money transmitters, credit information companies, clearing houses, fintech institutions, and companies authorized to operate with Novel Models are required to establish standardized computer application programming interfaces ("APIs") that enable connectivity and access to other APIs developed or managed by the same set of authorized companies and third parties specializing in IT to share the following data and information:
  - Open financial data: data concerning products and services offered to the general public, including the location of
    offices and branches, ATMs, or other access points to their products and services. The specific secondary provisions
    for Open Financial Data APIs are accessible <a href="here">here</a>.
  - Aggregated data: data related to any type of statistical information concerning operations, without a level of disaggregation that an individual's personal data or transactions can be identified.
  - Transactional data: data related to a customer's use of a product or service, including deposit accounts and credits.
- For a participant to access information through APIs, prior authorization is required from the Supervisory Commissions (Comisiones Supervisoras) or from Banxico for credit information companies and clearing houses.
- The Supervisory Commissions or, where appropriate, Banxico, are required to approve the fees charged by the entities for the exchange of data and information. These fees must be equitable and transparent.
- In Mexico, the approach towards "Open Finance" is generally broader in scope in comparison to other jurisdictions. The Open Finance framework is not only available to banks, but also to all other financial institutions and third parties specialized in IT, including 'BigTechs'.





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#### Key Law:

Consumer Protection Federal Law (1992) intends to promote and protect the rights of the consumer and a culture of responsible and intelligent consumption and to ensure fairness, certainty, and legal security in relations between suppliers and consumers.

#### **Key Regulator:**

The Federal Consumer Protection Agency (*Procuraduría Federal de Protección al Consumidor* or "PROFECO") promotes a culture of responsible and intelligent consumption, so consumers are in a position to make good and sufficiently informed decisions about the consumption of goods and services and the rights to which they are entitled.



## Consumer protection: Sectoral provisions

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#### **Key Law:**

The Law for the Protection and Defence of the User of Financial Services (Ley de Protección y Defensa al Usuario de Servicios Financieros)

#### **Key Authority:**

The National Commission for the Protection and Defence of Financial Services Users (Comisión Nacional para la Protección y Defensa de los Usuarios de Servicios Financieros or "CONDUSEF") is responsible for ensuring fairness in relations between users and financial institutions.

#### Focus on fintech:

CONDUSEF's general provisions on transparency and sound practices apply to fintech institutions (Disposiciones de carácter general de la CONDUSEF en materia de transparencia y sanas prácticas aplicables a las instituciones de tecnología financiera)

#### Other provisions

There are specific provisions regarding the creation of Taxpayers' Ombudsman's Office (Procuraduría de la Defensa del Contribuyente or "PRODECON") and labor dispositions regarding the creation of Federal Labour Ombudsman's Office (Procuraduría Federal de la Defensa del Trabajo or "PROFEDET").



## AML/KYC: Key laws & main provisions

#### **Key Laws:**

Federal Law for the Prevention and Identification of Operations with Resources of Illicit Proceeds (LFPIORPI)

There are also specific AML/FT regulations for each type of financial institution

#### Main provisions for non-financial institutions:

LFPIORPI identifies some "vulnerable activities" of non-financial institutions within the Mexican markets that are subject to special regulation, which include:

- The issuance or marketing, on a regular and/or professional basis, of service cards, credit cards, prepaid cards, and other instruments for the storage of monetary value that are not issued or marketed by financial institutions. This activity reports to the SHCP when a specific threshold (approximately US\$5,758.00 in monthly expenditure) is passed.
- The regular or professional offering of mutual or guarantee loan operations or granting of loans or credits by subjects other than financial institutions. This activity reports to the SHCP when a specific threshold (approximately US\$7,190.00) is passed.
- The regular and professional offering of exchange of virtual assets by subjects other than financial institutions, which are carried out through electronic, digital or similar platforms. This activity reports to the SHCP when a threshold (approximately US\$2,800.00) is passed

#### Main provisions for financial institutions:

The specific AML/FT regulations require banks and other financial institutions to adopt international policies – specifically Financial Action Task Force ("FATF") recommendations and guidelines – that indicate their commitment to AML/CFT requirements provided by law and secondary regulations. They also must set up internal control measures such as:

- the appointment of a Compliance Officer or a Communication and Control Committee,
- the generation and application of a Control Manual for AML/CFT purposes, and
- the establishment of a risk-based approach, and analysis, generation of a model, and methodologies applying this approach, among others.

#### Geolocation requirement:

As of March 21, 2021, CNBV requires financial institutions to obtain and keep the real-time geolocation of the devices their customers use to carry out operations or services. This requirement will be implemented by sector in a staggered manner.



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<sup>\*</sup>All the thresholds provided above for vulnerable activities are measured by the minimum wage in force in Mexico City except the final "vulnerable activity" – virtual assets – which is measured in Measurement and Update Units ("UMAs"), whose value is published by the National Institute of Statistics and Geography ("INEGI") every year

## AML/KYC: Customer due diligence requirements

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- Customer Due Diligence (CDD) requirements for financial institutions depend on the type of financial institution.
- At a minimum the mandatory KYC requirements for an individual are:
  - The following identification data, obtained from a valid document:
    - Paternal surname, maternal surname and first name or names without abbreviations
    - Gender
    - Date of birth
    - State of birth
    - Country of birth
    - Nationality
    - vii. Voter ID number, if applicable
  - Proof of residence
  - Occupation, profession, activity, or line of business in which the client is engaged
  - Unique Population Registry Code
  - Advanced Electronic Signature Serial Number, if the client has one
  - Telephone number
  - E-mail address
  - If applicable, account number and Standardized Banking Code (CLABE) in the Financial Entity or Foreign Financial Entity. Financial Institution or Foreign Financial Institution authorized to receive deposits.
  - Establish in the ITF's Terms and Conditions that the natural person is acting on his/her own behalf and account.

# AML/KYC: Customer due diligence requirements (cont.)



#### Additional due diligence measures that may be used to verify the identity of the customer include:

Copies of the following documents can be used for verification:

- Personal identification
- Proof of Unique Population Registry Code
- Proof of address
- Declaration of the natural person that he/she is acting in his/her own name and on his/her own account or on behalf of a third party, as the case may be.

#### What is the situation of remote (i.e. non face-to-face) CDD by mobile phone?

- For banks and fintech institutions conducting digital onboarding, institutions shall require and obtain from their clients
  the geolocation of the mobile device from which the client opens the account, the consent for engaging in the
  digital onboarding, and the voter identification number (for banks).
- Regarding accounts classified as level 2 that are contracted remotely, banks are required to integrate the
  identification files of their clients with other data, including the full name without abbreviations, gender, state of
  birth, date of birth, and their domicile.

## AML/KYC: Simplified customer due diligence

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#### **Fintech Institutions:**

- The accounts or contracts offered by fintech institutions to their clients may be considered low risk and, therefore, may only require a simplified identification regime, provided the following:
  - In the case of accounts or contracts classified as level 1 and entered into with natural person clients with transactions limited to 750 Investment Units (UDIs) (MXN\$5,161/US\$258) over a calendar month, the fintech institution shall only be obliged to collect the paternal surname, maternal surname and name or names without abbreviations, date of birth, gender, federal entity, occupation, profession, activity or line of business, and e-mail address.
  - Level 1 accounts or contracts shall be subject to a maximum balance equivalent of 1,000 UDIs (MXN\$6,899 or USD\$345).
  - o In the case of accounts or contracts classified as level 2 and entered into with natural person clients with transactions limited to 3,000 UDIs (MXN\$20,646/US\$1032) over a calendar month, the fintech institution shall only be obliged to collect, in addition to the data indicated above, the client's address and the digital version of the document from which the client's identification data originate.

#### **Banks:**

- Deposit accounts in national currency offered by the entities are considered low risk and, therefore, may have simplified identification requirements if they are subject to the following:
  - o In the case of accounts classified as level 1 that are opened by natural person clients, whose operation is limited to credits equal to 750 UDIs (MXN\$5,161/US\$258) per client, per calendar month, the entities may integrate the respective identification files of their clients, only with the data of their paternal surname, maternal surname, name or names without abbreviations, and date of birth.
  - o In the case of accounts classified as level 2 that are opened by clients who are natural persons, whose operation is limited to credits equal to 3,000 UDIs (MXN\$20,646/US\$1032) per client, per calendar month, the entities may integrate the respective identification files of their clients only with data relating to the full name, without abbreviations, date of birth, and address. In this case, the data relating to the name and date of birth of the customer must be obtained from an official identification.









## Cybersecurity: Relevant legislation

#### National legislation:

- There is no national regulatory framework for cybersecurity.
- Notwithstanding, there is an advanced initiative for instituting a General Cybersecurity Law.
  - The initiative proposes creating a permanent cybersecurity commission within the National Public Security Council, which will be responsible, together with the Executive Secretariat of the National Public Security System, for monitoring compliance with the actions of the National Cybersecurity Center, a new entity also created by this new Law, which has the mandate to monitor, prevent and manage cybersecurity risks, dangers and threats arising within and outside the national territory.
  - The National Cybersecurity Center will be responsible for developing a national cybersecurity strategy in collaboration with the telecommunications regulator, the Federal Telecommunication Institute (Instituto Federal de Telecomunicaciones or "IFT").
  - Article 23 of the initiative proposes that users are required to provide real identity information when signing agreements or confirming receipt of services from network providers, companies that manage access to the fixed or mobile telephone network, or firms that provide information, publishing, or instant messaging services, such as Facebook, Twitter or WhatsApp. The initiative warns: "where users do not provide real identity information, network operators will not provide the services."

#### **Sectoral Legislation:**

• There are sectoral provisions, such as the General Provisions Applicable to Electronic Payment Fund Institutions related to Security of Information, that lay out technical specifications for the technological infrastructure of fintech institutions, Chief Information Security Officer (CISO) faculties and responsibilities, data localization specifications, and technical requirements for two-factor authentication (2FA).





In the event of a partial or temporary interruption in the cloud computing service with a foreign provider, IFPEs must provide within their Business Continuity Plan a mechanism to ensure the continuity of services for their clients and guarantee they will maintain the necessary computing and processing capacity within two hours of any outage. The requirements apply to IFPEs that meet any of these descriptions:

- Carry out more than 3.5 million transfer transactions.
- Send or receive transfers of a total amount greater than the equivalent in local currency of 6 billion UDIs (MXN\$41,291,334,000.00/US\$2,064,566,700.00).
- At any time, have had more than one million accounts that, at any time during a twelve calendar month period, have registered a positive balance or sent at least one transfer or have had a total balance in the accounts exceeding 400 million UDIs (MXN\$2,752,755,600.00/US\$137,637,780.00).

#### The mechanisms to be implemented are:

- Engaging an additional cloud computing provider that is incorporated in and subject to a different jurisdiction than the original cloud computing service provider and that is under the control of a person other than the original provider.
- A mechanism that allows the IFPE to have its own infrastructure that enables it to carry out, in a territory other than that of the foreign jurisdiction in which the risk may occur, the processes referred to without this implying simultaneous operation with the cloud computing used in its normal operation.
- Any mechanism other than those referred to above that, at the request of the IFPE, is authorized by the Mexican Central Bank and
  the CNBV, provided that the IFPE demonstrates that such mechanism can ensure continuity in the performance of the acts
  necessary to issue, transmit, redeem or manage electronic payment funds, in the event of interruption for the causes indicated
  therein.



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## Competition: Relevant legislation & competition issues



#### Relevant authority & legislation:

- The Federal Economic Competition Commission (Comisión Federal de Competencia Económica or "COFECE")\* seeks to ensure free and economic competition and prevent, investigate, and combat monopolies and other restrictions on the efficient operation of markets in Mexico.
- The Federal Competition Law (Ley Federal de Competencia Económica or "LFCE") is the primary antitrust legislation. LFCE covers restrictive agreements, abuse of dominant position, monopoly, and price regulation.
- LFCE requires that:
- 1) Marketing and testimonials are not misleading or deceptive,
- 2) Goods and services are not displayed without the price, and
- 3) Products/services are not bundled together, unless it can be demonstrated that the convenience of bundling to the consumer outweighs the limits bundles place on the consumer's right to choose, among other requirements.

 The abuse of a dominant position in a market is prohibited. The consequences of abuse includes a notice to the firm to cease abusive practices. Abuse is also considered an offence and the penalties are up to 10% of the firm's turnover in the preceding business year or a higher percentage as determined by a court.

\*In December 2020 COFECE approved, without conditions, the majority acquisition of Cornershop Mexico by Uber. Prior to this acquisition, there was litigation to establish which authority, IFT (Ministry of Telecommunications) or COFECE, was in charge of analyzing the digital platform market. It was held that COFECE was competent, so COFECE is the responsible competition authority for digital platforms market.







#### Relevant taxes:

- Mexican tax laws may apply to fintech activities. These regulations include the Income Tax Law (LISR), the Federal Tax Code (CFF), the Value Added Tax Law (LIVA), and the General Provisions called "Miscellaneous Tax Resolution" (Resolución Miscelánea Fiscal or "RMF").
- Individuals and legal entities that carry out the following activities on national territory must pay the value added tax (VAT) established in LIVA:
  - Disposal of assets.
  - Provide independent services.
  - Grant the temporary use or enjoyment of goods.
  - Import goods or services.

#### **Application to Fintech:**

- In the RMF, there are certain reforms to the LISR and LIVA that directly affect services offered via online platforms. As of June 1<sup>st</sup>, 2020, foreign companies that provide digital services to users in Mexico through digital applications are required to charge VAT for such services.
- Similarly, if national or foreign technological platforms provide intermediation services in addition to providing digital services, they will be obliged to withhold both Income Tax (*impuesto sobre la renta* or "ISR") and VAT from individuals who sell goods or provide services, including hosting services and to report these withholdings to the Tax Administration System (*Sistema de Administración Tributaria* or "SAT").



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## Other relevant company regulations

- Incorporation of companies The main regulation is the General Law on Commercial Companies.
- **Employment of foreign employees** If a fintech firm wishes to employ foreign individuals, they are required to comply with the provisions of the Migration Law.
- Intellectual Property The Federal Law for the Protection of Industrial Property deals with trademarks, patents, industrial designs, and their specific protection schemes.
- Copyright The Copyright Law creates a process to obtain copyright protection of computer programs.
- Foreign Investment Law This law sets out rules on foreign exchange, including transactions and investment of foreign currencies in Mexican businesses.
- Labor Law The relevant regulation is the Federal Labor Law. There are also new specific regulations for working from home due to the pandemic:
  - Decree reforming Federal Labour Law on Remote Working
  - Psychosocial risk factors at work Identification, analysis and prevention



- Regulatory Approach. Banxico issued Circular 4/2019 which permits banks and
  fintech institutions to enter into virtual asset internal transactions also known as
  back-office transactions only with prior authorization granted by Banxico. Banks
  and fintech institutions are prohibited from conducting direct virtual asset
  transactions with clients or offer virtual asset custody, control, or transmission
  services to such clients.
- Definition under the Fintech Law. "A virtual asset is an electronically recorded representation of value used by the public as a means of payment for all types of legal acts, the transfer of which may only be carried out by electronic means. Under no circumstances shall a virtual asset be understood to be legal tender in national territory, foreign currency, or any other asset denominated in legal tender or foreign currency."
- **Limitation.** Fintech institutions are only permitted to operate with virtual assets that are approved by Banxico. In addition, fintech institutions and banks cannot provide virtual asset exchange, transmission, or custody services to their clients.
- Need to provide a disclaimer. Fintech institutions that manage virtual assets must disclose to their clients the risks of such transactions. Disclaimers must be posted on the fintech institution's website:
  - The virtual asset is not legal tender and is not backed by the Federal Government or Banxico.
  - The impossibility of reversing transactions once executed, if applicable.
  - The volatility of the value of the virtual asset.
  - The technological, cyber, and fraud risks inherent to virtual assets.



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For more information and further guidance on engaging with regulators see <u>Fintech Regulation in Mexico</u>

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