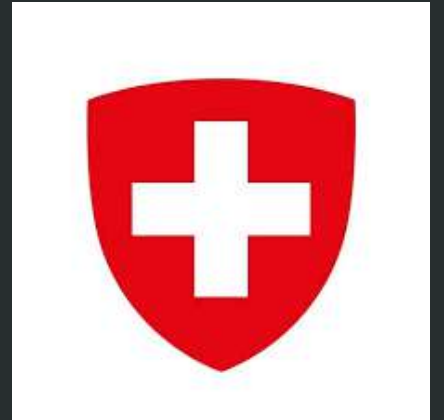




Swiss Business Hub Mexico



Ruben Araiza
Director

February 2023



1. Who We Are
2. Our 19 Year Experience and Track Record
3. Our Approach and Business Models
4. Our Fees
5. Carlos Rivera Profile

Who we Are



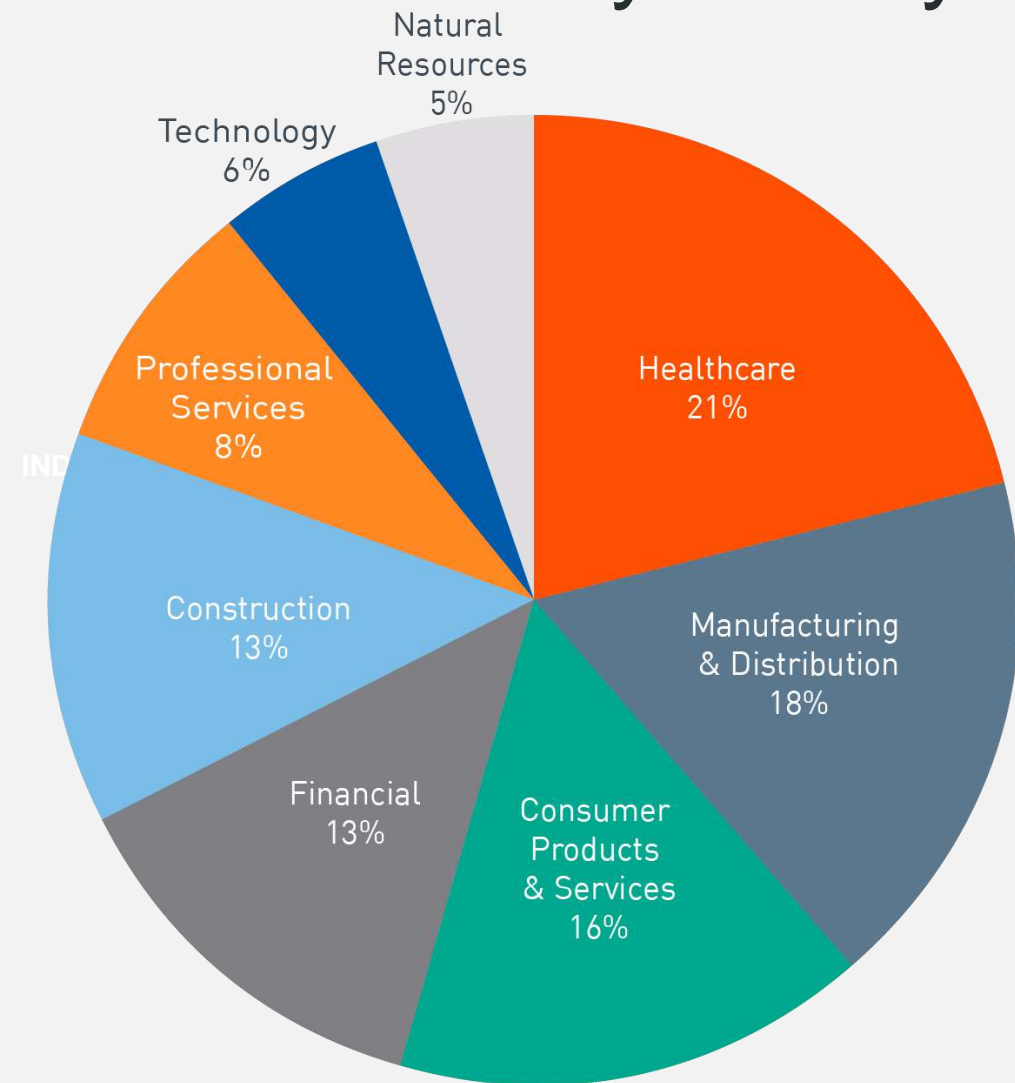
- Since 1965, MRI Network is defining the world of work
- One of the largest executive global search and recruitment organizations, named by Forbes as one of best US Executive Search Firms in 2021



- We are global leaders in talent access:
 - 300+ MRI Network firms
 - 1,500+ Talent Search Specialists Worldwide
 - 5 continents covered, in particular where Swiss Business Hubs are located, such as Mexico, Brazil, Chile, North America, Europe, Asia and Switzerland
- Our strength in numbers:
 - We make one placement every 19 minutes
 - Over 800,000 placements worldwide
 - System wide revenue of +\$200 million USD
- We know your industry and your competition: With thousands of searches every year, at both professional and executive levels, our search consultants are industry experts.

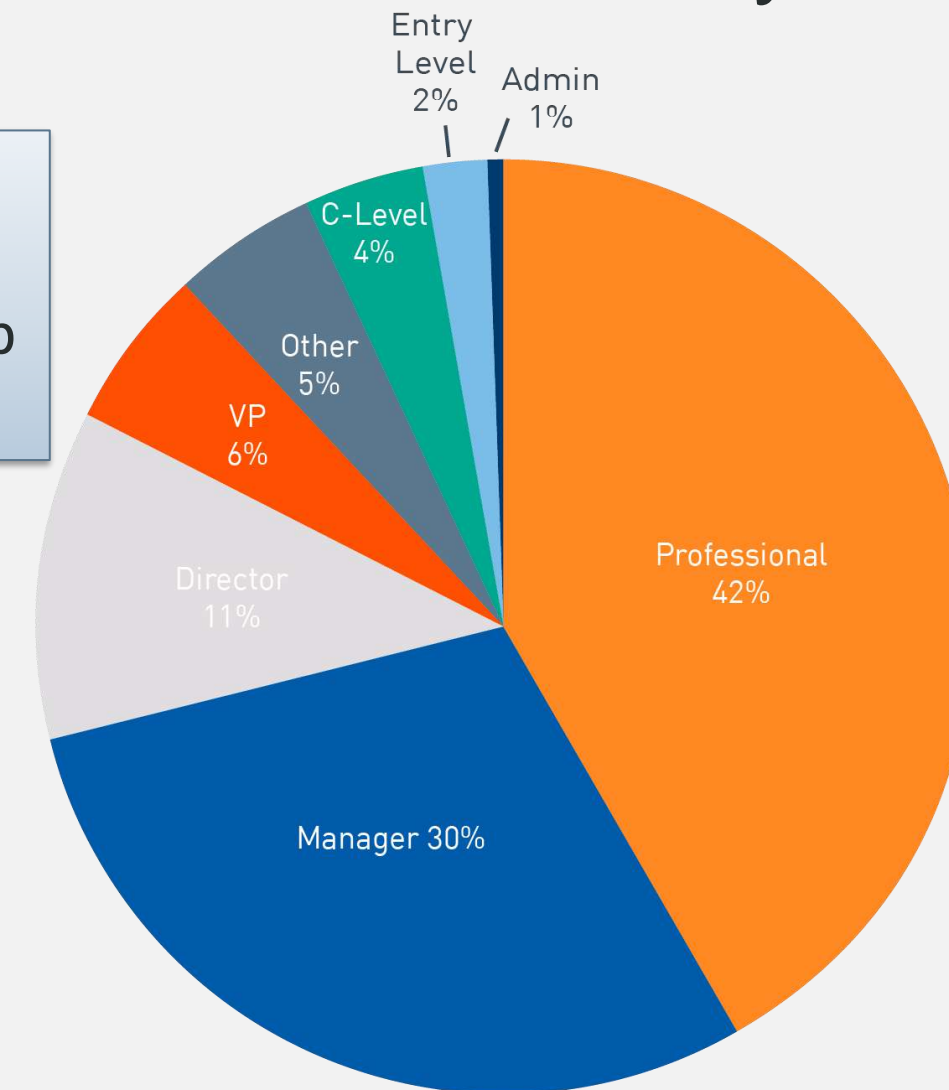
Our Experience by Industry and Level

Placements by Industry



50% of our Business deals with Leadership positions

Placements by Level



50% of our Business deals with Technical and Operational positions

We are in the talent market every day serving the top corporations

Our Successful Track Record



- A Member of MRI Network since 2003, ranks among the top international offices
- We help industry leaders - from Fortune 500s to startups - locate top performers every day
- 100+ Clients Served and 1,000+ top candidates placed in Mexico and globally
- Our service philosophy and ultimate goal is to develop high-quality, long-lasting relationships with our clients

We want our clients to view us as their partner in providing solutions to their talent needs

Our Industry Experience



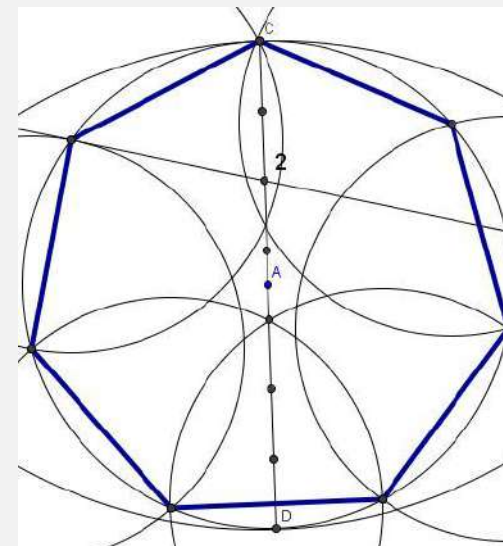
Manufacturing/Distribution

Healthcare



Natural Resources

Technology



Professional Services



Consumer/Retail



Finance

Examples of Clients Served



Healthcare



Manufacturing/Distribution



Retail/Consumer



Professional Services



Finance

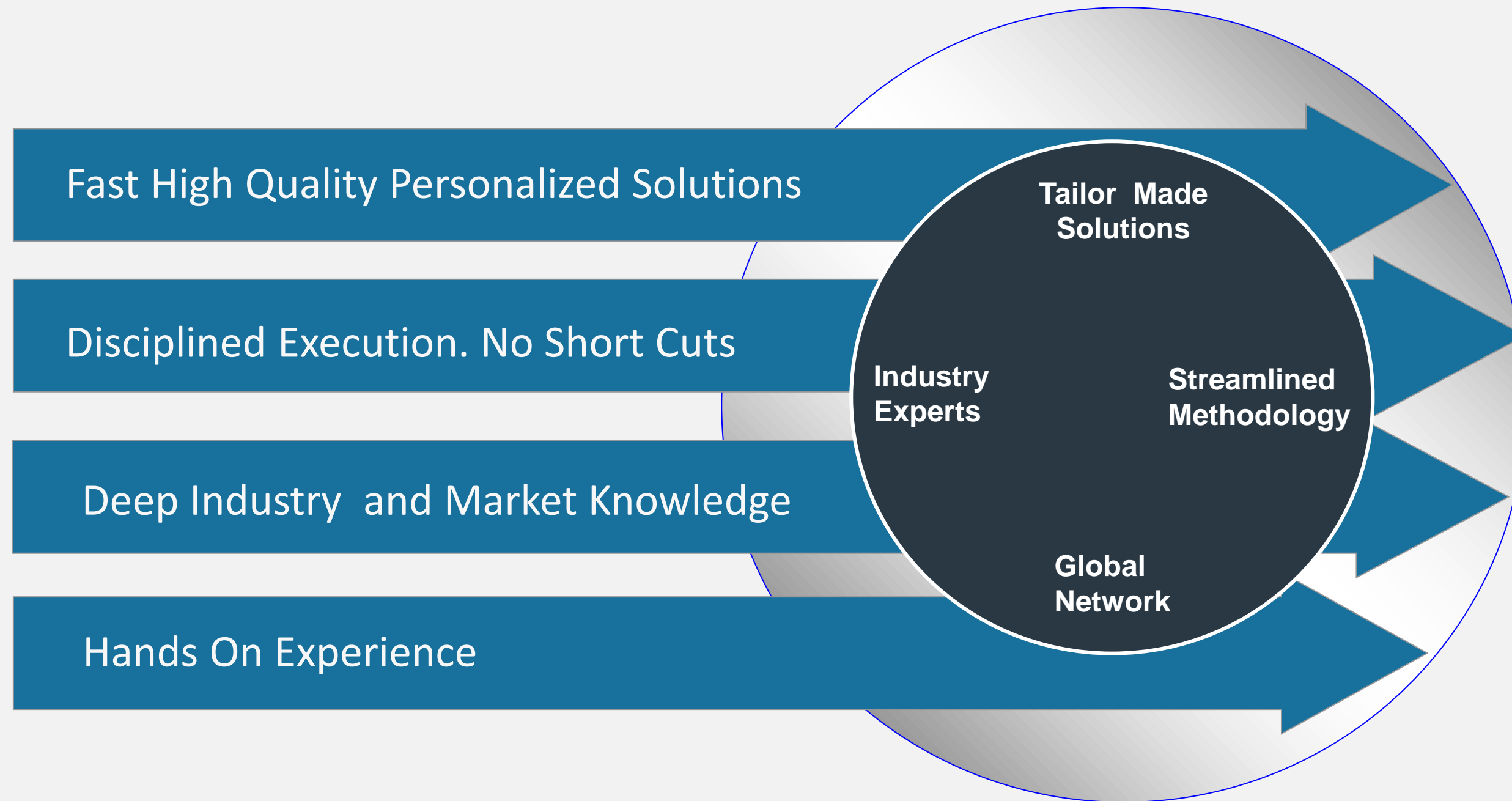


Technology



Trusted by the world's leading organizations

Our Competitive Advantage and Pillars of Success

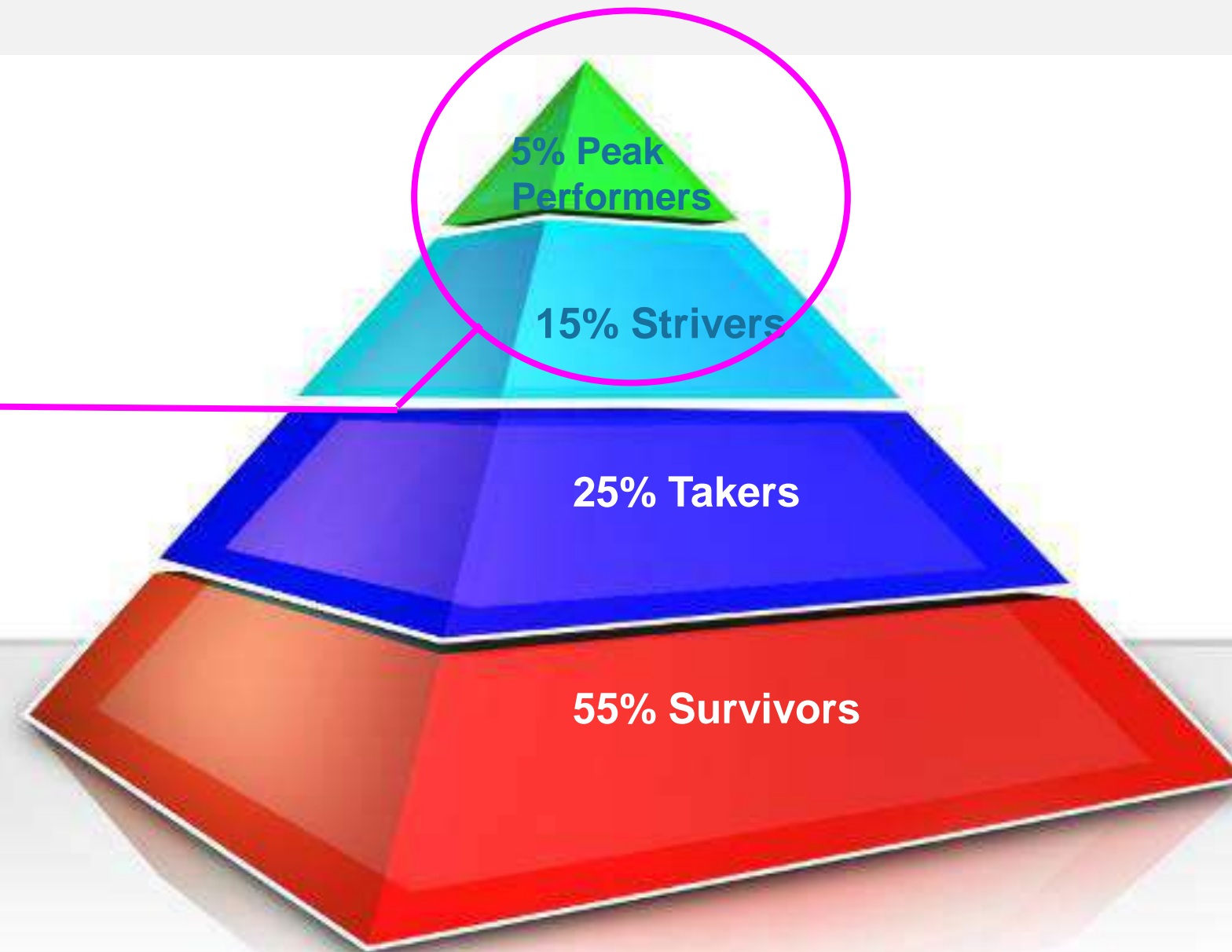


We Bring Impact Players

Our Business Model is
Designed to Focus on the Top
20% of the Pyramid

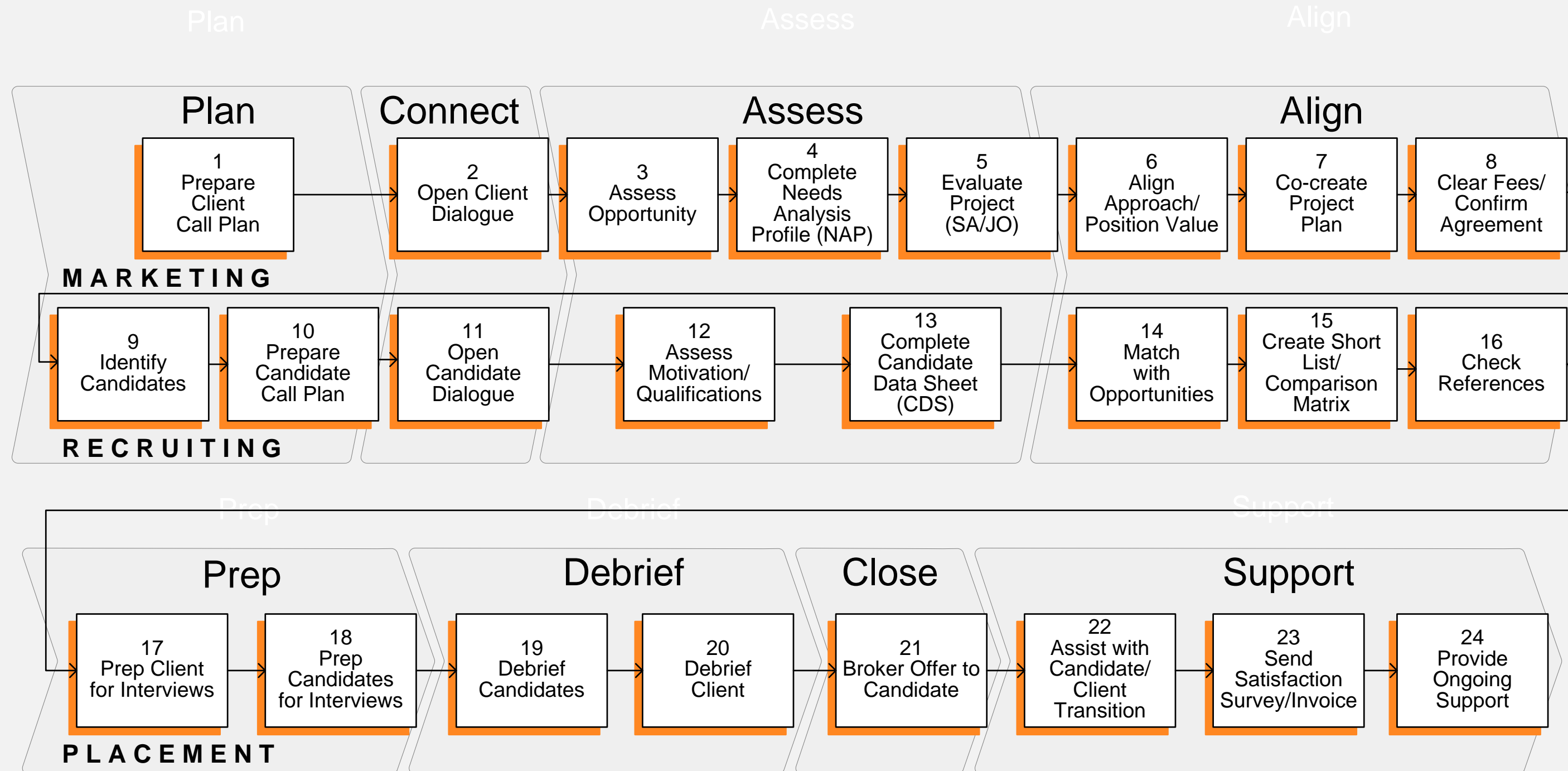
*“20% of the Employees are
Responsible for 80% of the
Impact on the Business”*

Pareto Principle



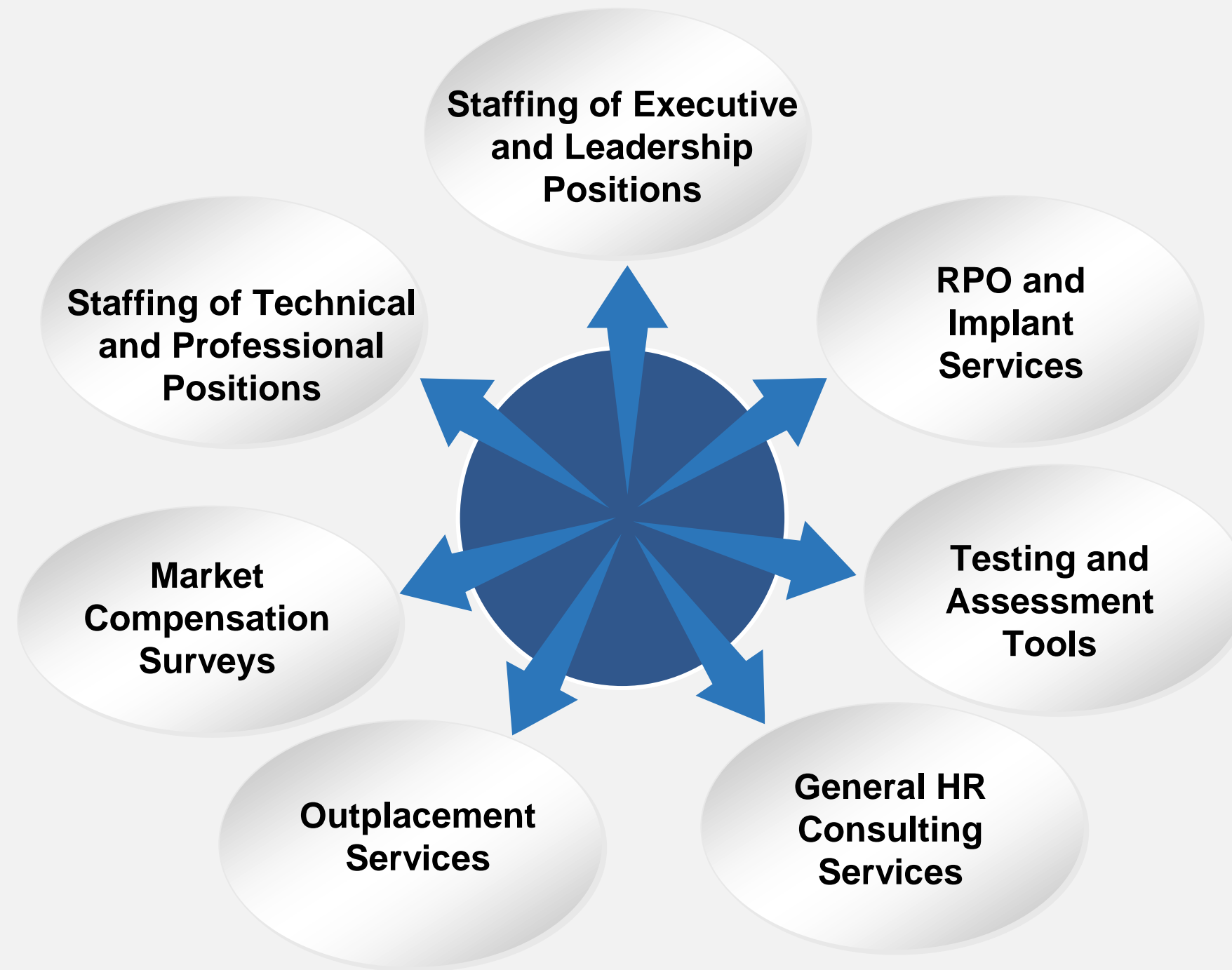
*We know the talent pool and source exceptional candidates who bring
the skills and experience that today's market demands.*

Accelerated Recruitment. 24 Steps Process



Fast process delivering reliable high quality of talent, solutions and service to our Clients

Our Advisory Services



We offer tailor-made solutions to meet your talent needs

Where we can Support Swiss Business Hub



- Leadership Positions
 - We allocate a talent consultants team to understand the hiring needs and architect a specific solution, taking ownership of a part of the entire recruitment process in generating and qualifying candidates, filling current roles and managing future needs.
 - We can assist you in middle management positions, operational positions covering Mexico and Central America
- Digital Transformation, Technical and Operational Positions
 - We have been actively assisting our customers technical, operational positions and their digital transformation journeys, not only identifying, evaluating, qualifying candidates with new technical skills required, but also with the general skills, behaviors and mindsets to succeed in the transformation of the companies
- Global Coverage
 - Through our Global Network, we can assist in locations where Swiss Business Hubs have presence, such as Mexico, Brazil, Chile, North America, Europe, Asia and Switzerland
- Strategic Business Consulting in HR
 - We offer strategic business consulting in diverse areas such as assessments, market compensation surveys, outplacement services, organizational design

We offer cost-effective high-quality solutions with high flexibility to assist Swiss and Mexican Companies that want to Enter in the Mexican and Swiss Markets in their talent needs

Our Economic Proposal



For Recruiting and Staffing Services

Fee %	Percentage of Annual Base Salary
Initial Payment	Engagement Fee of 1/3 of estimated fee
Final Payment	Balance to cover total fee upon successful completion of each search
Guarantee Period	90 to 180 Days
	Depending on the scope of the assignment, contingency option available

For Other Consulting Services

We will present tailor-made proposals based on a needs analysis profile

We offer cost-effective high-quality tailor-made solutions to meet our clients' talent needs

Carlos Rivera - CEO MRI Network Global Search



- Top level global business network
- Global management and executive experience in Latin America, Europe
 - McKinsey & Co., Novartis, Mercedes Benz, GE Capital, Marsh & McLennan
- Board member experience serving at:
 - Alumni Representative at IMD Foundation Board, IMD Business School, Switzerland
 - Mexican JVs with ABB, BellSouth, GM, Mercedes-Benz, Mitsubishi
 - GE Capital Subsidiaries in Mexico
 - El Aguila, insurance company subsidiary of AFG Inc.
 - Universidad ISEC, private Mexican institution
- Bs.Sc.Actuary, First National Actuary Prize
- MBA from IMD, Switzerland www.imd.org, one of the leading executive education institutions in the world
- President of IMD Alumni Club of Mexico
- Deutsche Schule Alexander von Humboldt, Deutsches Sprachdiplom

Having studied, worked in Switzerland for Swiss Companies, Carlos has the ability to understand the Swiss Culture and mindset to serve efficiently in the talent needs of CH Companies



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