



Wellbeing & Employee Experience (EXP) 360°



In a world where money is no longer the primary motivating factor for humans, focusing on the employee experience is the most promising competitive advantage organizations can create.

—Jacob Morgan, autor de *The Employee Experience Advantage*

Our focus is on 3 key points



We create commitment

Sustainable growth for
impactful results



High productivity

We build teams
focused on achieving
objectives



Retention of talent

A work environment that
builds people's loyalty

About us

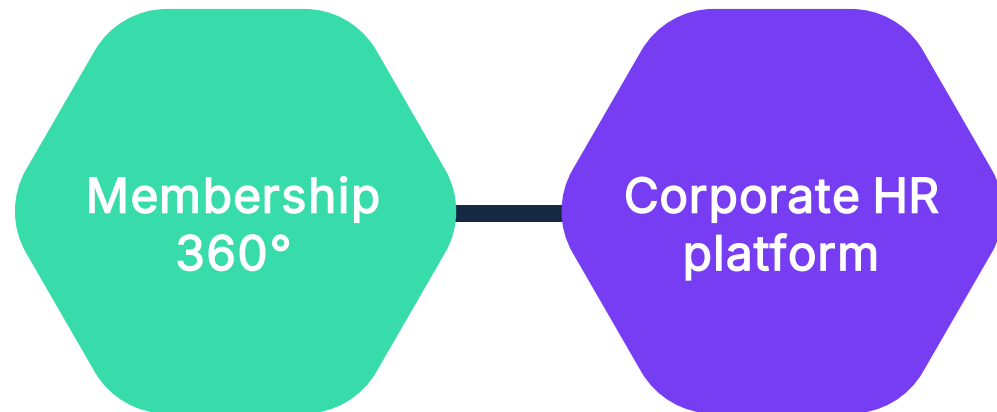
ESSEN is the comprehensive platform that improves workplace wellness, aligned with **SDG 3** and **NOM-035**.

We help create sustainable companies with healthy and committed employees, driving their success.



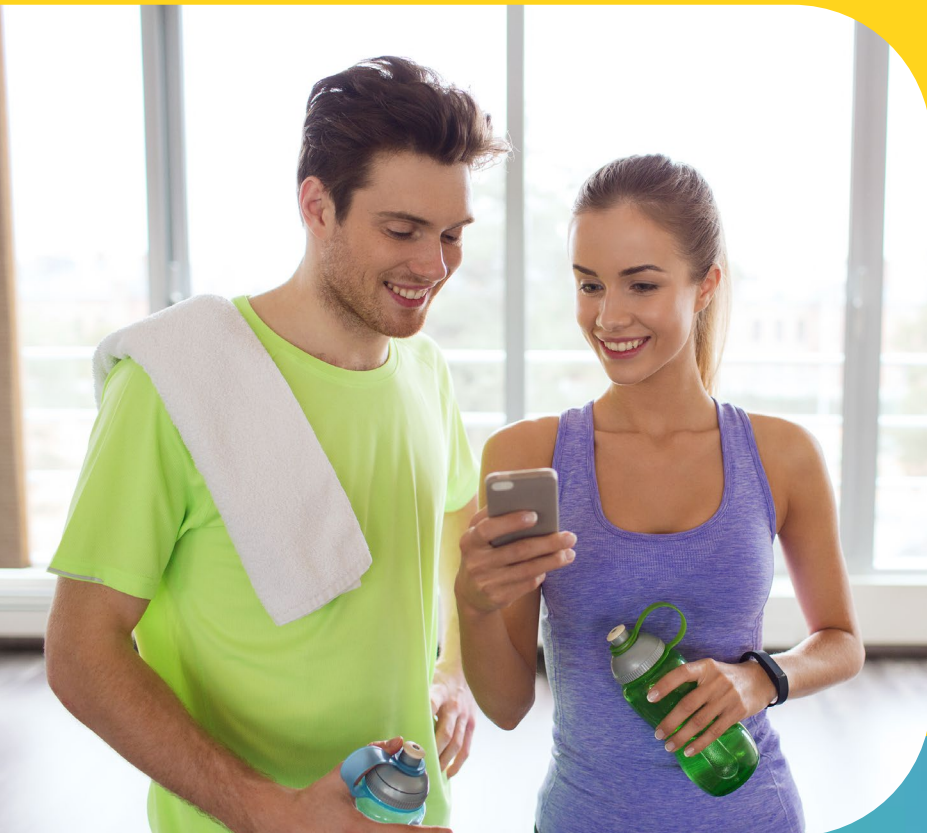
What we do

Our platform allows the HR team to **maximize** the potential of each **stage** of the **talent lifecycle** in the organization:



360° Talent Membership

1. Wellness



Virtual office

24/7 medical consultations, a health professional will see you in less than 180 seconds and send your prescription. Forget about transfers / medical record consultation for evidence.

physical health

Fitness application at a preferential price with access to more than 3,000 gyms and sports activities throughout Mexico. Includes daily visits in person or online.

nutritional health

Online nutrition consultation and follow-up once a month, tailored to the individual needs of each person.

Mental health

1 Online psychological therapy session and follow-up

Emotional health

On-demand coaching programs and online workshops on emotional intelligence, resilience, and stress management.

360° Talent Membership

2. Employee journey map



Real-time feedback

The platform includes **interactive surveys** that allow individuals to provide **continuous feedback** on their work experience, with immediate corrective actions.

Conversation mailbox

A **direct and confidential channel** for communicating with **HR** can foster a more transparent and responsive work environment, which is crucial for **talent retention**.

360° Talent Membership

3. Benefits



benefit network

Essen creates **strategic agreements** with other companies and services, which adds value to the total employee **compensation and benefits package**.

360° Talent Membership

4. Learning & Growth



Personal and professional development courses

Access to a learning platform with courses on soft skills, leadership, and personal development, with recognized certifications.

Mentoring and Coaching

Mentoring programs that match employees with leaders within the organization to foster talent growth and retention.

360° Talent Membership

5. Social experience and connectivity:



Social experience and connectivity

Un espacio para que los empleados se conecten, compartan ideas, y colaboren en proyectos, fortaleciendo las relaciones interpersonales dentro de la empresa.

Wellness events

Organization of social events, wellness retreats, and group activities that promote team cohesion and a positive work environment.

360° Talent Membership

6. Financial education



Savings bank

Save safely and build a stable future. Flexibility and access to your money to face unforeseen events and reach your financial goals. Take care of your financial well-being today!

Payroll loan

Get quick and easy access to a loan directly from your paycheck, without affecting your financial health. With affordable rates and automatic payments, it's the ideal solution to face unforeseen events or meet your goals without compromising your financial stability.

Webinars

Learn how to manage your finances with our interactive webinars. Discover practical strategies for saving, investing and planning your financial future.

HR Company

Comprehensive personnel evaluation

This section is designed for **Human Resources experts** to **evaluate candidates** and **current employees** through specialized surveys in psychology, human development and skills assessment. Pre-hire and ongoing follow-up.

Uses **advanced psychological** and **skills assessment** tools to **properly profile candidates**, ensuring that their abilities and emotions align with the **needs of the position** and the **organizational culture**.



HR Company

Compliance with Standard 035:

ESSEN includes a **specialized package** for compliance with **Mexican Official Standard 035 (NOM-035)**, which requires companies in Mexico to **identify, analyze and prevent psychosocial risk factors** in the workplace. **ESSEN's** surveys, endorsed by psychologists, guarantee a **professional and accurate** approach to the identification and management of these risks.

Continuous monitoring:

Once hired, **employees** can be continuously monitored for changes in their **well-being** and **performance**, allowing proactive adjustments to ensure their **satisfaction and productivity**.



HR Company

Pay equity analysis and financial strategy

With our study we ensure informed compensation and benefits decisions, ensuring fair and competitive pay that promotes talent retention.

ESSEN collaborates with the company to create a strategic plan that optimizes the use of financial resources in talent management. This plan includes recommendations on salary increases, benefit adjustments and budget allocations to maximize profitability and retention of valuable talent.



HR Company

Creation and analysis of salary bands

ESSEN provides a **detailed salary band analysis** based on up-to-date market data, enabling companies to establish **salary ranges that are competitive and equitable**. This analysis considers factors such as industry, company size, location and experience level.



HR Company

Talent Development and Management

ESSEN también ofrece **servicios adicionales** que complementan el **desarrollo y la retención** de empleados clave.

- **Online coaching:** Aimed at leaders and employees in strategic positions, online coaching enables the development of leadership, team management, and decision-making skills. Other coaching approaches may include.
- **Career coaching:** For employees looking to advance their career path within the company.
- **Wellness coaching:** Focused on improving work-life balance and stress management.



HR Company

Dossier management

This tool allows HR managers to efficiently manage **employee records**, ensuring that all relevant information is organized and **accessible** for decision making.





ESSEN is the essential platform for improving corporate wellness and employee experience.

It integrates assessment, development and strategic management in a single tool, facilitating informed decisions and a healthy and productive work environment, with customized solutions for each company.

Key differentiators

Holistic integration

It is a single, easy-to-use platform that combines wellness, learning and the employee experience.

Personalization

Customize programs to meet each individual's unique needs and personal goals.

Measurable impact

Advanced analytics tools to measure the program's impact on productivity, retention and employee satisfaction.



Essen invites you to transform your workplace and build a culture of well-being with us.

Essen places **wellness** and the **employee experience** at the center of its **corporate strategy**, which is key to **attracting** and **retaining** talent in a competitive labor market.

360° Membership Monthly Plan

\$199



- 1 psychological session (monthly)
- 1 nutrition session (monthly)
- Access to the course platform, free courses and others with a preferential cost.

\$299



- 1 psychological session (monthly)
- 1 nutrition session (monthly)
- 24/7 virtual office for medical consultations
- Digital app discount (network of studios & gyms of 35%) + App ZEN.
- Access to the course platform, free courses and others with a preferential cost.

\$399



- 1 psychological session (monthly)
- 1 nutrition session (monthly)
- 24/7 virtual office for basic medical consultations
- Digital app discount (network of studios & gyms of 35%+ ZEN App
- Access to the course platform, free courses and others with a preferential cost.
- Direct conversation mailbox to the company (for inquiries, suggestions or complaints)
- Social network for interacting with other members and sharing experiences

*** All memberships include the Benefits plan***.