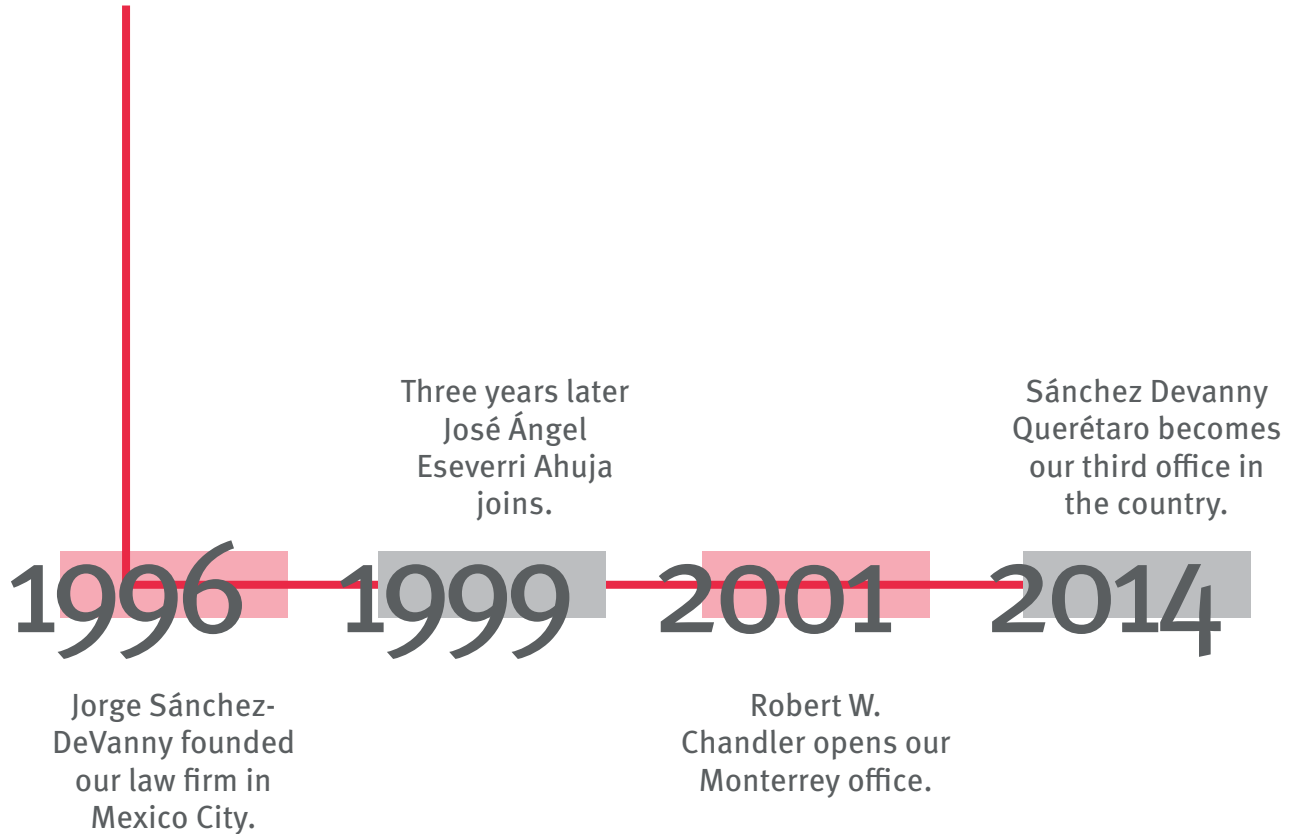


sánchez
devanny®



Our Journey



A Beginning of Distinction

This is one way to tell our story. The other is to simply say that, from the firm's first day, all of us at Sánchez Devanny are moved by the same passion: *"to do things as they have never been done before"*.

We are convinced that professionalism, prestige, and experience must come together with creativity, originality, and innovation.

It is all about setting the pace, about leading instead of following.

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About Us

Sánchez Devanny is a Mexican **legal consulting firm** with **international expertise**, specialized in providing holistic and **innovative solutions** to resolve our clients' needs, understanding their **industries** from the inside out.

We practice law with social responsibility, exercising the **legal practice with transparency, ethics, and inclusion.**

More than attorney-client services

We have **lasting relationships with our clients** that go beyond a simple contract for temporary services. We currently serve clients that have given us their trust since the foundation of this firm in 1996, clients that trust the talent and experience of our lawyers. **Our team unites experience and creativity** in the creation of solutions for our clients, because when you know how to do things right, it's easier to innovate successfully.

Location

We have offices in three of the main industrial axes for economic development in Mexico, to serve businesses all over the country: **Mexico City**, our capital city and headquarters to the most important national and international corporations; **Monterrey**, a major metropolis, dynamic, growing, and economically active; and the rapidly developing **Querétaro**, located in the center of the country. Internationally, we have developed alliances to keep us close to our more distant clients.



A black and white photograph of a group of people in a meeting. In the foreground, a wooden table holds a laptop, a white mug, and a glass of water. A person's hand is visible holding a pen. In the background, two people are seated at the table; one is holding a cup, and the other is resting their chin on their hand. A red rectangular overlay is positioned on the left side of the image, containing the text "Practice Groups" in white serif font.

Practice Groups

Corporate and M&A

The corporate and transactional practice group represents the largest and one of the core practices of Sánchez Devanny. The accumulated experience of our corporate and transactional group is very ample based on the nature of our services, the wide range of our clients' business and industries, and all legal implications that corporate and transactional (M&A) matters represent for foreign and domestic investors in Mexico.

In addition, our attorneys in this practice group regularly assist our clients in dealing with those legal requirements to carry out their daily operations. We are very close to their manufacturing and/or services operations, in order to fully understand their needs, the applicable legal requirements to such industries, and detect and reduce those business risks they face when doing business in Mexico.

The legal services provided by the corporate and transactional practice group are:

- » Comprehensive advice on mergers and acquisitions, public and private partnerships, investment and divestment transactions, corporate and group restructurings, liquidations, reorganizations, sale, and purchase of entities and assets.
- » The referred legal advice includes providing guidance on transboundary

corporate and tax implications and planning (along with our tax practice group).

- » Spin-offs, restructuring and workouts, due diligence, and regulatory compliance reviews (including for the sale of companies and/or assets).
- » Privatizations and joint ventures, and any form of business' establishment in Mexico.
- » Distribution arrangements and advice on all types of commercial related agreements, such as warehousing, licensing and manufacturing arrangements, among others.

As part of this advice we support our clients in the design and implementation of optimal corporate and tax structures (along with our tax practice group); and prepare all the required documentation, whether contractual, corporate or administrative, for the execution and implementation of all civil and commercial agreements and transactions; as well as the preparation and maintenance of their corporate books and records and providing advice on compliance issues in general.

Our team of experts in this practice group gives legal advice to companies that invest in Mexico, expanding and restructuring their operations in our country, as well as selling or divesting part or all of their businesses, whenever necessary.



Corporate and Project Finance

Our team of specialists in this practice can provide you legal advice on infrastructure projects and project finance, including structuring, documenting and implementing contracts and collateral with private and public parties, coordination of international projects, advice and expertise in Mexican laws, including trade and customs.

We can also advise you on the drafting, application and structuring of Public Private Partnerships (PPP) legislation and financing of said projects.

We have developed our expertise in this kind of matters in some industry sectors, including security, roads and transportation, real estate, general infrastructure, water treatment, manufacturing, and automotive.

Also, we can advise you in corporate and acquisition financing, intragroup financing structuring, commercial banking and credit facilities, restructure of stock exchange listed bonds, capital and debt placements in the securities and over-the-counter market and work outs & debt restructuring transactions.



We provide legal advice on infrastructure projects and financing, including structuring, documentation and implementation of contracts and guarantees with public and private financial entities.



Financial Institutions and Services

Our professionals in this practice advice on regulations and related matters regarding financial entities and non-bank banks, their operations and products.

Their expertise includes advice on strategic affiliations, business models to diversify products and development of investment strategies; establishment of financial institution relationships in the nature of local and foreign currency non-credit transactional and fiduciary operations; investment and/or portfolio due diligence, rescheduling and restructuring (including divestitures), for financial entities and any type of lending or financing entities; and, assistance with establishing eligibility, conformity, and rating for retail operations.

We are experienced in providing legal advice to financial entities and non-bank intermediaries in regulatory matters and other specialized areas in this sector.





International Trade and Customs

This practice has robust experience advising multinational companies doing business in Mexico, on diverse international trade and customs matters, structuring and optimizing their import export operations in Mexico, having a diverse client base including industries such as the automotive, aerospace, IMMEX (maquiladoras), heavy industries, trading companies, retail, energy, chemical, apparel, shoe wear, luxury goods, food, beverages, pharmaceutical, cosmetics, electric and electronics, house appliances, medical devices among others.

Our International Trade Group provides practical, sophisticated advice and cross-disciplinary counsel, in a complex global business environment, in matters related to customs strategic planning, import regimes, export promotion programs (such as IMMEX, PROSEC, Value Added Tax Certification), country of origin studies, tariff item classifications, tariff and non-tariff regulations;

We also can advise clients on Structure, application and maintenance of the Economic Authorized Operator (OEA)

If you require strategic legal advice related to your international trade operations in Mexico, export promotion programs, operation structure, interpretation and application of free trade agreements, trade facilitation, or customs or commercial disputes, you may get in touch with our specialists.



register; E-commerce holistic trade & tax structure; Structure trade facilitation policies.

Our specialists can provide Comprehensive advisory and application of Free Trade Agreements (FTA); Attention, management and litigation of customs audit triggered by the Tax Administration Service (SAT) or any other Mexican authority with legal faculties on international trade on matter related to, custom valuation, country of origin, customs compliance and anti-counterfeiting.

The expertise of our team of attorneys include: Verifications of origin from diverse FTA, triggered by the SAT against foreign exporters, producer and importers of goods to Mexico; M&A customs & regulatory due diligence; Customs compliance programs and diagnosis, risk assessments, preventive audits to the company's existing foreign trade operations; Negotiation, analysis and implementation of Mexican Official Standards, in connection with labeling, safety, health, advertising claims and publicity of imported goods; Import/export permits from sensitive sectors, administrative and tax litigation, as well as, antidumping, countervailing and safeguard matters.



Real Estate, Infrastructure and Hospitality

Our Real Estate, Infrastructure and Hospitality practice provides legal advice to Mexican and international developers, hospitality groups, and investors in general in several areas, including real estate acquisition, sale, lease and financing, both public (including CKD's, FIBRAS and other investment vehicles and public companies) and private, through financial institutions, and in connection with the development, construction, administration and operation of real estate through diverse legal structures, including the legal set-up of investment vehicles for said purposes and all legal and regulatory aspects related to investment and strategic transactions in the real estate, commercial, hospitality and industrial sector.

Likewise, our group of specialists provides advice on compliance with land-use regulation, urban development and zoning, contracting of public and private services, and obtaining different types of permits and licenses, including permits for drilling and exploitation of water wells. Additionally, our specialists have experience in legal analysis and advice on the transformation and modification of communal property regimes (régimen de propiedad de inmuebles ejidales), obtaining

government subsidies and permits, and participating in public tenders for the exploitation of natural resources, acquisition and operation of real estate in the hospitality sector, incorporation of condominium regimes, and time share and fractional property.

Is your company a Mexican or foreign developer, a tourism company, or real estate investor? Our group of experts can provide legal advice in acquisitions, sales, leasing, real estate financing (public and private), industrial development and permitting, among other services.





Tax

This practice pragmatically advises clients on tax planning, federal and local tax optimization for new or existing operations and expansion projects, national and international corporate reorganizations, tax treaties, transfer pricing, private wealth management, and provides representation during complex tax audits and litigation.

We provide legal advice on compliance with obligations in tax matters as well as consulting and tax litigation.





Private Wealth Management and Estate Planning

We can assist our clients with the following services: design of cross-border successions and estates; design and due diligence of Mexican, US, and international trusts, and vehicles to determine their compliance with applicable tax rules; drafting of Mexican trusts for succession and estate planning; review of worldwide asset allocation to ensure tax efficiency and compliance; drafting of testamentary instruments to govern transfer of assets to younger generations in domestic and cross-border settings; assistance to foreign counsel with the design and drafting of foreign estate planning vehicles, including foreign trusts and personal holding companies; drafting of family codes of conduct and succession protocols.

Our team of specialists in this area can assist in tax and legal planning of high net-worth individuals concerned with the transfer of their domestic and international assets.



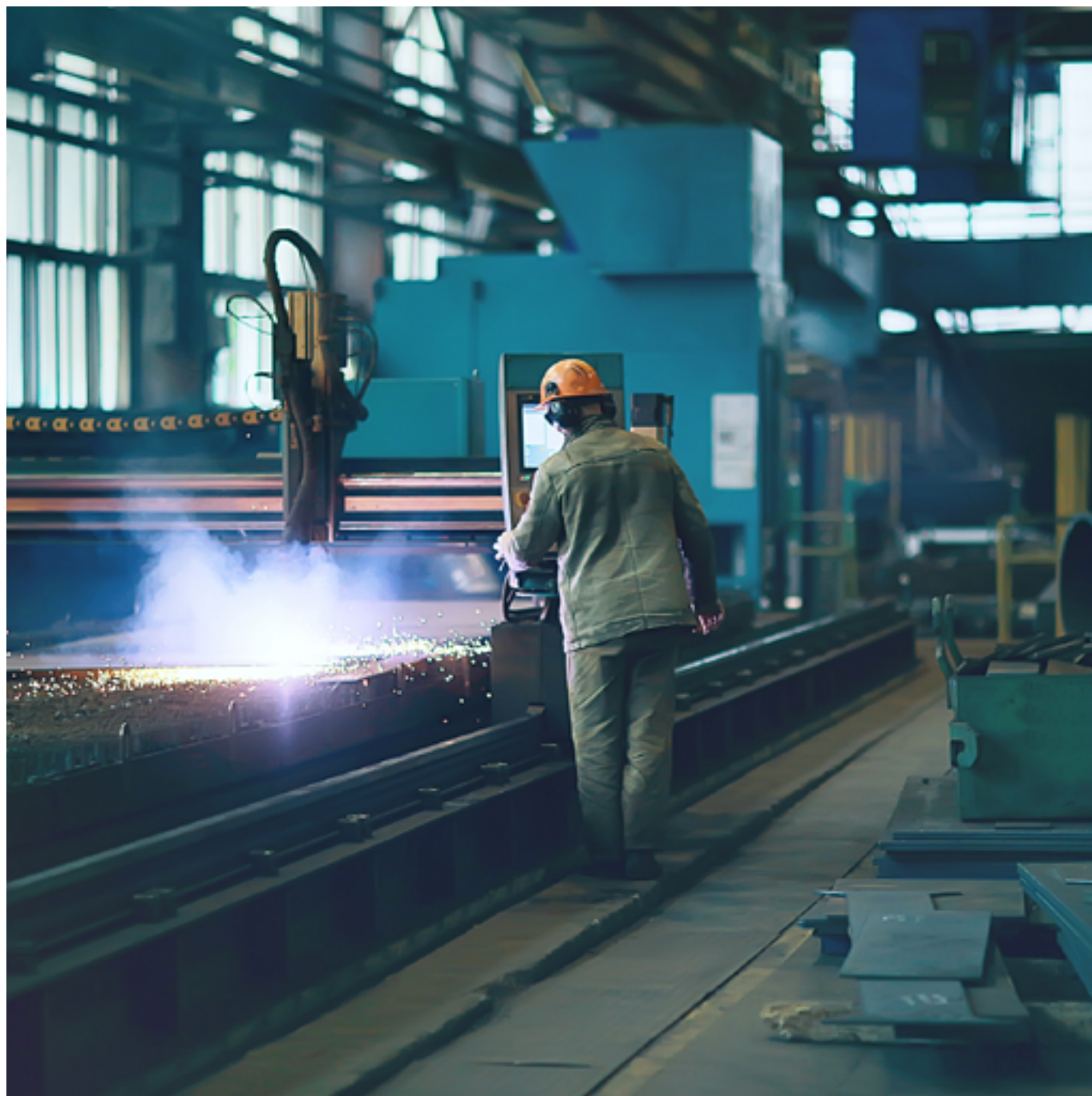


Labor, Social Security and Immigration

This practice advises clients on compliance with labor and social security laws, and in the design and implementation of labor structures to avoid risk. We assist in processing immigration documentation for top-level executives and their families, with employment agreements, terminations, and fringe benefit planning, and represent clients in employment litigation.



Labor laws in Mexico are complex, and they require correct interpretation and application to lower the risk to companies that operate in the country. Our specialists have broad experience in the fulfillment of labor regulation requirements and social security in Mexico to provide you with the confidence you need.



Corporate Governance and Regulatory Compliance

This practice group advises clients in all matters related to compliance in areas and industries subject to regulation, with a focus on minimizing their risks.

In particular, the interdisciplinary team of experienced compliance experts of our Corporate Governance and Regulatory Compliance Practice Group has a very robust practice in corporate internal investigations triggered for multiple reasons such as potential violations to internal code of conducts, corrupt conduct, solicitation of improper payments, conflict of interest, fraud, anti-trust proceedings, among other.

Also, we advise on the design, implementation, and evaluation of client-tailored corporate compliance models.

Compliance with laws and regulations applicable to each company is crucial to mitigate risks of all types. Because of this, we provide legal advice on internal investigations of corporate compliance, money laundering prevention, anti-corruption law compliance in Mexico, and more.

We also counsel clients on Mexican anti-corruption regulations and on compliance and/or regulatory audits and their legal implications in connection with M&A, commercial agreements, obtaining licenses and permits or awarding of government contracts, as well as in internal vetting procedures for third parties such as distributors, agents and service providers.

Our specialists can also represent clients during administrative proceedings, inspections, administrative and white-collar litigation, including legal actions against fines, shutdowns, and product seizures among other.

We provide advice on Mexican Anti-Money Laundering regulations and compliance implementation, including defense, on the administrative arena, due to investigation proceedings by the Financial Intelligence Unit (UIF).

Our Practice Group also provides advice in connection with proceedings to be implemented by entities operating in highly regulated areas (life sciences, food and beverage, import / export of goods) restricted products, etc. involving the participation of governmental authorities or entities considered as quasi-governmental.



Energy, Natural Resources and Environmental

Our professionals in this practice provide legal advice on electric energy projects, both conventional and renewable, including due diligence; mergers and acquisitions; joint ventures; public bids, procurement; financing; preparation of contracts in general, and in particular engineering, procurement and construction (EPC) and operation and maintenance (O&M) contracts, enforcement of legacy contracts (contratos legados) and procedures to modify self-supply energy schemes (PPA), financed public works (OPF), and generation under the Electricity Industry Act. Also we provide advice on Wholesale Electricity Market operations and activities.

In the Oil& Gas field, our experts provide advice on public bids, procurement, public and private contracting, and projects for the Upstream, Midstream and Downstream sectors; including counsel on contracting with the National Hydrocarbons Commission (CNH), For-Profit State Companies and private sector participants.

In the mining sector, we provide legal advice in matters related to the issuance and renewal of mining concessions, and proceedings before federal, state and municipal authorities.

Also we can provide assistance in regulatory and environmental issues, including obtaining federal, state or municipal permits for oil and electricity projects.



We provide legal advice on the planning and execution of projects in the energy industry from the oil and gas field, as well as renewables and all of the legal implications derived therefrom: environmental, regulatory, fiscal, among others.

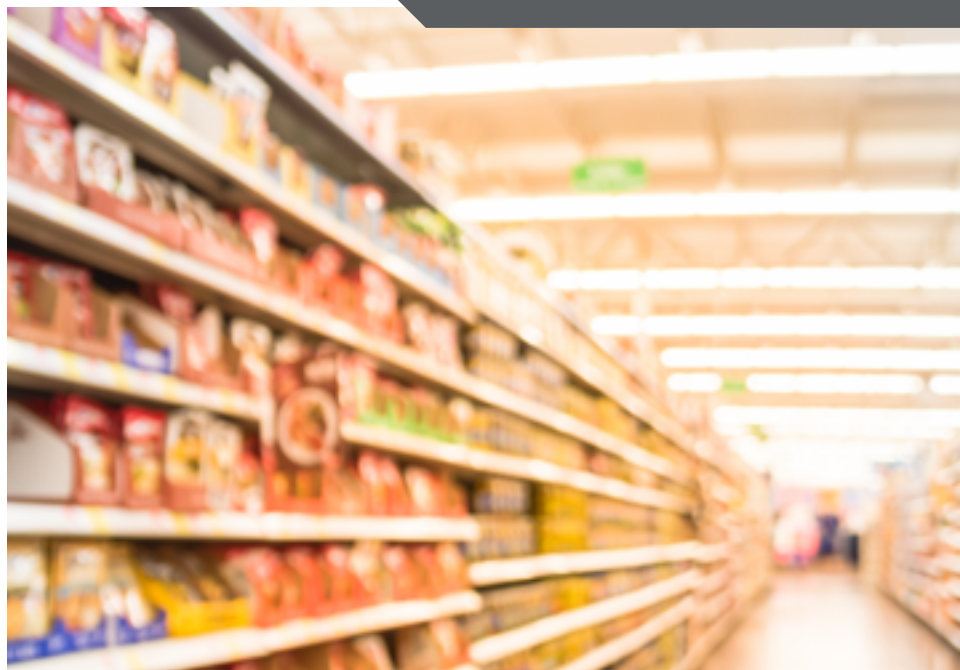


Life Sciences

The Life Sciences practice group provides legal advice regarding regulation (including Mexican Official Standards (NOM) or Mexican Standards (NMX)), contracting, internal auditing, and implications on M&A processes regarding pharmaceutical products and related substances; restricted substances; medical devices (including nuclear safeguards); products posing health risks for humans, animals, or plants; food and beverages; dietary supplements; cosmetic products; tobacco products; and alcoholic beverages.

Also, our team of attorneys in this area can advise you on requirements for manufacturing, supply, distribution, marketing, importation, and advertising of products subject to health requirements and acquisition of permits, authorizations, notices, and registrations before health authorities.

Some other cases in which our team of specialists can provide you with legal advice are: a) on clinical trials and research related to human advice on animal health; b) when you require representation in litigation related to pharmaceuticals, medical devices, food and beverages, tobacco, and cosmetics; c) when you need lobbying and negotiation with authorities regarding amendments or changes to applicable provisions; and, d) on requirements regarding animal processing premises including federal standard slaughterhouses.



We have ample experience assessing pharmaceutical companies, food and beverage, medical devices, cosmetics, alcoholic beverages, and others, belonging to the Life Sciences area in the complex regulatory framework to which they are subjected.



Intellectual Property, Entertainment and Sports Law

This practice provides advice on IP protection, including consulting, prosecution and litigation of patents, trademarks, industrial designs, utility models and copyrights.

We also provide advisory on all IP related agreements including authorship and related rights, licensing, software development, hosting, outsourcing, distribution, strategic alliances, co-branding and franchising. Additionally, our IP practice develops tax-efficient IP management strategies and advises clients on the transfer of IP in contracts and in transactions such as mergers, spin-offs, divestitures, and corporate name changes.

Our practice also includes advisory on Data Privacy, including the review and audit of policies and data handling procedures, and representation before national authorities.

Do you need to adequately protect your patents, brands, industrial designs, utility models, or copyrights? Talk to our experts, they'll bring you the peace of mind you need.





Data Privacy and Information Technology

Our specialists in Data Protection are qualified to provide legal assistance with the following: Data protection audits, in particular, the identification of personal data and sensitive personal data processing activities, analysis for the detection and control of risks, definition of strategies for data management, as well as applicable data transfer rules for local and foreign companies, with specialization in automotive, healthcare, services, software development, education and financial industries.

Likewise, our attorneys provide legal advice for the management of inquiries, requests and claims of any kind, including recording, modification and suppression of elements that contain personal data; advice and representation in infringement procedures before the Mexican Data Protection Office (INAI); drafting and implementation of privacy and information security policies; negotiation of data assignment agreements; data processing agreements; technical consulting for risk assessment and contingencies, and the selection of solutions that guarantee safe processing of information, and consequently, reduce associated risks.



Since the enactment of the Federal Data Protection Law, its Regulations and further guidelines, our team at Sánchez Devanny has developed easy-to-follow procedures to identify the legal compliance model that fits best each client's needs, according to the sector or industry involved.

Our practice group has extensive experience in internal investigations of corporate governance, in compliance with privacy aspects, where the complexity of technical components and implied data transfers have a critical role; both for the development of preventive strategies and models, and the proper handling of contingencies and data breach.

In this context, our specialists provide legal advice to data controllers and other entities responsible for the processing of information and personal data, by designing a tailor-made compliance model, taking into account the distinctive features of each industry.



Litigation and Alternative Dispute Resolution

The Litigation and Alternative Dispute Resolution practice group is recognized both within our firm and with our clients for its focus on dispute avoidance through its close involvement, participation, monitoring and follow-up with the other relevant areas of the firm and the firm's clients in their day-to-day dealings and businesses. We work closely with all other practice groups to ensure clients receive a complete advisory service that allows to identify legal risks in any given operation or deal, the severity of these risks and the appropriate precautionary measures. Our practice group is a strong believer on investing in legal risk management and conflict prevention.

We also represent our clients in:

- » Audit and review of all documents supporting the client's commercial and credit operations (purchase and sell agreements, and purchase orders) to ensure enforceability.
- » Analysis and improvement of company protocols to reduce payment and delivery default risks.
- » Mediation and conciliation procedures before beginning a judicial or arbitration process.
- » Execution of extrajudicial strategies for collections and contractual compliance.
- » General consultation with in-house counsels regarding litigation, contractual compliance, enforceability of clauses, etc.
- » Preliminary analysis to determine the feasibility of collection through exhaustive search of goods that could be attached.
- » Representation in all kinds of civil, commercial,

family, administrative, agrarian, insolvency, and constitutional disputes (amparo).

- » Representation in disputes derived from contracts, commercial relations, public bids, leasing, negotiable instruments (e.g., promissory notes), insolvency and bankruptcy procedures, debt restructuring, family and civil relations, mortgages, and ex parte proceedings.
- » Assistance with the service, acknowledgement, and execution of notices, citations, and resolutions issued abroad in accordance with Mexican and International Law (including The Hague Convention).
- » Expert legal advice on Mexican Law for judicial and arbitration proceedings abroad.
- » Involvement in arbitration procedures as parties or arbitrators.

We believe in investment in the prevention of conflicts and risk management. Because of this, our legal advice focuses on anticipating possible disputes and finding dispute resolution mechanisms for our clients so that litigation is the last option.



Antitrust

Our talented team of attorneys in this practice provides representation of local and foreign companies before the Federal Competition Commission (antitrust authority in Mexico). Also, they can provide you advice regarding the proceedings and investigations of absolute monopolistic practices, including the immunity or penalty reduction program.

Our professionals can provide you advice on the concentration, preparation, and filing of notices regarding mergers, acquisitions, corporate restructurings, and subscriptions.

The compliance with Mexican antitrust policies is also one of our services, including basic training for employees to ensure compliance with basic antitrust laws.

Also we can advise your company on establishing internal policies in compliance with antitrust laws, including audits to ensure compliance and detection of risks in regards to pricing policies, contracts with providers and clients.

Monopolistic practices are prohibited in Mexico. We represent companies before the Federal Commission for Economic Competition to attend requirements or audits by this authority.





Industry Groups



Automotive Industry Group

Our Automotive Industry Practice is comprised of a talented team of lawyers from several practice areas, ready to provide comprehensive and diverse legal advice on matters relevant to the automotive business, considering the different aspects relevant to clients' businesses. Among our industry clients we currently serve OEMs and Tier 1, 2 & 3 manufacturers, as well as multiple service providers to the industry in general.

Our Automotive Industry Practice provides full-service legal advice to our clients, including but not limited to Corporate Transactional and M&A; Real Estate & Environmental; Tax (including international and domestic planning and litigation); Labor, Social Security & Immigration; International Trade and Customs; Corporate Governance & Regulatory Compliance; Litigation and Dispute Resolution and Antitrust, among others.

Our attorneys are experts in advising foreign investors on the design and implementation of adequate and sound legal strategies and implementation plans to ensure successful operations and investments in Mexico.

Our experience advising companies in the automotive industry comprises organizations from the United States, Canada, Germany, Japan, Italy, Korea, the Netherlands, Spain, France, United Kingdom, Switzerland, Sweden and China, among others.





Energy Industry Group

Our Energy Industry Group is comprised of a multidisciplinary group of lawyers, who for more than 20 years have provided their clients practical and effective assistance in the key legal areas for the energy sector.

As a multidisciplinary group, we are in a unique position to provide to the different players in the energy industry a legal and comprehensive analysis, which is sensitive to the particularities of their businesses, current trends and energy policies, including any prospective legal changes to Mexico's energy sector and landscape, as well as the implications and opportunities such changes may represent.

We offer specialized advice on Energy Regulatory Compliance, Public Procurement Procedures, Contracts, Corporate and M&A, Labor, Project Finance, Foreign Trade & Customs, Real Estate, Administrative,

Commercial, Civil & Tax Litigation, Dispute Resolution and Investment Protection matters.

Our legal assistance includes all activities within the hydrocarbons and power sectors, including clean energies.

Hydrocarbons Sector

Advise in regulatory matters, as well as in contractual, corporate, transactional, arbitration, litigation and administrative procedures, public procurement, management and private procurement matters and projects for the Upstream, Midstream and Downstream sectors.

Our expertise in the Upstream sector includes advice on public procurement procedures carried out with the National Hydrocarbons Commission ("CNH"), with Petroleos Mexicanos ("PEMEX") and other private industry players within the energy sector. Our track record in the Midstream sector includes legal assistance in importation, exportation, storage, distribution and transportation activities of hydrocarbons, oil-refined products and petrochemicals. In the Downstream sector, we have participated in the strategy structuring and implementation of trading schemes and development of service station networks for the retail of oil-refined products, lubricants, natural gas and petrochemicals, as



well as for the provision of goods and services required to perform such activities, including the supply chain of fuels in general, and particularly those required for the aerospace industry.

Power Sector

We have advised our clients in all activities within the power sector, including clean energy projects, within the legacy regime or pursuant to the conditions set forth in the applicable legislation of the new Wholesale Electricity Market (“MEM”).

Our advice covers transactional, corporate and tax structuring matters, consulting on regulatory matters (including the possible impact of the recent reforms on those matters), audits, mergers and acquisitions, co-investments, joint ventures, agrarian and real estate matters, public and private procurement procedures, compliance with clean energy obligations, importation of goods and equipment (including those required for the maintenance of such equipment), management, project finance, financial, administrative and operational contracts preparation and negotiation, development of infrastructure, and matters related to the interconnection and connection to the National Power Grid (“SEN”), Network Code, and in general, the negotiation of all kinds of contracts required for the development of such activities.

In the last 24 months, we have advised our clients in the acquisition, sale or development of a variety of renewable and conventional source projects. Likewise, we have provided assistance in power supply contracting and renegotiation with power suppliers and the most important generators of the market in any modality (legacy or as a MEM participant), ensuring power supply capacity of above 1000 MW, as well as huge investments for the energy sector and benefits for our clients.

We offer advice on commercial and administrative litigation matters, as well as in arbitration procedures against private parties and/or authorities, and in the execution and negotiation of collective bargaining agreements with key labor unions.



Family Business Industry Group

In Mexico, substantial portions of family businesses disappear by the second or third generation. The family businesses that have achieved steady, consolidated growth over time are those that have known how to combine proper corporate and family governance, structured succession, and the professionalization of the administrative management of the company.

Sánchez Devanny's integrated multidisciplinary team of specialists tackles the tax and legal aspects of family business, enabling cross-generational consolidation. To do so, we work closely with our clients to understand the sensibilities of inter- and intra-family relations and the objectives for the training of future generations. We also work closely with clients to acquire a deep understanding of their businesses, to help them find long-lasting governance solutions that will help them flourish. An obstacle we have encountered for the development and succession of family businesses is the prevailing idiosyncrasies of Mexican families, which heightens with cross-border families. Hence, in our experience, the guidance of professionals who understand the cultural heritage of the family is essential. Our clients benefit from the multi-jurisdictional qualifications of our lawyers, providing high quality services while preserving both Mexican traits, and those that transcend our borders. To do so, we rely on our extensive network of counterparts in the United States, Canada, Israel, Germany, Spain, France, Switzerland, and the United Kingdom, among others.





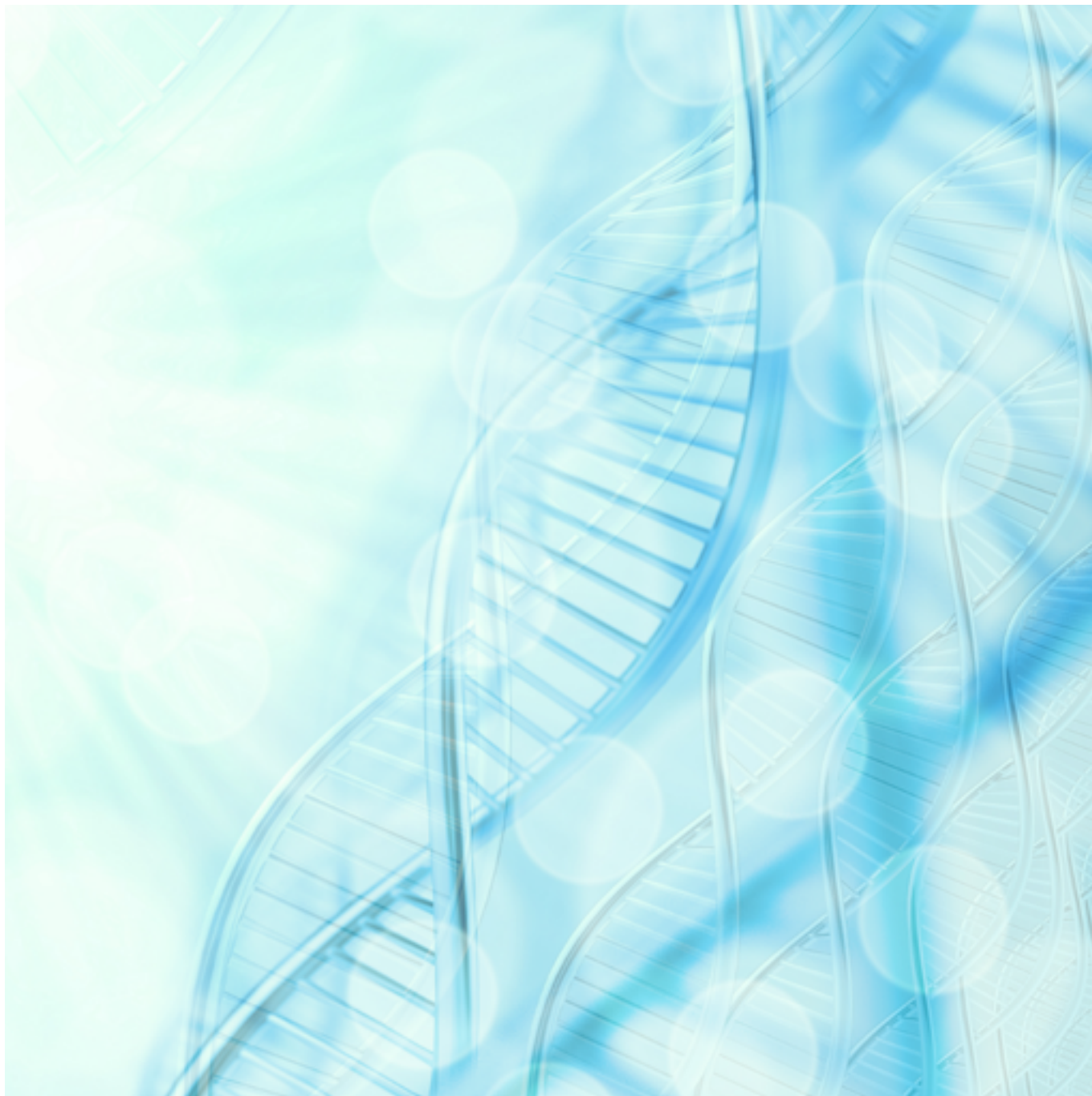
Life Sciences Industry Group

The Life Sciences Industry Group is a multidisciplinary group of lawyers who, for more than 18 years, have provided practical and effective advice in the key legal areas for healthcare and life sciences clients.

As a multidisciplinary group, we are in a unique position to offer the different players in the healthcare and life sciences industries comprehensive and specialized legal analysis sensitive to the peculiarities of their businesses.

We offer specialized counsel to advise industry players in the following key legal areas: Regulatory Compliance, Anti-corruption, Data Privacy, Intellectual Property, International Trade, Administrative Litigation, Corporate Transactional and M&A, Tax, and, Legal advisory on Public Market Access.





Retail and E-Commerce Industry Group

The lawyers at Sánchez Devanny that make up the Retail and E-Commerce Industry Group serve both institutional clients and large commercial chains in the establishment of their businesses in Mexico, as well as in their digital platforms for sales of its products and services in the country and abroad.

We regularly accompany our clients in the design and implementation of their site selection processes for the establishment of their stores and shopping centers, as well as in the negotiation of purchase and sale contracts, long-term leasing and construction conditioning contracts to operate.

We also assist our clients in obtaining all the necessary permits and authorizations to operate in the country before the competent authorities (local, state and federal), including environmental permits, land use, advertising and many others that are required and that may change jurisdiction.



We have extensive experience supporting our clients establishing control and monitoring systems for the timely renewal of their permits and authorizations in order to avoid the imposition of fines and temporary closures due to lack of corporate compliance.

We also have a very large and experienced civil, commercial and administrative litigation team to carry out the defense of the interests of our clients if necessary, including in the procedures that are processed before the Federal Consumer Protection Agency.

In addition, we have extensive experience advising national and international clients on electronic commerce, internet sales, proper handling of data privacy issues, and the protection and registration of intangibles before the IMPI (patents, trademarks, industrial design, utility models, and copyrights).



Our Commitment





Our Commitment

At Sánchez Devanny we reaffirm our commitment to being a modern law firm, committed to our environment. For this reason, we work every day in the development of initiatives, projects, policies and internal procedures that guide our actions to the benefit of our clients and the communities we develop ourselves in. We currently manifest this commitment through our actions in matters of diversity and inclusion, pro bono work, and compliance.

Diversity and Inclusion

At Sánchez Devanny we are convinced that equity, diversity and inclusion in the workplace are necessary, as a person's talent and capabilities are the most important. For this reason, our firm does not discriminate against any person, based on any status protected by law.

Likewise, we consider the life-career balance as crucial for the personal and professional development of our colleagues, and this is reflected in our corporate principles and values.

Keeping this in mind, our firm constantly develops policies, procedures and actions that go beyond compliance with regulations. Our policies, procedures and actions focus on achieving the integral development of our team.

Some of the policies and actions Sánchez-Devanny has undertaken in Diversity and Inclusion are:

- » 100% pay parity
- » Extended Maternity and Paternity leave
- » Flex time
- » Inspiring Greatness Initiative
- » Diversity and Inclusion Minimum Standards at Law Firms, promoted by AbogadasMX
- » Active participation in AbogadasMX
- » Active participation in Women's Forum
- » Active participation in Women in Energy

- » Active participation in the Diversity and Inclusion Committee of the International Section at the New York State Bar Association

Sánchez Devanny is committed to leading by example in the legal and business community on matters of **equity, diversity & inclusion**.

Our firm does not discriminate against any person, based on any status protected by law. We also extend such protection to other groups, including members of the LGBTQ+ community and persons with disabilities.



Pro Bono

At Sánchez Devanny we fully acknowledge our social responsibility as law professionals to give back to the communities in which we operate through pro bono work and other social initiatives. For this reason, we provide legal advice to both NGOs and individuals who require our support in various areas of law. Within the scope of our pro bono work, we have addressed issues related to childhood protection, assistance to immigrants, animal protection laws, regulations and specific legal actions, class actions for the protection of the environment and legal support to those affected by natural disasters such as the Mexico City's earthquakes and to those individuals affected by the COVID 19 pandemic, among other issues.

Additionally, we support NGOs dedicated to providing free legal services in the country such as Fundación Appleseed México, A.C., whose Board is led by our partner Gerardo Prado, to achieve systemic and long-term changes in our country.



In Sánchez Devanny all these efforts confirm our deep and concrete commitment to Mexico.

In order to formalize the pro bono work that we carry out, we have a pro bono committee that authorizes and supervises every matter we handle. Our workplace pro bono work ensures the provision of adequate and opportune legal advice to those we support in this area. In Sánchez Devanny all of these efforts confirm our deep and concrete obligation to Mexico. For this reason, we have established for our attorneys an annual goal of pro bono work hours.

Compliance

At Sánchez Devanny we have a Compliance system that allows us to ensure **transparency and responsibility** in all our activities.

Our culture of compliance is reflected in the behavior and values of our professionals at all levels, and makes us **sustainable over time**. We recognize the importance of complying with all laws and regulations and also make **voluntary commitments** beyond our obligations.

That is why our clients, employees, business partners, authorities and society in general, can find in Sánchez Devanny more than a legal services firm, an ally that works under the highest standards of **quality, ethics and integrity**.



Contact

Mexico City

Av. Paseo de las Palmas #525
Piso 6
Col. Lomas de Chapultepec
11000 CDMX

T. +52 (55) 5029 8500



Monterrey

José Clemente Orozco #335
Piso 4 Despacho 401
Col. Valle Oriente
66269 San Pedro, N.L.

T. +52 (81) 8153 3900



Querétaro

Av. Antea #1088
Torre 2 – Piso 2
Col Jurica, 76100
Querétaro, Qro

T. +52 (442) 296.6400





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Mexico City

Monterrey

Querétaro

