



sánchez  
devanny®

A YEAR IN REVIEW 2022

*together, moving forward*

As 2022 is about to end, here at Sánchez Devanny we celebrate that, even though it has not been an easy year for anyone, the resilience, perseverance, dedication and vision of all our clients has helped them to become stronger and stay afloat in the midst of the global economic turbulence.

This year has also represented great challenges that we have faced with courage and determination to be a firm up to the needs and requirements of our clients in an unstable political-economic environment such as the one experienced by some sectors in our country.

Our firm is also committed to all of us who collaborate with it, since it is us, the people, who make it possible for our firm to be a benchmark in legal services in our country. We will continue to invest to stay at the forefront, to develop our talent and to strengthen our relationships with our clients and friends, as we are sure it is the only way we will be able to overcome the obstacles and challenges that 2023 brings us.

On behalf of all of us who make up this great Sánchez Devanny family, I thank our clients for their trust in us to attend to their affairs and for allowing us to be part of their achievements in 2022. We hope to continue to grow together and be business allies for years to come.

I invite you to celebrate with us the achievements that we have reached together in this "A Year in Review 2022," and I invite you to continue working together to make our country a better place to live and do business.

Kind regards,

**Ricardo León-Santacruz**  
*Managing Partner*



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## Background



For Sánchez Devanny, it is of vital importance to educate the firm's employees about the organization and risk management models through annual Compliance Training, emphasizing their role in the compliance programs, as well as their obligations and the consequences of non-compliance.

## Project



Training is given to all employees, customizing it to the position of each person at Sánchez Devanny in Mexico City, Monterrey and Querétaro.

## Benefits



Compliance training allows the firm to operate safely and efficiently within the policies that have been established to avoid any risk, ensuring that all of the firm's employees understand and comply with all established policies, laws, and regulations.

◆ *Having a compliance program as robust as Sánchez Devanny's, we guarantee our clients that our operations are subject to the rules and laws applicable to a professional services company such as our firm.* ◆

# Non-disclosure agreement (NDA) amended



## Background

There was an NDA; however, after the revision by the Compliance Officer of the firm, several modifications were made due to the reform of the Industrial Property Law, and the document was also modified in order to protect and safeguard confidential information given to a third party.



## Project

Preparation of a new document (NDA) in Spanish version updated in accordance with the legislative reforms, as well as to make processes more efficient by having the NDA available for use in any area.



## Benefits

With these adjustments and updates, now the firm has a standardized legal document that is in compliance with the latest applicable provisions for any area requiring an NDA.

# Revision and Updating of the Code of Ethics and Conduct

## Background

The Code of Ethics and Conduct must be re-examined and updated annually in order to be aligned with our values and ethical responsibilities and inspire confidence in our internal and external customers.



## Project

A general revision of the Code of Ethics and Conduct has been carried out and the Guidelines of Sanchez Devanny's ethics were added.



## Benefits

Generating confidence in our clients updating our ethical canons for the rendering of legal services creating an excellent basis of quality in which we exercise our guidelines and values such as respect, honesty, and the correct conduct of collaborators inside and outside the firm helping maintain an excellent relationship with clients.

# Diversity, Equity and Inclusion

## Background

Diversity, Equity and Inclusion are fundamental for Sánchez Devanny. During 2022 we have continued to reinforce our commitment to promote initiatives, policies and projects that make our firm a diverse, safe and welcoming space for our collaborators to work in.

### Inspiring Greatness

Throughout the year we have continued to promote this initiative through which prominent personalities from business, social activities, and altruism shared their stories and experiences with our people to inspire us and **encourage openness, respect, and plurality** among our team.

### No discrimination and Zero Tolerance

Our internal policy of **Diversity, Equity, Equality, Non-Discrimination, Non-Violence and Non-Harassment** was strengthened, in order to let our collaborators develop a feeling of belonging, within an environment of security and respect, as they are offered the opportunity to advance based on their talents and contributions, so that they can positively impact all areas of their lives, as well as the performance of the Firm.

### Break the Bias

During 2022 we also developed an internal communication campaign to disseminate among our people some actions that help them **break unconscious biases** in terms of gender. This campaign consisted of a workshop, periodic and constant communications regarding the most common unconscious biases that most affect the business environment and to end the campaign, the talk "Sexism in the offices and how to dismantle it" given by Nicko Nogués, Director of the Institute for the Development of Anti-Hegemonic Masculinities.

### Benefits of our Extended Maternity and Paternity Policy

Throughout this year, some lawyers had the opportunity to enjoy the **extended maternity and paternity periods** established by our internal policy with the sole purpose of providing a longer period of time to be together and provide full-time care of babies by moms and dads who welcome a new member into their families. Likewise, once this extended leave period ends, they are able to enjoy the "Flex time" program to continue enjoying the first months of their babies' lives for as long as possible.

## Benefits

Our Diversity, Equity, and Inclusion policies, initiatives, campaigns, and projects provide our people with the possibility of fully developing in a safe environment in which they can be valued for their talent, eliminating any other label that may restrict their personal and/or professional growth.

This is reflected in the quality of work we provide to our clients.

# Break The Bias Campaign

## Background

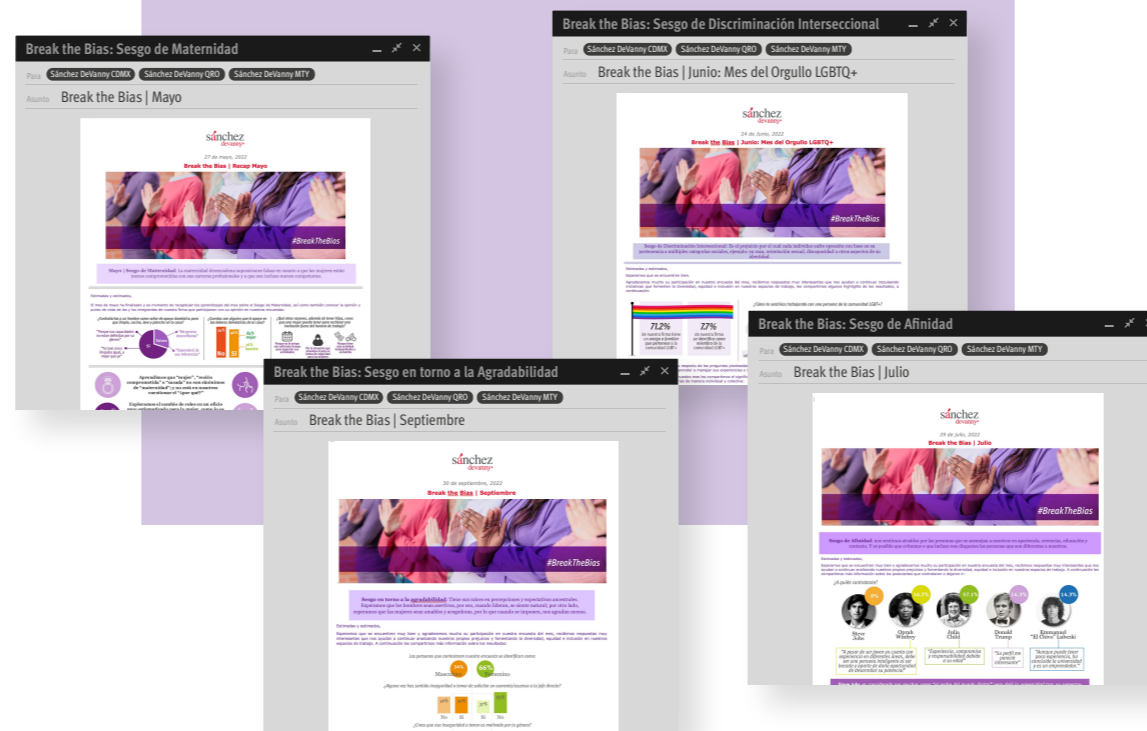
As part of the commitment that the firm's Diversity, Equity and Inclusion Committee has to promote the generation of spaces for reflection and analysis that help us to break the mistaken and often harmful prejudices towards some of our colleagues, we decided to extend the campaign "Break the Bias" of the International Women's Day 2022 throughout the year.

## Project

**1** We taught the *50 Ways to Fight Bias* course that *LeanIn.org* offered as part of the International Women's Day 2022 campaign at all levels of our firm, exposing the main gender biases that women face in the workplace.

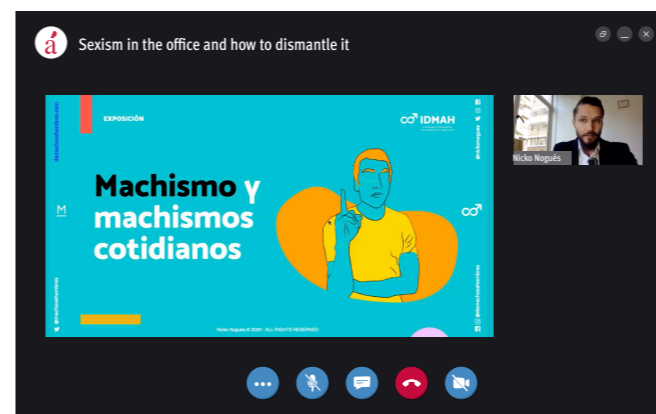


**2** We share information on a specific bias each week, raising real situations about these prejudices and conducting surveys that foster *participation and dialogue within our firm*, breaking paradigms and relearning concepts.



**3**

To close our annual campaign, we had the participation of *Nicko Nogués* - Director of the Institute for the Development of Anti-Hegemonic Masculinities (IDMAH), with the talk "*Sexism in the office and how to dismantle it*", a workshop that is now part of our induction process for new members.



## Benefits

Having a culture of teamwork and inclusiveness allows us to offer an ethical and quality service.

It is important for our firm to remain vigilant and identify and correct inappropriate and harmful behaviors, which we can improve to create an organization with better understanding and acceptance.

Our actions in terms of Diversity, Equity and Inclusion allow us to create favorable environments so that our employees have equal opportunities, allowing them to develop personally and professionally in a safe environment.



The use of technology is increasingly present in daily activities that we carry out both in our personal and professional lives.

Nowadays, business e-cards are becoming more frequent as a means of personal presentation for executives who are constantly networking, and for this reason, at Sánchez Devanny we decided to include this as a means of personal presentation for our collaborators.

## Project

In our business e-cards you will find relevant information about Sánchez DeVanny and the data that allows you to stay in touch with our attorneys, including the following:

Add the contact to your phone book

1

Share the QR code that, when scanned, displays the person's business e-card

2

Email address

3

Check our attorney's profile

4

Office phone

5

Get directions on how to get to each of our three offices, via Maps

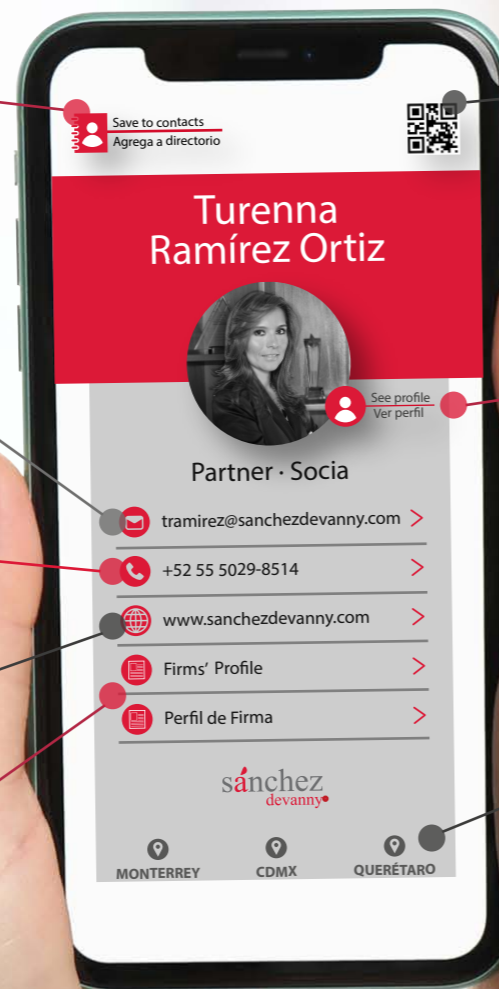
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Our website

6

Download our firm's brochure in English or Spanish

7



## Benefits

With this new, more professional, modern and comprehensive presentation tool, we improve the interaction of our professionals with their interlocutors in any forum (events, prospects, clients, authorities, etc.).

# Editorial content development

### Alternativas judiciales ante falta de respuesta de COFEPRIS a trámite administrativo

Tal como se reportó por la Auditoría Superior de la Federación en el primer trimestre de 2022, existen reportados retrasos administrativos significativos en los trámites que se realizan ante la Comisión Federal para la Protección Contra Riesgos Sanitarios (COFEPRIS); esto genera impacto a distintos sectores del país, y afecta a pacientes y consumidores, ya que COFEPRIS es la encargada de autorizar distintos recursos para la salud -incluyendo medicamentos y dispositivos médicos- y otros productos como aparatos y servicios médicos.

Los retrasos en trámites conllevan distintos impactos de la Comisión, Ley General de Salud, sus Reglamentos y la Ley Federal de Procedimiento Administrativo, que obligan a las autoridades a dar respuesta, requerimientos y resoluciones en tiempos determinados.

La COFEPRIS ha realizado algunas esfuerzos para reducir este costo de batalla, como la digitalización e implementación de sistemas de atención al ciudadano. Sin embargo, a raíz de la actualización de registros sanitarios, así así, existen múltiples casos de riesgo que complican la operación en México en los distintos registros.

Ante esta situación, hemos asesorado a diversos clientes sobre las alternativas disponibles para iniciar procedimientos administrativos e ir obteniendo respuestas a sus trámites, incluyendo:

- La presentación de Recursos de Revocación ante instancias superiores a la misma COFEPRIS

### Life Sciences 2022

#### Las obligaciones en materia sanitaria en México, establecidas con base en claves SCIAN

Las obligaciones en materia sanitaria en México, establecidas con base en claves SCIAN

Juan Luis Serrano Leizaola  
Sánchez Devanny

El artículo 10 de la Ley General de Salud establece las obligaciones en materia sanitaria en México, establecidas con base en claves SCIAN. Este artículo es fundamental para entender las obligaciones de los fabricantes de productos sanitarios en México.

### Transfer Pricing 2022

Last Updated April 14, 2022

#### Mexico

Law and Practice Trends and Developments

Trends and Developments

Authors

Sánchez Devanny is a leading Mexican law firm, with offices in Mexico City, Monterrey and Querétaro, that provides full-service legal advice both to Mexican and international clients. With distinct practice areas that regularly collaborate with one another, the firm helps clients make better decisions for their businesses as a whole, especially in the energy, automotive, retail, real estate, pharmaceutical and manufacturing industries. Sánchez Devanny builds enduring client relationships that go beyond individual service contracts; every effort is made to understand clients' businesses and expectations, to serve as an ally, and to provide complete, accessible and personalized advice. Throughout the firm, pride is taken in serving clients with a combined approach of experience and creativity.

#### Mexican Transfer Pricing Regulation Updates

With a high collection goal (MXN3.9 billion) to be achieved by the Mexican Tax Authority (SAT) for 2022 and new tools available, granted by the Mexican tax reform which entered into force as of 1 January 2022, the Mexican tax environment appears to be less welcoming

### Anti-Corruption Report

#### As the Fight Against Corruption in Mexico Founders, Surgical Risk Assessment Is Key

By Daniel Maldonado Alcántara, Sánchez Devanny

When the Mexican government passed a suite of legislation in 2013, known as the National Anti-Corruption System (NAS), it was heralded as a sea change in how the country would fight corruption, but the NAS has yet to live up to those expectations. This means that, despite the NAS, companies doing business in Mexico must fight corruption on their own. In a guest article, Daniel Maldonado Alcántara, a partner at Sánchez Devanny based in Mexico City, discusses the current corruption landscape in Mexico, provides real-life examples of the types of corruption companies might encounter when doing business there and offers suggestions on how companies can take a smart, surgical approach to assessing their risk levels in the country. See "Regional Risk Spotlight: Law Office of CCA Law Firm Discusses How Legislation and Anti-Corruption Challenges in Mexico" (Jun. 28, 2016).

### Chambers

#### Employment 2022

Definitive global law guides offering comparative analysis from top-ranked lawyers

Mexico: Trends & Developments  
Alfredo Kupfer-Domínguez  
Sánchez Devanny

### Boletín del Grupo de Práctica de Inmobiliario, Infraestructura y Hotelero

05 de septiembre 2022

#### Iniciativa con proyecto de decreto, por el que se deroga el inciso f) fracción I del artículo 9 de la Ley de Propiedad en Condominio de Interoctales para el Distrito Federal

El artículo 10 de agosto del 2022 se publicó en el Sistema de Información Legislativa de la Ciudad de México la "Iniciativa con proyecto de decreto, por el que se deroga el inciso f) fracción I del artículo 9 de la Ley de Propiedad en Condominio de Interoctales para el Distrito Federal" ("Código de México") a cargo de la Diputada Martha Soledad Ávila Vázquez. La anterior bajo el argumento de que el artículo 9 fracción I, B, inciso f) la genera obligatoria para constituir el Régimen de Propiedad en Condominio y su inscripción en el Registro Público de la Propiedad y de Comercio.

La iniciativa que se presenta tiene como principal objetivo facilitar el movimiento por stoper escrituras públicas de inmuebles tipo el Régimen de Propiedad en Condominio mediante la supresión del requisito que impone el precepto del artículo 9 fracción I, B, inciso f) de la Ley de Propiedad en Condominio de Interoctales para el Distrito Federal.

Artículo 9. Para constituir el Régimen de Propiedad en Condominio, se ha de contar en escritura pública:

1. B. Que el mismo leve a la vida, y que sirva como capta al gobierno de la escritura, de acuerdo al artículo 9 de la Ley de Propiedad en Condominio de Interoctales para el Distrito Federal.

El artículo 9 de la Ley de Propiedad en Condominio de Interoctales para el Distrito Federal establece que el movimiento de inmuebles tipo el Régimen de Propiedad en Condominio debe ser realizado por un profesional autorizado para ello.

### Impuestos a los servicios digitales y otras medidas unilaterales adoptadas por México

Taxes on digital services and other unilateral measures adopted by Mexico

Impostos sobre servicios digitales e otras medidas unilaterales adoptadas por México

MARIANA EGUILIARTE MORETT<sup>1</sup>  
JOSE RODOLFO PÉREZ ARBÓLEO<sup>2</sup>

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Página final: 333

#### Resumen

El objetivo de esta investigación es el análisis de las propuestas de impuestos a los servicios digitales en México, así como otras medidas unilaterales adoptadas por el país. Al respecto, en esta investigación se analizan las medidas adoptadas conforme al Proyecto contra la erosión de la base imponible y el traslado de beneficios, tanto para el impuesto sobre la renta como para el impuesto al valor agregado. Asimismo, se incluyen nuestros comentarios respecto a las posibilidades de implementar un impuesto a los servicios digitales en México, tomando en cuenta los compromisos internacionales del país.

1. Los autores expresan el apoyo de Edgar Guevara Morales Barrera en la investigación por la institución de la presente publicación.
2. Mariana Eguilarte Morett es socia del área fiscal de la firma de abogados mexicana Sánchez Devanny Barrera S.C.
3. José Rodolfo Pérez Arbóleo es asociado senior de la misma firma.

### Life Sciences 2022

Last Updated April 06, 2022

#### Mexico

Law and Practice Trends and Developments

Trends and Developments

Author

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Sánchez Devanny  
(Author/Details/21730778/5bV5hM8W5fNfclmJh8mETGV8HM)

Sánchez Devanny is a Mexican legal consulting firm with international expertise, specializing in providing holistic and innovative solutions to resolve clients' needs, understanding their industries from the inside out. The firm practices law with social responsibility, exercising legal practice with transparency, ethics and inclusion. Sánchez Devanny forms lasting relationships with its clients that go beyond a simple contract for temporary services. The firm has served clients that have given it trust since its foundation in 1996; clients that trust the talent and experience of Sánchez Devanny.

### Panorama regulatorio de los crypto-activos o activos virtuales en México

por José Bernardo Ochoa y Joaquín García-Prinzler

Sánchez Devanny | 17 de octubre, 2022

Los crypto-activos o activos virtuales han sido objeto de análisis en múltiples jurisdicciones a lo largo de los últimos años y, en México, ese análisis ha sido la excepción. Las discusiones sobre los crypto-activos o activos virtuales y su regulación han involucrado, de manera particular, a los reguladores.

En marzo de 2014, el Banco de México publicó un primer comunicado que advertía sobre el uso de activos virtuales, y señalaba que dichos activos conllevan un riesgo de alto nivel de volatilidad e incertidumbre de sus valores. En consecuencia, el Banco de México no los registra ni los supervisa.

Durante 2017, se publicó un segundo comunicado de los bancos de México que reiteró la advertencia de que los activos virtuales no son instrumentos financieros reconocidos por el Banco de México.

En febrero de 2021, el Banco de México publicó un tercer comunicado que reiteró la advertencia de que los activos virtuales no son instrumentos financieros reconocidos por el Banco de México.

En agosto de 2021, el Banco de México publicó un cuarto comunicado que reiteró la advertencia de que los activos virtuales no son instrumentos financieros reconocidos por el Banco de México.

En octubre de 2021, el Banco de México publicó un quinto comunicado que reiteró la advertencia de que los activos virtuales no son instrumentos financieros reconocidos por el Banco de México.

En diciembre de 2021, el Banco de México publicó un sexto comunicado que reiteró la advertencia de que los activos virtuales no son instrumentos financieros reconocidos por el Banco de México.

## Background

The advice and attention that our firm provides to our clients includes the development of editorial content that provides them with a clear analysis of the most relevant updates in the legal landscape.

## Project

Throughout this year, our talented team of lawyers from various industry groups and practice areas have produced more than 80 legal newsletters, articles and publications, with the goal of keeping our key audience informed.

## Benefits

The development of informative and valuable materials gives our clients the opportunity to support and strengthen their business decisions, without forgetting that the timely advice of our experts will always be necessary, generating bonds of trust and security with our firm.

## Background

Although the pandemic brought with it new rules of coexistence and therefore new ways of managing our communications, our events conducted in the webinar modality have progressively returned to their face-to-face and hybrid type, expanding the forums in which our experts present their analysis and points of view on the most relevant issues for our clients.

## Project

Throughout this year we have participated in more than *110 events*, sharing our expertise with a large number of people and companies in Mexico, the United States, Canada, Central and South America, Europe and Asia, with interesting presentations on topics of Tax, Science Life, Labor, Energy, International Trade, and other topics.

## Benefits

Our constant participation in events allows us to transmit our knowledge, keep up-to-date on issues of legal relevance, stay in contact with our public and, on many occasions, find out about their concerns and provide solutions to their questions, providing informed advice that helps our national and international clients understand, plan and act in favor of their business interests.

Meet our team at the IBA Annual Conference 2022



sánchez devanny

2022: Año de definiciones en materia colectiva laboral. Implicaciones de la Reforma de la Ley Federal del Trabajo en las relaciones colectivas en México.

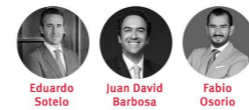
Speakers:



sánchez devanny

Haciendo Negocios en México desde la óptica Colombiana

Panelistas:



carcomex | sánchez devanny | J Del Rio | ARAÚJO IBARRA

Seminario: Transparencia en la Recaudación Fiscal y el Pilar o2 de la OCDE – El Pilar o2 de la OCDE

Speakers:

Mariana Eguarte  
Christian Kaeser  
Mariana Servín  
Juan Carlos Pérez

Moderador:

Germán Saldivar

icc | sánchez devanny

# Opinion Podcast

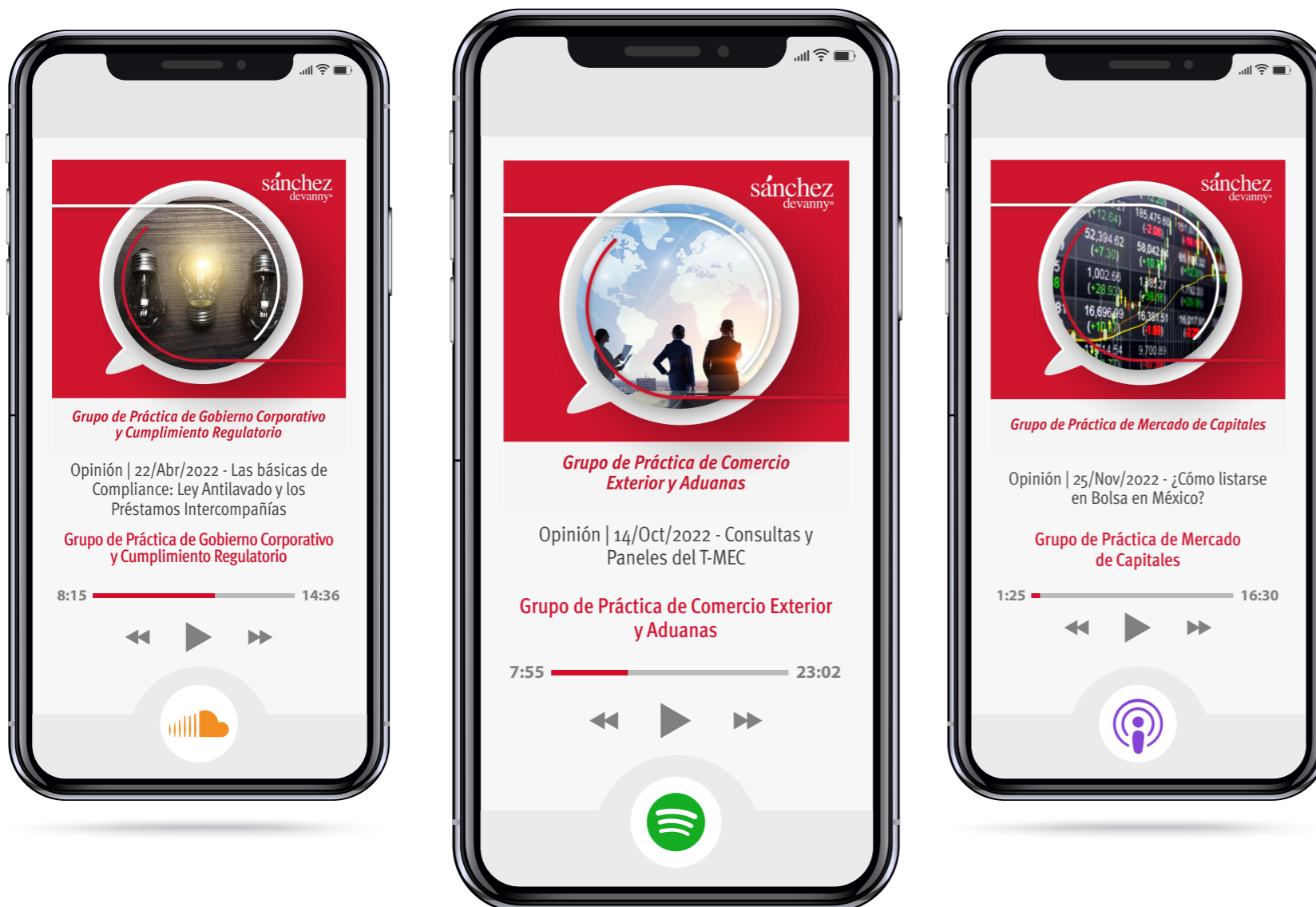
## Background

In 2022, Sánchez Devanny decided to launch the "*Viernes de Opinión (Opinion Friday)*" program, a space in which our lawyers reflect, chat and share their opinions and points of view regarding topics of interest and the current situation within their specialties. In this program, every Friday we publish a podcast with this highly valuable and relevant content for the legal sector in Mexico.



## Project

During this year we produced more than *30 episodes* of this nature (in Spanish) that add to the more than 90 episodes with relevant and interesting content (English and Spanish) through which we have provided information to our clients on topics as diverse as:



## Benefits

The main benefit of this program is to continue offering our clients and contacts valuable information that addresses current legal issues in detail and from a more grounded perspective, in order to support them in the decision-making process in their businesses.

For this reason, we invite you to continue listening to our podcast on the platform of your choice.

## Project

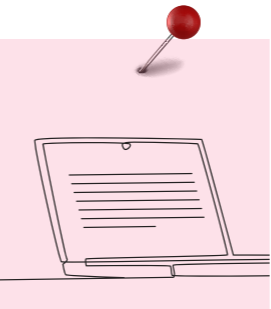
### Background

Sánchez Devanny has been characterized as one of the firms in Mexico that produces the most valuable content for clients and contacts, among which are newsletters, opinion podcasts, articles of interest, legal analysis, white papers, and others.

Through our media program, the firm brings this valuable content to more decision makers in the country in such a way that they remain informed and can better understand the legal landscape of their businesses in the changing environment we live in, and thus can make better decisions.

**125**

Total number of notes in which our content appeared



### Media that published us:

Forbes

REFORMA

EL FINANCIERO

EL UNIVERSAL

### Benefits

Through this program our clients and contacts can see our leaders sharing their opinions and points of view on specific topics and keep up with the trends in their sector.



**25**

Number of interviews given by our lawyers



### Practices with greater presence in the media:



International Trade and Customs



Energy Industry Group



Tax



Labor



Life Sciences Industry Group

# We launched our Capital Markets practice area

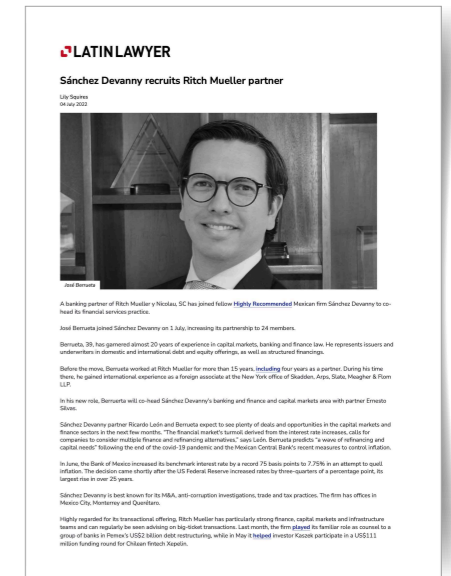
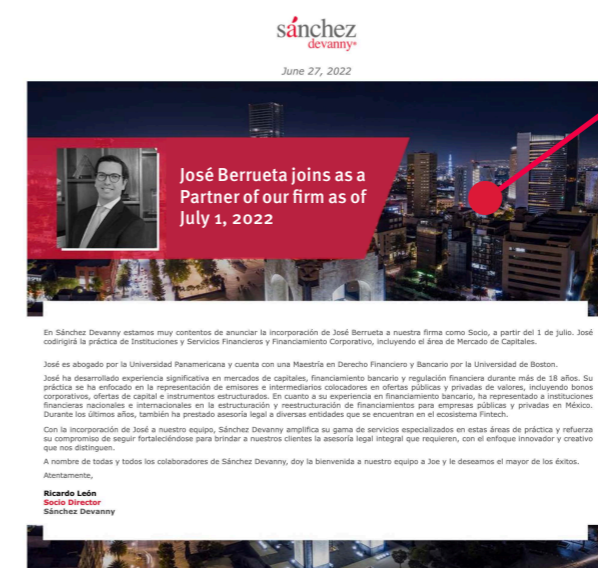
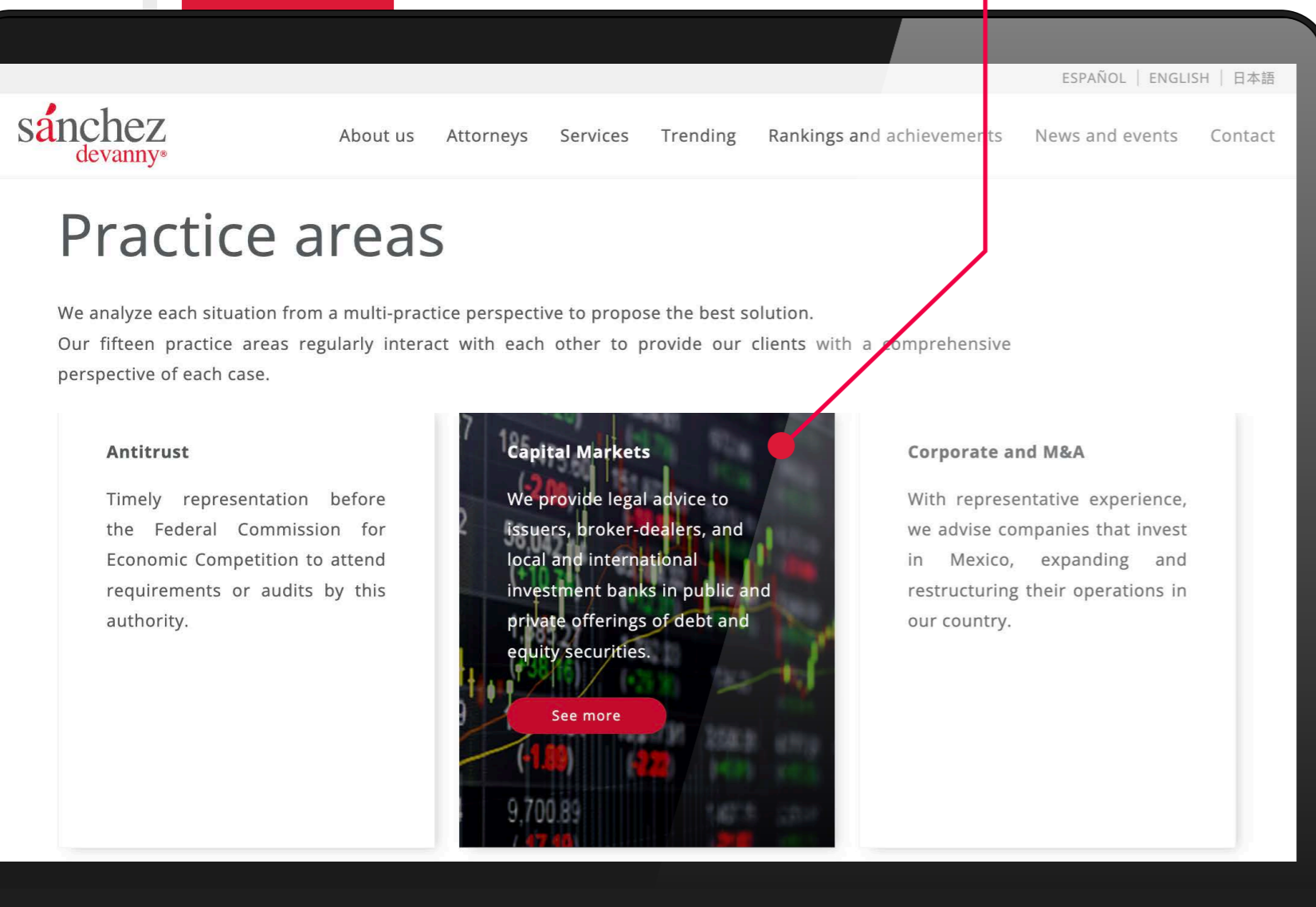
## Background

In 2022, Sánchez Devanny decided to expand the offer of specialized services in corporate financing, and it was decided to create our new Capital Markets practice area, aligned with the spirit of being a full-service firm for the benefit of our clients.

## Project

We created the *Capital Markets* area due to the need of many of our clients for specialized advice in these public and private financing operations.

With the incorporation of a Partner with extensive experience in such operations, as well as a team of lawyers working with him, we guarantee our clients that we have a solid offer to cover needs of this nature.



## Benefits

Having one more line of service in our firm for when clients require legal advice in public and/or private financing operations.

# Complete New Information Security Policies for Implementation

At Sánchez Devanny we seek to be updated according to the new requirements in terms of Cybersecurity risks.

## Project



## Benefits



# Improvement of Network Security and Cloud Infrastructure



## Background

With the purpose of providing our collaborators with state-of-the-art work tools, at Sánchez Devanny we undertook the task of improving our infrastructure to provide faster Internet speeds, better Private Cloud services, and comply with the most recent Cybersecurity requirements.



## Project

- The project includes, among others, the following activities:
- New Internet Carrier Provider. Internet speed increased 4x in each of our three offices.
  - Information migrated to a better performance Private Cloud Provider.
  - New Generation Firewalls and Security Operations Center Services.
  - Microsoft Teams Cloud-Based telephone switchboard.



## Benefits

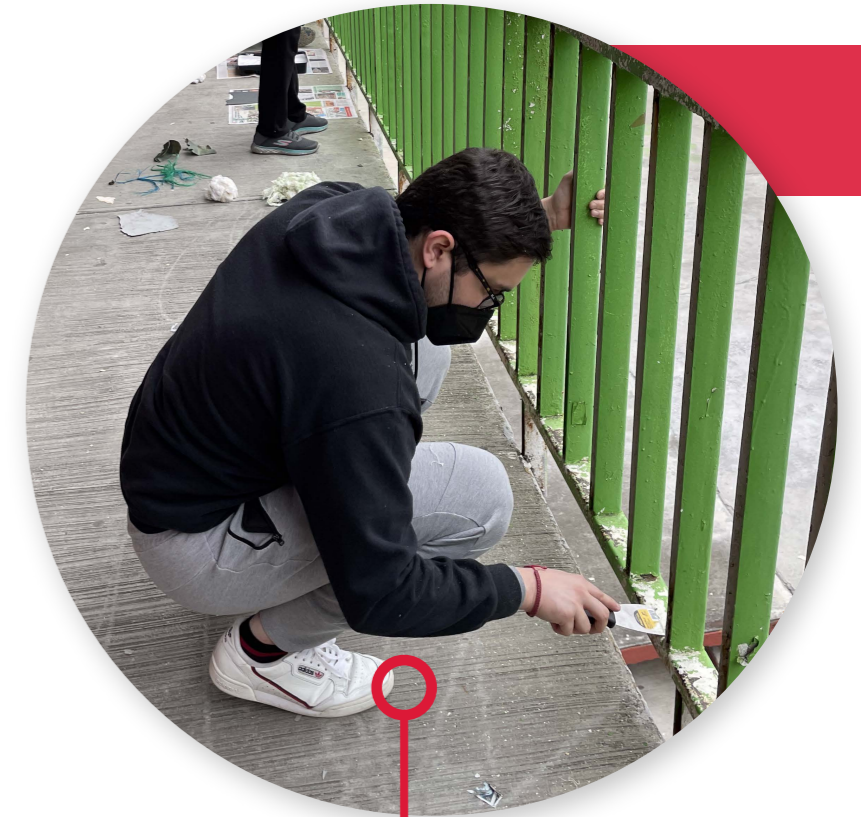
- Benefits to our clients:
- Better infrastructure performance, delivering a prompt response.
  - Better Cybersecurity controls.
  - Enhanced communication capabilities: a Cloud-Based Telephone Switchboard allows unified communications, which means ability to have conferences anywhere.



# We join the lead of “Apadrina una Escuela”

## Background

The private initiative of Nuevo León launched this program in 2021 aimed at making contributions from companies and civil society so that state schools have decent conditions and spaces that favor the face-to-face return of children to classrooms.



## Project

Our values of social responsibility and the commitment we have to society motivated us to join this project, first in the month of December 2021 collaborating as volunteers rehabilitating and cleaning the High School. #63 Jesús Dionisio González (morning) / #23 Niños Héroes (afternoon) located in Guadalupe, N.L. and now donating audio and video equipment as well as other materials that the institution will channel through CONAFE to support rural schools in our State.



## Benefits

We convey to our community the commitment we have to be aware of and empathetic to the needs and situations experienced by public schools in the country. Additionally, we contribute our time and physical work to carrying out tasks that allow us to provide girls and boys with a more dignified and decent space to receive their education.

## Background

Although we have maintained a constant presence of our firm in job fairs or legal conferences, we find a great opportunity to increase the constant and proactive affluence of students who aspire to do an internship and can know in greater detail the prestige and seriousness that Sánchez Devanny offers to its applicants in the development of their careers.

## Project

1

We conducted an analysis of the best universities that comply with the study plan, high academic level profiles in the career and specialties of Law, English language level, and affinity with the ethical requirements of the firm.

2

We participated in various job fairs and offer conferences at these universities that allow us to expose the requirements of world-class law firms, and the competencies that the lawyers of the future must develop, among other topics.

3

Strategic areas participated in this approach, exposing the great offer that our firm has as an institution for students from 2nd semester of their career, explaining its multi-management areas, its values, and its positioning in the market.

4

And there is no better testimony than the voice of experience, so an outstanding industrial partner of our firm for its commitment, profitability, and professional quality, shares his experience about the benefits, growth, and professional development, national and international to make a career in Sanchez Devanny.

## Benefits

These activations bring us to be close to the new and promising generation of lawyers, giving them greater visibility and real context about what it means to have a career in a serious, prestigious firm while they gain experience and find their path of specialty and success.

Our commitment must be to provide our clients with the best service begins with the search for talent that has the technical competencies, personality and values, in congruence with their business needs and our firm's vision.

# Organizational Wellness

## Background

To bring our human capital practices in line with global trends and the needs of new generations and technologies, we implemented several projects and activities aimed at attracting and developing our talent.

## Project

We gave workshops based on NOM 035 with emphasis on the factors of harassment, work-life balance, training and occupational safety and health. Derived from this, we established preventive actions such as the following

We offered in our 3 offices:

Conferences focused on *occupational health* (protocols for handling COVID and Influenza).

*Influenza vaccination campaign* with the participation of 85% of our personnel.

We carry out practices, activities, and activations to take care of *physical, dental, and visual health*, as well as agreements with various health care providers.

We maintain our *24/7 online psychotherapy service* in support of burnout, family, and personal issues

As part of the integration *supporting charitable causes*, during the month of December we collected toys and clothes for children and adolescents in conditions of orphanhood or living on the street, involving donors and sensitizing them in addition to contributing to their own welfare and sense of life.

We held lectures on *Labor Security, Property Security* (practical advice and talks on how to prevent and deal with incidents of extortion or violence), and *Financial Security* (on the future of pensions, how to create an individual fund and intelligent investments).

We are committed to *hybrid work* according to professional activities, being at the forefront of trends and valuing the advantages in cities with a high level of vehicular traffic.

We encourage *good habits* with healthy snacks, conferences with *nutritionists*, trivia and an application to download exercises, activations and menus. In our cafeteria we have homemade and well-balanced menus.

According to the needs, we offer *workshops on personal growth*, effective time management and emotional intelligence in teamwork.

## Benefits

Through these activities and projects, we safeguard the development and well-being of our team members, providing them with the necessary tools to reach their maximum potential and maintain a balance between professional and personal life, which is rewarded with efficiency, effort, and commitment in the fulfillment of their work and attention to our clients.



# conclusions

In 2022 we have made considerable progress in achieving our firm objectives. We know very well that this would not have been possible without the active participation, commitment, responsibility, and dedication of all of us who collaborate in it. The challenges have been many; however, each team member has lived up to them, overcoming them one by one.

For this reason and with a view to the beginning of the coming year, we want to urge our people to continue working hard, day by day, with the quality and professionalism that characterizes us, so that we can successfully achieve each and every one of our goals; and we want to thank our clients for celebrating with us one more year in which they give us the opportunity to serve and advise their businesses.

Sánchez Devanny

A YEAR IN REVIEW 2022  
*together, moving forward*

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