

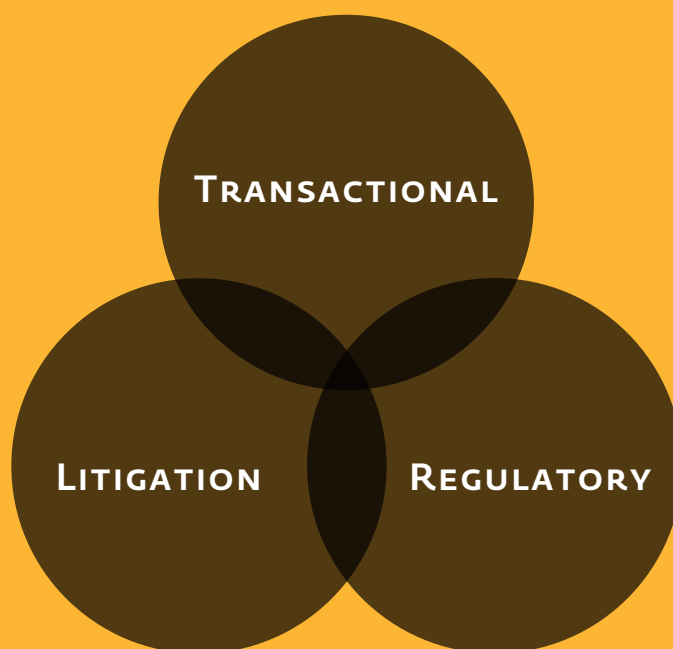
Galicia

Our year 2019

in figures

OUR STRATEGY & ANNIVERSARY

In a year in which our country has been experiencing an increasingly complex and fast-changing legal, political and economic landscape and facing at the same time an uncertain international environment, **the strategy and forward thinking vision** of our partners, **have allowed us to consolidate our leadership** through a **strong transactional and regulatory service** offering coupled with our **strategic litigation capabilities**.



In the year of our 25th Anniversary, **we stand out for our distinctive collaborative, innovative and diverse oriented culture**. We prepare ourselves and our strategy to face the next 25 years with the same enthusiasm

and forward thinking culture



New Image

Our **new identity** reflects the connection and bond that we are able to create in each negotiation, with our clients and within our organization. Each and every symbol of our new image represent us, our essence and who we really are: a people-centered firm which is committed to create and maintain an environment where the brightest minds and talent can become the best version of themselves.

Talent



+230 professionals in Mexico and Monterrey and 9 associates working and studying at leading international firms and universities abroad.



31 partners + **4** counsels.



Strengthening of our professional team through the **2nd. Edition of our Mentoring Program and workshops** with top firm leaders, to develop soft skills.



9% Headcount increase.



First firm in Mexico to implement, 10 years ago, an **adjusted lockstep compensation system** that encourages team work, a multidisciplinary service and a long term vision.



Strengthening of **Talent Retention Policies**, such as: flex time & reduced productivity structures, expanded maternity and paternity leave of absence programs and new home office guidelines for both legal and management teams; further consolidation of the institutionalization of our **Professional Career Plan** which provides certainty to our lawyers in their professional development and future within our firm.



Continue our active and leading support to our associates to participate as foreign associates in leading firms in the USA, Europe and Southamerica; while expanding our **international foreign associates program** to encourage the exchange of lawyers with our best friends firms network.

AWARDS & RECOGNITIONS



- ★ Recognized as **Mexico Law Firm of the Year 2019**, by Chambers & Partners.
- ★ **7 international publications granted 15 awards** to relevant transactions in which our practice areas of **Banking and Finance, Capital Markets, Real Estate, M&A, and Energy & Projects** had a leading role.

RANKINGS

14 practice areas ranked as Tier 1 or equivalent by international publications.

25 partners ranked as “Highly Regarded”, “National and Global Leaders”, “Leading Lawyer” and “Market Leader”.

One partner ranked as the sole Eminent Practitioner in M&A and Banking & Finance.

COLLABORATION SPACES

Presence in **30+** international events

15+ events in collaboration with other firms

Collaboration Seminar with **Heidi Gardner** (Harvard University) with General Counsels

Top Talent & Specialization

Edson Uribe
NEW TAX CONTROVERSY PARTNER

New Partners effective January 1st, 2020:

Ernesto Partida
ENERGY & INFRASTRUCTURE

Mario Valencia
INTERNATIONAL TRADE

Denise Lester
TAX LITIGATION

Rosemarie McLaren
BANKING & FINANCE COUNSEL

Cecilia Rojas
BANKING & FINANCE COUNSEL



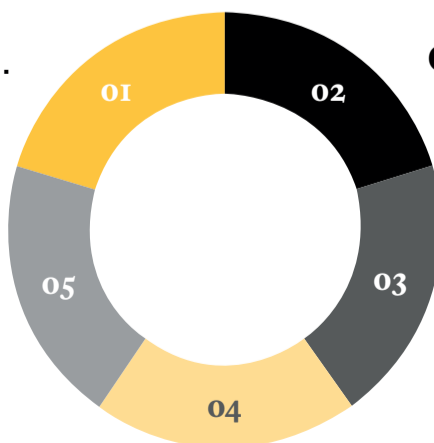
Strong presence and **leadership in Mexico and the region** of our **Litigation, Arbitration and Investigations** areas.



Strengthening of **key practice areas**, such as: **Dispute Resolutions, Investigations, Tax, and Wealth Management.**

KEY LEADERSHIP FACTS

- 01.** Multidisciplinary service.
- 02.** 20 specialized practice areas.
- 03.** Regulatory expertise.
- 04.** Independent firm with **broad international reach** through our network in Europe, Latam, US and Asia.
- 05.** Leading sectors: Financial, Projects, Real Estate & Hospitality, Regulated Industries, Private Equity.



Corporate Social Responsibility & Diversity

7th Anniversary of our **Diversity Committee.**

Sustainability Plan & Corporate Social Responsibility Programs.

Strengthening of our Pro Bono Program through strategic alliances with national & international organizations.

SIX PRACTICE AREAS LED BY WOMEN:



Arbitration



Environmental



Intellectual Property



Labor



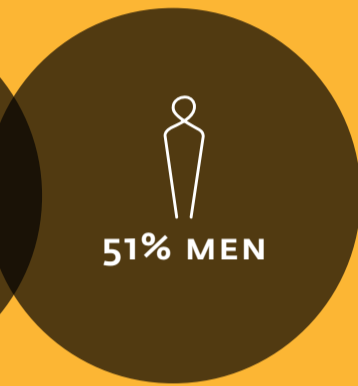
Tax



Wealth Management

2 women in executive positions

6 women in management positions



Corporate Innovation

- **Project Management** Programs.
- **Training for our clients** & Workshops on specific topics.
- Strong focus on **innovation** with the **development of in-house apps.**
- **Professionalization** of our management teams.
- Organization of more than **___ legal events** per month, that include: seminars, professional training, workshops with our clients, legal breakfasts and working lunches, participation in national & international forums with various publications, organizations and firms, among others.
- Development and implementation of **Wellbeing and Empowerment Oriented Programs**, such as: **Psychological Support and Individual & Leadership Coaching.**

Implementation of NOM035 STPS activities

The implementation of **Workplace and Personal Wellness Employee Programs**, help develop fitness and health habits for each of the members of our team. As a people-centered firm **the physical and mental health of each of our members is a key factor** in our strategy. Some of our initiatives include: Google Room, Vaccination campaigns, Alliances for medical and benefit exercise programs, among others.

New Corporate Governance

A new corporate governance structure of the firm was approved and implemented by the partners to **enhance the institutional shared leadership culture of the firm** and **consolidate the firm's leadership** position for the next 25 years.

