

NOVEMBER 2024

# CORPORATE SOCIAL RESPONSABILITY

Legal Services



(DESDE 1994)

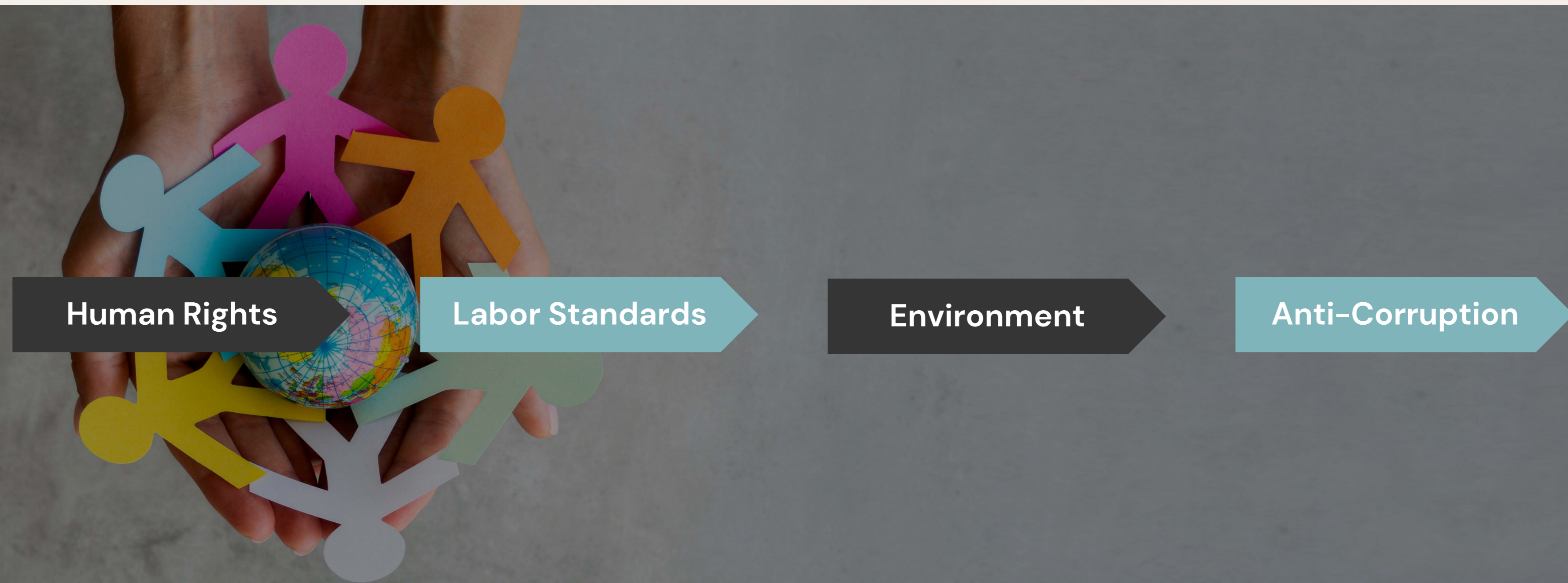
**MIJARES**

30 ANIVERSARIO

Privileged & Confidential

# CORPORATE SOCIAL RESPONSIBILITY

We are committed to sustainability and social responsibility through various initiatives. As a signatory of the United Nations Global Compact, we align our operations with its "Ten Principles," focusing on:



This commitment is embedded in our firm's values and operations, ensuring responsible practices that benefit people and the planet in the long term.

# DIVERSITY AND INCLUSION

Diversity and Inclusion are central to our culture, we believe that a diverse team fosters better solutions and a more respectful workplace, the Firm does not tolerate any form of discrimination. We have a D&I policy, organize D&I awareness conferences and workshops, advocate for gender equality, LGBTQ+ rights, and disability inclusion, and a young person with an intellectual disability has been working with us for 11 years. Our firm is also a signatory of the UN Women's Empowerment Principles (WEPs) and has been recognized as one of the Best Places to Work for LGBTQ+ individuals in 2023 and 2024.

The Firm encourages women to join external forums as part of its current strategy like Women Corporate Directors and Abogadas MX, giving associates the opportunity to participate in mentoring programs, attend courses, and publish articles. Notably, one of our female partners holds a position on the Board of Directors at Abogadas MX and was on the Executive Committee of WCD.

We participate annually in the Abogadas MX Internship program for public university students, offering 4-6 month internships as part of our commitment to supporting vulnerable groups.



Our Firm is signatory for The Women's Empowerment Principles (WEPs) by UN WOMEN. The Principles present seven steps that business and other sectors can take to advance and empower women. Company profile and details here.

Certification, Best Places to Work LGBTQ+ 2024

**SponsorSHE Program**, launched in March 2024 to address gender barriers in the legal profession by pairing senior associates with partners to support their professional

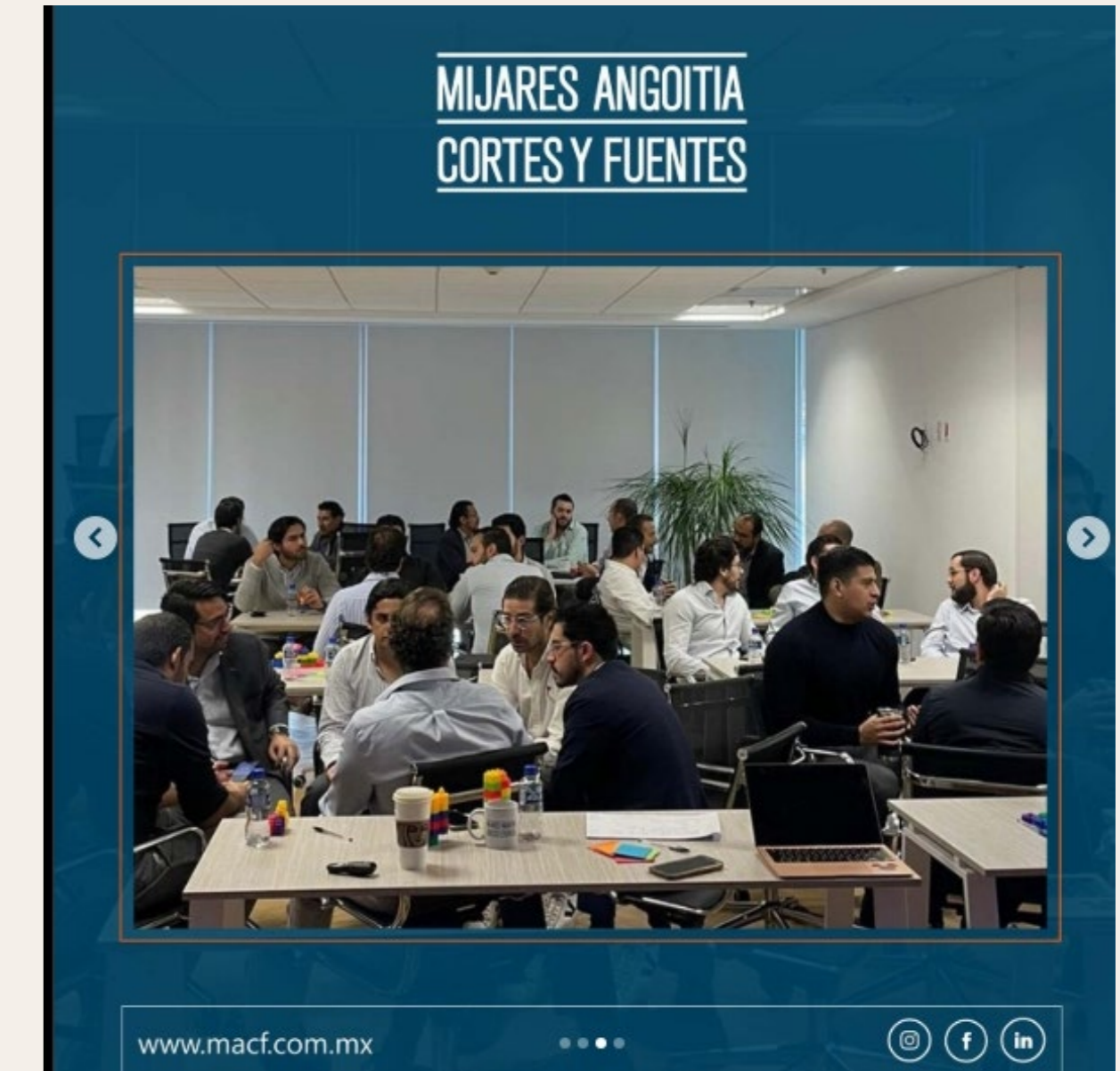
development, this initiative aims to create equitable opportunities, featuring regular sessions to discuss professional goals and strategies.

Meeting lunch  
SponsorSHE Program



To promote education on unconscious biases among all lawyers and implement training and workshops to help men become allies in advancing equity and addressing gender barriers, the following workshops were held in 2024: **Alliances for Equity** and **#IamRemarkable**

**Alliances for Equity**, designed exclusively for our male associates. This program aims to deepen understanding of gender roles, identify and challenge stereotypes, and actively promote gender equity within our organization.



#IamRemarkable, intended to empower women to develop self-promotion skills crucial for professional and personal growth, addressing barriers to self-advocacy and fostering empathy for underrepresented groups.



**TALLER # I AM Remarkable**  
MIJARES ANGOITIA  
CORTES Y FUENTES

6 y 7 de marzo

17:00 a 19:00 hrs,  
Salón de Socios Piso 1

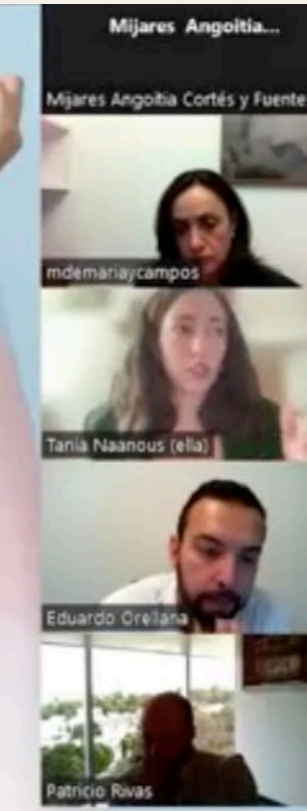
Ana Cecilia Giordana,  
Corporate Counsel de Google

#DíaDeLaMujerMACF

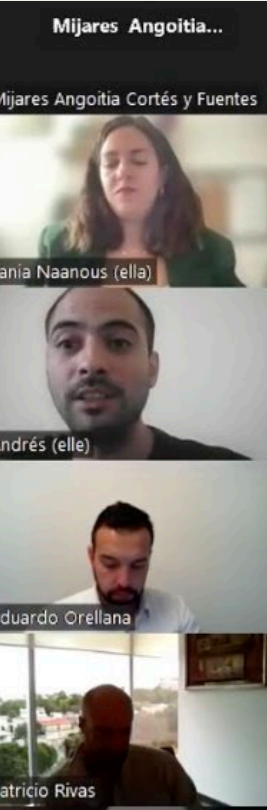
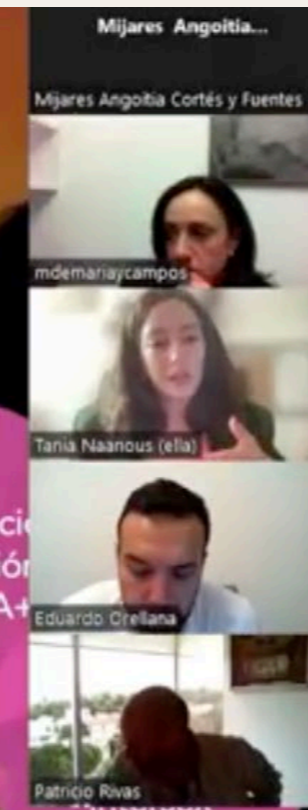


To raise awareness about inclusion in sports, reflecting on social barriers and how to overcome them, the talk titled “Let’s change the world through sports” took place.

Todas las personas, independientemente de su *identidad de género, expresión y/o variaciones de sexo*, deberían participar en el deporte de forma segura y sin prejuicios.



## Desafíos en el Deporte



# OUR PROBONO WORK

Launched officially in February 2022, our Pro Bono practice aims to continue fostering the values of inclusion, professional responsibility, dedication, and ethics that have characterized our collaborators for 30 years, therefore, we have an institutional structure and processes to reflect our commitment to social responsibility by providing Pro Bono legal advice to non-profit organizations and low-income individuals. Our Pro Bono work adheres to the highest standards of quality and receives the same treatment as our commercial clients. We have institutionalized this commitment through a Pro Bono Committee, a dedicated Pro Bono Coordinator, and a Pro Bono Manual that ensures our lawyers and accountants actively participate in these efforts. We are also signatories of the Pro Bono Declaration for the Americas of Cyrus R. Vance Center for International Justice and of *Estándares Pro Bono México*.

And collaborate with clearinghouses like *Appleseed México*, *Fundación Barra Mexicana de Abogados*, and *Centro Mexicano Pro Bono* to maximize our impact. Our Pro Bono practice aligns with our D&I and sustainability principles by providing legal assistance to organizations that promote the same.



ESTÁNDARES  
**PROBONO**<sub>mx</sub>



In October, as part of Pro Bono Month, an event was held with two non-profit organizations: one focused on providing support and protection for children and adolescents affected by violence in Mexico, and the other dedicated to reintegrating former prisoners into society. The purpose of the event was to discuss the impact of pro bono work and highlight the outstanding efforts of both organizations we support. Additionally, we celebrated the presentation of the 2024 Pro Bono Merit Award to a female associate, recognizing her contribution to the firm's pro bono practice this year





The main causes supported through our Pro Bono work are among others, the development of the LGBTQ+ community, support for children with cancer, gender equity, defense and promotion of migrant rights, social reintegration of individuals with criminal records, support for communities in extreme poverty, conscious capitalism, environmental protection and sustainable development, the transformation of public spaces through art, social development, and the defense of animal rights.

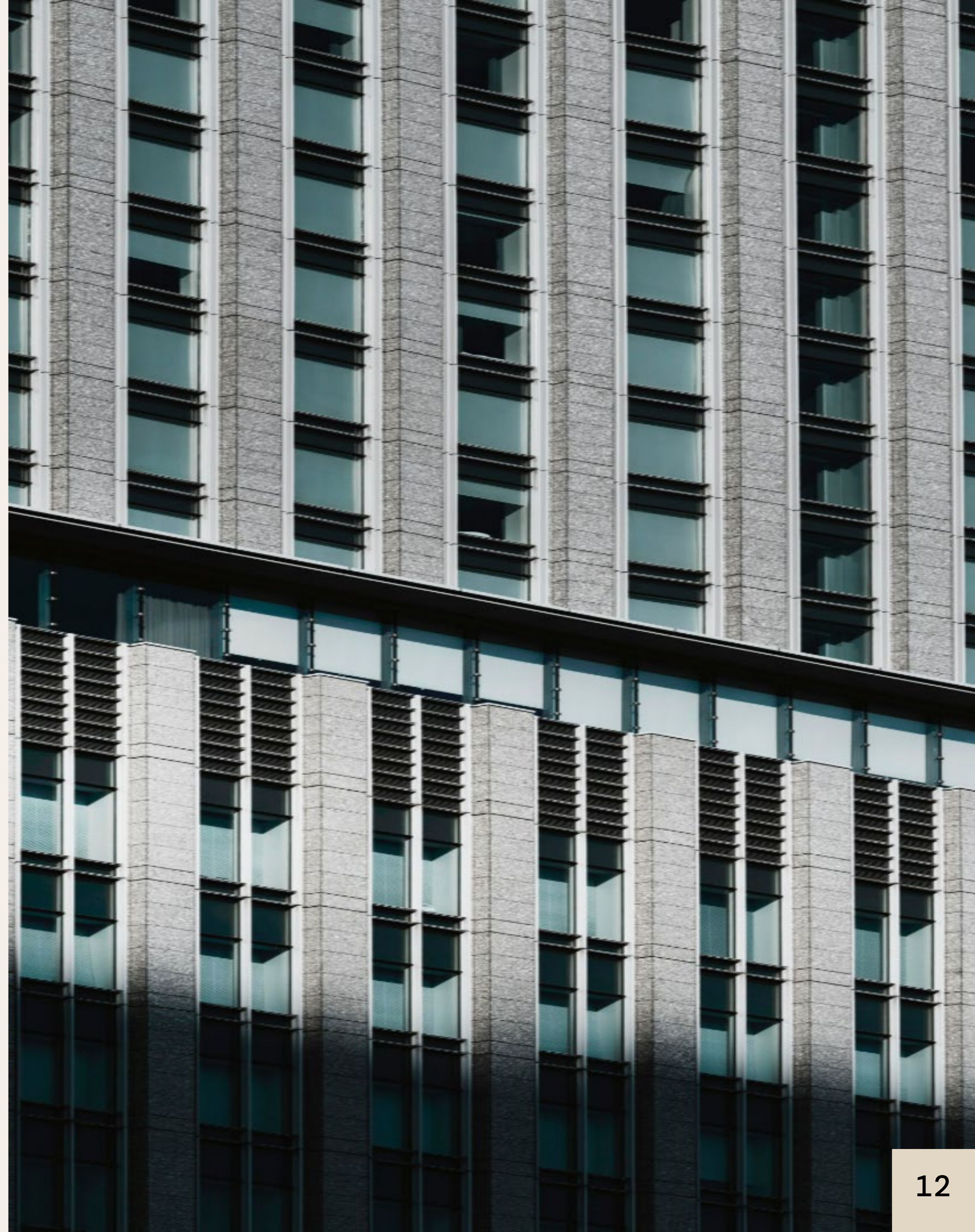
Our dedication to Pro Bono work reflects our commitment to social responsibility and demonstrates our proactive approach to contributing positively to society.

### Advisory Matters

Tax  
Personal Data Protection + AP  
Intellectual Property  
Corporate Services  
Labor  
Compliance (PLD, Governance)  
Contracts with Public Administration  
Environmental  
Real Estate  
Criminal Liability



# ABOUT OUR FIRM



# MIJARES, ANGOITIA, CORTÉS Y FUENTES

The Firm started out as a financial, securities and mergers & acquisitions legal boutique. Today we are a multidisciplinary firm of integral legal services.

We have developed important work relations with numerous law firms from Asia, Europe, Latin America and the U.S., which enables us to efficiently assist our clients.

Our Firm is profoundly engaged in quality and responsiveness; it has established itself as one of the most prominent Mexican law firms. We provide comprehensive international advice through our strategic alliances with Affinitas and Taxand.

**5** (Counsels)

Since 1994 we have developed into the best law firm in Mexico

**+120** (Lawyers)

Partners and associates work together to always deliver excellence

**23** (Partners)

Our goal is to provide our clients the best legal services in an efficient and cost effective manner

# OUR ALLIANCES



Affinitas is a closely knitted team of top-tier law firms in the countries of the Pacific Alliance: Barros & Errázuriz in Chile, Gómez-Pinzón in Colombia, Mijares, Angoitia, Cortés y Fuentes in Mexico, and Miranda & Amado in Peru.

Affinitas offers its clients seamless and integrated legal services delivered by outstanding law firms that work as one.

**473**  
Lawyers

**110**  
Partners

**20**  
Years working  
together

**4**  
Leading  
firms

**22**  
Practice  
areas

**1**  
Team



Taxand is the world's largest independent tax organization with more than 550 tax partners and over 2,500 tax advisors in over 50 countries. Taxand focuses on delivering high quality, integrated tax advice, free from time consuming audit work. Taxand advisors work together to deliver global tax services for clients.

**48**  
Countries

**+700**  
Partners

**+3,000**  
Tax advisors



To offer our clients a comprehensive ESG solutions, we have entered into a strategic alliance with Social Value Institute, a highly recognized ESG consulting firm.

# AWARDS AND RECOGNITIONS



Mijares, Angoitia, Cortés y Fuentes, S.C.

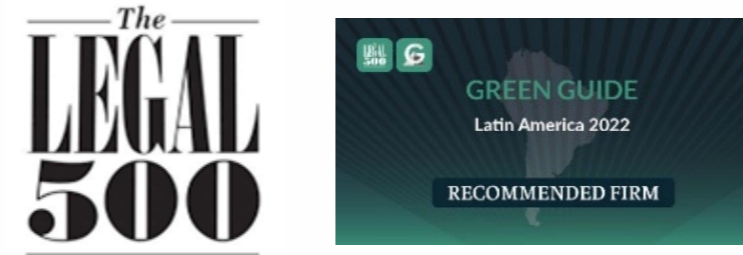
- Client Service Award 2016 and 2020, Chambers & Partners
- International & Cross-Border Capabilities, Spotlight Table 2023, Chambers & Partners



- Recommended Firm 2024, General Corporate Tax, Tax Controversy, Transactional Tax, World Tax
- Tax Leaders 2020, Indirect Tax, Tax Controversy, Women in Tax, World Tax



- IPO of the year 2015, LatinFinance
- Private Equity Deal of the year 2019, Latin Finance
- Digital Infrastructure Financing of the year 2023, Latin Finance



- Green Guide Latin America 2023, The Legal 500
- Lawyer of the Year 2023, Patricio Trad, Corporate and M&A (high-end), The Legal 500
- Lawyer of the Year 2023, Manuel Echave, Banking & Finance, The Legal 500



- Restructuring Deal of the Year (Abengoa) 2018, IFLR1000
- Corporate Law Firm of the Year – Mexico, IFLR1000
- Mexico Debt and equity-linked Firm of the Year 2021, IFLR1000
- Banking and Finance firm of the year – Mexico for the second time consecutively (2019 – 2020), IFLR1000



- Latin America Solar and Power Deal of the Year, (Solem Solar PV Complex – Norte III), IJ Global



- Deal of the year M&A – Mexico 2022, TTR (Transactional Track Record)



- Elite Firm for 8 consecutive years, Latin Lawyer 250



- MXN deal of the year 2022, Bonds & Loans Latin America

(DESDE 1994)

# MIJARES

30 ANIVERSARIO

[mijares.mx](http://mijares.mx)

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MIJARES, ANGOITIA, CORTÉS Y FUENTES