GARRIGUES

Paola Cárdenas Núñez

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Corporate and M&A
Corporate Governance and Sustainable Development

Paola is a lawyer with 8 years of specialized experience in corporate and regulatory compliance. Her experience covers a broad range of issues related to compliance, including designing, implementing and supervising comprehensive compliance and Anti-Money Laundering (AML) programs, ensuring strict adherence to regulatory frameworks. She is experienced in conducting complex internal investigations for companies triggered by ethical concerns and whistleblower reports, and in carrying out external audits to ensure that compliance programs are not only effective but also aligned with industry standards and Mexican legislation. Paola has also led training sessions on compliance with the Code of Ethics and regulatory matters for the employees of the companies she advises.

In July 2021, Paola became certified by the Mexican Banking and Securities Commission (CNBV) for the Prevention of Money Laundering and Financing of Terrorism, which qualifies her to act as a Compliance Officer within financial institutions.

In addition to her compliance expertise, Paola has significant experience as in-house counsel for international corporations, focusing on corporate governance. She has also served as an associate at Sánchez Devanny, where she provided strategic legal advice to national and international clients on corporate governance, mergers and acquisitions, joint ventures, due diligence, and corporate restructuring processes across multiple sectors, including automotive, pharmaceuticals, industrial real estate, and food products.

Experience

Paola Cárdenas is a senior associate in the Corporate and M&A practices. She has led and participated in a number of key projects in the energy industry area. Her most relevant achievements include her participation in the research and monitoring of anti-corruption practices carried out by the US Department of Justice in the energy industry, between 2018 and 2020. She was in charge of the strategy for implementing the Labor Law Reform in 2021 specifically addressed to this sector, in order to ensure compliance with the new regulations.

In 2022, she advised on the refinancing of a debt of 1.5 billion dollars through a syndicated loan, contributing to the success of this strategic transaction in the energy industry. During the same period, Paola formed part

of a team that carried out an exhaustive audit of the crime prevention compliance program of a multinational company, which reinforced its internal compliance program.

In addition, between 2022 and 2024, she actively participated in internal investigations for international companies, analyzing and resolving possible legal and operational risks.

She is fluent in Spanish and English.

Academic background

- Law Degree, Universidad de Monterrey (2016)
- Master of Business Law, Universidad Panamericana (2023)