



## Elena Cañón Romo

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### Human Capital Services

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Elena Cañón Romo is a principal associate in the Human Capital Services Department of Garrigues, where she has pursued her professional practice since 2018, with a focus on advising on remuneration in all its facets. She participates, among others, in the design and implementation of remuneration structures, in advising listed companies on remuneration from a corporate governance perspective, and she has extensive experience in providing tax advice in relation to human resources. She holds a Degree in Economics from Universidad San Pablo-CEU de Madrid and a Master's Degree in Tax Practice from Centro de Estudios Garrigues.

### Experience

Elena Cañón Romo has been a principal associate in the Human Capital Services practice area since 2021.

Elena participates in the design and implementation of both cash- and share-based incentive systems for listed and unlisted entities, and has provided advisory services in relation to the remuneration of senior managers and directors.

Elena also advises on the adaptation of the directors' remuneration policies to comply with the applicable industry-specific legislation and in the area of corporate governance, providing support in the preparation of listed companies' annual reports on directors' remuneration and of their policies on directors' remuneration.

She has extensive experience in tax advisory and managing international assignments of employees and executives, as well as in designing and implementing international mobility policies, having provided advice in this area for two years in London.

### Academic background

- Degree in Economics, Universidad San Pablo-CEU de Madrid.
- Master's in Taxation, Centro de Estudios Garrigues.

## **Publications**

Elena has published articles on tax issues in economic journals nationwide.

She has participated in the preparation of the second and third editions of Memento 1.000 Preguntas sobre Expatriación (Memento Answers 1,000 Questions on Expatriation) published by Lefebvre.