

IRV ABOGADOS is a law firm resulting from the collaboration of three civil partnerships integrated during the last 20 years, *Iturbide Ruiz y Asociados S.C., IR Abogados S.C. and A&H Iturbide S.C.*, whose main activity is the provision of services in legal matters.

Our commitment is to provide each of our clients practical and efficient solutions under the principle of legal certainty.

Since its creation, IRV ABOGADOS is integrated by attorneys whose knowledge in theoretical and practical areas is constantly updated, allowing us to provide adequate solutions to national and international juridical reality.

Our objective is to act as the Legal Department for Companies that do not have a specialized area or contribute with their legal areas, in order to solve or prevent any legal contingency according to their field, as well as advice individuals in matters related to the services we offer.

BOARD OF PARTNERS

HECTOR R. ITURBIDE RUIZ-----

Mexico City. 1965. Attorney at Law graduated from the Faculty of Law of the Universidad Nacional Autonoma de Mexico (UNAM – National Autonomous University of Mexico) 1991. Thesis “The Mexican banking unionism in Federal Public Administration entities” (“El sindicalismo bancario mexicano en las entidades de la Administracion Publica Federal”). Banco de Mexico, specialist, (1988-1992). Attorney General of the Federation SHCP (Secretary of Public Credit and Treasury), Deputy Director of Financial Affairs, (1992-1995). Grupo TV Azteca, Legal Director of Industrial and Intellectual Property, (1995-1998). Grupo K2, Legal Director, (1999-2001), Head of the law firms *Iturbide Ruiz y Asociados S.C., IR Abogados S.C. y A&H Iturbide S.C., (2001 - current)*. Professor at the Universidad Tecnologica de Mexico (Technological University of Mexico) and at University of the Incarnate Word Mexico City campus, teaching the subjects of Labor Law, Civil Law I, II, III and IV and Banking and Financial Law. Currently studying the Master’s Degree in Risks Management, Compliance specialty: Fraud and Laundering, at the Universidad Catolica de Murcia (Catholic University of Murcia) - SPAIN.

JEOVANNA VELASCO Y VELASCO-----

Mexico City. 1993. Attorney at Law graduated from the Universidad Incarnate Word, Mexico City Campus (2015). Master’s Degree in Law with Diplomate in oral trials from the University of Incarnate Word (2018). Certified in intellectual property by World Intellectual Property Organization – WIPO (Organizacion Mundial de Propiedad Intelectual – OMPI). Notary 180 of Mexico City (2014-2015). IR Abogados S.C. 2015 - current. Professor at the University of the Incarnate Word, Mexico City campus, teaching the subjects of Civil Law II. Languages: English - Spanish.

HECTOR ITURBIDE MALDONADO-----

Mexico City. 1996. Attorney at Law from the University of Incarnate Word, Mexico City campus (2018). Major in Government with a minor in International Relations, University of the Incarnate Word, S.A. Texas USA. IR Abogados S.C. 2017 - current. Languages: English - Spanish.

Associates D I R E C T O R Y**EFREN G. ALVAREZ RAMIREZ**-----

Mexico City. 1970. Attorney at Law from Universidad del Valle de Mexico 1995. Thesis "Right and obligations in womb leasing agreement between the surrogate mother and biological parents in artificial insemination" ("Derechos y obligaciones en el contrato de arrendamiento de utero entre la madre sustituta y padres biologicos en la inseminacion artificial"). Paniagua y Asociados, S.C., (1990-1995), Perez de Celis Abogados S.C., (1995-1998), Abogados Asesores Asociados S.C., (1998 to June 2002), Maillard, Cerbon, Canudas y Asociados (June 2002 to October 2003), Cascata, S.A. DE C.V., (October 2003 to March 2004), ITURBIDE RUIZ Y ASOCIADOS, S.C., (March 2004 - current), COURSES: Labor Law, Local Arbitration and Conciliation Board (Junta Local de Conciliacion y Arbitraje) of Mexico City, Seminar of Collective Law, Local Arbitration and Conciliation Board (Junta Local de Conciliacion y Arbitraje) of Mexico City, Labor Juridical Practice, Attorney's Office for the Defense of Labor, The Rights to Strike, Local Arbitration and Conciliation Board of Mexico City, Individual Conflicts, Attorney's Office for the Defense of Labor, Update and Specialization Course in Labor Law, Local Arbitration and Conciliation Board of Mexico City. Professor at University of the Incarnate Word, Mexico City Campus, teaching the subjects of Labor law, Individual Labor Law, Collective Labor Law and Labor Procedural Law.

YONATAN Y. CRUZ CORDOVA-----

Mexico City. 1978. Degree in Communications Sciences and Public Relations, graduated from Universidad Latinoamericana (ULA) 2000, Degree based on the grade point average option, Attorney at Law from Universidad Latinoamericana (ULA) 2004, Thesis "The transformation of the National Human Rights Commission in governing body of the State" ("La transformacion de la Comision Nacional de Derechos Humanos en un organo rector del Estado", Master's in Amparo 2015, Head Attorney at Berkman Abogados, S.C. (2004-006), Head Attorney at Barrutia Franco y Asociados (2006-2008), Head Attorney at Bufete Yllanes Ramos (20082011), Founding Partner of Cruz Cordova Abogados (2011-2017), Independent Attorney (2017 - current), Professor at Universidad de la Republica Mexicana (University of the Mexican Republic), teaching the subjects of Introduction to the Study of Law, Civil Law I, Civil Procedural Law, Constitutional Law and Human Rights, Amparo I and II (2011-2013).

OUR SERVICES.

CORPORATE LAW:

The provision of Corporate Law includes all the areas related to negotiation, integration, dissolution, liquidation, excision, and merger of partnerships and associations, stockholding and other corporate and contractual instruments necessary in every business.

Additionally, this firm provides audit, advisory and consultancy services in mercantile, contractual, trustee and corporate matters, standing out among them, the study and preparation of every type of contracts, trusts, minutes of stockholders' assemblies, and issuance of stock titles, including their transmission, sale-purchase, cession, amortization and tax consequences.

MERCANTILE LAW:

Additionally, our firm represents the interests of diverse clients in any field of the commercial area, in issues that include operations related to credit titles or mercantile contracts, to legal consultancy in acts related to credit actions such as: repos, deposits, letters of credit, current accounts, confirmed credits, equipment or appropriation and fixed assets credits, pledges and mortgages, including specific matters, as: tenders, bonds, insurance, bankruptcies, suspension of payments and other operations related to this matter. In this field, the Firm provides additionally, the service of litigation and design of contentious strategies in the follow up of criteria that improve and optimize the objectives raised by the principal.

INTELLECTUAL AND INDUSTRIAL PROPERTY:

We have an extensive experience in the field of protection and defense of intellectual and industrial rights, such as: patents, improvements, profit models, brands, commercial notices, denomination of origin, copyright, franchises. This service includes everything related to the necessary litigation of the defense of these rights.

IMMIGRATION LAW:

IRV ABOGADOS, advises individuals as well as companies, handling the corresponding authorizations, regarding migrating qualities and characteristics in immigration, stay or exit from our country to invest, study or work in the national territory.

GAMBLING AND LOTTERIES.

We support our clients in the preparation of terms and conditions for promotions, contests, games and lotteries, as well as handling the necessary permits before the competent authorities, providing follow up to a possible verification visit and any procedure to impose sanctions, appeal or nullity or Amparo trial.

CIVIL LAW:

Regarding property, advice and representation related to conflicts regarding the ownership, coownership, holding and safekeeping of possession of movable and immovable property, original and derived methods of acquisition, as well as registry protection.

Regarding obligations, the provision of legal services stands out in relation to the different relationships of property content between private individuals.

In the field of civil contracts, negotiation, preparation, review, analysis, follow up of effects, and extinction of all kinds of contractual instruments related to the indicated institutions.

In the areas of people, family and successions, our firm is in charge of: proceedings before the Civil Registry, marriage, divorce, child support, paternity and filiation actions, adoption, conflicts related to parental authority, guardianship, interdiction status, preparation and actions related to testaments, legitimate and testamentary successions.

LABOR LAW:

We have consulting attorneys specialized in labor law, granting our clients the labor advice and legal representation in individual and collective trials before labor authorities; audits to the operation of labor relationships, in order to ensure the implementation of policies and procedures that minimize the occurrence of labor conflicts; implementation of labor relationship instruments (contracts, regulations, etc.) according to the company's needs; direct participation in the negotiations that arise from individual and collective conflicts; training the officers responsible for the quality of labor relationships, in order to keep them updated in legal aspects and develop their detection skills and solution of potential problems.

CONTENTIOUS ADMINISTRATIVE LAW:

In federal and local fields, regarding contentious administrative matters, we offer the service of study, preparation, attention and follow up of all types of claims, including public servants' responsibility, before the Federal Court of Fiscal and Administrative Justice and Contentious Administrative Courts of the Federal District and of the States; and before the instances resulting in the case of nonconformities that arise within the procedural sequel, even before the Collegiate Circuit Courts, and the Nation's Supreme Court of Justice.

PENAL LAW:

IRV ABOGADOS, has professionals who have extensive experience in the integral criminal proceeding in the diverse instances of the State and Federal Jurisdiction, in defense as well as filing claims, which means complete attention as of the integration of the Prosecution's Investigation File and the diverse instances, the appeals and in its case the Amparos that result from the procedural sequel.

This service includes personal and professional treatment in crime prevention for our

clients.

STRATEGIC PARTNERSHIP

It is worth pointing out that our firm, in order to provide integral attention to its clients, has interdisciplinary services, provided in a correspondent manner by attorneys in different locations of the country, customs agents, notaries, public brokers and accountants, always under the framework of a personalized service provided directly by **IRV ABOGADOS**.