



Elena Cañón Romo

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Human Capital Services

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 is a principal associate in the Human Capital Services practice and provides advice in the areas of compensation and benefits and personal taxation.

Compensation and Benefits:

- Design and implementation of Cash- and share-based medium- and long-term incentive plans;
- Directors' remuneration policies;
- Flexible remuneration systems;
- Compensation structures;
- Analysis of tax and legal implications.

Corporate governance and regulatory compliance: advice on compliance with legal obligations in the areas of compensation and corporate governance, providing support in the preparation of annual reports on directors' remuneration at listed companies and directors' remuneration policies. Analysis of the recommendations by proxy advisors and advisory to the boards of directors and compensation committees on the application of recommendations from supervisory bodies.

Pay audits and transparency: in the area of pay transparency, she has broad experience in pay audit projects, participating in the analysis, situation diagnosis and establishment of action plans to correct any pay

inequalities based on the principle of equal pay for work of equal value.

International mobility: Elena has extensive experience in providing tax advice and managing international assignments of employees and executives, as well as in designing and implementing international mobility policies, having advised in this area for two years in London (UK).

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.