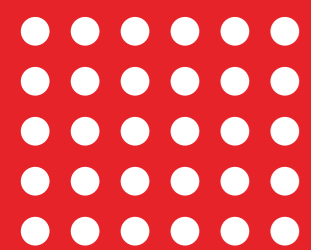


Corporate Social Respon sibility Report 2021



**Trench
Rossi
Watanabe.**



About this report

This is the first edition of the **Trench Rossi Watanabe Corporate Social Responsibility Report 2021**. Here, we present the main advances and results in the environmental, social and governance spheres from January 1 to December 31, 2021. For some specific indicators, data were compiled based on the fiscal year from July 1, 2020 to June 30, 2021. When this is the case, there is an explanatory note attached to the chart or graph.

In terms of scope, this report contains consolidated information on the four units of the Firm, located in São Paulo, Rio de Janeiro, Brasília and Porto Alegre.

This report presents content based on the **Global Reporting Initiative (GRI) Standards** for sustainability reporting.

If you have any questions about the information provided, please contact us through comunicacao@trenchrossi.com or gestao.talentos@trenchrossi.com.

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Message from the Management Committee

It is with great joy that we share this first edition of the Trench Rossi Watanabe Corporate Social Responsibility Report 2021. Socio-environmental issues have been a priority in our firm since the beginning of our activities in 1959.

Since 1980, we have been empowering our approach to corporate social responsibility and gender diversity, emphasizing the significance of having women in leadership roles. At the time, concern for diversity, support for surrounding communities or care for the environment were not widely debated and defended. Even so, these existed in the Office and were included in the conduct of the teams and in daily practices.

In 2020, the Covid-19 pandemic – probably one of the most transformative events of our time – brought a new perspective to discussions regarding environmental, social and governance (ESG) actions. Social inequalities increased and it became evident that if we did not take care of the planet and its people, the impacts would be felt systemically on the population's health, on income distribution, on the transition to a low carbon economy, and even on the preservation of ecosystems.

We are very proud to share with you our socio-environmental initiatives, with the aim of strengthening the debate on ESG, which is urgent and relevant for us to create a fairer world. In the following pages, we will present information about our performance throughout 2021 and our main advances during the period. We also reinforce our

commitment to the 10 principles of the United Nations (UN) Global Compact, to which we have been signatories since 2017.

In the economic scenario, 2021 was a year that was as challenging – if not more challenging – than 2020, still due to the Covid-19 pandemic. The law sector rode market fluctuations. We saw some industries in high demand, such as technology (solutions for digital processes and information security) and pharmaceuticals (medicines and vaccines). We also saw companies of all sizes and segments seeking support for labor issues so that they could keep their businesses operating without compromising the health of their teams and clients.

With the rise of the dollar, there was also an increase in the activities of exporters, especially in agribusiness. We also observed a large movement of investments for capital markets in Brazil. New companies launched shares on the market, mainly due to the decrease of fixed income interest rates.

This external context was directly reflected in the activities of Trench Rossi Watanabe. There was growth surrounding the labor and capital markets, as well as in fulfilling the demands of the industries highlighted above. On the other hand, there was a slowdown in other specialties; actions were judged in the Federal Supreme Court (STF), which led some public agencies to suspend all or part of their activities during the health crisis.

The impact also extended to our teams. Since the beginning of the pandemic, but especially in 2021, there was a disparity in people's motivation and mental health. This is mainly due to the unforeseen long duration of social isolation and the emotional consequences of family and collective losses.

Aware of the scenario, we have invested in physical and mental health programs to improve wellness and quality of life in this very challenging time. We provided apps for physical and mindfulness activities, and a specialized medical team for welcoming and monitoring employees and their families, besides events and other health-related activities.

We recognize that we can only achieve success when the people who work with us are happy, healthy and motivated. We believe this is also true for the surrounding communities. That's why, year after year, we are there to support the most vulnerable in their needs. In 2021, resources were allocated via tax incentive laws, there were 976 hours of pro bono services, and more than 4,000 items were collected in addition to resources from our teams for donation to local institutions.

Furthermore, we continue to deepen our work on the topic of diversity, equity and inclusion (DE&I), considering several markers: gender, people with disabilities, religions, ethnic-racial groups and LGBTQIA+. With the launch of the MOVE Program at the end of 2020, we started to work on the integration

of DE&I actions and in the search for intersectionalities that are in favor of underrepresented groups. The Include Law Program (Programa Incluir Direito), built in partnership with the Center for Studies of Law Firms (Cesa - Centro de Estudos das Sociedades de Advogados), and the partnership with the Zumbi dos Palmares University aim to increase the participation of Black people in the legal universe, in order to address inequalities and discrimination.

Our consistency in DE&I initiatives was recognized by seven awards in 2021, with emphasis on the Human Rights and Diversity Seal, given by the City Hall of São Paulo. We won that for the third consecutive year.

In the environmental sphere, we highlight our efforts to reduce the negative impacts of the Office. In 2021, we digitized numerous lawsuits, which led us to reduce paper consumption by 67% compared to 2020. With the implementation of new technologies for videoconferencing and teleworking, we also reduced the frequency of air travel, which impacts greenhouse gas emissions. We continue to invest in measures to eliminate single-use plastics, and reduce energy and water consumption. In addition, we planted more than 1,100 trees of native species in 2021 to offset part of our emissions.

At the firm, our indicators of emissions and energy, water and materials consumption showed significant reductions due to the implementation of the home office system. Although temporary, these reductions inspired us to think about internal improvements to minimize our environmental impacts.

This year, our presence at COP26 in Glasgow, Scotland was a milestone in our work on ESG issues. In addition to actively participating in discussions of the civil society entourage, we seek to share the knowledge acquired there with clients, our teams and partner companies through livestream events, round table conferences and technical content.

Our commitment is to keep improving our practices. Therefore, in 2022 and beyond, we will continue to look for opportunities to deliver success to clients, consequently bringing solutions to simplify a complex business world, as well as supporting and serving our communities and work teams.

Executive Committee of Trench Rossi Watanabe



Claudio Moretti



Jose Roberto Martins



Simone Musa

Have a good read!

Organizational Profile

Founded in 1959, we are a law firm offering services in all areas of law. We work in a transversal and integrated way, bringing together the best skills, knowledge and capabilities of the different practice groups. Our goal is to meet customer expectations, acting as a facilitating company and offering the best result, so that customers can manage their business in an ethical and simplified way.

We have four offices in Brazil and we have 176 lawyers. Counting all employees, including administrative staff, paralegals and interns, we ended the year with 420 people on our staff, which makes us one of the largest law firms in Brazil.

Global Strategic Cooperation

For more than 60 years, we have had a strategic cooperation with the Baker McKenzie chain, based in Chicago, United States, which has 72 offices in 45 countries. This relationship allows us to work collaboratively with professionals in many jurisdictions around the world.

Our way of working



Vision:

To be the best choice of law firm



Purpose:

Providing success to our client portfolio, bringing solutions to simplify a complex business world. Support and serve our communities through corporate social responsibility projects (social projects, environmental responsibility, pro bono work) and diversity, equity and inclusion.



Guiding principles

We are one office

What is done by one of us has consequences for all. We must act with integrity and honesty in our activities, everywhere, every day. What we do has an impact on Trench Rossi Watanabe's reputation

We are responsible for what we do

We are accountable to each other for our acts and omissions; for the quality of our legal advice and services; for the integrity of our decisions and actions

We treat everyone with fairness and dignity

We embrace the ideals of inclusion, diversity and equal opportunity for all people. In our culture, there is no room for prejudice, discrimination, bias or abuse

We fulfill our responsibilities

We must know and observe the principles and rules of professional conduct, in particular the Lawyers' Statute of the Brazilian Bar Association (OAB), its respective General Regulation and Code of Ethics and Discipline and applicable provisions. We must also observe the Trench Rossi Watanabe Code of Conduct, which deals with the legal and ethical obligations of all employees

We are competitive, but we compete fairly

We treat each other, our customer base, supplier companies and competitors with honesty and loyalty. We do not accept practices related to undue advantages, nor do we allow such acts to be performed on our behalf. We do not conduct business for companies in which we have a personal interest

We protect the information entrusted to us

We hold sensitive and confidential information. We must keep them confidential, using discretion and technology to do so. In no way do we exploit or disseminate privileged information

We are authentic and transparent

Our word is our guarantee. We are honest in our dealings with clients, with each other and with everyone with whom we interact. We keep accurate and up-to-date records of our work and the time we incur. We charge our fees in accordance with current legislation and as contracted with our client portfolio

We do not do business with people and companies of dubious reputation

We have legal and professional obligations to know our portfolio of clients and suppliers and to refuse to sponsor people involved in illegal or corrupt activities, or whose source of funds is suspicious

We are grateful and we help our communities

We fulfill our obligations as good citizens, consciously using available resources and making our contribution to the communities in which we operate

Geographic location

Our offices are located in strategic points in Brazil, which allows us to serve clients in different regions of the country.



Rio de Janeiro - RJ



São Paulo - SP



Brasília - DF



Porto Alegre - RS

Products and services

We are a full-service firm, which means we have professionals prepared to meet demands in any area of law. Our teams are constantly updated and our professionals exchange knowledge with each other to offer complete, robust and interdisciplinary solutions for clients.

Areas of activity

Practices

- Antitrust
- Arbitration
- Banking Law, Financial Law and Project Finance
- Capital Markets (Debt And Equity)
- Compensation
- Commercial Contracts
- Consumer Law

- Intellectual Property
- International Commerce
- Labor
- Litigation
- Mergers & Acquisitions
- Public And Regulatory Law - Projects
- Real Estate
- Succession Planning
- Tax

Industries

- Agribusiness
- Consumer Goods & Retail
- Industry, manufacturing and transport
- Insurance and reinsurance
- Energy, Mining, Petrochemicals and Infrastructure
- Life Sciences
- Technology, Media and Telecommunications

In addition to these areas, we have other service lines that aim to support partner companies in contemporary business challenges.

Areas of activity:

Multidisciplinary solutions

ESG - Environmental, Social and Governance



We support and guide clients so that they can act proactively in facing numerous changes and new national and global requirements, considering the risks and opportunities in all aspects that make up the ESG policy.

Our ESG team is composed of professionals skilled in matters related to the topic.

Circular Economy



The circular economy is a mindset change, which consists of reinserting post-lifetime products into the production chain, whether as raw material or components. We seek to help clients comply with all legal and regulatory requirements related to the matter.

Conflicts Solution Platform



We advise B2C clients in mapping sensitive demands, working with authorities related to their business, reviewing consumer service practices and training internal stakeholders.

We develop conflict prevention and dejudicialization strategies, besides encouraging the use of online platforms for contacting consumers and resolving conflicts.

Corporate Restructuring



We have a practice dedicated to the restructuring of solvent public and private companies, with solid experience in coordinating the planning and implementation of restructurings in other jurisdictions. The restructuring group brings together professionals mainly from the corporate, labor and tax areas, with experience in specific industries, to ensure the delivery of work of heavy value and low risk to the business.

Foreign Desks



Through strategic cooperation, we have groups of legal professionals with fluency in the language and familiarity with the culture of certain countries, in order to facilitate our communications with clients from these countries.

Through our services offered and actions carried out, we contributed to the following United Nations Sustainable Development Goals (SDGs):



Clients

Trench Rossi Watanabe's customer profile is made up of Brazilian and foreign companies, medium and large in size. We serve all industries and are recognized professionals in the market in the following sectors:

- Agribusiness
- Consumer Goods & Retail
- Industry, manufacturing and transport
- Insurance and reinsurance
- Energy, Mining, Petrochemicals and Infrastructure
- Life Sciences
- Technology, Media and Telecommunications

We see to it that we serve clients that are aligned with the Office's social and environmental values. It is an important principle that guides our performance, as we want to strengthen the operation of responsible companies.

Client satisfaction



Understanding the level of contentment with the services provided by our Firm is essential for us to offer solutions and experiences that are increasingly connected to the needs and values of our clients.

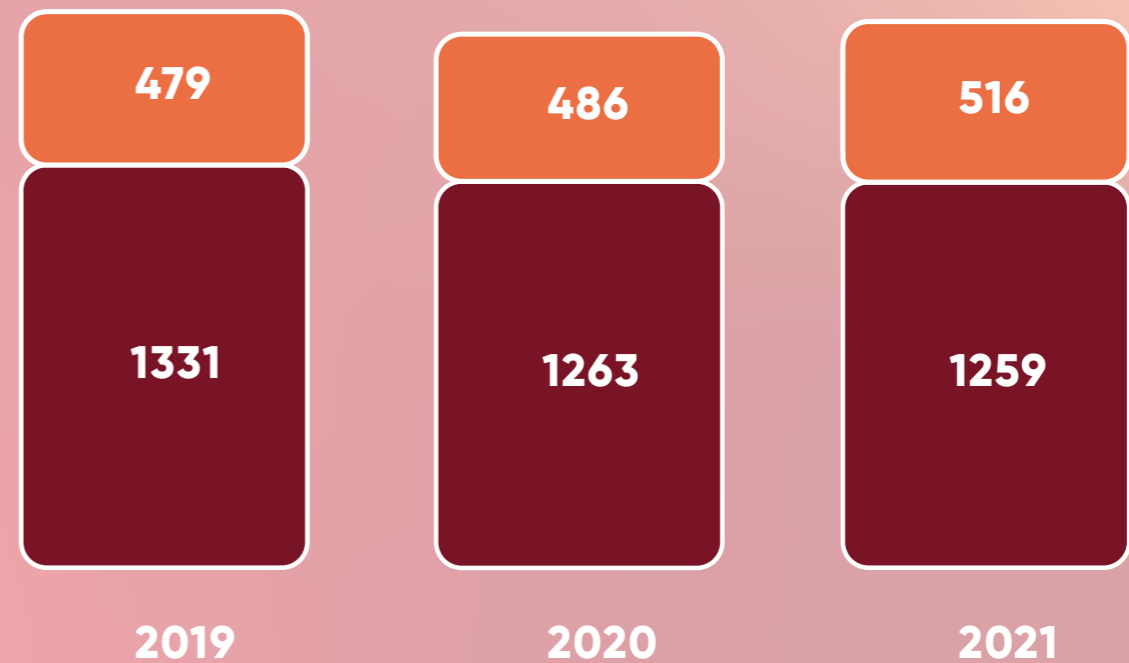
For this reason, we conducted an online Satisfaction Survey in 2021. We used the NPS (Net Promoter Score) and CSAT (Customer Satisfaction Score) methodologies, especially considering five criteria: knowledge of the company's business; quality of work; attendance; response time; compliance with agreed deadlines; and administrative dealings. In addition, we provided a space for participants to write freely about the services.

The overall results showed that our services are performed with excellence. In addition, they enabled the development of an action plan to improve and optimize the work carried out, so that we can increase contentment even more.

Clients in numbers

Number of clients per category:

-  Clients with headquarters out of Brazil
-  Clients with headquarters in Brazil



Governance

8 DECENT WORK AND ECONOMIC GROWTH

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS

A solid governance structure, with well-defined roles and responsibilities, ensures agility, control and transparency in decision-making. Consequently, it reduces operational risks and noise between areas and processes.

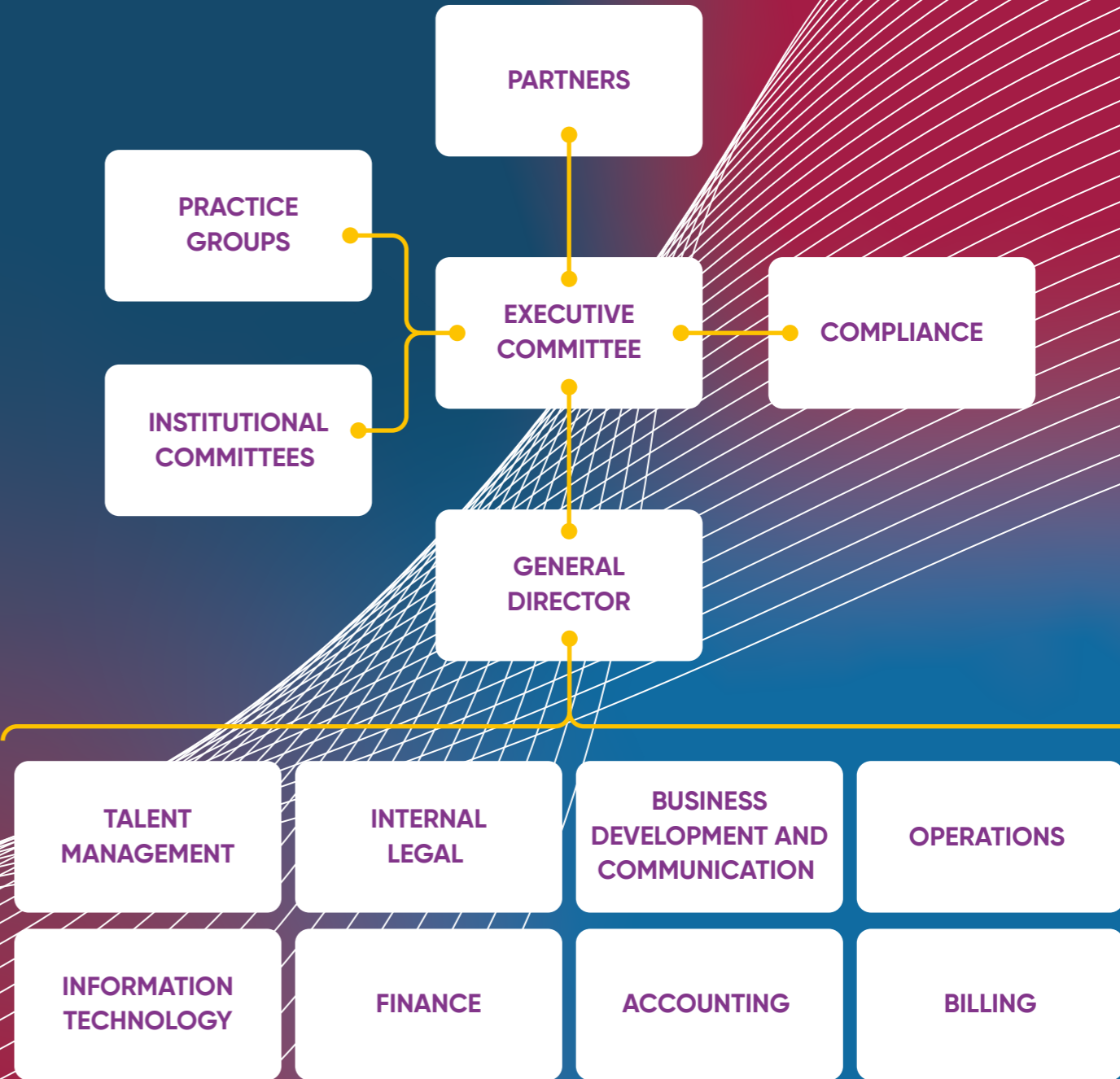
In our Office, the partners responsible for each of the legal practices have authority over the decisions that affect their area. The same occurs with the leaderships at the board and management level of the administrative areas. Decisions that go beyond these scopes are taken by the Executive Committee, a committee elected by the partners for a three-year term. It is composed of three senior partners.

The Executive Committee is supported by a director general, who is responsible for the administrative areas of the Office. Independently, there is also the director of the Compliance and Internal Legal department who assists the firm professionals in compliance matters, related to internal structures and clients. This area is responsible for risk management, as well as ensuring business ethics.

In 2021, our main advancement in governance practices was the creation and structuring of the Compliance and Internal Legal area. The area has a Legal and Compliance director, a Compliance and Internal Legal coordinator, three paralegals and an intern. Besides legal, ethics and compliance issues, the area is responsible for the Office's Information Security together with Information Technology (IT).

The formalization of this board reinforces our commitment to integrity and transparency in everything we do. It is necessary to lead by example and, therefore, as a law firm, we want to be at the forefront of the topic.

Governance structure



Risk management

Corporate risk management is carried out by the Compliance area together with the Executive Committee. Some specific committees also participate in risk management, such as the Intake Committee, which conducts the due diligence process to approve new clients and new suppliers.

In 2021, the main risks identified were connected to the new Provision of the Brazilian Bar Association (OAB) on advertising in law and the adequacy of the Office to the General Data Protection Act (LGPD).

Regarding the new Provision, all communications and publications underwent a process of adaptation to the new rules, in a joint work between the Compliance and the Communication and Business Development areas. As for the LGPD, Compliance worked with an external consultancy to improve internal processes to adhere to the legislation, and they obtained an accredited certification in data protection.

Internal controls to mitigate risks

- Verification of documents and historic data for the approval of new clients
- Verification of documents and historic data for the approval of new suppliers
- Review of contracts with clients
- Review of contracts with suppliers
- Review of advertising material
- Periodic update of the list of Politically Exposed People (PEP)
- Analysis of all donation and sponsorship contracts

Responsible partnerships

We understand that it is part of our role to contribute to the development of the chain, of which we are a part, through practices that encourage socio-environmental responsibility and ethical action in supplier and customer companies.

We have an analysis procedure of new partnerships (supply and customer) that seeks to identify compliance risks and mitigate potential legal, financial and institutional risks. We also hold documentary and historical verification to validate information about the people and companies with which we intend to relate.

The procedure also assesses whether partners comply with all applicable laws, including, but not limited to, those relating to the protection of human and workers' rights (including prohibition of forced labor), labor rights, and environmental, anti-corruption, fair competition and intellectual property laws. All items are described in our Code of Conduct.

In addition, we annex an anti-corruption clause to the contract drafts to ensure that everyone involved understands the importance of the topic for our Firm.

Currently, 100% of supplier companies and clients went through corruption related risk assessments

Ethics and compliance

We have a compliance system that aims to identify risks, eliminate their causes and create lines of protection to mitigate their impacts. It is anchored on the following pillars:



Code of Conduct

Our Code of Conduct sets out the Firm's rules of conduct and the behaviors expected of all public with whom we interact

Who does it apply to? To the people who work at Trench Rossi Watanabe and with whom we do business.

Where to find it? On our website or by clicking here

What is it about? There are 28 themes, among which are:

- Diversity, equity and inclusion
- Harassment
- Information privacy
- Conflicts of interest
- Conformity with anti-corruption laws
- Prevention of money- laundering
- Environmental protection
- Community service
- Political activities

What are the penalties for violations of the Code of Conduct? Violations of our Code of Conduct or applicable legislation subject the offending person to disciplinary action, including dismissal (or exclusion, in the case of partners), without harm to civil and criminal liability.

Make the right choices. Do what is right.

We understand that the communication and training of our teams are crucial factors in adhering to legal requirements and internal standards. To this end, we annually carry out mandatory training on the Code of Conduct, through which we also talk about data protection and anti-corruption.

Additionally, in 2021, we instituted the online sessions "Sextou com Compliance" (Friday with Compliance) to address and discuss topics related to the Code. During this period, two sessions were held: one on the whistleblower channel and the other on information security.

Communication and training in anti-corruption policies and procedures

	2019	2020	2021
% members of the governance body communicated	100%	100%	100%
% trained governance body members	96%	95%	97%
% communicated and trained employees	100%	100%	100%

Whistleblowing channel

We have an email address dedicated for receiving complaints about violations of the Code of Conduct. The emails are received exclusively by the director and the Compliance coordinator for an initial investigation.

Once the initial data has been collected, the investigation begins, which will involve only the necessary people. During this process, all information is anonymized, meaning any detail that is irrelevant to the investigation or that could identify the reporting person is omitted.

If the origin of the complaint is confirmed, the situation is taken to the Executive Committee. Guided by Compliance, the Committee determines remedial measures to stop the irregularity, correct the process and, if applicable, define disciplinary measures.

At the end of the process, the reporting person receives feedback on the outcome of the case.

How to make a complaint?

To file a complaint regarding violations of the Code of Conduct, the employee must:

- Look for the Compliance area and formalize your complaint in person
- Send an email to: hotline@trenchrossi.com
- Tip: To maintain anonymity, the reporting person has the option to create a free email account on the internet and send the report through it.

Trench Rossi Watanabe prohibits acts of retaliation against anyone who honestly makes a report. It is also prohibited against professionals who participate in investigations. People who believe they have suffered retaliation may immediately notify the Executive Committee or the Compliance Department.

Number of complaints via the Trench Rossi Watanabe hotline – 2019-2021

Whistleblowing channel	2019	2020	2021
Number of manifestations received	1	3	4
Number of manifestations well founded	1	3	4
Number of manifestations treated	1	3	4

With the strengthening of the Firm's compliance structure, in 2021, we saw teams open to the area asking questions and seeking guidance on what characterizes a violation of the Code. This is also reflected in the increase in manifestations via the hotline, which demonstrates confidence in the mechanisms and in the company in solving irregularities, as well as the self-responsibility of the teams in creating more ethical businesses.

Information security and data protection

The trust of our clients is based, to a large extent, on the certainty that we will keep the information provided to us confidential. This care is at the heart of the exercise of law. Therefore, we make every effort to guarantee the privacy of the data and information under our responsibility.

In 2019, we started mapping and adjusting internal processes and systems to meet the requirements of the General Data Protection Law (LGPD), which involved all units and areas of the Firm. In 2021, we have the support of a consultancy specializing in the subject to assess the need for further adaptations.

At the end of the process, still in 2021, we went through an external audit, which aimed to verify compliance with legal data protection requirements. This audit was carried out by an independent accreditation company, which was able to certify the adherence of the Trench Rossi Watanabe processes to the LGPD after all the verification steps. We received the Certification of Good Practices in Data Protection based on the LGPD from Tradius – the first certification of this type in the legal market.

This achievement reflects our commitment to information security, which was already expressed in the Code of Conduct, and has now been recognized by an external organization.

External commitments and partnerships

When society and the planet prosper, businesses prosper as well. Therefore, it is impossible to dissociate our work from our involvement with socio-environmental causes. We are not and do not want to be neutral. We understand that when we assume external commitments, we are mobilized to improve as a business and join efforts to create a better society for everyone.

- Since 2017, we have been signatories of the United Nations (UN) Global Compact
- In 2021, we also became signatories of the Women's Empowerment Principles (WEPs), an initiative of the Global Compact and UN Women
- In 2021, we became part of the Business Coalition for the End of Violence Against Women and Girls
- Since 2016, we have been signatories of the LGBTI+ Business and Rights Forum
- Since 2018, we have been signatories of Reis – Rede Empresarial de Inclusão Social (in English, Business Network for Social Inclusion) and of the Letter of Adhesion to the Pact for the Inclusion of People with Disabilities.
- We participated in the idealization of the Legal Alliance for Racial Equity (Aliança Jurídica pela Equidade Racial), a group formed by the largest law firms in Brazil and Fundação Getúlio Vargas - FGV (Getúlio Vargas Foundation) to promote racial inclusion. We are founding members of the movement created in 2019
- Since 2020, we have been partners with the social company Specialisterne, which works for the training and inclusion in the labor market of people with autism spectrum disorder (ASD)
- We have a partnership with Transempregos since 2019, an organization that works for the training and inclusion in the job market of transsexual people
- We are associated with the Ethos Institute, where we have been part of the environment working group since 2021



Rede Brasil



WOMEN'S EMPOWERMENT PRINCIPLES



pela Empregabilidade das Pessoas com Deficiência



Recognitions in 2021

We believe that awards and certifications are a consequence of well-structured internal processes and programs. These recognitions fill us with pride and encourage us that we are on the right path.

Business and management

In 2021, our office and our lawyers were recognized and awarded by the main national and international rankings and legal directories: Análise Advocacia; Best Lawyers; Chambers and Partners; Expert Guide; Global Competition Review (GCR); IAM Patent ; IFLR 1000; IInvestor; IP Stars; International Tax Review (ITR); LACCA; Latin Finance; Latin Lawyer; Leaders League; The Legal 500, Who's Who Legal; World Trademark Review.

People management and DE&I



- We won the Seal of Human Rights and Diversity, from the City hall of São Paulo for the third consecutive year. In 2021, we were recognized in the Transversality category for our integrated work on DE&I in the Firm



- We were awarded, for the third consecutive year, by the EXAME Diversity Guide as one of the sector highlights in legal services



- We received the Women in Leadership Award from the Women in Leadership in Latin America – WILL initiative, promoted by Ipsos and in partnership with the newspapers Valor Econômico and O Globo. We are in fourth place in the national ranking of companies with greater gender equality, occupying the first place among companies in the legal segment

- We won three important awards at the Women in Business Law Awards 2021 (Americas), promoted by Euromoney: Brazil Firm of the Year, Women in Business Law Latin American Firm, and Work-Life Balance Latin American Firm



- In the 23rd edition of the Latin Lawyer 250 guide, we were recognized as a firm that stands out for its DE&I policies



- We had 26 lawyers recognized in the 1st Edition of Análise Advocacia Mulher, promoted by Análise Editorial. When adding up the recognitions of the 36 categories that the guide includes, we obtained 101 mentions of our professionals



- We had six lawyers recognized by 2021 edition of the Women in Business Law Guide. The categories in which they were recognized are Insurance and Reinsurance, Transfer Pricing, Energy and Natural Resources, Technology, Media and Telecommunications, Tax and International Trade



Projects with the community

- The Inclusive Law (Incluir Direito) Project, of which we are one of the creators, was recognized at the 18th Innovare Award, whose objective is to identify and disseminate practices that contribute to the improvement of justice in Brazil



- We received the Pro Bono Leading Lights award from Latin Lawyer, in recognition of the solidity of our actions, the organization of our Pro Bono committee and the impact generated on the clients served



- We received a recognition from the Hospital Pequeno Príncipe, an institution located in Curitiba, Paraná, for the relevancy of the support we provide to the institution



Strategy

Having clarity on what our priorities will be and the paths we will follow to achieve our vision is a key factor for the long-term sustainability of our Firm. Therefore, we carry out the Strategic Planning annually, which is effective throughout the fiscal year (July to June of the following year).

Strategic planning – Trench Rossi Watanabe

Innovation

Providing an environment where creative ideas and solutions are explored is essential for Trench Rossi Watanabe. Since our founding, we have always been one step ahead, focusing on innovation as a driving force behind our investments in people and technology. The pioneering spirit is rooted in our culture and in our professionals, who are encouraged daily to be curious and creative.

We were one of the first Brazilian law firms to act in a multidisciplinary manner. We have long believed in using cutting-edge technology to provide services and bring benefits to our clients, being one of the first firms to adopt artificial intelligence tools. This culture of innovation enhances our work and allows us to add value and efficiency to the customer experience.

As a natural extension, in 2017, we created a Technological Innovation Committee, which is composed of leaders from different practices and industry groups with the aim of leading market trends and offering innovative legal solutions in all sectors. In 2021, this committee underwent a profound restructuring, involving the support of the Office's management in order to further leverage the culture of innovation among the legal and administrative staff of Trench Rossi Watanabe.

Initial budget proposal and business plan

Each area identifies risks, opportunities and priority areas of action. It evaluates costs and other resources needed.

Exchange and validation roundst

Meetings are held to discuss proposals, exchange ideas and prioritize the year's initiatives.

Refinement

The areas refine their plans and detail the objectives and goals for the year.

Final approval

The final plan is approved by the Executive Committee and becomes effective for the entire Firm. It is periodically monitored at committee meetings.

Execution

The plan starts to be executed by each area.

Social Performance

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



It is part of our purpose to support and serve our teams and the surrounding community. This is achieved through people management based on equal opportunities for those who work with us and through corporate social responsibility projects that focus on caring for the most vulnerable groups.

In addition, we believe in the transformative power that exists in DE&I. Therefore, the theme is transversal in our practices, whether internal or external.

Collaborators

People management is a shared responsibility between the Human Resources area and the Office's leaders. Human Resources is responsible for establishing policies, programs and processes, based on what is most up-to-date in the market, as well as offering guidance to employees on a day-to-day basis. The Office's leaders are responsible for leading by example and unfolding the HR routines with each of the teams.

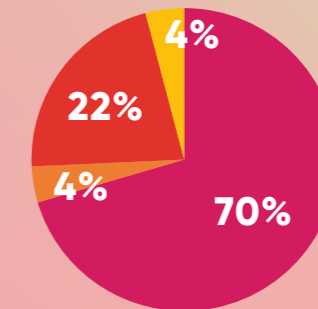
We have a series of policies in force, which formalize procedures, practices and conduct for each of the people macro-processes, reinforcing our commitment to non-discrimination, equal opportunities and DE&I.

One of the improvements implemented in 2021 was the Remuneration Policy update, which was supported by a specialized consultancy to make it even more strategic. For us, remuneration goes far beyond the salary paid every month. It is the care in offering the elements and benefits that will make people happy to stay with us, whether tangible or intangible.

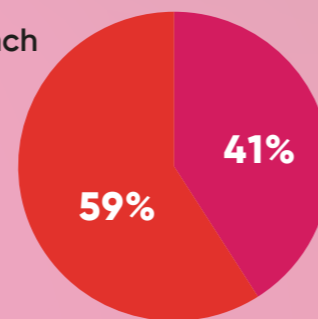
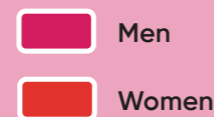
In 2021, we ended the year with the São Paulo office being the location with the highest number of collaborators. Of the total, 99% are hired on a permanent, full-time basis.

Profile of collaborators in 2021:

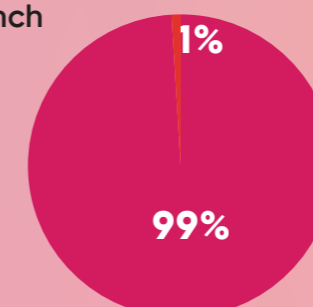
Professionals of Trench Rossi Watanabe by location – 2021



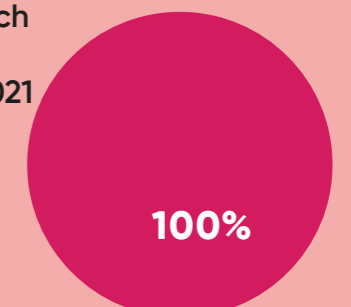
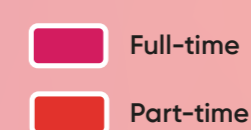
Professionals of Trench Rossi Watanabe by gender – 2021



Professionals of Trench Rossi Watanabe by type of contract – 2021



Professionals of Trench Rossi Watanabe by type of workday – 2021



Historical data on the profile of male and female collaborators – 2019-2021

Employees per employment contract (permanent and temporary), by gender

	2019		2020		2021	
	men	women	men	women	men	women
Permanent contract	42%	57,54%	41,99%	57,52%	40,95%	58,10%
Temporary contract	0	0,46%	0	0,49%	0	0,95%
Total	42%	58%	41,99%	58,01%	40,95%	59,05%

Employees by type of workday (full-time or part-time), by gender

	2019		2020		2021	
	men	women	men	women	men	women
Full-time	42%	57,77%	41,99%	57,77%	40,95%	58,81%
Part-time	0	0,23%	0	0,24%	0	0,24%
Total	42%	58%	41,99%	58,01%	40,95%	59,05%

Employees by region (branches), by gender

	2019		2020		2021	
	men	women	men	women	men	women
São Paulo	30,30%	41,26%	30,49%	41,22%	28,10%	42,62%
Brasília	2,80%	2,10%	2,20%	1,71%	2,14%	1,67%
Rio de Janeiro	7,69%	11,42%	7,80%	12,68%	8,81%	12,62%
Porto Alegre	1,40%	3,03%	1,71%	2,20%	1,90%	2,14%
Total	42,19%	57,81%	42,20%	57,80%	40,95%	59,05%

Collective labour agreements

The Firm recognizes the importance and relevance of unions in encouraging organizations to advance in labor practices and ensure compliance with the agreements entered into. Today, 67% of our staff is covered by collective bargaining agreements, as interns and partners are not eligible for collective agreements.

Employees are represented by the following unions:

- Lawyers union (in each region)
- Union of employees of self-employed agents of commerce and in consultancy, expertise, information and research companies and accounting services companies in the state of São Paulo (EAA)
- Union of employees of self-employed agents of commerce and in advisory, expertise, information and research companies in the municipality of Rio de Janeiro (Sindaut)
- Union of workers in video rental stores; law firms; and advisory, collection and consultancy offices in the federal district (SindApoio)
- Union of employees in advisory, expertise, information and research companies and state foundations in Rio Grande do Sul (Semapi)

Professionals covered by collective agreement

% employees covered by collective agreement

2019	2020	2021
68%	69%	67%

Well-being and quality of life

From the point of view of occupational health and safety, ergonomics and attention to physical and mental health are the main challenges due to the nature of our business. We have an occupational health and safety system that covers 100% of workers.

Through the system, we annually carry out an ergonomic assessment at all workstations, carried out by a specialized professional, to assess compliance with the requirements established by Regulatory Norm 17 (NR17). After the issuance of the report, we work on the implementation of improvements, so that everyone has good working conditions.

We have initiatives focused on the well-being and quality of life of those who work with us and their families. We seek to offer a broad view of what health is, including the physical, mental, emotional and financial spheres. Among the main benefits we offer are a health plan and apps for physical and mindfulness activities.

We have a program dedicated to mental health, in partnership with the health plan operator. Through it, we provide psychology professionals and social workers who monitor and welcome our teams. In 2021, we had 41 participants in the initiative. In addition, the HR area works to identify sensitive situations, welcoming and supporting those who need it in solving their problem or directing them to a suitable professional.

We also have an annual calendar of health topics, through which we work on raising awareness among the teams. We offer lectures and webinars on relevant topics each month, such as White January, Pink October and Blue November. In 2021, there were 24 events highlighting topics related to mental health.



Mental health care deserves attention!

Unfortunately, there are still those who think that depression, anxiety and other aspects of mental health are baseless complaints. We take this matter very seriously here at the Office. Our modern lifestyle brings great pressure, with which each individual has differing capacities to deal.

Besides all the support for those who are facing a mental health problem, we seek to build a safe environment to discuss the subject and we do not tolerate comments that disregard those who struggle.

We have the Florescer Program, created in 2020 and strengthened in 2021, focusing on the mental health, quality of life and well-being of our Office's internal team.

Management and protocol against Covid-19

Facing the Covid-19 health crisis, our leaders and representatives from the Human Resources (HR) area met to quickly determine the internal protocols to protect people and ensure employability during the period.

Measures were implemented, starting in 2020 and extending into 2021:

- Implementation of the home office system for 97% of the workforce
- Improvement of technology equipment, such as notebooks, monitors, keyboards and mice
- Loaning and sending furniture and ergonomic items to employees' homes
- Ergonomics and work safety training for working at a home office
- For people who still needed to attend the office in person, private transport was made available – such as taxis or app-based transportation – to reduce the risk of contamination in public transport
- Flexibility of working hours, so that employees could be available to take care of their families and reconcile work and home routines

In addition, other measures already in place before the pandemic were adapted and strengthened during this period:

- Use of telemedicine to care for teams and their dependents. In 2021, we carried out a total of 249 consultations.
- Offering home service for laboratory tests to avoid exposure to coronavirus
- Vaccination campaign against H1N1 at home
- Expansion of the health plan for interns, so that they were supported in case of need
- Events, announcements, and other mental health communication materials



Returning to the office in 2022

In preparation for the hybrid and gradual return to the office, we offered leadership training so that our professionals could support their respective teams during the transition. In August 2021, we started the gradual in-person return, alternating with the home office system. Social isolation has generated a series of physical and emotional impacts on people, which can be reflected in face-to-face interactions. Faced with this, we are anticipating the reestablishment of links in a healthy and careful way.

Development

In the legal services sector, the organization's main asset and competitive differential is its people. It is through its intellectual work that the company is able to carry out activities and generate income. Therefore, working on human development is crucial for the health of the business and for keeping teams updated, engaged and committed.

We provide technical, behavioral and institutional development paths, with options that range from the internship level to those who have a shareholding. We also have scholarships for language acceleration and long-term courses (postgraduate, masters or doctorate), which have the criteria listed in their respective policies.

In addition, each practice leader offers specific training in their area of expertise, which can be followed by any interested person. From a business point of view, this allows us to have specialist professionals, but with an overview of the different fronts of the law. Thus, when participating in a project, lawyers can easily identify whether it is necessary to consult other specialties to strengthen the client's case.

Average hours of training per year, per professional

	2019	2020	2021
Hours of training	240	201	295
Average of training for professional	33	30	39

Performance evaluation

Annually, 100% of the team undergoes a performance and career development evaluation. Each professional receives a performance evaluation through an online form sent to peers and leaders from other areas. Then, discussions are held among leadership to calibrate the feedback received.

Once this is done, the leader and team member discuss the final assessment and define an individual development plan for the following year and the next career steps.

Diversity, equity and inclusion

Investing in initiatives that favor DE&I is part of our DNA. In the 1980s, we already had women in leadership positions – something unusual in the legal market at the time.

Over the years, we have matured and consolidated practices related to gender equity and expanded our understanding of what it means to be diverse. We started to do proactive and affirmative work to include people from underrepresented groups such as ethnic-racial groups, LGBTQIA+, certain religions and people with disabilities (PWD). For over 10 years, we have had a Diversity, Equity and Inclusion Committee, which includes representatives from different areas and is responsible for organizing day-to-day actions.

Advocating is an activity that requires creativity, versatility and acumen. Having different teams allows us to see the same problem from different perspectives and experiences. Combining the unique visions of each professional help us to always be one step ahead in investing in the development of strategic businesses and strengthening internal relationships with clients and partner companies. Undoubtedly, it is a great competitive advantage. But above all, it is our moral duty to create an environment that is inclusive, fair and free of prejudice.

From a management point of view, attention to DE&I is supported and guided by the Code of Conduct and internal policies, such as the Hiring Policy and the Remuneration Policy. In practice, these guidelines unfold into programs, process adjustments and physical facilities so that everyone is respected and included in the Firm, as well as provided the best conditions to stay with us, if they so wish. We also have mechanisms for reporting cases of discrimination, abuse or disrespect.

Some of the measures that anchor our performance:



Selection and hiring

In the hiring process, we have criteria that ensure the inclusion of underrepresented audiences until the final stage. We have a hiring policy that determines the inclusion of at least one person from a diversity audience among the three finalists for each vacancy. We have the support of an external recruitment platform, which has a diverse talent bank and allows us to broaden the profile of evaluated professionals. Additionally, we have other gateways, such as the Internship Program and the Trench Experience (holiday program), which guarantee the sustainability of teams and exchanges between different generations.

The inclusion programs that we promote seek to demystify prejudices and value the cultural exchange that each individual is capable of providing. This is another step toward encouraging cultural enrichment, breadth of experience and varied qualifications, in addition to providing decent work for minority groups.



Reception

We know that the realities are quite different and the opportunities to get into a renowned college, to take courses or language courses are often limited. So when we identify a talent, we offer acceleration in the skills and abilities they need to feel included. This person is also accompanied by business partners and colleagues during the integration period so that they have the necessary support.



Continuous development

Once the adaptation has passed, the professional starts to work on their individual development plan to guarantee their continuous evolution.

In 2021, one of the main advances in DE&I was the strengthening of intersectionality actions. That means measures to identify and address the problems that often cause social inequalities affecting groups in vulnerable situations.

The Diversity, Equity and Inclusion Policy will be updated in 2022, which brings together in the same guideline our commitment to respecting and valuing the plurality of identities, cultures and religions, offering opportunities in the job market to minority or oppressed groups and creating an ethical work environment.

MOVE Program

The action of the DE&I Committee is organized in an internal program called MOVE, which has five affinity groups. As the name suggests, the groups are formed by those who are interested in learning and contributing to the discussions on that topic and have at least one partner.

Each group meets bimonthly and is free to discuss whatever is relevant – whether it is proposing improvements, following up on projects being implemented or exchanging knowledge. In the interspersed months of meetings, intersectional meetings are held where all groups come together to discuss commonalities.

It is important to highlight that MOVE's actions go beyond the walls of the Office. Whenever possible, we join forces with clients and other partner companies to bring information and practical actions to the community, thus increasing our positive impact.

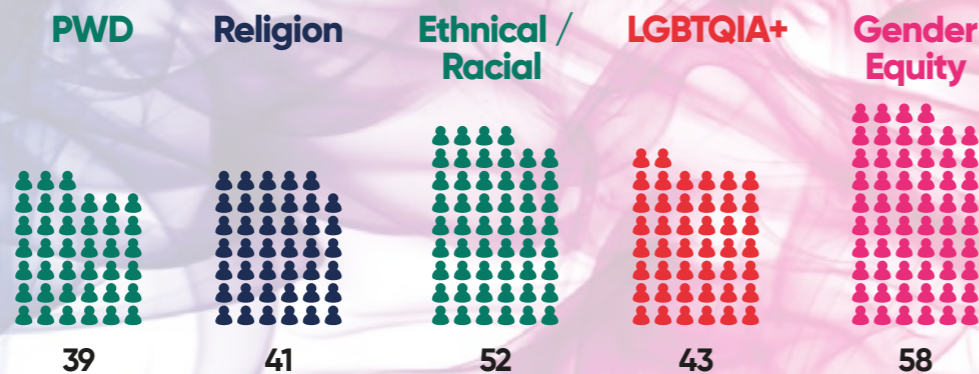
Objective

to strengthen our commitment to a prejudice-free, egalitarian and fair environment, as well as to promote intersectionality within the themes addressed, since many of the causes are complementary.



Affinity group

Number of participants in the affinity groups in 2021



Numbers in 2021:



Featured affinity groups in 2021



We have made adjustments to our infrastructure to better accommodate people with reduced mobility



In partnership with the Federation of Muslim Associations of Brazil (Fambras), we held an online meeting on Islam, with the aim of combating the prejudice and discrimination that people of this religion suffer due to widespread stereotypes



We held the event "The anti-racist struggle in the grammar of Human Rights", which was attended by lawyer Sheila de Carvalho, articulator of the Black Coalition for Rights and fellow of the Afro-descendant Program of the UN High Commissioner for Human Rights, having been elected by the UN as one of the most influential Black people in the world in 2020 (MIPAD Award 2020)

In partnership with clients, we carried out a training with Casa Florescer, an institution that works for the reception of transgender women and transvestites in situations of social vulnerability. The topics presented were name correction, access to housing services and free health policies (such as gender reassignment)



We offer clients training on the evolution of the rights of the LGBTQIA+ population, relevant social and legal frameworks, and open space for debate on the relevance of these practices within companies



Special Women's Month Newsletter covering:

- Publication of the book Gender Discrimination in the Automated Processing of Personal Data, authored by associate Maria Cristine Lindoso
- Playlist with selection of songs with the overall theme of spotlighting women
- Encouraging participation in the #ChooseToChallenge Campaign, which aims to challenge and denounce gender prejudice and inequality
- Video with the participation of women from the Office with considerations on equality of rights between genders
- List of books, movies, series and podcasts with themes or authorship related to women



Including Law (Incluir Direito)

In 2016, we participated in the creation of the Including Law Project (Projeto Incluir Direito), coordinated by the Center for Studies of Law Firms (Cesa). We currently act as sponsors of the project, which aims to increase the participation of Black people in the legal market by removing entry barriers caused by systemic social inequality.

At universities, students undergo training to develop skills, such as strategies to participate in selection processes to deal with foreign and competitive language negotiations. At the end of the project period, those who participated in the project committed to participate in at least three selection processes of the sponsoring law firms.

Since the beginning of the project, our Office has already received 10 interns through the initiative. Of these, five were hired in 2021.



A woman's place is wherever she wants

We've had gender balance in our workforce for decades, across all functional categories. In 2021, we 59% of Firm employees are women, with 51% in leadership positions.

This result comes from consistent measures over the years that encouraged the development and promotion of professional women, in the most diverse stages of their career and personal life.

Learning with the difference

In 2020, we hired a neurodiverse professional for the first time. We have the support of a company specialized in the inclusion process – from understanding the needs and limitations of the professional, to adapting our procedures to receive them in the best way.

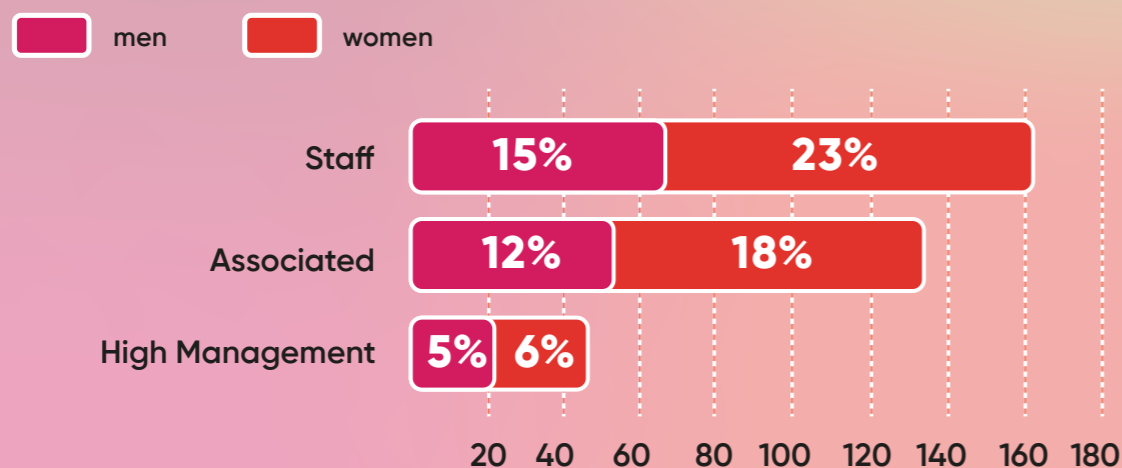
Considering that the biggest challenge was the objectivity of the communication, the team started to pay attention to giving instructions in a detailed and precise way. This care became a productivity gain for the entire group and reduced rework, with faster, more objective meetings focused on practical measures.

DE&I numbers

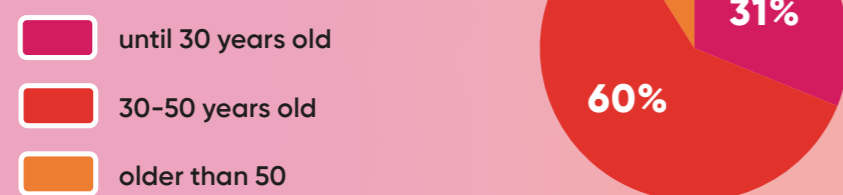
We follow some identity markers through self-declaration, which helps us to map the different identities that make up the Firm. Our objective is to continue evolving in the representation of the groups and giving equal opportunities for development and remuneration to all.

Diversity data in 2021

Employees per gender and functional category



Employees per age
Trench Rossi Watanabe- 2021



Gender

Functional category	2019		2020		2021	
	men	women	men	women	men	women
High Management	5%	6%	6%	6%	28%	6%
Associated (lawyers I, II, III)	13%	16%	14%	19%	2%	18%
Staff	15%	24%	15%	23%	9%	23%
Total collaborators	33%	45%	35%	48%	33%	47%
% per gender	42%	58%	42%	58%	41%	59%

Age

Functional category	2019			2020			2021		
	Until 30 years old	30-50 years old	Older than 50	Until 30 years old	30-50 years old	Older than 50	Until 30 years old	30-50 years old	Older than 50
High Management	0%	10%	1%	0%	11%	1%	0%	9%	1%
Associated	17%	11%	0%	18%	14%	0%	15%	15%	0%
Staff	13%	20%	6%	11%	22%	6%	9%	23%	5%
% per Age	38%	53%	9%	34%	57%	9%	31%	60%	9%

Ratio of base salary and remuneration received by women and men

Functional category	2019		2020		2021	
	men	women	men	women	men	women
High Management	0.92	1.05	0.98	1.02	1.00	1.00
Associated (lawyers I, II, III)	1.02	0.98	1.04	0.97	1.04	0.97
Staff	0.96	1.02	1.00	1.00	1.06	0.96

Explanatory notes on diversity data:

- The disclosure of diversity data differs from the general disclosure of the number of employees due to:
 - Protection of sensitive personal data and information, in accordance with compliance guidelines
 - The non-inclusion of data on temporary hires and minor apprentices, since these data are not part of the Trench Rossi Watanabe sheet
 - The categorization of the functional sphere as follows:
 - Senior management – only partners
 - Associates – only Lawyers I, II and III (not including paralegals, consultants, interns/assistants/legal assistants)
 - Staff – support areas, from management positions to other levels

At the end of 2021, a diversity census was carried out and the data will be presented in the next report.

Community

Our work with the surrounding communities is organized on the following fronts:

Pro bono work

We fulfill our vocation to serve the society through free legal advice. Nonprofit associations and foundations are supported so that they can, from a legal point of view, move forward with their social projects.

Financial support

We donate financial resources to organizations or social mobilizations, especially in crisis situations, to help the most vulnerable.

Tax incentive laws

By allocating part of the taxes due, we support sociocultural projects.

Donation campaign

In partnership with our employees, we collect basic food baskets, personal hygiene items, clothes, among others, to donate to social support institutions. Several campaigns are carried out throughout the year.

The actions are coordinated by the Corporate Social Responsibility Committee, responsible for evaluating the requests received, engaging employees and directing the execution of social activities. In 2021, the committee had 18 participants and about 78 employees involved in at least one activity.



Pro bono work makes it possible for social organizations to act in accordance with current legislation in the execution of their projects. Some examples of services provided are:

- **Drafting of the association's bylaws and corporate consultancy**
- **Tax advice for the enjoyment of tax benefits**
- **Consultancy in the structuring of sponsorship governance**
- **Compliance consultancy (preparation of codes of conduct)**
- **Drafting contracts with teams and partner companies**
- **Adaptation to the General Data Protection Law – LGPD**
- **Partnership agreement and legal support for carrying out projects with the public sector**
- **Identification of labor risks**
- **Training and enabling organizations to access free public services and policies**
- **Advice and trademark registration before the National Institute of Intellectual Property**

Project selection is made by the Pro Bono Committee, which evaluates the requests received and approves the final listing with the Executive Committee. We seek to prioritize the handling of cases indicated by the Pro Bono Institute to ensure impartiality and transparency in the selection process. The Institute is a nonprofit organization that acts as a bridge between vulnerable populations and civil society organizations that need access to advocacy and lawyers interested in offering their services on a voluntary basis.



We support institutions that work to strengthen and include socially vulnerable groups, providing a life of dignity and opportunity for all people. These are organizations that work on several fronts, including:

- **Support for children and teenagers through sports, including educational sports, and through tutoring**
- **Distribution of soup and basic food baskets to guarantee daily food**
- **Assistance in the development, maintenance, expansion and dissemination of projects and organizations aimed at fighting poverty**
- **Welcoming transsexual women with social and psychological care**
- **Care of animals in indigenous areas**
- **Health promotion, strengthening of the Unified Health System and prevention of chronic non-communicable diseases**
- **Combating domestic violence**
- **Training of sports educators on sports culture for the strengthening of a critical, creative and strong citizen**
- **Sustainable development of the Amazon**
- **Strengthening citizenship among Black children and teenagers based on knowledge about rights and responsibilities in the context of interactions with the police**
- **Access to documentation as a way to eliminate barriers and promote inclusion in civil society**

We are also part of the "Pro Bono Declaration of Americas", created by the Vance Center Institute, through which we are committed to dedicating an annual average of 20 hours per lawyer to projects of this nature.

In 2021, we had a significant increase in pro bono cases initiated, hours dedicated and interns and lawyers involved.

Pro bono projects	2020	2021
Number of initiated cases	6	11
Number of hours dedicated	755	976
Number of volunteers	57	78

Tax incentive laws

We use the Rouanet Law, the Municipal Fund for Children and Adolescents – Fumcad (from the city of São Paulo) and the Sports Incentive Law to direct investments to sociocultural projects.

In 2021, the projects supported were:

Hospital Pequeno Príncipe

The Hospital is located in the city of Curitiba, Paraná. The project "For the Right to Life" (Projeto Pelo Direito à Vida) aims to protect the right to life and health of children and adolescents through the promotion of hospital and outpatient care; investment in technological innovation and scientific research, training and continuing education of health professionals; contributing to better quality of care, more assertive treatments, less invasive procedures, and to the reduction of infant and youth mortality.



Fundação Dorina Nowill

The Foundation, located in the city of São Paulo, works to include blind and low vision people through free and specialized rehabilitation services, special education, low vision clinic and employability programs. The "Brincando e Incluindo – Recursos Acessíveis para o Ensino Fundamental" ("Playing and Including – Accessible Resources for Elementary School" project aims to contribute to the development of autonomy and protagonism of children with visual impairments in municipal schools in São Paulo.



Instituto Esporte e Educação - IEE

Located in the city of São Paulo, the IEE seeks to provide qualified access to physical education and sport through educational methods and public policies in different territories. The Core Network Project is a complete system with socio-educational sports centers implemented in areas of high social vulnerability, in partnership with municipal and state schools, community centers and public clubs.



Museu de Arte de São Paulo Assis Chateaubriand – Masp

The institution has more than 70 years of uninterrupted activities in the cultural, artistic, visual, historical and teaching areas. Its objective is to enable knowledge and understanding of the importance of art for the entire Brazilian population.

In 2021, we support the Conceição dos Bugres exhibition.



Financial support and campaigns

In 2021, as a reflection of the pandemic, many of the donations we made went to support institutions or groups that were even more fragile due to the health crisis. Actions we took include the following:

SOS Manaus Campaign

We donated resources to Sociedade Beneficente Israelita Brasileira Albert Einstein and União Brasil, which is a national volunteer movement created during the pandemic to help the most vulnerable and to address the emergency health situations in Manaus.

Dá de Comer Campaign

Promoted by important Brazilian social institutions, such as Instituto Ethos, Coalizão Negra por Direitos and Grupo Prerrô, the action raised funds for emergency actions to combat hunger, misery and violence generated by the pandemic.



Incluir Digital (Including Digital Campaign)

We were gold supporters of the initiative, which is organized by the Centro de Estudos das Sociedades de Advogados (Cesa) and by Educafro, a project whose main objective is to include and guarantee the spot of Black people and the working class within public universities through scholarships. The objective was to acquire tablets and collect used equipment for students in situations of social vulnerability so that they could participate in remote classes.



Food collection

We donated 170 basic food baskets to the Jesus de Nazareno Spiritualist Center. The food baskets were sent to families in situations of social vulnerability in the city of Rio de Janeiro. The action involved the engagement of the MOVE Religião group, part of our Diversity, Equity and Inclusion Committee.

Donation Campaign

Social investments projects	2020	2021
Items collected in campaigns with collaborators	7.089	4.198
Number of Supported Projects	19	9

Note: The drop in 2021, compared to 2020, is due to the campaign Combate em Todas as Frentes, carried out in 2020, at the beginning of the pandemic, which collected many items distributed to different institutions. In 2021, we chose to work with longer-lasting partnerships instead of distributing efforts among several institutions.

Easter Lunch

We provided an Easter celebration lunch for 40 elderly people and the work team of the Instituto de Longa Permanência para Idosos (ILPI) in São Paulo.

Fluxo sem Tabu Campaign

As an initiative of the MOVE Gênero affinity group, we invited our teams to get to know Fluxo sem Tabu, a nonprofit project that fights for the democratization of knowledge about menstruation and access to intimate hygiene in the most vulnerable strata of society. The donations made by the teams were used to procure sanitary pads, which were given to partner institutions.



Mother's Day Campaign

In partnership with Instituto Dara, we made financial donations and exchanged letters and messages between Trench Rossi Watanabe professionals who are mothers and communities served by the NGO in the city of Rio de Janeiro.

Advocacy Month

As part of the celebrations, we carried out a social campaign on behalf of NGOs that work in the cities where we have offices. We collected around 3,000 miscellaneous items and approximately BRL 7,000 in financial donations. The NGOs that benefited are Union of Nuclei, Associations of Residents of Heliópolis and Region (Unas) in São Paulo; Instituto Dara in Rio de Janeiro; Casa do Carinho in Brasília; and Asilo Padre Cacique in Porto Alegre.

Environmental Performance

7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Care for the environment has always been present in the Firm's daily routine, as it was borne from the commitment of the partners themselves to this cause. At the beginning of 2016, with the expansion of the theme to all our branches, we strengthened the Environmental Responsibility Committee, which is responsible for planning, structuring, executing and raising awareness about environmental actions.

Currently, the committee is composed of 39 participants and has representatives from all areas, including partners and the Executive Committee, to which the group reports. Meetings are held as required, through which ongoing projects are monitored, suggestions for new initiatives are presented and technical knowledge is shared.

As service providers, our activities that result in huge environmental impacts are consumption of electricity, indirect emission of greenhouse gasses in air travel and land displacements, and generation of solid waste, especially paper and plastic.

Although we are part of an industry that generates less negative impact on the environment, we cannot accommodate. Our commitment is with continuous improvement, with the reduction of impacts and with the expansion of awareness about the importance of the topic, since there is no more space for companies that do not care about, discuss and invest in sustainability actions.

Presence at COP26

We are committed to continually learning, following trends and participating in leading-edge discussions on ESG topics. Therefore, we spare no effort to participate in forums of national and international renown and relevance.

In November 2021, the leader of the Environment and Sustainability area participated in the United Nations Conference on Climate Change – COP26 in Glasgow, Scotland, together with several representatives of the industry and the third sector.

In partnership with the International Chamber of Commerce – ICC Brazil, we held the Express Road to COP26, a series of online meetings in preparation for the event. Full episodes can be accessed on Express Road to COP26.

After the conference ended, we recorded three editions of TrenchCast, in which we shared the main points discussed at the event and its practical consequences. To listen to the podcasts, visit TrenchCast.

New multidisciplinary group – ESG

Operating in a socially and environmentally responsible manner has become fundamental for companies that want to thrive in the long term. Failure to comply with these issues can generate legal consequences, financial losses and damage to reputation, as well as loss of trust among stakeholders.

However, companies are not always aware of legal and regulatory aspects that they need to pay attention to.

To support clients on this journey, we have a team specialized in ESG issues. Through consulting services, we have guided partner companies so that they can act positively and proactively in the face of numerous changes and new national and global requirements, considering the risks and opportunities in all aspects that make up the ESG policy.

Materials and Waste

The main supplies used in the Firm are office and disposable materials for the pantry. Year after year, we have reduced the consumption of these items, which are the main generators of waste in our activities. To eliminate plastic bottles and cups, for example, we implemented the following measures: we distribute mugs and thermoses for individual use, we provide ionized water filters to serve the internal team, we use glass water bottles in our meeting rooms, we carry out recycling of coffee capsules, and we started to hire catering services that use tableware.

Even with the need to reintroduce disposable cup materials, due to sanitary protocols to avoid contamination by Covid-19, we look for solutions with less impact and adopt biodegradable options to reduce the consequences in the final disposal. Our intention is, at the end of this period, to eliminate disposables from our branches again.

We work to reduce the use of paper – material that we frequently use due to the nature of our activities – in several areas by transforming physical processes into digital ones. Another important procedure was the implementation of the printing release system through the use of employee badges on the printers, in order to avoid mistaken impressions and consequent waste. The pandemic has undoubtedly accelerated the implementation and adherence to these innovations. When we compare paper consumption in 2019 (before the pandemic) versus 2021, we observe a reduction of 93% after the digitization of processes.

Regarding waste, that is, materials sent to the disposal, we mainly generate paper, aluminum cans, biodegradable pantry materials, organic waste, light bulbs and electronics.

We carry out selective collection in all Trench Rossi Watanabe offices through the provision of bins by type of waste in common-use areas. The condominium of each building collects the materials and sends them for recycling or final disposal.

Internally, we also seek to reuse used paper that does not contain confidential information such as notebooks. In this way, we extend the useful life of the paper.

In 2020 and 2021, both material consumption and waste generation were below the historical average, as most teams were working from home. Our challenge is to continue investing in the awareness of the teams so that we can continuously reduce our impact.

Materials used by weight or volume

Material	Measure unit	Results			From renewable sources?
		2019	2020	2021	
Paper (FSC certificated)	reams	5.178	1.065	347	Yes
Plastic cups	unit	300	0	0	No
Biodegradable cups*	unit	12.000	4.000	14.000	Yes
Biodegradable plates*	unit	400	800	800	Yes
Biodegradable cutlery*	unit	400	1.200	1.200	Yes
Wood stirrers	unit	0	8.000	5.000	Yes
Toner cartridges	unit	135	58	21	No
AA + AAA batteries	unit	452	364	248	No
LED panels and lamps	unit	25	28	20	No

*Note: items used due to pandemic health protocols

Emissions

Every year, we control and calculate the number of kilometers in international air travel, based on information provided by accredited travel agencies. This helps us to estimate indirect greenhouse gas emissions in the period.

With the advent of the coronavirus health crisis and, consequently, the restrictions on face-to-face meetings, we were challenged to think of alternatives for meetings, customer visits, events and relationship actions. Online platforms proved to be a good solution and will remain a legacy of the pandemic. Reducing travel has helped us to increase productivity, reduce costs and, most importantly, reduce our environmental impacts.

International air travel (in kilometers)

2019	2020 ¹	2021 ¹
2,602,117.00	654,793.00	85,183.00 ²

Notes: ¹ The significant reduction in 2020 and 2021 is a reflection of the restrictions imposed by the pandemic. ² The calculation considered trips until June. During the second half of the year, the system underwent adjustments and the trips from that period were not computed.

Among our future goals is carbon offsetting in our activities, including domestic and international air travel and other displacements. For us, working sustainably is the right thing to do; it is our commitment and our responsibility to the planet.

Tree planting

For the second year running, we planted seedlings of native Atlantic Forest species, through the Global Canopy Project and SOS Mata Atlântica, to partially mitigate our emissions and contribute to the reforestation of degraded ecosystems.

In 2021 alone, 1,191 trees were planted.

Water and Energy

In all our branches, water is collected through public supply companies. Specifically in the São Paulo office building, there is also rainwater collection and a reserve system to be used in garden irrigation.

Our facilities have timed faucets and flush valves with dual flow valves, which help in the conscious use of water. In addition, we carry out periodic inspections of the hydraulic system in order to detect and prevent possible leaks.

In terms of energy, we purchase electricity from the public grid. Most of our offices use efficient light bulbs, such as LED. In common use areas, such as the kitchen, cafeteria, bathrooms and hallways, we use motion sensors to avoid waste when spaces are not being occupied. Additionally, the offices in Rio de Janeiro and São Paulo have intelligent air conditioning, that is, rooms with independent refrigeration equipment that can be activated only when the rooms are in use, providing a reduction in consumption. In the years 2020 and 2021, when most employees were working remotely, we observed a sharp drop in water and energy consumption. Although beneficial, we know that the result does not represent the reality of the Firm. Therefore, we will continue to work on raising awareness, through internal campaigns, as well as on infrastructure improvements.

Energy consumption within the organization

Electric energy acquired (KWh)

2019	2020	2021
1.145.636	746.074	657.534

LEED Gold certification at the São Paulo branch

The condominium where our São Paulo office is located is LEED Gold certified.

LEED (Leadership in Energy and Environmental Design) is a certification that seeks to encourage and accelerate the adoption of sustainable construction practices. The evaluation process is quite broad and includes criteria referring to the rational use of water, energy efficiency, selection of materials, internal environmental quality, innovative strategies, among others.

Among other measures of efficient and conscientious use of resources, the building counts on the capture and use of rainwater for irrigation.

Economic Performance

The Firm's financial management is structured to ensure the diligence and accuracy of accounting books and records. Periodic audits are also carried out to ensure that we are in compliance with tax, corporate and accounting rules. In this way, we ensure financial sustainability and our compliance and credibility with the government, regulatory bodies and clients.

Each fiscal year, we define a budget by area as a breakdown of strategic planning priorities. From then on, each of the areas is responsible for keeping expenses within the budget through monthly monitoring with the Controllershship. It is the Controller's responsibility to monitor the performance of the areas and, if any distortion of expense is identified, to suggest appropriate measures.

When entering information into the Firm's systems, everyone must do so in a correct, true, accurate, complete, legible and timely manner. Such information may include time records, expenses, receipts, customer records, legal or financial reports.

We also have internal controls in place that assist in financial management and mitigate possible deviations from the standard, such as instances of approval and release of payments; expense reimbursement policy; purchase policy with verification; and prior approval of new clients, suppliers and service providers.

We have internal policies and procedures that ensure efficient management of administrative expenses, such as travel and translation costs, which are not passed on to our clients, providing our clients with efficient contracts.

With respect to billing practices, we have a professional duty and contractual obligation to provide timely, complete and accurate reports to our clients about our work and, if necessary, the time spent on such tasks.

In addition, the accuracy of financial and accounting information is provided for in the Code of Conduct.

Impacts of the pandemic

When pandemic measures were decreed in March 2020, plans had to be rethought immediately. We reduced expenses, including project reassessment and budget review. We then carried out a careful assessment to readjust the productivity of all teams and thus maintain employability. We reduced working hours, suspended contracts on a temporary basis and, fortunately, we had no shutdowns resulting from the pandemic. The layoffs during the period followed criteria and processes unrelated to the health crisis.

At the same time, we saw a reduction in revenue from some practice groups, while others showed significant growth. With this balance, revenues remained balanced at the end of the fiscal year.

Therefore, the pandemic did not have significant negative financial impacts for us, as management acted quickly and made necessary adjustments to keep the Firm operating with financial health. On the other hand, we also did not have significant growth in the period.

We are sure that the solidity and maturity of Trench Rossi Watanabe's financial management allowed us to get through this global crisis in a structured manner and without damaging the sustainability of the business.

Value generated and distributed

Our activities generate economic value that is distributed among stakeholders. Directly, we impact the partners and employees of the Firm through remuneration for services provided. Indirectly, we generate value for the community, supplier companies, and the government through investment in socio-environmental projects, purchases of products and services, and payment of taxes, respectively.



Credits

Coordination

Trench Rossi Watanabe Marketing and Communication Team

Information gathering

Trench Rossi Watanabe
We thank all the partners, and other professionals who contributed to the production of the report.

Consulting and writing

Jeffrey Group

Design

BBDE Comunicação

Photography

Disclosure photos and image banks

Trench Rossi Watanabe.

Considered one of the largest law firms in Brazil, Trench Rossi Watanabe has a comprehensive and reputable practice excellence in all areas of law.

Founded in 1959, the firm offers legal services to various national and international clients from diverse markets, helping with their business management in an ethical and efficient manner.

Through a strategic cooperation with Baker McKenzie, Trench Rossi Watanabe offers its clients access to a global perspective, with one of the largest and strongest networks of law firms in the world.

Visit trenchrossi.com to learn more
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QR Code and access our digital channels



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