

**Trench
Rossi
Watanabe.**

SOCIAL AND ENVIRONMENTAL REPORT

ANNUAL
REPORT
2022



www.trenchrossi.com/en/

CONTENTS

03
ABOUT THIS REPORT

04
MESSAGE FROM THE
EXECUTIVE COMMITTEE

06
HIGHLIGHTS 2022

07
WHO WE ARE

14
THE SUSTAINABLE
DEVELOPMENT GOAL

16
GOVERNANCE

19
ETHICS AND COMPLIANCE

27
SOCIAL PERFORMANCE

36
DIVERSITY, EQUITY AND
INCLUSION

53
ENVIRONMENTAL
PERFORMANCE

58
BUSINESS PERFORMANCE

.....
62
INFORMATION AND
CREDITS

SOCIAL AND ENVIRONMENTAL REPORT 2022

ABOUT THIS REPORT

For the second consecutive year, we present our Socio-Environmental Report, continuing the cycle of transparency started last year. In this document, we share actions, results, advances, and commitments in the environmental, social and governance (ESG) areas, covering our four units located in São Paulo, Rio de Janeiro, Brasília and Porto Alegre.

In this year's edition, data were compiled based on the period from 1 January to 31 December 2022. For some specific and duly flagged indicators, the information considers the fiscal year from 1 July 2021 to 30 June 2022.

Following the format proposed in the first report, this new edition presents contents with reference to the Global Reporting Initiative (GRI) standards for sustainability reporting.

If you have any questions or suggestions, please contact us at

comunicacao@trenchrossi.com or
gestao.talentos@trenchrossi.com





MESSAGE FROM THE ADMINISTRATIVE COMMITTEE

We are extremely pleased to present our second Socio-Environmental Report, and we are proud to be among the forerunners of this practice in the Brazilian legal market. We thus seek to share transparently with all our stakeholders – collaborators, partners, clients, regulatory bodies and associates – the way we create value for society.

After such a challenging period during the Covid-19 pandemic, we resumed the gradual and planned return to presential work and adaptation to the hybrid model. We need to reinvent the way we interact the dynamics of teams and activities, and even adjust the physical structure and equipment. We reinforce initiatives to welcome the teams – not only to preserve the physical health but also the mental health of those who work with us.

In the first semester, we strongly felt the impact of the war between Russia and Ukraine, and the economy suffered from the rise in interest rates. With higher rates, volatility and low growth expectations, investments continued to migrate to fixed income and investments in the stock exchange slowed down. As a result, we had no initial public offerings (IPOs) in 2022, and the year ended with no new company listed on B3 – a vastly different scenario from the more than 70 IPOs carried out in 2020 and 2021. At the same time, we had an active judiciary that handed down important decisions, including what became known as the “tax thesis

of the century,” which decided to exclude the Tax on the Circulation of Goods and Services (ICMS) from the tax base of the Social Integration Program (PIS) and the Contribution for Social-Security Financing (COFINS), affecting companies and consequently our clients and their decisions.

On the other hand, considering the demands and opportunities brought about by the transition to a low-carbon economy, our multidisciplinary ESG services stood out in the period, along with tax, litigation, arbitration and transactional, the latter mainly in renewable energies, debt restructuring, and corporate restructuring. And in line with market developments, we launched a new group focused on venture capital, private equity and startups. In order to intensify the culture of innovation in our Firm, we restructured the Innovation and Technology Committee, which began implementing knowledge management projects and information security mechanisms, in addition to more robust due diligence systems in suppliers and clients. We also reformulated our Ethics Channel – one of the highlights of our Compliance and Internal Legal area – which coordinated our adherence to the Business Pact for Integrity and Against Corruption of the Ethos Institute.

Our performance in diversity, equity and inclusion is more mature and is in constant consolidation.

We have 61% women in our overall workforce, including lawyers and staff areas, and 55% of our equity partners are women. These indicators reflect a history that has been built over our more than six decades of existence. As a milestone, women are the majority among the equity partners since 2011.

We also addressed the ethnic-racial issue in our seasonal internship program, the Trench Experience, which registered a record demand of more than 658 applications. Around 80% of the hired interns were black, as a result of a partnership with several universities throughout Brazil.

We gathered the knowledge of 409 people, an invaluable asset that we put in the service of society through 1,618 pro bono hours dedicated to supporting 14 projects, in addition to more than 160 hours of volunteer work. We also directed BRL 305,000, through tax incentive laws, to five social projects.

In the environmental sphere, as a reflection of the return to presential activities, there was an increase in indicators compared to 2021. Energy and material consumption and the volume of emissions remain below the levels recorded in the years prior to the pandemic, which indicates that measures adopted during

the Covid-19 restrictions are being maintained. We expanded the scope of our indirect emission calculations to make monitoring more assertive.

Even during problematic period, our trajectory, long-lasting partnerships, diversified portfolio of products and services, and of course our qualified, experienced and versatile teams, have provided us with the resilience to not only overcome the challenges but to prosper even more. Our growth is a direct result of the success of our clients, and the public recognition of this increases our satisfaction indicator by 31%, taking us to the zone of excellence with 88 points according to the Net Promoter Score (NPS) methodology in an annual survey that measures the level of satisfaction of our clients with the services provided by the Firm.

We are ready to act in this new landscape that has been taking shape, in which the existence of healthy policies, solid institutions, mature relationships, and established and robust governance practices allow the emergence of new forms of dispute resolution. The information contained in this report shows how we are preparing for this future.

EXECUTIVE COMMITTEE OF TRENCH ROSSI WATANABE



Claudio Moretti

Jose Roberto Martins

Simone Dias Musa



HIGHLIGHTS 2022

BUSINESS MODEL



Consolidation of the ESG multidisciplinary service group



Creation of a group focused on venture capital, private equity, and startups



Restructuring of the Innovation and Technology Committee

PEOPLE

658

Record enrollments in the Trench Experience internship program

80%

Of interns approved at Trench Experience are black



Launch of the Corporate Academy

DIVERSITY, EQUITY AND INCLUSION

61%

of women

55%

of women equity partners



7 external awards and recognitions

GOVERNANCE



Adherence to the Business Pact for Integrity and Against Corruption of the Ethos Institute



Ethics Channel managed by a third-party company.

100%

of suppliers and clients assessed for corruption risks

CORPORATE SOCIAL RESPONSIBILITY

81

male and female lawyers and interns dedicated 1,618 pro bono hours to 14 projects



BRL 305,000 directed to five social projects through incentive laws

38

volunteers dedicated 162 hours to mentorships and classes

RELATIONSHIP

31%

Increase in the customer satisfaction indicator, which reached 88 NPS points

1,462

Clients served in 2,534 cases

ENVIRONMENTAL

9x

Less consumption of paper packages compared to 2019



Inclusion of national trips in the calculation of emissions

WHO WE ARE

We operate in a transversal and integrated manner, offering solutions and services in all areas of law. Having been in the market for 64 years and counting on a highly specialized multidisciplinary team, we have developed competence to advise Brazilian and foreign clients from different segments.

We are a law firm and our objective is to help our clients achieve their goals in a sustainable and ethical

manner. We know each business in depth, we understand their specific needs, and we present customized solutions to provide the best results in complex environments.

With four offices and a team made up of 184 lawyers and a total of 409 collaborators, including administrative staff, paralegals and interns, we are one of the largest law firms in Brazil.

GLOBAL AND STRATEGIC NETWORK

We work collaboratively with professionals in the most diverse jurisdictions around the world, through a strategic cooperation of more than 60 years with the Baker McKenzie network. Headquartered in Chicago, USA, Baker McKenzie has 74 offices in 45 countries.



How we work



OUR VISION

To be the best law firm option.



OUR PURPOSE

Delivering success to our clients by bringing solutions to simplify a complex business world.

Supporting and serving our communities through Corporate Social Responsibility as well as Diversity, Equity and Inclusion projects.



THE PRINCIPLES THAT GUIDE US

- » We are a single law firm
- » We are responsible for what we do
- » We treat everyone with fairness and dignity
- » We fulfill our responsibilities
- » We are competitive, but we compete fairly
- » We protect the information entrusted to us
- » We are authentic and transparent
- » We do not do business with people and companies with questionable reputation
- » We are grateful to and help our communities

Strategic location

In order to always work closely with our clients, we have offices and teams in strategic points in Brazil.





We announced a new group focused on venture capital, private equity and startups. The new front of action meets the demands of the investment sector and the heating up of the entrepreneurial market in the new technologies and innovative solutions industries. The team is made up of 20 professionals with different levels and expertise in transactional, tax, labor, technology, and intellectual property operations. The activities include structuring of the investment and the format and organization of the connection between entrepreneurs and investors from a long-term perspective.

Products and services

We are a full-service law firm. We have specialists with the knowledge to support, through 22 practice groups that cover all areas of law, companies from different segments, distributed in seven industry groups.

We have a diverse team made up of more than 184 lawyers who undergo continuous training, making them prepared to identify trends and the best directions in dynamic business scenarios.

Areas of expertise



INDUSTRY GROUPS

- Agribusiness
- Consumer Goods and Retail
- Industry, Manufacturing and Transport
- Insurance and Reinsurance
- Energy, Mining, Petrochemicals and Infrastructure
- Life Sciences
- Technology, Media and Telecommunications



PRACTICE GROUPS

- Antitrust & International Trade
- Arbitration
- Banking, Finance and Project Finance
- Capital Markets (Debt and Equity)
- Compensation
- Commercial Contracts
- Consumer Law
- Corporate
- Credit Restructuring, Reorganization and Insolvency Procedures
- Criminal
- Environment and Sustainability
- Ethics, Compliance and Investigations
- Information Technology and Communications
- Intellectual Property
- Labor
- Litigation
- Mergers & Acquisitions
- Public and Regulatory Law – Projects
- Real Estate
- Succession Planning
- Tax



Multidisciplinary solutions

There are subjects that demand an integrated approach of different areas of law. To provide a diverse vision, our services offered by multidisciplinary solutions are

constantly updated. In these services, we bring together specialist professionals from different practices to guide our clients through national and international requirements.



Circular economy



Dispute Resolution Platform

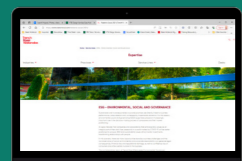


Corporate restructuring



ESG – Environmental, Social and Governance

Multidisciplinary solutions in ESG were the highlight in 2022, reflecting client demand due to domestic and global requirements and the need to identify risks and opportunities. Our team, composed of specialists from different areas of law, structured cross-cutting solutions on issues such as the carbon market, new businesses in renewable alternative energies, and due diligence in the value chain.



Learn more about our practice areas, practice groups and disciplinary services on our website

Relationship with clients

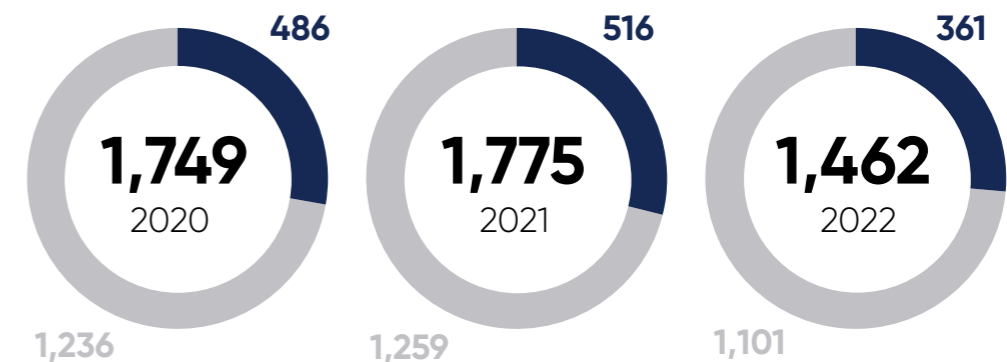
In 2022, we supported more than 1,400 Brazilian and foreign companies of different sizes and from different industries. We registered 2,534 cases, 96% of which started last

year. We are careful to serve clients who are aligned with our values and are committed to growth based on social, environmental and corporate responsibility.

Clients by location

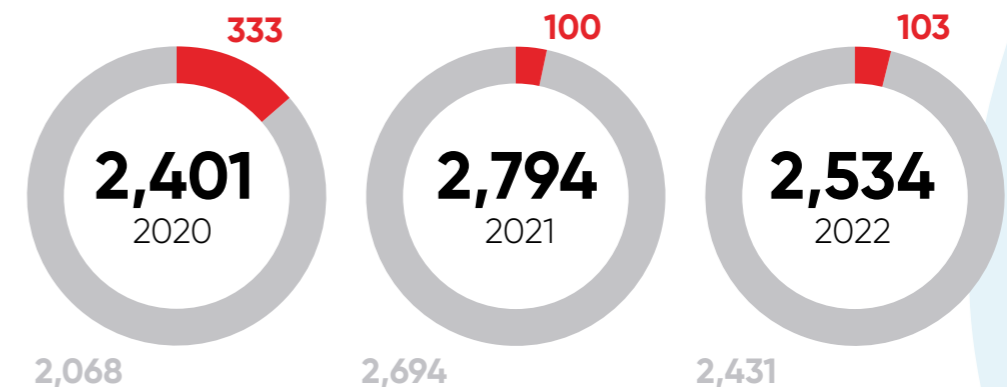
Principal places of business

● Outside Brazil ● In Brazil



Number of open cases

● New ● Completed



Satisfaction survey (client listening)

Client feedback is critical to our continuous improvement process. Therefore, between December 2021 and January 2022, we carried out a satisfaction survey with our clients. The methodology chosen was the Net Promoter Score (NPS) and Customer Satisfaction Score (CSAT), which consider criteria such as

service, knowledge of the company's business, meeting deadlines, quality of work, response time, and administrative affairs. The survey also allows respondents to give their opinion on the services provided in general. In 2022, we recorded a 31% increase in our score compared to the 2019 index.

Net Promoter Score (NPS)



quality zone



excellence zone



THE SUSTAINABLE DEVELOPMENT GOAL

We have been a signatory since 2017 to the Global Compact, a United Nations (UN) initiative aimed at encouraging companies to align their strategies and actions to face society's challenges in human rights, labor, environmental and anti-corruption matters.

As a law firm, the nature of our activities allows us to contribute directly to building a more just and peaceful society by strengthening institutions and adopting responsible and transparent practices in organizations and in their relationships. Our performance also favors greater integration of the productive sectors on a global scale, so that companies can operate in international markets.

Our practices evolve to increase companies' resilience and ability to adapt to risks related to climate change.

On the social front, we seek to reduce social inequalities and work for gender equality and other diversity markers, with initiatives that reach our employees and the populations of the regions where we are present.

We seek to be agents of change in the legal community, advising our clients on legal issues related to sustainability and promoting social responsibility initiatives.



SDG 5 Gender equality

Achieve gender equality and empower all women and girls



SDG 13 Take action against global climate change

Take urgent action to combat climate change and its impacts



SDG 8 Decent work and economic growth

Promote inclusive and sustainable economic growth, full and productive employment and decent work for all



SDG 16 Peace, justice and effective institutions

Promote peaceful and inclusive societies for sustainable development; provide access to justice for all; and build effective, accountable and inclusive institutions at all levels



SDG 10 Reduction of inequalities

Reduce inequalities within and among countries



SDG 17 Partnerships and means of implementation

Strengthen the means of implementation and revitalize the global partnership for sustainable development



GOVERNANCE

Good management and administration practices, in addition to performance with transparency and corporate responsibility, have always guided our activities. The year 2022 was marked by the consolidation of the Compliance and Internal Legal area, implemented in 2021, which prioritized updating, improving and identifying new internal procedures to make our systems even more solid.

Our vision, purpose and principles, unfolded in internal policies and guidelines, guarantee unity in decision-making whether at the board level, in the administrative areas, or in the resolutions of each of our partners responsible for legal practice – with autonomy in the matters affecting their respective areas. Resolutions that transcend these scopes are handled by the Executive Committee.



Executive Committee
Formed by three equity partners, who serve three-year terms.

General management
The general director is responsible for the administrative areas of the Firm.

Compliance and In-House Counsel
It assists the law firm with compliance issues, whether related to internal structures or clients. This area is responsible for managing risks, as well as ensuring business ethics. It works together with Information Technology (IT) on information security issues at the Firm.

Institutional committees

- » Intake Committee (which acts in the evaluation of new suppliers)
- » Compensation Committee
- » Innovation and Technology Committee
- » Fiscal Committee
- » Corporate Social Responsibility Committee
- » Environmental Responsibility Committee
- » Diversity, Equity and Inclusion Committee
- » Pro Bono Committee

Innovation and Technology Committee

In 2021, faced with various complex political, social and economic scenarios, we restructured our Innovation and Technology Committee in order to leverage the culture of innovation in our environment. In 2022, the committee's priorities were to identify, implement and review procedures and automation and digitization solutions that increase the agility, efficiency, security and transparency of operations. To this end, it coordinated the establishment of several artificial intelligence (AI) projects, management tools and technology platforms.



Main initiatives



Implementation of a technological tool to automate the editing of documents, which resulted in an 82% reduction in the time required for mass editing of documents



Integration of data from the entire Firm into an integrated platform that allows us to navigate the trends and needs of our main clients, reducing the time spent on information management and maximizing our concentration on solving clients' problems
Jurimetrics applications to add quantitative methods, based on probability and statistics, to a strategic analysis of litigation



Deployment of an AI-based contract analysis tool to accelerate the review of disclosure of information on litigation issues and solutions



Implementation of visual law, a technique that applies visual resources to legal instruments and communication with the client to facilitate understanding through non-legal language

Knowledge management

Leveraging our intellectual capital by using state-of-the-art technologies and AI in order to generate better solutions for our clients is part of the Firm's strategies. Thus, in 2022, we created a knowledge management area by hiring a specialized professional to lead the integration and better use of tools and practices, with a focus on making access to information and records more agile and comprehensive. We implemented Legal Design and Visual Law, which use techniques and visual and language resources in legal documents to facilitate communication with clients.

ETHICS AND COMPLIANCE

Our Compliance area acts simultaneously in prevention, mitigation and remediation to identify risks, eliminate their causes, and create lines of protection from impacts on the business. More than ensuring that roles are followed, the goal is to strengthen transparency and integrity.

In 2022, we had no cases of corruption, nor any noncompliance with laws or regulations in the social and economic areas.



Code of Conduct

Conceived to promote understanding of the ethics and culture of our Firm, the Code of Conduct was carefully prepared to provide guidance on expected behaviors in interactions with our stakeholders, whether in relationships with colleagues, clients, third parties and communities. The document, which is available on our website, also provides guidance on how to handle financial and other information and technology and

communication. In the aggregate, 28 subtopics are covered, including diversity, harassment, conflicts of interest, money laundering prevention, and political activities. The content, which is presented in an objective and comprehensive manner, also describes the disciplinary measures provided for those who violate the guidelines of the code.



Access our **Code of Conduct** and our **Ethics Channel**



Training

The training of all the Firm's teams is essential for consolidating learning, updating and adhering to legal requirements and internal rules. At each cycle, we reinforce the behaviors and share the behavior we expect from each person. Updates help to mitigate errors, reduce risks and positively impact the quality of results.

For that reason, we carry out mandatory training on the Code of Conduct annually, in which topics such as data protection, combating corruption, and relationships with different audiences are reinforced. Today, 100% of our people have participated in training on the topics covered in the document.

Communication and training on anti-corruption policies and procedures

	2020	2021	2022
% governance body members informed	100%	100%	100%
% governance body members trained	95%	97%	96%
% informed and trained employees	100%	100%	100%

Since 2021, we have had "Sextou com Compliance" (Compliance Friday), an online session in which we address topics related to the Code of Conduct, the General Data Protection Law (LGPD), and good practices in law. We have held two meetings in 2022.

Ethics Channel

In 2022, we began reviewing our Ethics Channel making it even more consistent. The new channel was launched in early 2023 and is now managed by an independent outsourced company, with mechanisms and processes that further ensure integrity in the handling of reports.

The changes in the Ethics Channel were widely communicated to the teams, laying emphasis on the security of shared information, anonymity, guarantee of non-retaliation, and that all cases will be verified.

New Ethics Channel



Guarantee of anonymity

Report via form directly on the platform, without the need for an email.



Follow-up

The platform allows the person responsible for receiving the report, in this case a member of the Compliance team, to interact with the whistleblower, either to check or request further information. This is always done anonymously.



Traceability

Through the platform itself, Compliance interacts with the other areas that are involved in the report, bringing even more agility to the processes. Monitoring of investigations, with visualization of the report, requested documentation, and the entire flow of information



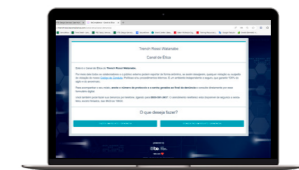
Management

Dashboards for monitoring the number of reports per period, subject, status, comparison with previous years, feedback to the whistleblower, and case outcomes



Flow

If the report involves a Compliance professional, the message is sent directly to the Executive Committee, which takes over the investigation.



Reports can be made through the website or by calling **0800 591 3457**

Number of reports received by the Ethics Channel

	2020	2021	2022
Received	3	4	5
Valid	3	4	5
Processed	3	4	5



Risk management

Risk management consists of preventive and proactive action in identifying problems that may affect our operation, reputation and business. The Executive Committee, the Firm's highest governance body, monitors the referral of identified risks.

responsible for the due diligence process and approves new clients, partners and suppliers. In 2022, the main risks identified were related to image and, in these cases, we evaluated with clients all available information to understand possible hiring risks.

Some specific committees also participate in risk management, such as the Intake Committee, which is



We have adopted a new research system, which consults public databases, to gather information about clients and suppliers. In addition to bringing information about relevant activities in the market and alignment with the Firm's values, the system also helps in mitigating risks.

Internal controls to mitigate risks:

- » Verification of documents and history for the approval of new clients
- » Verification of documents and history for the approval of new suppliers
- » Review of contracts with clients
- » Review of contracts with suppliers
- » Review of advertising material in general
- » Periodic update of the list of Politically Exposed Persons (PEP)
- » Analysis of all donation and sponsorship contracts

100% of suppliers and clients underwent corruption-related risk assessments.

Information security and data protection

The nature of the practice of law involves a series of precautions in the processing of client and company information. The General Data Protection Regulation (GDPR), enacted in 2018, ratified this practice with guidelines for handling hard copies or digital media.

technological tools, which help us in keeping and maintaining the privacy of all information entrusted to us.

In our Firm, we have a strict culture in managing client data. Procedures are in place from the collection and consent to the use in planning, passing through the conduct of work and decision-making. We are aware that data is an asset of intangible value. We aggregate the use of

To validate our performance, in 2022, with the support of an independent audit, we revalidated our certification of compliance with the General Data Protection Regulation. We underwent this process in 2021 to verify our adherence to legal data protection requirements. Last year, there were no incidents relating to breaches of privacy or loss of client data.

External commitments and partnerships

As one of the largest law firms in Brazil, we recognize our responsibility to influence and act actively for the society to find solutions to its social, environmental and economic challenges. We want to impact positively and proactively. Therefore,

we assume external commitments to grow responsibly and sustainably and contribute to the collective effort to build a fairer and more environmentally balanced world.



UN Global Compact

We have been a signatory since 2017 and are committed to the 10 principles in the areas of human rights, labor, environment and anti-corruption.



Instituto Ethos

We have been members since 2021 and are part of the Environment Working Group.



Alliance for Integrity

We have been partners since 2022 of this global initiative promoted by the business sector, civil society, political organizations, and international institutions to strengthen by following ethical standards the performance of companies and their suppliers.

BUSINESS PACT FOR INTEGRITY AND AGAINST CORRUPTION OF INSTITUTO ETHOS

In 2022, we joined the pact that aims to unite public and private companies in promoting a more upright and ethical market and to eradicate corruption and bribery.



Recognitions in 2022

With each recognition we receive, we have renewed confidence that we are on the right path. Awards and certifications validate our strategies and show that we can contribute in different ways to society and its most different groups and causes.

In 2022, our Firm and lawyers were recognized and awarded by the foremost national and international rankings and legal directories. In addition to those highlighted below, we were cited by the following publications: Análise Advocacia; Best Lawyers; Chambers High Net Worth; Expert Guides; Global Competition Review (GCR100); IAM Patent 1000; IFLR 1000; IP Stars; LACCA; Leaders League; Managing IP Awards; Who's Who Legal; and World Trademark Review (WTR).



Chambers Global 2022

Presented by Chambers and Partners, one of the most relevant legal publications in the world, we had 20 lawyers and 13 areas ranked.



Chambers Brazil 2022

In the Brazilian guide of Chambers and Partners, we had 37 individual lawyers recognitions, which is 61% higher than in 2021. We also had 24 ranked areas, considering four guides from Brazil - Contentious, Industries and Sectors, Regions, and Transactional -, a result 60% higher compared to the previous year.



24th Latin Lawyer 250

We were recognized in the "Highly Recommended Firms" category, being referred to as a "full-service powerhouse in global platform." In 14 practice areas, we obtained 57 individual recognitions, and 43 lawyers were mentioned. There was also distinction for modern management, action through multidisciplinary groups, appreciation and promotion of internal talents, and performance in corporate social responsibility pillars.



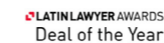
Análise DNA+FENALAW Award

We ranked 3rd in the "Management" category, with a Compliance Program implementation case, in an award by Análise Editorial in partnership with Fenalaw.



Best Brazilian Law Firm: Cross-Border and M&A of Leaders League

We won the Cross-Border and M&A award from Leaders League, one of the main publications in the legal and financial markets, announced at the International Legal Alliance Summit & Awards (ILASA).



16th Deal of the Year Awards from Latin Lawyer

We were finalists in the "Mergers & Acquisitions: public companies" and "Regulatory" categories in the awards presented by Latin Lawyer, one of the world's leading legal publications.



China Business Law Review 2022

We won the Deal of the Year 2022 in the "Cross-Borders" section.



Legal 500 2023

We were recognized in 25 categories, and 64 of our lawyers were mentioned, totaling 86 individual recognitions, 16 of which were ranked as leading individuals, next generation partners or rising stars, in the 2023 edition of the international directory, published in October 2022. The Tax team achieved two rankings in the highest ranking (tier 1), demonstrating the strength of the Tax Advisory and Tax Customs groups.



Americas Tax Awards 2022

Our Tax Group was finalist in four categories in the award given out by the renowned International Tax Review (ITR): Brazil Tax Firm of the Year; Brazil Transfer Pricing Firm of the Year; Latin America Transfer Pricing Firm of the Year; and Latin America Transfer Pricing Practice Leader of the Year.



SOCIAL PERFORMANCE

We strengthened our ability to deal with uncertainties and respond promptly to changes. Work models and formats are changing, technological innovations create new professions and make hitherto established practices obsolete. In this context, people remain at the forefront – and they are responsible for the development of our business and for our advances and achievements.

We seek to generate a positive impact based on a management that values and respects individualities and promotes the well-being and quality of life not only of our employees, but also of the communities where we are present. With the pandemic, we redesigned our strategies and initiatives and

many of these adaptations were integrated into the way we operate and build relationships.

Our Firm values people. We believe in diversity as a source of knowledge and creativity, and in equity and inclusion as a way to transform society. Our objectives include supporting and serving the teams and the surrounding community. We do this through people management based on equal opportunities for those who work with us and through the promotion of corporate social responsibility projects that prioritize care, attention and opportunity for the most vulnerable groups.

Our team

Managing people with excellence is fundamental to the smooth operation and achievement of positive results of our Firm. The task, shared between the Human Resources team and the leaders of the different areas, covers the Firm's routines as well as all processes, practices and conduct. We have adopted a series of policies that formally establish the procedures and parameters for defining strategies and programs. These include remuneration, hiring, language courses, return to presential work, and diversity and inclusion policies.

After the great challenge of structuring remote work due to the Covid-19 pandemic and its

restrictions, the return to presential work also involved organized planning in line with the new demands of employees. The definition of the hybrid and flexible format for the different members of the teams, the number of days in the firm, and the reorganization of the office spaces required a broad and attentive look from the Human Resources area – always with the objective of providing hospitality, security and belonging for each member of the teams.



We are diverse

Our team is made up of 409 professionals, acting as partners and associates, staff and interns, on permanent and temporary contracts. There was an increase in the number of women, from 59% in 2021 to 61% in 2022.

During the period, we hired 69 professionals – 50 women and 19 men – in our offices. The city of São Paulo, home to 69% of our employees, was the location that hired the most people, with a total of 45 throughout the year.

There are 10 people working on a temporary basis in the Human Resources, Billing and General Services areas, in addition to 33 interns who are part of the practice groups.

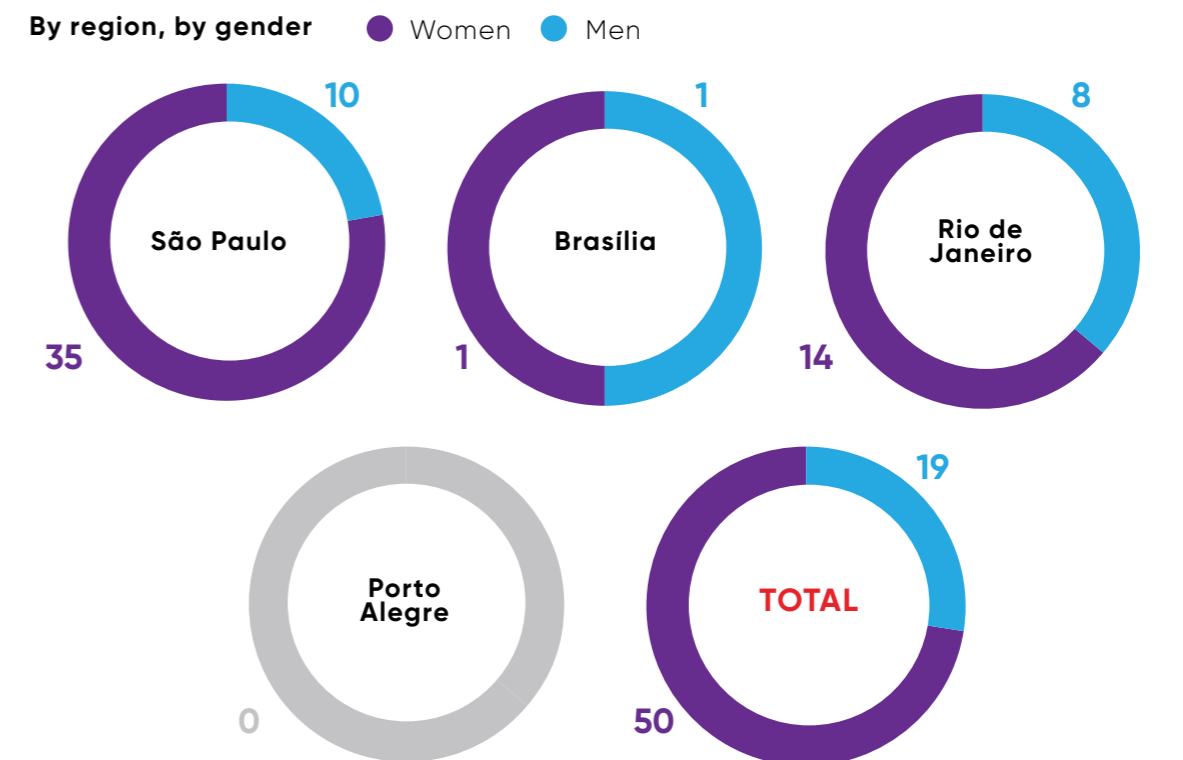
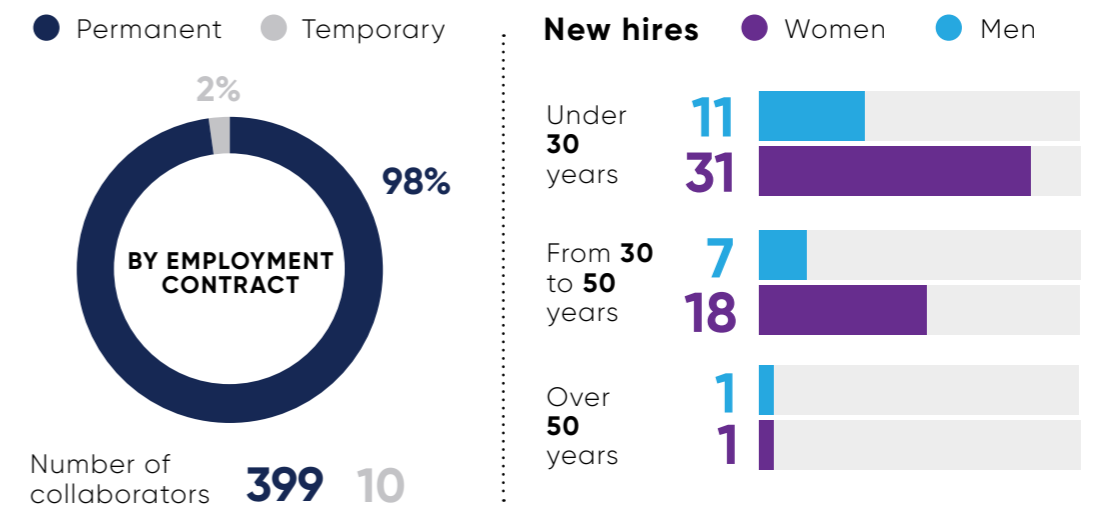
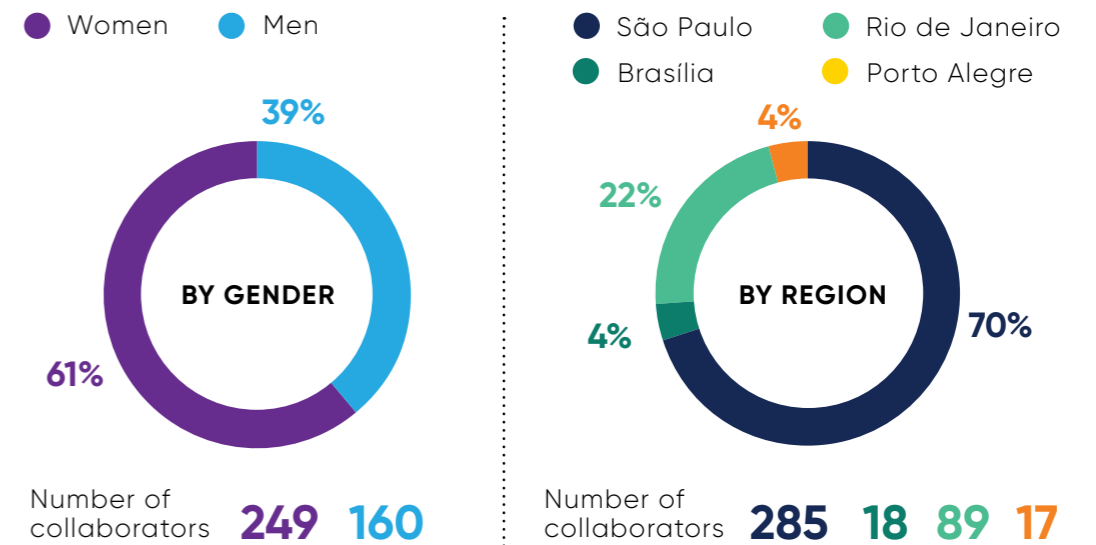
The balance between the number of men and women in our Firm's staff became a reality in 2007, and since 2011, we have more female partners than male partners. We ended 2022 with 57% of our lawyers made up of women and 43% made up of men. Learn more about our Diversity, Equity and Inclusion initiatives.



The 14th edition of our paid seasonal internship program, Trench Experience, received a record 658 applications, or an average of 50 applicants per vacancy. As a result of a partnership with several universities throughout the Brazilian territory 13 students were hired, of whom 10 (80%) belong to diversity groups.

Since the program adopted a hybrid model since 2022, law students from any semester who are in the states of São Paulo, Rio de Janeiro, Rio Grande do Sul and Brasília can participate. With a duration of 30 days, those who participate have the opportunity to get to know the Firm's routine and best practices, as well as experience real work situations. This program is an opportunity to contribute to the entry of students into the job market, including in our own Firm. To date, 11 professionals have been admitted to the Firm through the Trench Experience.

Profile data of collaborators





Historical profile data of collaborators (2020 to 2022)

Professionals by region, by gender

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
São Paulo	130	179	125	171	113	172
Brasília	12	9	9	7	9	9
Rio de Janeiro	33	49	32	52	30	59
Porto Alegre	6	13	7	9	8	9
Total	181	250	173	239	160	249

Professionals by employment contract, by gender

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Permanent contract	173	237	172	244	159	240
Temporary contract	0	2	0	4	1	9
Total	173	239	172	248	160	249

Professionals by type of working hours, by gender

	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Full time	173	238	172	247	160	248
Part-time	0	1	0	1	0	1
Total	173	239	172	248	160	249

Collective bargaining agreements

Unions represent the interests of workers, in addition to encouraging organizations to improve labor practices and ensure compliance with agreements entered into.

The following unions represent our employees:

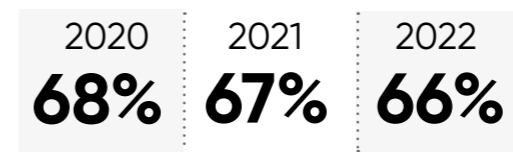
- » *Union of Lawyers (Sindicato dos Advogados) – in São Paulo, Rio de Janeiro, Brasília, and Porto Alegre*
- » *Union of Employees of Self-Employed Trade Agents and Advisory, Expert Examination, Information, and Research Companies and of Accounting Services Companies in the State of São Paulo (EAA) (Sindicato dos Empregados de Agentes Autônomos do Comércio e em Empresas de Assessoramento, Perícias, Informações e Pesquisas e de Empresas de Serviços Contábeis no Estado de São Paulo)*
- » *Union of Employees of Self-Employed Trade Agents and Advisory, Expert Examination, Information, and Research Companies of the Municipality of Rio de Janeiro (Sindaut) [Sindicato dos Empregados de Agentes Autônomos do Comércio e em*

Empresas de Assessoramento, Perícias, Informações e Pesquisas do Município do Rio de Janeiro]

- » *Union of Video Rental Workers, Law Firms, Advisory, Billing, and Consulting Office of the Federal District (SindApoio) (Sindicato dos Trabalhadores em Locadoras de Vídeo, Escritório de Advocacia, Escritório de Assessoria, Cobrança e Consultoria do Distrito Federal)*
- » *Union of Employees in Advisory, Expert Examination, Information, and Research Companies and State Foundations of Rio Grande do Sul (Semapi) (Sindicato dos Empregados em Empresas de Assessoramento, Perícias, Informações e Pesquisas e de Fundações Estaduais do Rio Grande do Sul)*

In our Firm, 66% of those who work with us are subject to collective bargaining agreements. Partners and interns are not eligible for collective bargaining agreements and senior lawyers are not covered by the category's collective bargaining agreement. The latter also benefit from the same percentage of annual adjustment for the category.

Professionals covered by collective bargaining agreements





Well-being and quality of life

After the Covid-19 pandemic, which killed millions of people and had social isolation as one of its main recommendations, mental health care became a focal area of concern.

In this context, addressing topics related to well-being and quality of life has become fundamental for maintaining the full and integral health of our employees.

In 2022, through the Viva Trench initiative, we undertook 18 actions, involving lectures, webinars and meetings to discuss physical, mental and financial health; food and sports practices, such as training for the women's and men's soccer teams; participation in street races; and the holding of five integration events. We continued with the ergonomic assessment of our employees at their

workstations, which was carried out by a specialized professional, to meet the requirements established by Regulatory Standard 17 (NR17) and in which we observed aspects such as the position of computer monitors, and the height and position of the chair and feet. Training was also conducted online to guide and replicate good ergonomic practices in people's homes, considering the context of remote work.

We took advantage of the moment to return to presential work and conducted a survey to assess the importance of the initiatives promoted by Viva Trench. As a result, we had 61 respondents (15% of the total workforce), of which 85.2% recognized the positive importance of the program.



Mental health

In 2020, we launched the Florescer Program, a Viva Trench initiative aimed at promoting well-being, preventing and combating depression, anxiety, stress and other mental-health-related issues. In 2022, we held six webinars to address issues such as Covid-19; the flu and its variants; financial health; body and human health; and the relationship between emotions and food.

Main actions carried out in 2022:

Mental health - In partnership with the healthcare plan operator, we provided, in an online format, psychology professionals and social workers to monitor and welcome our teams. In 2022, 39 people benefited from the initiative. At the same time, our Human Resources area works to identify sensitive situations, offering support to those who need help. **Lifeworks** - We provide support and guidance for family situations,

personal and psychological issues, losses and deaths, legal and financial guidance, and social and social security benefits.

Mindfulness - We offer of fortnightly classes for practicing and developing mindfulness.

Momento App - We provide free access to the meditation and daily monitoring app.

Yellow September Booklet - We prepared a booklet to mark the suicide prevention month. The content was aimed at leaders, in view of the great pressure that falls on this set, and addressed the importance of self-care and responsibility toward the people they lead. The relevance of welcoming and empathy are among the subjects addressed in the material, which also deals with quality of life inside and outside the work environment, and the main symptoms and causes of diseases such as depression and emotional disorders, including Burnout Syndrome.

Covid-19

In 2022, the expansion of vaccination coverage and the decrease in the number of cases of Covid-19 gave us the necessary security to resume presential work in a hybrid, gradual and flexible manner. After two years of mostly remote work, we started the

return to our offices in São Paulo, Rio de Janeiro, Brasília and Porto Alegre.

The first step was the creation of a policy called "be agile," which aimed at a more dynamic performance of our professionals.



Be agile policy

It prioritizes the autonomy of the teams in the organization of their routines and the integration of the teams, which were separated during the period of the Covid-19 pandemic. It promotes an environment for exchanging experiences and knowledge, prioritizing agility but also humanized coexistence - showing that it is possible to maintain productivity with team interaction and reinsertion into the organizational culture.

Development

People are a fundamental part of the existence and performance of Trench Rossi Watanabe. Developing people is essential for maintaining the business and for employees to always be up-to-date, engaged, and in tune with the new demands of the profession. We invest in training to expand technical knowledge related to legal practices, to develop behavioral skills, and to disseminate our culture.

In 2022, the Internal Language Policy was revised and the deadline for employees to join our language program was reduced from one year

to three months, with percentages ranging from 50% to 70% discount. In the aggregate, 27 people benefited from the initiative.

We also have programs for graduate, master's, and doctoral courses, including the Associate Training Program (ATP) and the Latin Legum Magister or Master of Law (LLM), which are specialization and graduate courses held in international institutions and available to lawyers after two years of law practice. In 2022, three lawyers participated in these programs.

326 hours of training

10% above 2021

41 Average of hours per collaborator

	2020	2021	2022
Total hours of training	201	295	326
Average training per collaborator	30	39	41



Corporate Academy

Last year we implemented the Corporate Academy, a digital platform with paths for technical, behavioral and institutional development, and which focuses on the provision of content to interns at the Firm.

In total, the program provides 10 videos of one hour each and involves topics such as inclusive leadership, legal knowledge and experience, customer service, and service management. Thirty-eight interns participated in the trail (74% of this group).

The next step will be to make new content available in the form of knowledge pillars addressing topics considered strategic for technical and behavioral training. The preparation of the materials has the participation of three partners.

The goal is for all practices to have a trail within the Corporate Academy. At the same time, there are projects for the acquisition of materials from teaching institutions to make them available online. The full launch of the platform will take place in 2023.



10 videos of one hour each



38 Participation of interns

Performance assessment

We have a performance assessment and career development program for associates, staff and partners, which is annually applied to collaborators

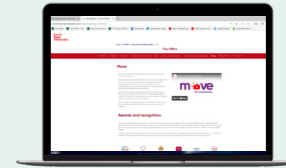
for the promotion of professional advancement. In 2022, 100% of the team were subject to performance evaluation.

	2020	2021	2022
Number of men who were subject to evaluation	144	139	134
Number of women who were subject to evaluation	201	198	188
Total	345	337	322*

*The number does not consider paralegal professionals.

Female leadership

More than hiring and welcoming, we know that offering opportunities to rise to leadership positions is a key part of our pursuit of a diverse and equitable culture. For that purpose, we have been offering since 2017 a Female Leadership Program, in which a partner acts as a mentor to other professionals – sharing knowledge and acting in the development for advancement to leadership positions. In 2022, five women went through the program.



Discover other initiatives in the Diversity, Equity and Inclusion topic.



DIVERSITY, EQUITY AND INCLUSION

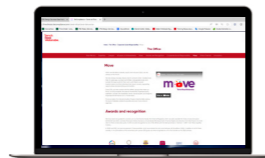
Ten years ago, we structured our Diversity, Equity and Inclusion Committee. In 2007, the number of female and male partners was equal; since 2011, we have a majority of women as equity partners. For this reason, we affirm that part of who we are is our commitment to building a diverse and inclusive environment, where respect and appreciation of plurality create opportunities for full development for all people.


With women making up 61% of our teams, gender equity practices are expanding to a broader understanding and debate on the issue. For this purpose, we have an area with professionals dedicated to the permanent analysis of scenarios, identification of opportunities and risks, and definition of strategies. The work is carried out jointly with the five affinity groups of the MOVE program. Learn more about MOVE in this report.

In 2022, we received the results of a census conducted the previous year by *Aliança Jurídica pela Equidade Racial* (Legal Alliance for Racial Equity), of which we were part.

The survey revealed a black population of 22.3% in the general group of employees and 10.6% among the lawyers. Based on this data, we are structuring strategies and goals to increase ethnic-racial diversity in the Firm.

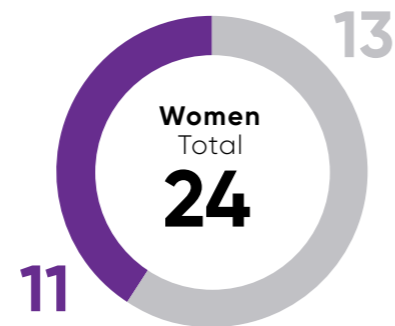
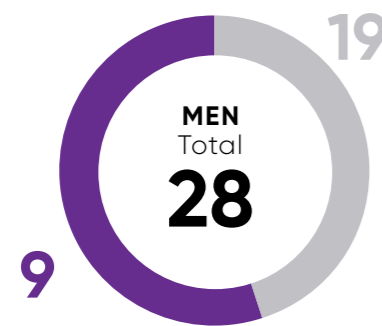
As a mechanism for strengthening our Governance, we revised our Diversity, Equity and Inclusion Policy to establish the principles and guidelines adopted and the commitments assumed. The new policy also presents the objectives, the role of affinity and minority groups, the penalties provided, and the available whistleblowing channels. In addition to our Code of Conduct and Hiring and Compensation policies, we have robust mechanisms that ensure the adoption of best practices.



 learn more about **MOVE** in this report

Diversity data

Partners 2022 ● Equity ● Non equity



Gender and functional category

Functional Category	2020		2021		2022	
	Men	Women	Men	Women	Men	Women
Senior Management	23	25	22	24	28	24
Associates	57	80	53	77	47	77
Staff	64	96	64	97	67	115
Total collaborators	144	201	139	198	142	216
% by gender	42%	58%	41%	59%	40%	60%

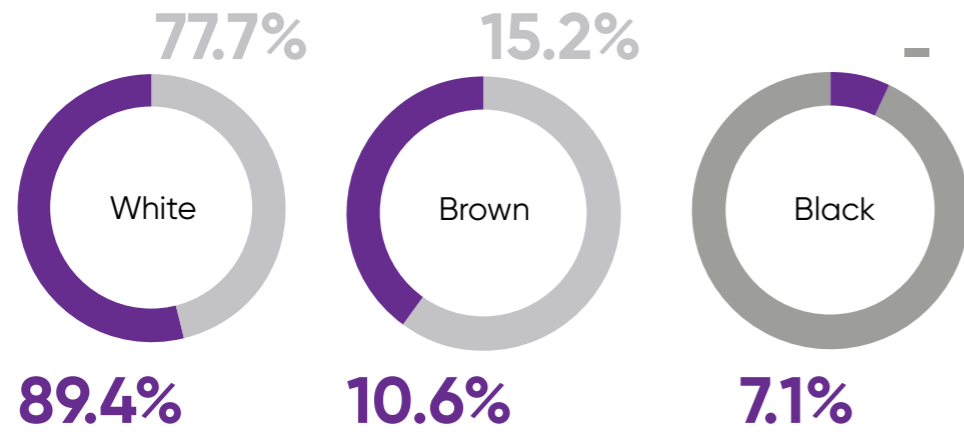
Age group and functional category

Functional Category	2020			2021			2022		
	up to 30 years	30-50 years	more than 50 years	up to 30 years	30-50 years	more than 50 years	up to 30 years	30-50 years	more than 50 years
Senior Management	0	44	4	0	40	7	0	44	8
Associates	75	60	2	65	64	1	69	54	1
Staff	44	92	24	40	98	27	39	117	26
Total collaborators	119	196	30	105	202	35	108	215	35
% by gender	34%	57%	9%	34%	66%	10%	30%	60%	10%



Ethnic-racial

2021 ● General ● Legal — data not available

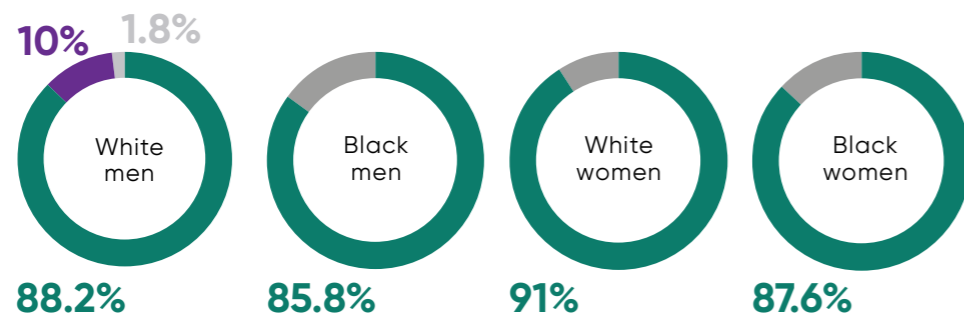


NOTES: Data from 2021, collected within the census carried out by *Aliança Jurídica pela Equidade Racial*.

Base: 345 collaborators lawyer, consultant, lawyer, legal advisor, legal assistant, Law partner, specialist intern.
Legal Group includes: partner, specialist
Cell with dash: data not available

Affective-Sexual Orientation

2021 ● Heterosexual ● Other ● I prefer not to inform — data not available



GRADES: Data from 2021, collected within the census carried out by *Aliança Jurídica pela Equidade Racial*.

Base: 345 collaborators **"Other"** category considers gay, lesbian, bisexual, and other
Black: considers black and brown people
White: considers white and yellow people
Cells marked with a dash: data not available



MOVE program

MOVE is our Diversity, Equity and Inclusion Program created in 2020 to build a prejudice-free, egalitarian, fair and safe environment for people to develop their potential. MOVE covers five affinity groups: Gender Equity, LGBTQIA+, People with Disabilities, Ethnic-Racial, and Religions. People who are interested in learning, exchanging experiences and willing to suggest initiatives participate.

between the meetings, intersectional meetings are held with the groups in order to discuss common and overlapping issues. Throughout the year, awareness, engagement and literacy actions are carried out.

Aware of the importance of bringing knowledge, exchanging experience, and positively impacting the largest number of people on topics related to diversity, the groups also carry out activities outside the Firm, involving the community and clients. This spin-off of the MOVE program actions is called MOVE Unidos.

Every two months, the groups meet individually to address issues related to the affinity theme. In the months

Affinity group Number of participants in 2022

PwD	Religion	Ethnic-racial	LGBTQIA+	Gender Equity
35	35	46	39	59

Balance of 2022 actions

- Six meetings of each of the affinity groups
- Six intersectional meetings with broad participation and which addressed issues such as recreational prejudice, transversality, well-being, and intersectionality of women
- Internal lectures and webinars on various subjects, including adoption and family plurality, clothing and work, and inclusive language
- Seven external awards and recognitions



Main initiatives of affinity groups in 2022



PwD

We developed the Anti-Ableism Resource Guide, which provides information to help transform perceptions and stereotypes about people with disabilities. We draw attention to expressions that should be excluded from the vocabulary as a way to promote more inclusive communication.

We are part of the panel "The future is accessible" of the Diversity, Equity & Inclusion Forum, promoted by the Diversity and Inclusion Committee of the Brazil-Canada Chamber of Commerce (CCBC) to address the barriers that impact people with disabilities and the opportunities that inclusion can bring to people, companies and the society.



Religions

We sponsored more than 70 children, who received Christmas gifts and school supplies. The action was in partnership with *Centro Espiritualista Jesus de Nazareno*, in Rio de Janeiro.



Ethnic-racial

We held the 14th edition of the Trench Experience, a paid seasonal internship program that, like the previous year, maintained its focus on diversity and inclusion. The maintenance of the partnership with several universities throughout the national territory allowed that 80% (10 out of a total of 13) of the interns who joined the program were black people. See more in the We are Diverse section.

We continue to sponsor the *Incluir Direito* Project, which we helped create and which is coordinated by *Centro de Estudos das Sociedades de Advogados* (CESA). The objective of the project is to increase the participation of black people in the legal market by removing barriers to entry into this market, mainly generated by social inequality. Students undergo training at universities to develop skills such as strategies for participating in selection processes, how to deal with difficult situations in competitive environments, and also proficiency in foreign languages. At the end of the project, participants agree to be involved in at least three selection processes of sponsoring law firms. As a result, our Firm has already received 12 interns since the project's inception; in 2022, two of them were hired for full-time positions.



LGBTQIA+

We held a lecture for our collaborators on "Homoaffective Adoption and Family Plurality", exploring the process of adoption and equality and equity for all family compositions.

We sponsor the NGO *Mães da Resistência*, enabling its participation in the 2022 LGBT Parade in the city of Rio de Janeiro.

Representatives of the LGBTQIA+ Affinity Group were present at the meeting of the "O Grito da Diversidade" Movement, in the community of Heliópolis, formed by community leaders, social workers, school principals and teachers, among other professionals. We conducted a lecture on "The Fundamental Rights of LGBTQIAPN+ People", including social name, transsexualization process, social security benefits, adoption, and whistleblowing channels.



Partnerships with clients

Building a truly inclusive society is a collective effort that depends on strengthening networks and sharing experiences. In 2022, we participated in initiatives with our clients in benchmarking, lectures, debates, research and consultancy.



Gender Equity

We developed the Inclusive Language Guide, in partnership with the Ethos Institute, with tips on how to use gender-inclusive expressions at work and in personal life. The guide also addresses the importance of using gender identity pronouns, which were included in the institutional email signatures of all Trench Rossi Watanabe collaborators. In social action with the Women's Movement of the NGO UNAS Heliópolis, we presented to community residents the legal issues related to reproductive rights, obstetric violence, and the right to a respectful birth.

We hold the webinar "Women, Clothes, Work: How Gender Inequality Dresses" to provoke reflection among the women of our teams to rethink fashion from the historical roots, gender inequality based thereon, and its meaning in the context of legal spaces.



Public and voluntary commitments



Aliança Jurídica para Equidade Racial (Legal Alliance for Racial Equity)

We are founding members of the initiative created in 2019, which brings together the largest law firms in Brazil and the Getúlio Vargas Foundation (FGV). The initiative aims to promote racial equity in the legal market with actions that contribute to the fight against structural racism.



Coalizão Empresarial pelo Fim da Violência contra Mulheres e Meninas (Business Coalition to End Violence against Women and Girls)

Since 2021, we have been part of this initiative, which aims to articulate companies to end sexual and moral harassment in the workplace, offer support to women in situations of gender violence in corporations and their value chains, and contribute to the construction of a society free of violence against women and girls.



Movimento Elas Lideram 2030 (Women Lead 2030 Movement)

This is an initiative of the UN Global Compact and UN Women with companies committed to gender parity in senior leadership. Launched in 2022, the goal of the initiative is for more than 1,500 companies to commit to the issue and have 30% women in senior leadership positions by 2025, or 50% by 2030.



pela Empregabilidade das Pessoas com Deficiência

Reis - Rede Empresarial de Inclusão Social (Business Network for Social Inclusion)

We have been a signatory to this forum since 2018, and we have signed the Letter of Adherence to the Pact for the Inclusion of People with Disabilities. The organization works to promote the inclusion of people with disabilities in the labor market by sharing knowledge, good practices, and creating a more inclusive business environment.



Fórum de Empresas e Direitos LGBTI+ (Business and LGBTI+ Rights Forum)

We have been a signatory, since 2016, of this forum created to influence companies and people to articulate around commitments to respect, the promotion of human rights, equal opportunities, and fair and safe work for LGBTI+ people



Specialisterne

Since 2020, we have been partners with this social company that works with the training and insertion of people with Autism Spectrum Disorders (ASD) into the job market. Specialisterne has trained more than 350 people in social and technology skills. Our partnership includes monitoring and development of professionals who work at the Firm.



Transempregos

Transempregos has been operating for 10 years in the training and insertion of trans people (transvestites, transsexual, and non-binary men and women) into the labor market. Our partnership dates from 2019 and, in addition to identifying potential professionals to join our Firm, it also supports the inclusion and growth of these people in our work environment.

WOMEN'S EMPOWERMENT PRINCIPLES

Women's Empowerment Principles (WEPs)

Since 2021, we have been a signatory to the "Women's Empowerment Principles", established by the UN Global Compact and UN Women to guide companies in the empowerment of women.



Recognitions in 2022

Our initiatives in the area of Diversity, Equity and Inclusion allows us to work, each year, with more maturity, propriety, and notoriety with the most diverse audiences. We are always looking for innovation and new perspectives on issues, and our engagement has earned for us a series of awards and recognitions.



SELO MUNICIPAL
Direitos Humanos
e Diversidade

Human Rights and Diversity Seal of the Municipality of São Paulo

We won the seal for the fourth consecutive year. In 2019, we were one of the companies with the best practices in the "Women", "LGBTI", and "Racial Equality" categories. In 2020, 2021, and 2022, we were recognized in "Transversalities", which summarizes the joint work between all pillars of diversity, equity and inclusion.



CESA Gender Equity Seal

We were featured in the Centro de Estudos das Sociedades de Advogados (CESA) Award, in partnership with the consultancy DE&I Tree Diversidade, which recognizes law firms that present initiatives and results in diversity, equity and inclusion.



Best Company in the Legal Sector and Best PME - Instituto Ethos/Época Negócios

An initiative by Instituto Ethos in partnership with Época Negócios Magazine, it publicly evaluated and distinguished the best practices adopted by companies operating in Brazil.



Best Places to Work for LGBTI+ People

It's a research conducted by the Human Rights Campaign Foundation's Global Work Equity Program, which evaluates diversity, equity and inclusion in several countries. It was held for the first time in Brazil in 2022, in partnership with Instituto +Diversidade and Fórum de Empresas LGBTI+, to highlight companies with inclusive work environments, which adopt non-discrimination policies, and which support public actions of inclusion with a focus on this group.



Valor Econômico Newspaper Women in Leadership Award - WILL

For the second consecutive year, we were awarded in the "Legal" category as the company with the best practices and policies related to gender equality and the promotion of female leadership.



Best Law Firm in Diversity and Inclusion

We were recognized by Brazil's Leading Lawyers Awards 2022, an award promoted by Leaders League.



Ranking Análise Advocacia Mulher (Women Advocacy Analysis Ranking)

The second edition of the publication Análise Advocacia Mulher highlighted the leading role of our Firm in promoting gender equality and equity in the domestic legal market. We achieved 104 individual recognitions, with 25 lawyers ranking among the most admired in Brazil, six of them classified as tier 1.



Community

"We are grateful and we help our communities." This is one of our guiding principles, which in addition to our genuine interest in contributing to society through the law makes us believe that we can transform and positively impact the regions where we are located.

Our initiatives, coordinated by the Social Responsibility Committee, prioritize initiatives and projects to support people who are in vulnerable situations and to promote social mobility as a way to reduce inequality and expand opportunities for underrepresented groups.





Volunteer program

The spirit of volunteering is part of our Firm's culture. Teams are encouraged to work on different projects and their fronts such as collecting, receiving and distributing donations.

38 volunteers

162 dedicated hours

Mentorship program, classes in English, lecture on career development, and care for the elderly

Institutions benefited:



Grupo Mais Unidos



Vertentes



Instituto Baccarelli



Instituto de Longa Permanência para Idosos

Pro bono

The expression Pro Bono comes from Latin and means 'for the good'. It consists of providing legal services free of charge to social and not-for-profit institutions and the public they assist, as well as to individuals who do not have the resources to cover the costs involved in retaining a lawyer.

Project selection is the responsibility of our Pro Bono Committee. Composed of eight members from different areas, the group evaluates each of the requests received, and those that are selected are validated with the Executive Committee.

We prioritize cases indicated by the Pro Bono Institute, a not-for-profit

organization that acts as a bridge between vulnerable populations and civil society organizations that need access to law firms interested in offering their services on a voluntary basis. We also provide legal support for individual cases involving individuals that are identified by an internal team in the Firm.

In 2022, we dedicated 1,618 hours to pro bono cases, which volume is 65% higher when compared to 2021 figures. We had the involvement of 81 people, including lawyers and interns. Fourteen projects were started in 2022, and three were completed.

	2020	2021	2022
Number of cases initiated	6	11	11
Number of dedicated hours	755	976	1618
Number of volunteers	57	78	81

65% increase in hours dedicated to pro bono cases.

Legal services provided

- » Tax treatment of donations and fundraising, including legal measures and procedures for specific treatment
- » Consultancy in the corporate area and in the preparation of legal documents, such as corporate acts for the creation of not-for-profit associations and foundations, and obtaining CNPJ
- » Elaboration and review of contracts in general
- » Assistance in the criminal field to obtain information on the plausibility of an individual's innocence
- » Analysis of the Privacy Policy of institutions and adjustments for alignment with Brazilian legislation
- » Review of documents based on the General Data Protection Regulation (GDPR)
- » Legal investigation on HIV/AIDS in the workplace
- » Legal consultancy for obtaining certain registrations by the individual, as well as changing the name in specific situations
- » Trademark registration with the National Institute of Industrial Property
- » Legal/regulatory training

Areas of activity of beneficiary entities

- » Accelerating the careers of Afro-descendants and indigenous women and men
- » Support for parents of children within the autistic spectrum and children with autism spectrum disorder
- » Career development and conversational English for young people
- » Food aid for vulnerable people
- » Development of initiatives to achieve a future with zero net carbon emissions
- » Planning and advice for the professionalization of the Third Sector
- » Combating discrimination and promoting equality as a fundamental human right and a principle of social justice
- » Fundraising
- » Public health



In recognition of our efforts to transform and build a better society, the Pro Bono Committee won the Pro Bono Seal Leading Lights 2022, awarded by Latin Lawyer and Vance Center, which certifies law firms with a strong presence in consolidating the pro bono culture in Latin America.



Our Pro Bono Committee was also featured in the Pro Bono: Outstanding category firm of the Chambers Brazil Awards 2022, an award presented by Chambers & Partners, the main legal market publication in the world.



Incentivized projects

To implement our commitment to society in promoting actions that may allow access to education, sports, culture, and the well-being of children, young people and the elderly, we invest, through incentive laws, in projects that are carefully selected and approved by our internal teams.

In 2022, BRL 305,000 were allocated to five projects supported by federal laws, such as the Rouanet Culture Incentive Law, the Sports Incentive Law, and the National Fund for the Elderly. We also access municipal programs, such as the Municipal Fund for Children and Adolescents – Fumcad, in the city of São Paulo.

Law	Level	No. of projects	Amount (BRL)
Municipal Fund for Children and Adolescents	Municipal	2	55000
Rouanet Law of Incentive to Culture	Federal	1	140000
Sports Incentive Law	Federal	1	55000
National Fund for the Elderly	Federal	1	55000
Total		5	305000

Study to combat domestic violence

In yet another pro bono initiative, we joined a global cooperation network that involved 500 volunteers from 93 countries, from law firms and companies, in a study to combat domestic violence. The analysis, which can be accessed on this [website](#), mapped and evaluated local legislation in relation to human rights, with the aim of protecting people, especially women and girls, who are victims of violence in their own homes.



Hospital Pequeno Príncipe
Curitiba (PR)

We support the “Pelo Direito à Vida” project, which provides hospital and outpatient care for children and adolescents. Funds were directed toward technological innovation and scientific research, as well as training and continuing education of health professionals, contributing to better quality in care and more assertive treatments.



Instituto Baccarelli
Sao Paulo (SP)

We support the activities of Instituto Baccarelli, which provides excellent teaching, combining the social, educational and cultural axes for approximately 1,200 children and adolescents from the age of four. The institution formed the Orquestra Sinfônica Heliópolis, the first orchestra in the world in a slum.



Fundação Dorina Nowill
Sao Paulo (SP)

We support the “Playing and Including – Accessible Resources for Elementary School” project, which helps develop the autonomy and protagonism of visually impaired children in public schools in São Paulo.



Hospital de Amor
Barretos (SP)

At the former Hospital do Câncer de Barretos, we supported the “Projeto Amparo ao Idoso”, which assists patients over 60 undergoing cancer treatment, including costs related to treatment and multidisciplinary activities developed for this sector.



Instituto Esporte e Educação - IEE
Sao Paulo (SP)

We support the “Rede de Núcleos” project, a complete system with Socio-Educational Sports Centers implemented in areas with a high level of social vulnerability, in partnership with municipal and state schools, community centers and public clubs.



Financial support and campaigns

In parallel with pro bono work and investments through incentive laws, we support the most vulnerable populations in specific and immediate philanthropic actions. Campaigns to donate funds, basic

food baskets, hygiene kits, clothes and gifts take place throughout the year. The results achieved are the outcome of the efforts of the employees who engage in the proposed actions.

Fundraising campaigns

	2020	2021	2022
Items collected from collaborators	7,394	4,198	2,874
Number of supported projects	19	9	10

ENVIRONMENTAL PERFORMANCE

Our activities produce low environmental impacts. We understand that a business is only sustainable when it finds the balance between good economic performance and environmental preservation. For this reason, we map the possible implications of our operations, adopt actions to mitigate them, and monitor the indicators on a monthly basis in an internal system specifically for this purpose. Currently, the main impacts are the indirect emission of greenhouse gases in air travel, electricity consumption and solid waste generation.

In 2022, energy, emissions and waste indicators increased compared to 2021, a year characterized by low consumption due to restricted in-person activities during the

Covid-19 pandemic. On the other hand, as a positive aspect, last year's rates remain below the period before the health crisis. To sustain this scenario, the strategy is to maintain the practices and solutions adopted during remote work, such as scanning instead of printing documents, reducing printouts and, whenever possible, conducting meetings via video conference.

We carry out communication actions to raise awareness among collaborators about the importance of changing behavior and the way we carry out activities. The planning and execution of actions are carried out by the Environmental Responsibility Committee, made up of participants from all areas and led by a partner.

Green partnerships

We donated BRL 10,000 for the creation of a community garden and for environmental education actions for early childhood children (up to four years old) in the Heliópolis slum in São Paulo (SP).



COP 27

In order to offer our clients an updated view of the main demands that guide and will guide the global climate agenda, we actively participated in the United Nations Conference on Climate Change – COP 27, held in Sharm El Sheikh, Egypt.

We moderated the panel “Enabling Climate Action in Brazil: A financial overview” on global sustainable finance during Brazil Day at the International Chamber of Commerce pavilion (ICC Brazil) and contributed to the COP Casts video series and the videocast “COP 27: Steps to Net Zero”, which was the result of the Firm’s strategic partnership and cooperation with ICC Brasil, ICC United Kingdom, and Baker McKenzie. In preparation for COP 27, the office sponsored the second edition of the ICC-WayCarbon study on Brazil’s opportunities in carbon markets.

The survey points out that in the next decade, the country has the potential to supply up to 48.7% of the global demand of the voluntary market and up to 28% of the global demand of the regulated market within the scope of the UN. The full study is available on the ICC website at this [link](#).

The Firm also attended COP 15, the UN Biodiversity Conference, which took place in Montreal, Canada.



The full study is available on the ICC website

Materials and waste

The main waste generators in our activities are office waste and disposable materials for the kitchen. In 2022, there was an upsurge in the use of some items compared to previous years due to the increase in presental workdays.

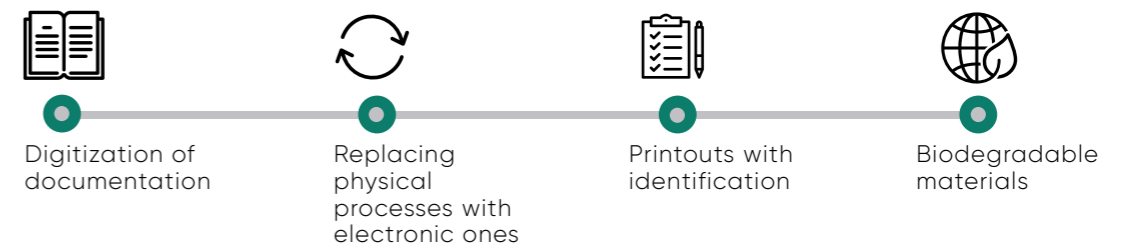
In 2022, we used 619 paper packages, an increase of 78% compared to 2021. Irrespective of the growth, the amount is still nine times less than the volume in 2019, as we managed to keep the consumption level below the pre-pandemic period. Some measures were maintained, such as printing released with a badge and replacing physical procedures with electronic ones.

The items used in the pantry accounted for 99% of the total volume consumed in the Firm, all of which are made from renewable materials. This is a result of a process to identify solutions with less impact, such as eliminating the use of plastic cups and replacing disposable items with biodegradable materials. We use Forest Stewardship –Council (FSC) certified paper, which demonstrates manufacturing from sustainably managed forestry raw materials.

Regarding waste, we mainly generate paper, aluminum cans, disposable materials, organic waste, light bulbs and electronics. Before discarding the papers, we try to reuse those that do not contain confidential or sensitive information, transforming them into notebooks.

In all our units, there is selective collection managed by the management of each building, which sends the items for recycling or final destination.

Management of material consumption and waste generation



Paper consumption in 2022 was 9 times lower than in 2019

	Unit of measurement	2019	2020	2021	2022
Renewable materials					
Paper (FSC certified)	package	5,178	1,065	347	619
Biodegradable cups*	unit	12,000	4,000	14,000	18,000
Biodegradable dishes*	unit	400	800	800	400
Biodegradable cutlery*	unit	400	1,200	1,200	1,500
Wooden stirrers	unit	0	8,000	5,000	15,000
Total renewable materials		17,978	15,065	21,347	35,519

*Note: used occasionally after the pandemic

	Unit of measurement	2019	2020	2021	2022
Non-renewable materials					
Plastic cups	unit	300	0	0	0
Toner cartridges	unit	135	58	21	19
AA + AAA batteries*	unit	452	364	248	676
LED panels and lamps**	unit	25	28	20	63
Total non-renewable materials		912	450	289	758

*Data for 2020 and 2021 consider the Rio de Janeiro unit

**Data for 2019, 2020, and 2021 consider the Rio de Janeiro and Brasilia units



Emissions

Since 2018, we have calculated indirect carbon emissions based on the number of kilometers traveled in international air travel. As of 2022, we started to include domestic trips, which raised the volume of emissions to a level 7.6 times higher than in 2021.

Even after expanding the scope of analysis in 2022, the level was 36% and 28% lower than the volumes registered in 2018 and 2019, respectively. This reflects the incorporation of alternatives adopted during face-to-face meeting restrictions and which were subsequently maintained in the routine of activities. Our teams and

the clients themselves have become more discerning in scheduling meetings and physical presence at events, and we are committed to sustaining this behavior.

Last year, air travel totaled almost 1.9 million kilometers. In addition to the inclusion of domestic flights, an event held in Singapore contributed to the number.

The challenge for 2023 is to continue identifying opportunities and alternatives to face-to-face meetings to reduce our indirect emissions.

Units (tCO ₂ e, GWP, All)	2018	2019	2020	2021	2022
Brasília	90,465	95,556	4,314	3,339	8,050
Porto Alegre	46,851	35,779	15,309	5,505	35,217
Rio de Janeiro	332,374	344,259	105,742	15,274	198,321
São Paulo	590,198	461,250	156,503	64,310	431,806
Total	1,059,888	936,844	281,868	88,429	673,394

Scope 3 (km)	2019	2020	2021	2022
Total kilometers (air travel)	2,602,177	654,793	85,183	1,891,179

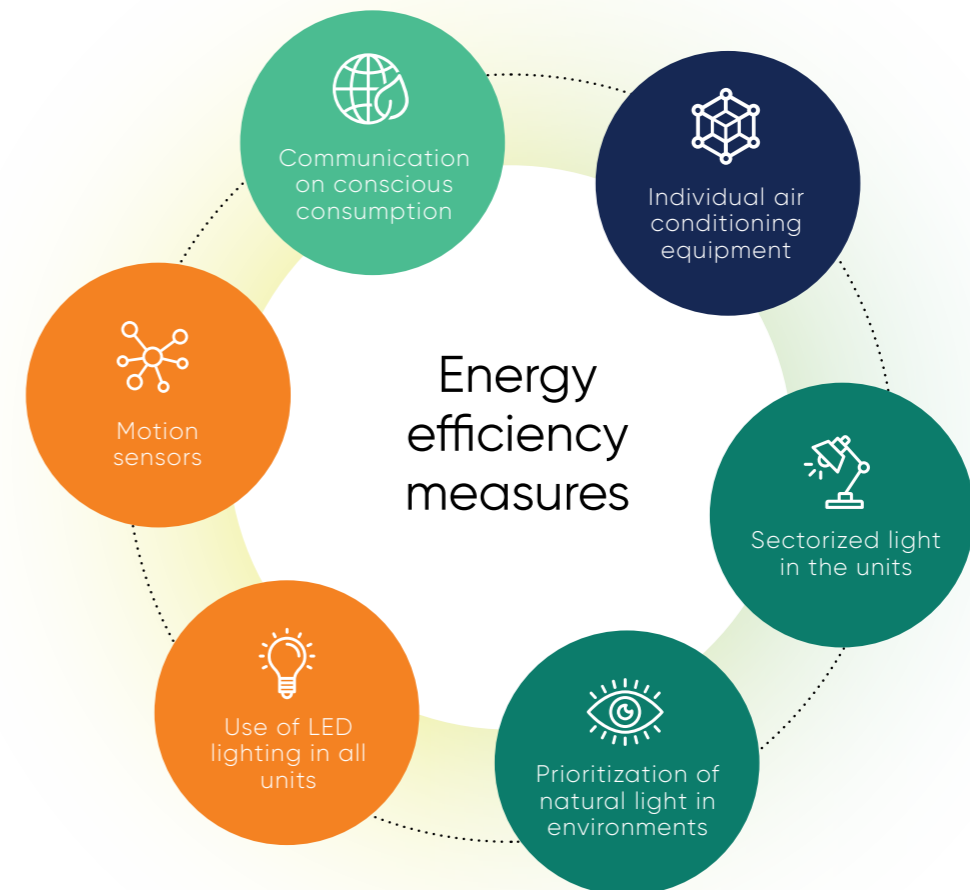
Note: *As of 2022 data consider domestic and international travel; previously, only international travel.

Water and energy

Water collection is carried out by the public supply companies. In our facilities, we have timed faucets and discharges with double flow valves that contribute to rational consumption. We intensify periodic revisions in the hydraulic system to act preventively and avoid possible leaks and waste. The building where the São Paulo unit is located, which has LEED Gold certification for sustainable construction, is

structured with a system for capturing and storing rainwater for irrigation and landscaping maintenance.

Energy consumption increased by 10% in 2022 due to the greater presence of people in our units. The physical spaces were adapted to the hybrid work model, and the reduction of areas in some units contributed to lower consumption than in 2020.



Energy consumption (KWh)

2020	2021	2022
746,074	657,534	725,022



BUSINESS PERFORMANCE

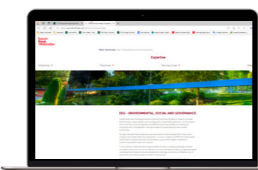
The year 2022 was marked by the recovery of the economy after two years of intense restrictions resulting from the Covid-19 pandemic. With the expansion of immunization coverage and the easing of sanitary measures, companies were able to return to their present activities in a planned and controlled manner.

On the global scenario, the war between Russia and Ukraine generated a series of impacts, mainly on exports of commodities such as agricultural products and oil. From the manufacture of fertilizers to electronic components, several chains were affected, causing a cascading effect on economies around the world, with rising interest rates, inflation and volatile markets. In Brazil, the election period marked the second half of project completions and few companies starting new investments and movements.

We had a strong performance in debt restructuring and corporate reorganization. We also created a

group focused on venture capital, private equity and startups to meet the demands of the investment sector and entrepreneurs focused on innovation and new technologies, which should pick up steam in 2023.

Among the industries, the highlight is the Life Sciences and Technology area, with its different applications in education, health and insurance. In multidisciplinary groups, we highlight ESG, where we have registered growth in demand for legal support in the context of energy transition, sustainable economy, decarbonization, new business and debt raising linked to green projects and social goals.



See more in
Products and
Services

Financial management

The Firm's expenses and costs in 2022 focused on measures to consolidate the hybrid work model in structuring workspaces for a planned and safe return to all our units, as well as the acquisition and renovation of equipment, such as cell phones and notebooks.

Our financial management is carried out by a dedicated professional team, with internal processes and audits that guarantee full compliance with tax, corporate and accounting rules, ensuring financial

sustainability and compliance with regulatory bodies, clients and the government.

Annually, we define our budget and ensure that the actions in each area do not exceed the planned investments. For that purpose, close and careful monitoring is carried out, generating reports that allow us to evaluate the decisions taken, resulting in consolidated and transparent deliveries.



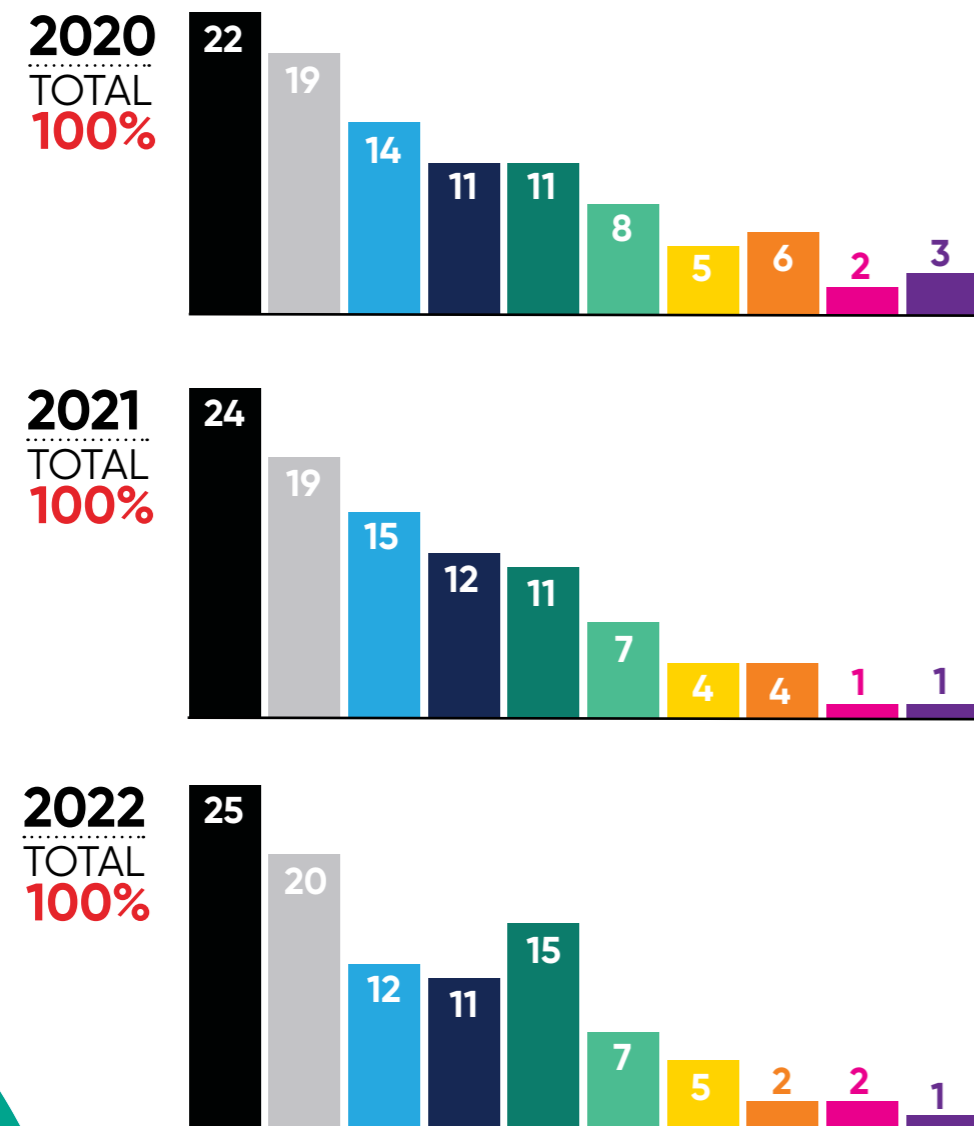
Participation of the areas of activity and practices in the results

In more than six decades in the market, we specialize in different areas of activity within the law. In 2022, the Tax, Transactional and Arbitration and the Civil Litigation areas accounted for 57% of the revenue.

Since 2020, some areas have shown greater growth, such as the Tax groups, which increased from 22% in 2020 to 25% in 2022; and IPTech, which increased from 11% in 2020 to 15% in 2022.

Areas

- Tax ● Transactional ● Arbitration/Civil Litigation ● Labor
- IPTech - Intellectual Property/Information Technology ● Public and Regulatory Law
- Environment and Sustainability ● Antitrust ● Compliance ● Criminal



RENEWED VISUAL IDENTITY

Our brand reflects our personality, our purpose, and the values that guide the way we work. It is an asset with more than 60 years of appreciation. In 2022, we renewed and modernized our identity so that it is in tune with a dynamic world, the constant changes in our organization and in the legal industry, but also in contemporary communication. It is part of our business strategy that our brand echoes the innovative environment of our Firm and our pioneering approach to diversity, equity and inclusion – with a more fluid, organic and abstract look.



INFORMATION AND CREDITS

Overall coordination

Trench Rossi Watanabe – Marketing & Communications Team

Collection of information

Trench Rossi Watanabe
Special thanks to all partners and other professionals for their collaboration in the preparation of the 2022 Socio-Environmental Report.

Consulting and Writing

JeffreyGroup

Design and Layout

Trench Rossi Watanabe – Design Team

Images/Photos

Disclosure and image bank



Bring your phone's camera closer to the QR Code and access our digital channels

Our offices

SÃO PAULO - SP

Rua Arq. Olavo Redig de Campos, 105 - 31º andar - Edifício EZ Towers - Torre A | 04711-904
São Paulo - SP - Brazil
+55 11 3048.6800

RIO DE JANEIRO - RJ

Rua Lauro Muller, 116 - Conj. 2802 - Ed. Rio Sul Center | 22290-906
Rio de Janeiro - RJ - Brazil
+55 21 2206.4900

BRASÍLIA - DF

Saf/s Quadra 02 - Lote 04 - Sala 203 - Ed. Comercial Via Esplanada | 70070-600
Brasília - Federal District - Brazil
+55 61 2102.5000

PORTO ALEGRE - RS

Av. Soledade, 550 - Cj. 403 e 404 | 90470-340
Porto Alegre - RS - Brazil
+55 51 3220.0900



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.