

Machado
Meyer ADVOGADOS

2022 Annual Report



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Letter from the CEO

In 2022, Machado Meyer completed 50 years of history. It was a moment of celebration but also of reflection regarding the goals we have set for this new phase of the firm, in which we seek to further expand our actions, keeping up with global demands and in favor of the development of society.

We continue to work in line with our values, our purpose, and the principles of the Global Compact in order to make a positive contribution to the lives of people and communities. With this in mind, we launched the Machado Meyer Institute, an initiative that seeks to stimulate the exchange of experiences between organizations, the construction and consolidation of good management and governance practices, and the development of financial sustainability in the third sector.

In this report, we share the details of the intense Corporate Social Responsibility work carried out throughout the year.

We hope that 2023 will be full of new achievements and that, together, we can continue to transform realities.

Tito Andrade
CEO



Letter from the social responsibility and pro bono committee

During this year, the Social Responsibility and Pro Bono Committee followed its purpose of contributing to society by supporting organizations that boost education in various parts of Brazil.

We had a team of 311 professionals who dedicated a total of 6,250 hours to pro bono work, an average of 12.5 hours each, bringing us closer to the 20-hour goal proposed by the Pro Bono Declaration for the Americas. These numbers, added to good governance on the issue, have earned us another recognition as one of the Pro Bono Leading Lights.

In addition, in 2022, our volunteer program completed five years, offering our people the opportunity to make a difference with initiatives aligned with Machado Meyer's corporate social responsibility guidelines.

Next year, we will continue to focus on meeting the goals set by the Global Compact, strengthening the presence of the Machado Meyer Institute and increasing the scope of the firm's pro bono work, thereby contributing to the transformation of realities and the construction of a more just and caring society.

ADRIANA PALLIS
Empresarial

EDUARDO CASTRO
Empresarial

FERNANDA SÁ
Tributário

JOSÉ PRADO
Empresarial

RAQUEL NOVAIS
Tributário

Letter from the diversity and inclusion committee

The Diversity and Inclusion Committee carried out several actions in 2022 on its five main fronts: gender equity, parenting, racial/ethnic, LGBTQIA+, and people with disabilities. Each initiative was thought out according to the demands of its affinity group and of society.

During the year, we maintain the goal of valuing our people with respect for diversity, always seeking to ensure that Machado Meyer is a diverse, inclusive, and welcoming environment, generating more creative and innovative solutions and encouraging dialogue and collaboration.

We will continue to support and fight together for an even more inclusive society and team next year.

BRUNO COSTA
Imobiliário

CAMILA GALVÃO
Infraestrutura

CRISTIANE ROMANO
Contencioso
Tributário

DANIEL SZYFMAN
Infraestrutura

RAQUEL NOVAIS
Tributário

Corporate Social Responsibility Area



Beatriz Alli

Human Resources Director



Helena Rabethge

Corporate Social Responsibility Manager

Gabriel Santana

Analyst

João Miron

Analyst

Juliana Meneghelli

Analyst

Operating **model**

In line with the commitment to acting ethically with integrity and transparency in our business, Machado Meyer's actions are guided by our Code of Conduct, which establishes the attitudes, decisions, and behaviors expected of our employees, suppliers, and business partners. In addition to the Code, the values of our culture also guide all our actions.

We value our **PEOPLE**

We do what is best for the **CLIENT**

We **INNOVATE** to create value

We act with **ETHICS** and transparency

We are **PROUD** to be Machado Meyer

Global Compact

An initiative launched in 2003 by the United Nations (UN), the Global Compact provides guidelines for the exercise of citizenship and the promotion of sustainable growth. Through the Sustainable Development Goals (SDGs), the Compact guides various segments of society to integrate these goals into their strategies. In total, there are 17 SDGs, which define the priorities for the 2030 Agenda.

As signatories of the Global Compact in Brazil since 2020, the firm has been working with our Internal Committee responsible for the topic to align four of these goals with our strategic planning. They are:

SDG 4 | Quality Education

SDG 5 | Gender Equality

SDG 10 | Reduction of Inequalities

SDG 16 | Peace, justice, and effective institutions



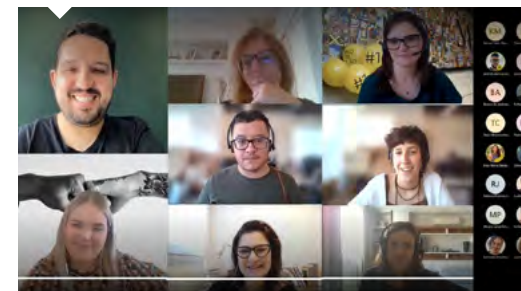
To bring the topic into the day-to-day lives of our employees, we developed a detailed, two-month internal campaign for each SDG, with various initiatives. In 2022, we spoke about SDGs 4 and 5:

SDG 4

QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We invited Bruno Leonardo, Witseed's CEO, and Patrícia Loyola, Comunitas' Management and Social Investment manager, to talk to our staff about quality education, with the mediation of Gabriela Prieto, from the Learning and Development area of the firm.



SDG 5

GENDER EQUALITY

Achieve gender equality and empower all women and girls

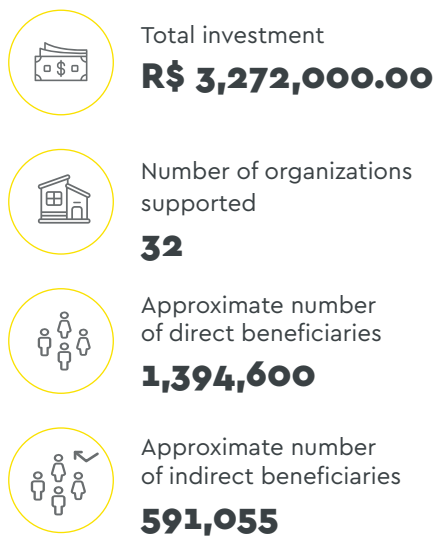
We held an event aimed at senior lawyers, partners, and clients with the topic "Combating discriminatory behavior in the workplace." The meeting was conducted by Ruth Manus, lawyer, professor, columnist, and writer, who emphasized the importance of the in-depth approach to the topics of female leadership, combating sexist behavior, and creating opportunities for employee growth in companies.

The campaign will continue in 2023, addressing SDG 10 and 16.

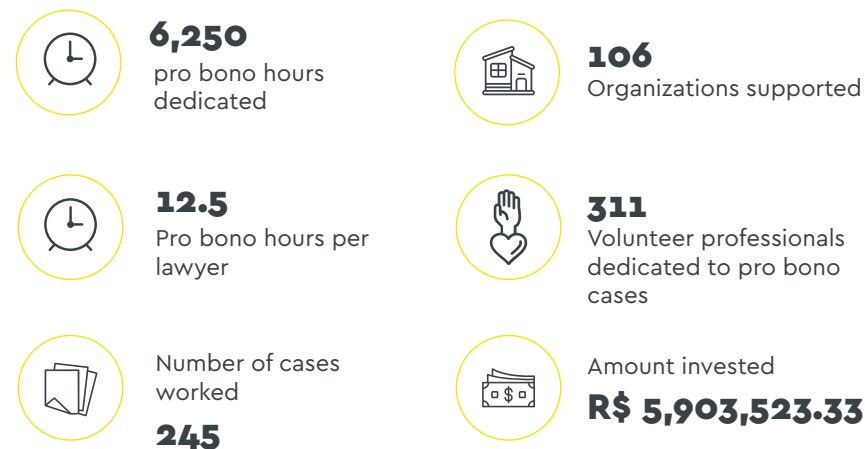


Corporate social responsibility **in numbers**

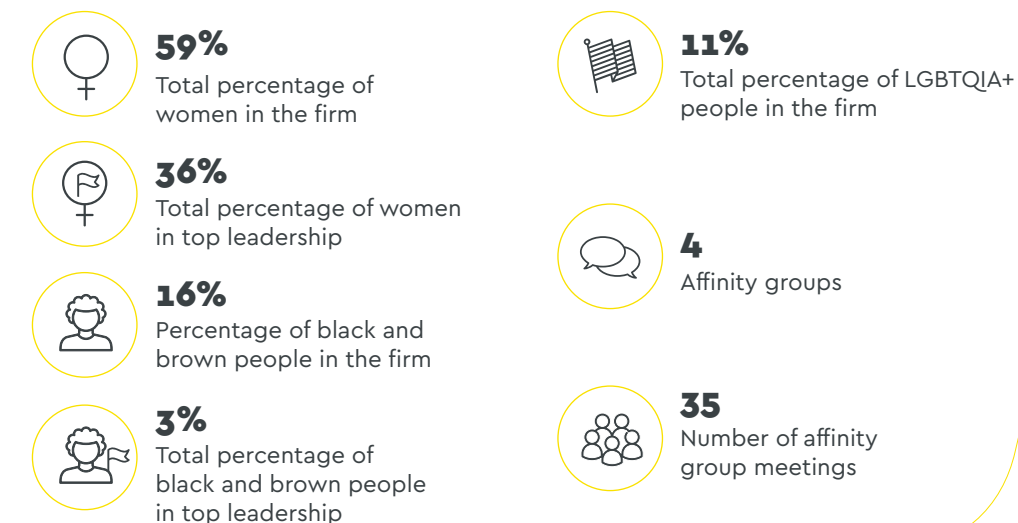
Social investment and incentive laws



Pro bono



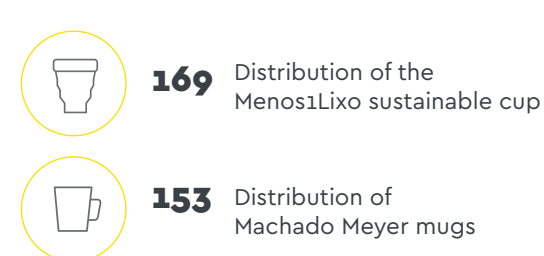
Diversity and inclusion



Volunteering Program



Sustainability



Awards won



Social Investment and incentive laws



Rouanet Law
R\$ 1,600,000.00



Sports Law
R\$ 400,000.00



Free budget
R\$ 472,000.00



Elderly Law
R\$ 400,000.00



Children And Adolescent Fund
R\$ 400,000.00



Total
R\$ 3,272,000.00



Projects supported in 2022

Formal education



Arco Instituto
Support
Free Budget



Casa José Coltro
Support
Free Budget



Fundação Julita
Support
Child and
Adolescent Fund



Fundação
São Paulo
Support
Child and
Adolescent Fund



Instituto Ânima
Sociosc de
Educação, Pesquisa
e Cultura
Support
Fund for the
Elderly/
Child and
Adolescent Fund



Instituto VIS
Foundation Brasil
Support
Child and
Adolescent Fund



Organização
Projeto Dona
Odette
Support
Free Budget



Parceiros
da Educação
Support
Free Budget



Sociedade
Providência
Support
Free Budget

Culture



Academia Brasileira
de Letras
Support
Culture Incentive
Law



Agência do Bem
Support
Culture Incentive
Law



Instituto Cultural
Israelita Brasileiro
Support
Culture Incentive
Law



Inhotim
Support
Culture
Incentive Law



Instituto Odeon
Support
Culture Incentive
Law



Associação de Cultura,
Educação e Assistência
Social Santa Marcelina
Support
Culture Incentive Law



Fundação Orquestra
Sinfônica Brasileira (OSB)
Support
Culture Incentive Law



Museu Brasileiro da
Escultura e Ecologia
(MuBE)
Support
Culture Incentive
Law

Sports



Associação Walking
Football Brasil
Support
Sports Incentive
Law



Instituto Incluir:
Transformar,
Democratizar
& Humanizar
Support
Sports Incentive
Law



Instituto Mais Ação
Support
Sports Incentive
Law



Instituto Reação
Support
Sports Incentive
Law



Instituto Superar
Support
Sports Incentive
Law

Professionalization



Projeto Gauss
Support
Free Budget



Civics Educação
Support
Free Budget



Iniciativa LIFT
Support
Free Budget

Afterschool



Associação
Vaga Lume
Support
Culture Incentive
Law



Congregação
Israelita Paulista
Support
Child and
Adolescent Fund



Instituto Brasil
Solidário - IBS
Support
Culture Incentive
Law



Instituto Prof
Support
Free Budget

Senior Citizenship



Fundação Pio XII
Support
Elderly Fund



Instituto de
Pesquisas e Projetos
Empreendedores
- IPPE
Support
Elderly Fund

Results

Beneficiaries in early childhood, after-school, education, professionalization, and senior citizenship projects



Total number of people directly benefited: **583,886**



Women benefited directly: **389,761 (66.75%)**



People self-declared black or brown directly benefited: **221,280 (37.9%)**

Age Group



81.6% (476,495) are children 0-12 years



7.75% (45,274) are young people 13-19 years



8.8% (51,788) are adults 20-59 years



1.4% (8,236) are elderly +60 years

School Age



81.4% (421,145) are in a school year consistent with their age group



89.6% (523,553) are of school age (0-17 years)



18.6% (96,308) are behind in school or not enrolled in the regular education system



69.65% (364,653) are women



30.35% (158,900) are men



53.1% (274,948) are from rural areas



5% (25,814) are people with disabilities



1% (5,152) are indigenous

Beneficiaries in education projects through culture



Total number of people that attended and/or participated in the cultural activities offered: **810,714**

Total



Total people directly impacted (education + culture): **1,394,600**



Total number of people impacted directly and indirectly: **1,985,955**

Machado Meyer CSR evaluation criteria

We work to offer legal solutions that transform the reality of our clients and society. That is why the selection and evaluation of third sector projects is done carefully, based on factors such as: the number of beneficiaries, the region where the project is executed, and the connection with our core business, among others.

CRITERIA FOR EVALUATION

PROJECTS

Main guideline

The first analysis is of the topic that guides the organization's actions, ensuring that it is in line with Machado Meyer's main supporting guideline: education.

Governance

Issues such as qualification of the organization's management processes, transparency, relationships between those involved, and objectives should demonstrate the reliability of the organization.

Beneficiaries

Qualitative and quantitative study of those who benefit from the actions of the project to be supported.

MACHADO MEYER

Relevance of the contribution compared to the budget

Evaluation of how much the contribution that the firm is able to make represents for the annual budget of the applicant (in percentage).

Return for the firm's image

Analysis of the scope of the firm's current stakeholders and assessment of the contribution in terms of content.

Alignment with the core business

Verification of the project's alignment with the firm's core business, considering opportunities to insert law-related topics into the organization (mentoring, lectures, among others).

Once selected, the project is placed into our integrated support model, which encourages networking among initiatives supported by means of incentive laws, social investment, pro bono, donation culture, and volunteering. In this way, we believe it is possible to multiply the impact on the organizations supported.

There is also an incentive to strengthen the relationship of the firm with its staff members and other stakeholders, thereby stimulating the connection between people and ideas among the projects supported by Machado Meyer.



Connection with SDG 4

In August and September, we worked on SDG 4 based on actions for education. The mission of this SDG is to ensure access to inclusive, equitable, and quality education and to promote lifelong learning opportunities for all.

The support to education projects through the publication is one of the ways in which the firm dedicates itself to the goals proposed by the Global Compact, actively contributing to the objectives.

Run for a Cause

In the second half of the year (October and November), we held our traditional marathon, but in a new format: Run for a Cause. The initiative turns engagement in a physical activity into donations to non-profit organizations.

In addition to the relaxed atmosphere and integration, the teams of employees from our units and their guests could choose a cause, as well as the corresponding organization benefited, to receive donations.

When registering, each team guaranteed donation of R\$100 to the organization chosen by the group in their locality. In total, R\$20,700 were donated to the 13 participating organizations. The winning causes were:

1st place: People with Disabilities

Instituto Serendipidade

2nd place: Culture

Casa do Povo

3rd place: LGBTQIA+

Casarão Brasil – Associação LGBTI+

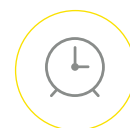


Pro Bono

Pro bono work has been a commitment of the firm since our founding. Through our Support Committee (made up of partners, associates, and volunteer interns), we offer free services to non-profit organizations.

To support our people in this area, we have a Pro Bono Manual, a pioneering initiative in the legal market, developed entirely by the employees involved in this work. In addition to reaffirming our commitment to the practice of pro bono work, the publication contains detailed guidelines on internal procedures, service standards, and other essential topics to encourage our people to do this kind of work.

PRO BONO IN NUMBERS



6,250 pro bono hours dedicated



Average hours of pro bono work per lawyer: **12,5**



165 cases opened in 2022



Equivalence of hours in value **R\$ 5.903.523,33**



245 cases worked



311 volunteer professionals dedicated to pro bono cases



106 third sector organizations supported



MANUAL PRO BONO



Pro bono week 2022

Between October 17 and 20, we had another edition of our Pro Bono Week, with activities dedicated to the pro bono practice at our firm.

Launch of the Pro Bono Procedure and new version of the Pro Bono Manual

As part of the actions, we released an updated and more dynamic version of our Pro Bono Manual, which serves as a reference guide on what pro bono work is and how it works at the firm.

The Pro bono procedure, on the other hand, establishes the pillars and general guidelines applicable to this practice, providing transparency to its operation and regulating our actions in cases of this type.

Face-to-face event with Ubuntu Café

We held a special meeting with the Ubuntu Café, which had a mini-workshop on specialty coffees with the creators of the project. Ubuntu Café is one of the organizations we serve on a pro bono basis and aims to offer free technical training in the coffee market to people from low-income areas.



Volunteering

In 2022, our volunteer program completed five years of operation, offering our employees an opportunity to make a difference in the various communities in which we operate. The initiatives promoted are always aligned with our corporate social responsibility guidelines, aiming to promote the transformation and the construction of a fairer society characterized by solidarity.

The actions in our initiative are divided into three types:

Continuous

Executed in the long term

Ad-hoc

Carried out at specific times

At a distance

Conducted in a virtual environment

GET TO KNOW THE PROFILE OF OUR VOLUNTEERS



Total number of employees engaged: **84**

Men: **23%**

Women: **77%**

Administrative: **24%**

Legal: **76%**



CONTINUOUS ACTIONS

Mentoring – LIFT Initiative

Using mentoring and English teaching as social mobility tools, the firm-supported LIFT Initiative is an ongoing volunteer action. The project offers opportunities for low-income black, cis, and trans college students in their 3rd or 4th semester of undergraduate study in the greater São Paulo area.

In 2022, we had 28 volunteers who acted as mentors to the program participants.



José Coltro House and Joule Institute

Through the Casa Mentora ["Mentor House"] program, the Casa José Coltro serves two groups of 30 young people in vulnerable situations in the Capão Redondo region, in São Paulo, to participate in individualized mentoring with volunteer employees.

The project management is shared with the Instituto Joule, which, with its social technology, allows young people to be protagonists in their own path of professional development.

In 2022, we will held two mentoring cycles, each lasting two months, with the aim of transforming the future of the young people mentored, through detailed action planning and an exclusive exchange of experiences with the Machado Meyer mentors and partner companies.

After eight individualized meetings, as well as thematic webinars, the closing of the cycle took place in a face-to-face meeting between mentors and mentees at the Museu Brasileiro de Escultura e Ecologia.

AD-HOC ACTIONS

**Inclusive cooking workshop – Pertence
[“Belonging”] Social Club**

In June we held an inclusive cooking workshop among employees and people with disabilities benefited by the Pertence Social Club, in Porto Alegre. The action took place in a virtual format and included a nutritionist to guide the preparation of a mango mousse. In addition, the beneficiaries shared their stories and, at the end, we had an awareness-raising session by psychologist Marina Barth about empowerment.

**June Party [“Festa Junina”] at Dom
Cipriano Chagas**

We participated as volunteers in the Festa Junina of the Dom Cipriano Chagas School, in Rio de Janeiro. The institution is a long-time partner of the firm and serves hundreds of children, residents of communities in vulnerable areas. During the event, our 13 volunteers worked in the fishing tent in a day of much exchange with the children and their families.

Those who could not participate on the day of the party could also contribute by donating gifts. In total, we raised more than R\$2,000, which was entirely used to buy the items for the celebration.





Sustainability

Created in 2019, the Green Team is our affinity group focused on reducing negative impacts on the environment. The group meets monthly to discuss and propose practical solutions for sustainability, environment, and innovation.

The main point worked on in 2022 was the implementation of hybrid working, which brought our people back to the firm. To prepare for this important moment and raise awareness among our people, we are working on the following initiatives:

Return guide

We included in the material that was disseminated to all employees the topic of correct waste disposal, as well as a booklet and a training video. The communication and awareness during the return were essential for our people, since the firm has a structure for the correct disposal of this waste, such as individual and collective waste garbage cans with standardized signs (paper, organic, and recyclable).

Reducing the use of disposables

Distribution of 169 units of our sustainable "1 Less Trash" cup and 153 units of the Machado Meyer mug to new employees, since we do not use disposables at the firm.

CALENDAR OF ACTIONS IN 2022

Sustainability in Fashion Bazaar

We held our first bazaar, with the objective of making our people aware of the need to buy clothes in a sustainable way, choosing to consume pieces that are already in circulation, instead of buying new ones. The change in behavior is justified by the fact that fashion products are currently responsible for 10% of the world's carbon emissions and 20% of water pollution.

The firm's partners donated more than 650 items, including clothes, shoes, and accessories. With the sales, we raised more than R\$20,000. The entire amount was donated to Pimp My Carroça, an organization that works with sustainability issues, supporting recycling professionals in São Paulo.

Design Thinking Workshop

As one of the group's activities, we held a design thinking workshop, mediated by our innovation and development consultant, Paulo Silvestre, and focused on coming up with sustainable projects for the firm. In the first meeting, our employees brought their ideas. In the others, working groups were formed to define the details of the projects, their timelines, goals, and results.

The projects worked on were:

Sustainability in Fashion Bazaar

Objective: to make the bazaar a fixed annual action.

Result: the bazaar was held in São Paulo and Rio de Janeiro, with more than a thousand items collected and more than R\$ 23 thousand donated to Pimp My Carroça.



Green Day

Objective: to develop a thematic webinar on environment and sustainability.

Result: webinar "Carbon market: perspectives and challenges for the Brazilian scenario", on October 18th, with the participation of Alexandre Nascimento, researcher from Embrapa Agrossilvipastoril, and Mariana Barbosa, Legal and Institutional Relations Officer at re.green. The mediation was done by Roberta Danelon Leonhardt, head of the Environmental team and partner in the Crisis Management area. The event had 141 registrants, 90 attendees, and over 50 relationship leads.



Sustainable suppliers and restaurants

Objective: to introduce awareness about vegetarian/vegan food by mapping suppliers and restaurants that provide these options, thus encouraging healthy and sustainable eating.

Result: mapping of restaurants for future partnerships and consolidation of seven partnerships.



Diversity and inclusion

Valuing our people with respect for diversity is part of the #1MachadoMeyer culture.

We believe that a diverse, inclusive, and welcoming environment for all people is capable of generating more creative and innovative solutions, stimulating dialogue and collaboration.

PILLARS OF DIVERSITY AND INCLUSION

Machado Meyer works on five dimensions of diversity: gender equity, parenting, racial/ethnic, LGBTQIA+, and people with disabilities. Each of these fronts of activity has specific initiatives, consistent with the demands of the affinity group and society.

OUR NUMBERS

Employees

 **60%** women

 **40%** men

Administrative area

 **66%** women

 **34%** men

Legal area

 **58%** women

 **42%** men

Top leadership

 **36%** women

 **64%** men

Elas Conectam

The affinity group **Elas Conectam** ["Connecting Women"], initially launched in 2011 as the Women's Program, aims to create instruments to develop our female employees and promote opportunities to rise to decision-making and leadership positions.



181 participants

We are signatories to external commitments, such as:



Elas Lideram
["Women
Leading"]



**Women's
Empowerment
Principles**



**WILL - Women in
Leadership in Latin
America**

PILLARS OF ACTION:

- Affinity group
- Professional development
- Mentoring
- Networking
- Corporate Citizen Program
- Flexibility on return from maternity and paternity leave

CALENDAR OF ACTIONS IN 2022

FEBRUARY | Internal meeting approaching the topic of menstrual poverty, with the participation of Associação Serenas ["Mermaid Association"]

One of the organizations served on a pro bono basis by the firm, the and teacher Edicleia Pereira Dias, director and creator of the tampon bank at Escola Municipal Cosme de Farias (BA).

MARCH | Internal meeting about the Maria da Penha Law, its history, changes and current scenario

The event was attended by Isabela Del Monde, lawyer, diversity consultant, columnist, Me Too Brazil contributor, and cofounder of the Rede Feminista de Juristas ["Feminist Network of Jurists"] (deFEMde).

APRIL | Personal marketing

With tips on using LinkedIn for effective networking and its benefits for professional life. Besides our partner Maria Flavia Seabra, we also received LinkedIn's account director Raquel Belém..

NOVEMBER | Event in conjunction with our affinity group ID.AFRO

In which we welcomed Lúcia Helena Domingos, Legal and Intellectual Property director and secretary of the Board of Directors of CTC S.A., and Dione Almeida, deputy secretary-general of the Brazilian Bar Association, AATSP board member, and alternate board member of FeNAdv. Both talked about their professional trajectories.

NOVEMBER | Lecture on the topic "Combating discriminatory behavior in the workplace"

Conducted by Ruth Manus, lawyer, university professor, columnist, and writer. Ruth addressed the need for companies to deal more deeply with issues such as female leadership, combating sexist behavior, and creating opportunities that leverage the growth of female employees in all spheres of the organization. The lecture is aligned with the firm's commitment to Global Compact SDG 5, which focuses on gender equality and the empowerment of women and girls.



#1Afeto

Launched in 2021, #1AFETO is an affinity group whose main goal is to bring parenting-related topics into day-to-day firm life. Besides being a space for our people to discuss the topic from different points of view, the group also works as an excellent channel for welcoming people and exchanging experiences.

The space is also important for us to talk about the programs offered by the firm in support to mothers and fathers, such as extended leave, breastfeeding room, and flexible working hours, in addition to the specific benefits offered by our health plan operator, such as Mommy Care, Amparo Health – Primary Care, Family Care, and the Corporate Citizen Program.

CALENDAR OF ACTIONS IN 2022

FEBRUARY | We received the Mais Ação Institute and Walking Football Brazil

To talk about sport as a driver for inclusion in early childhood and senior citizenship.

MARCH | A round of conversation about technology in childhood

With the participation of our employees Elie Sherique, Emanuelle Valente, Fernanda Sá, and Gustavo Rugani.

AUGUST | Online event about sexual violence in childhood and adolescence

With the presence of Luciana Temer, lawyer, professor of law at the Pontifical Catholic University of São Paulo and chief executive officer of the Instituto Liberta. The moderation was done by the partner Cristiane Romano.



#1gualdade

Our affinity group #1GUALDADE symbolizes the firm's commitment to supporting diversity and fostering an open, welcoming, and inclusive environment for the LGBTQIA+ public. All of the firm's employees are invited to participate in the group, whose main goal is to respect diversity and create an environment in which everyone can express themselves freely.



90 participants

WE OPERATE ON THE FOLLOWING
PILLARS:

- Affinity group
- Promotion of events and debates
- Internal primer
- External commitments

CALENDAR OF ACTIONS IN 2022

FEBRUARY | Presentation and discussion of the topics of the meetings held in the Business and Fórum de Direitos LGBTI+ ["LGBTI+ Rights Forum"]

With special participation of Raphael Pagotto, deputy secretary of the group, addressing the goals for 2022.

MARCH | Chat with the GVDelta and Orgvlho collectives at FGV

First virtual tour of the Leslie-Lohman Museum of Art conducted in Portuguese with Brazilian artist Anna Parisi.

MAY | Publication of the article on Maria da Penha Law for transgender women

and networking for the LGBTQIA+ community in our Legal Intelligence portal and in the newspaper O Estado de São Paulo.

In-person meeting of the Presidents Committee of the Business and Fórum de Direitos LGBTI+ ["LGBTI+ Rights Forum"], with the participation of our CEO, Tito Andrade.

JUNE | Conversation with Marcia Rocha, entrepreneur, representative of the World Association for Sexual Health

Founder of TransEmpregos, and the first trans lawyer to receive the Brazilian Bar Association card with her social name.

NOVEMBER | Conversation with lawyers Júlia Corrêa Rêgo and Murilo Germiniani

About the article "How to achieve an equal workplace for transgender employees in Brazil" published in our portal Legal Intelligence and in IBAnet.



Id. Afro

ID.AFRO is Machado Meyer's racial affinity group. Its purpose is to promote racial and ethnic equity through debate and initiatives to create an inclusive and diverse firm. All employees in the firm are invited to participate and can engage in actions and events.



79 participants

The main goals of the group are to discuss tools for the recruitment and selection process, to promote the mentoring program for black people, and to fight racism. Through ID.AFRO, we support:

SIX PILLARS OF ACTION:

- Affinity group
- Recruitment
- Events and debates
- Internal primer
- Mentoring
- Support to third party projects

CONVITE WEBINAR

DEZ ANOS DA LEI DE COTAS NO BRASIL

<p>ABERTURA</p>  <p>CAJÉ (CARLOS JOSÉ S. DA SILVA) Sócio da área de Relações Institucionais do Machado Meyer</p>	<p>PALESTRANTE</p>  <p>ALESSANDRA BENEDITO Coordenadora do Comitê de Diversidade da Escola de Direito da FGV</p>	<p>PALESTRANTE</p>  <p>DANIEL BENTO Advogado, diretor executivo do CEERT</p>
<p>MEDIAÇÃO</p>  <p>ANA CAROLINA LOURENÇO Advogada do Contencioso do Machado Meyer</p>	<p>MEDIAÇÃO</p>  <p>CAMILA GALVÃO Sócia da prática tributária do Machado Meyer</p>	<p>ENCERRAMENTO</p>  <p>BRUNO COSTA Sócio da prática imobiliária do Machado Meyer</p>

**24
05
18h30**

ORGANIZAÇÃO: ALIANÇA JURÍDICA PELA EQUIDADE RACIAL

REALIZAÇÃO: Machado Meyer 50

INTELIGÊNCIA JURÍDICA



Incluir Direito
Initiative



LIFT Initiative

CALENDAR OF ACTIONS IN 2022

April | Meeting "How networking for black and brown people contributes to career development"

With partner Bruno Costa and lawyer Ana Carolina Lourenço.

May | Publication of article in Legal Intelligence and external event with the Legal Alliance for Racial Equity:

10 years of the Quotas Act in Brazil.

June | Lecture "Mental health for the black population"

"A partnership with our Health Management team.

**August | Presentation of partners of the Legal Alliance for Racial Equity and closing of the ID.Afro Mentorship program**

The ID.Afro Mentoring Program is focused on career development and retention of young black talent. The initiative aims to guide and develop the people being mentored so that, in monthly meetings with their mentors, they can improve their competencies and strengthen the skills necessary for their personal and professional growth.

With close monitoring and constant exchange, the seven male and female interns develop communication, management, and problem-solving skills.

Over the course of a semester, the mentees held more than 100 hours of meetings – either collectively or with their mentors, in a one-on-one approach and built on a relationship of trust.

November | Closing of the In.Pulso ID.Afro Career Acceleration Program

The In.Pulso ID.Afro program is a commitment of the firm to ethno-racial equity focused on the work of racial inclusion on several fronts: training for HR and leadership, increasing the hiring of black people, and mentoring for these professionals.

The career acceleration pillar consists of a mentoring program focused on developing people who self-declare black or brown, with the goal of contributing to their careers by recognizing the challenges faced by minority groups. In the program, these professionals are invited to take full ownership of their careers, accepting the consequences of their choices and learning to break through social, cultural, and historical obstacles.

The individual and group meetings totaled more than 50 hours, in which the ten participating professionals developed various skills to reach more senior positions. In addition, the firm reinforced its commitment to these people by offering conditions for promotion, retention policies, and spaces for listening and development.



People with disabilities

Machado Meyer is always implementing measures to make our work environment more inclusive in order to welcome and integrate people with disabilities into our team.

We have a partner and a lawyer who are sponsors of the topic of people with disabilities at the firm and hold weekly meetings to monitor the projects and actions on the topic with the Corporate Social Responsibility area.

In addition, we count on organizations specialized in the topic as strategic partners of the firm, offering consulting, recruitment, and selection of professionals with disabilities and technical workshops on production of accessible content and digital accessibility.

CALENDAR OF ACTIONS IN 2022

MARCH | Lecture "How to Empower People with Disabilities", with Alex Duarte

The objective was to raise awareness at the firm about the importance of responsibility and respect towards people with disabilities. Alex Duarte, director of the film and of the Instituto Cromossomo 21, shared his experience on how to deal with differences and judgments and how to strengthen our emotional state, emphasizing respect for people with disabilities.

APRIL | Workshop "Inclusion as a Strategy for Innovation", with Henri Zylberstajn

The speaker Henri Zylberstajn is president of Instituto Serendipidade, a non-profit organization that seeks to transform society's view on the issue of inclusion and is a partner of the firm regarding the issue of people with disabilities.

MAY | Workshop "Inclusion of People with Disabilities in the job market", with Marinalva Cruz

Speaker Marinalva Cruz has been recognized for 20 years for her work in generating employment, work, and income for people with disabilities. She is the Director of Government Relations and Employability for Turma do Jiló, a non-profit organization dedicated to implementing and ensuring inclusive education within schools and businesses. In her speech, Marinalva stressed the importance of talking about inclusion based on the evolution of the paradigms of exclusion, segregation, integration, and inclusion. She then presented the concepts related to people with disabilities, types of disabilities, and terminology used. Finally, she presented myths and truths about the topic, from the standpoint of empowerment, and discussed the role of leadership in the process of inclusion at companies.



JUNE | Inclusive Cooking Workshop with the Pertence Social Club

We held an inclusive cooking workshop among employees and people with disabilities benefited by the Pertence Social Club, in Porto Alegre. The action took place in a virtual format and included a nutritionist to guide the preparation of a mango mousse. The beneficiaries shared their stories and, at the end, we had an awareness-raising session by psychologist Marina Barth about empowerment.

SEPTEMBER | Lecture "Assistive technology and the inclusion of professionals with disabilities", with Cid Torquato and Eli Maciel

In commemoration of the National Day for the Struggle of People with Disabilities (9/21), we held a lecture on assistive technology and the inclusion of professionals with disabilities. Our partner Daniel Szyfman mediated the event, which included two guests: Cid Torquato – lawyer, former municipal secretary for People with Disabilities in São Paulo and CEO of ICOM Libras, a platform that translates conversations in real time for deaf people who prefer to communicate in

Libras. Cid shared his trajectory and talked about the importance of new ways to include people with disabilities in the job market.

Eli Maciel – relationship and communication project manager at Espiral Interativa, a communication agency specialized in accessibility and inclusion. Eli dealt with the challenges of accessibility in the digital world and how we can act to change this scenario.



SEPTEMBER | Launching of the guide of the front of action of People with Disabilities at Machado Meyer

Also on the National Day of the Struggle of People with Disabilities (9/21), we launched our front for action of People with Disabilities aiming to build a more inclusive environment. We marked the date by publishing a guide for all firm employees with information and guidelines on the subject to:

- Create a welcoming environment for people with disabilities;
- Promote inclusive living and generate positive impact for the ecosystem of people with disabilities in Brazil; and
- Promote the inclusion of employees with disabilities, ensuring attitudinal, architectural, instrumental, methodological, and programmatic accessibility.



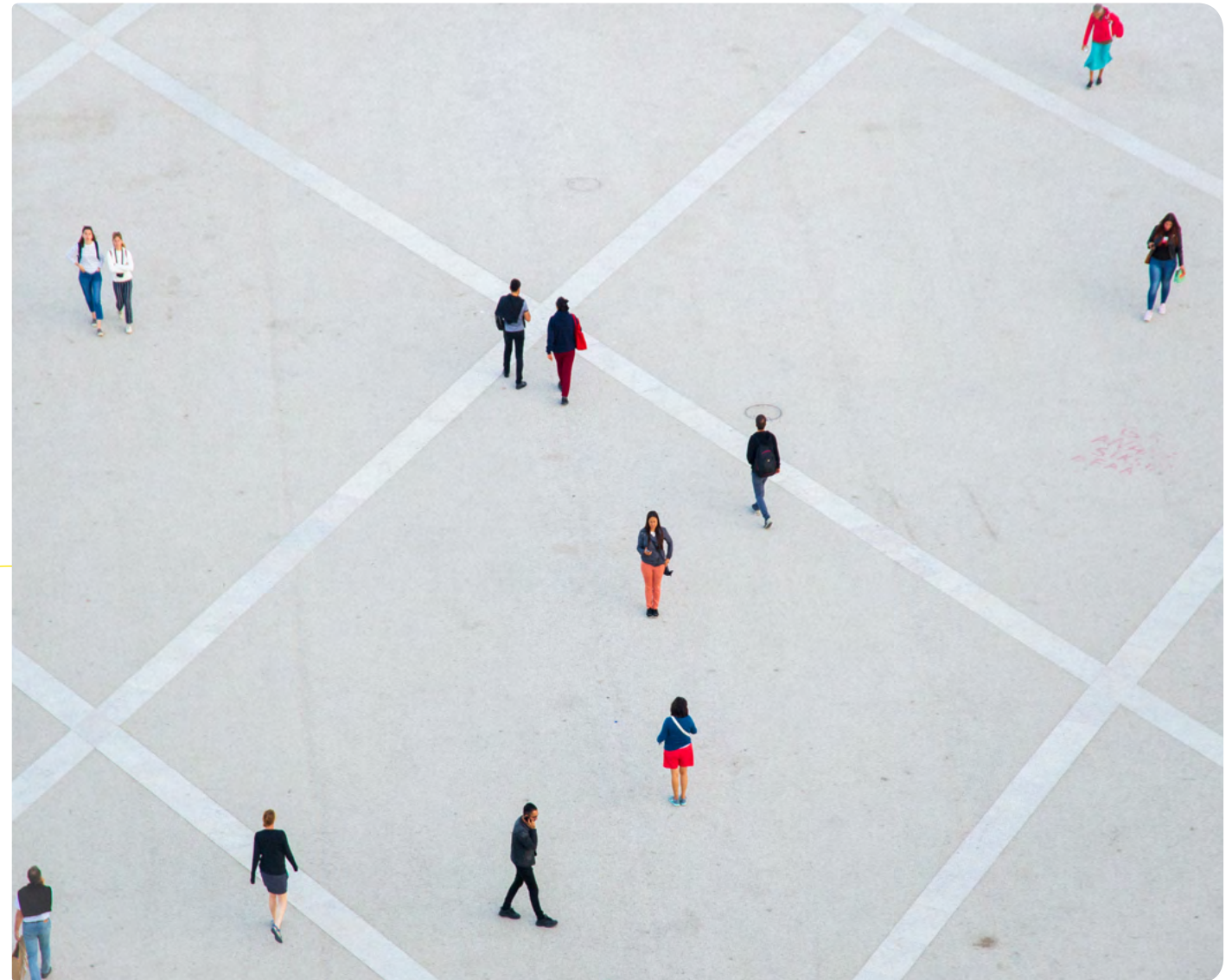
TEMM **Voz**

Transparency and Ethics at Machado Meyer

TEMM Voice – Transparency and Ethics at Machado Meyer – is an exclusive channel created to give a voice to the firm's employees in cases of irregularities, compliance issues, and other situations that violate our Code of Conduct. The channel is managed by Aliant, an independent company specialized in receiving and following up on complaints, in order to ensure absolute confidentiality of the information and the treatment of each situation by the firm's top leadership. All information recorded is treated confidentially and all related actions are monitored by our Ethics Committee.

**TEMM
VOZ**

Transparency and Ethics
at Machado Meyer



Machado Meyer Academy

Valuing and encouraging continuous learning, formal and informal, is part of our culture. At Machado Meyer Academy, we follow the 70, 20, 10 methodology, that is, we believe that learning happens 70% of the time based on practice, 20% based on relationships, and 10% based on formal education.

To this end, the firm offers courses and development tools through partnerships with digital schools and third parties that contribute to actions aligned to our competence matrix and our values. The topics are not restricted to legal knowledge and are revised to keep us always up-to-date and innovative..

In 2022, the Machado Meyer Academy achieved the following results:



617 live and recorded courses, webinars, and other learning actions



891,5 hours of training offered with partner institutions



81% of our people trained



92% of legal staff trained





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