



Machado
Meyer ADVOGADOS

2021 Annual Report

CONTENT

4 Letter from the CEO

6 Operating model

7 Global Compact

10 Corporate Social Responsibility in numbers

18 Pro Bono

20 Volunteering Program

33 TEMM Voz

34 Machado Meyer Academy

5 Letter from the Social Responsibility and Pro Bono Committee

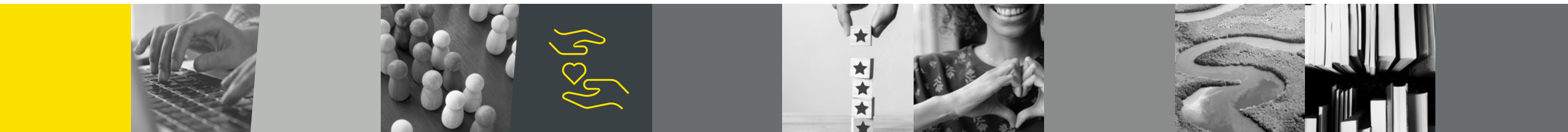
5 Letter from the Diversity and Inclusion Committee

11 Social investment and incentive laws

17 Actions related to covid-19

22 Sustainability

24 Diversity and Inclusion



Letter from the ceo

The year 2021 led us to think together about even more creative solutions to continue valuing our people, maintaining the quality of client service, and generating a positive impact for society.

Always in line with our culture and purpose, we invest efforts to maintain our pro bono work and the support given to the institutions we support, to develop our employees professionally, to promote more equality inside and outside the firm, and many other actions that contribute to making positive changes in the lives of people and communities. All of this also follows the principles of the Global Compact, of which we have been a signatory since 2020.

In this report, we share the strategy, details, and results of the initiatives undertaken by our Corporate Social Responsibility (CSR) area to make 2021 a year full of hope and results for many.

We hope that 2022 is equally promising and that the pandemic scenario keeps improving so that we can increasingly inspire the strength of the Machado Meyer team.

TITO ANDRADE

Managing Partner

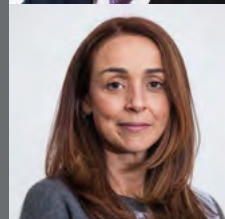
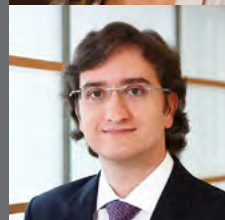


Letter from the Social Responsibility and Pro Bono Committee

During 2021, the Social Responsibility and Pro Bono Committee pursued its purpose of offering free legal services to organizations that need them, even remotely.

This year, our lawyers have each dedicated 11 hours and 30 minutes to pro bono cases, and we are moving toward the 20-hour goal in the Pro Bono Statement for the Americas. In all, we worked on more than 240 cases that made a difference in the lives of the people served.

We continue to promote a culture of giving and build action plans to meet the targets set by the Global Compact. During 2022, we will carry out an extensive campaign with our internal public, guided by Sustainable Development Goals (SDGs) 4, 5, 10, and 16, aiming to engage them so that we become a more humane, responsible, and socially and environmentally aware firm for global challenges.



ADRIANA PALLIS
Corporate

EDUARDO CASTRO
Corporate

FERNANDA SÁ
Tax

RAQUEL NOVAIS
Tax

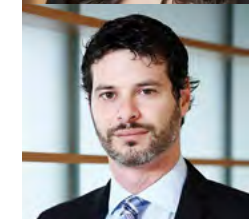
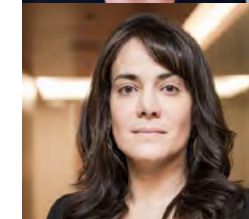
JOSÉ PRADO
Corporate

Letter from the Diversity and Inclusion Committee

Our Diversity & Inclusion Committee addressed during 2021 not only the three fronts we already work on, gender, racial/ethnic, and LGBTQIA+ equity, but also the realm of family plurality.

In August, we launched #1AFETO, a new affinity group that aims to bring parenting and family-related topics into the day-to-day life of the firm. The intention is to approach the subject from various points of view and try to maintain a chronological order that takes into account the timeline of parenting.

We hold events, actions, and campaigns throughout the year to give visibility to our people and reinforce the importance of an increasingly diverse team in an inclusive environment.



CRISTIANE ROMANO
Litigation

CAMILA GALVÃO
Tax

DANIEL SZYFMAN
Infrastructure

RAQUEL NOVAIS
Tax

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

The Global Compact is an initiative of the United Nations launched in 2003 that provides guidelines for the promotion of sustainable growth and the exercise of citizenship.

With the mission of mobilizing various parts of society to integrate their strategies, the Global Compact guides governments, civil society, academia, companies, and individuals through the Sustainable Development Goals (SDGs). These goals aim at defining priorities for the 2030 Agenda.



As part of the process, the firm created the Global Compact Board, which, throughout 2020 and 2021, worked on the construction of an action plan, aiming to understand which goals and indicators will be the guiding basis for Machado Meyer's actions and, also, for the pillars of Corporate Social Responsibility.

They are:

Evolution of indicators in 2021

ODS 4



Goal

4.3 By 2030, ensure equal access for all men and women to affordable, quality technical, vocational, and higher education, including university.

4.6 By 2030, ensure that all young people and a substantial proportion of adult men and women are literate and have acquired a basic knowledge of mathematics.

4.a Build and improve physical facilities for education that are appropriate for children and sensitive to disability and gender and that provide safe and non-violent, inclusive, and effective learning environments for all.

4.b By 2030, substantially expand the number of scholarships for higher education, including vocational, information and communication technology, technical, engineering, and scientific programs.

4.c By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training.

Machado Meyer Indicator

Status

1. Assure participation of the MMSO legal and administrative team in formal and informal training.



2. Have an impact on people projects of organizations supported by the firm.



3. Assure that those benefited by the projects of the organizations supported have an educational level consistente with the age range.



4. Invest in structural reform of public schools.



5. Award scholarships for language classes, higher education, and/or specialization for staff members.



6. Invest in the methodological reform of five public schools.



ODS 5



Goal

5.1 End all forms of discrimination against all women and girls everywhere.

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

5.5 Guarantee full and effective participation to women and equality of opportunities for leadership at all levels of decision-making in political, economic, and public life

Machado Meyer Indicator

Status

7. Internal audit to assure equal pay between men and women at Machado Meyer.



8. Organization and production of events, articles, and actions for gender equality consistent with internal policy and the code of conduct.



9. Assure private social investment and support for Pro Bono actions aimed at gender equality.






10. Evolution in the number of women in top leadership.






ODS 10



Goal	Machado Meyer Indicator	Status
10.1 By 2030, progressively achieve and sustain income growth for the poorest 40% of the population at a rate higher than the national average.	11. Adults benefited by the projects supported by the firm.	
10.2 By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic, or other status.	12. Persons benefited by the projects supported with na increase in per capita income by family by 2030.	
10.3 Ensure equal opportunities and reduce inequalities of outcomes, including through the elimination of discriminatory laws, policies, and practices and the promotion of appropriate legislation, policies, and actions in this regard.	13. Frequent evaluation to assure handling of complaints through the internal channel of Machado Meyer.	

ODS 16



Goal	Machado Meyer Indicator	Status
16.2 By 2030, empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, origin, religion, economic, or other status.	14. Reduce gender violence in Machado Meyer partner communities, through education on the topic.	
16.3 Promote the rule of law, nationally and internationally, and ensure equal access to justice for all.	15. Perform actions to publicize the Machado Meyer internal complaints channel.	
	16. Develop partnerships with organizations that attend to communities in a vulnerable situation for access to justice.	

 Complete

 In progress

 Not progressed

The evolution of the goals worked is shown throughout this report, considering the essential penetration of Machado Meyer's initiatives.



Learn more here

TO LEARN MORE
ABOUT THE
STEP-BY-STEP
IMPLEMENTATION
OF THE SDGS
IN BUSINESS
STRATEGY

Corporate Social Responsibility in numbers

Social investment and incentive laws



Total investment
R\$ 2,303,000



Number of
organizations supported
26



Approximate number
of direct beneficiaries
251,561



Approximate number
of indirect beneficiaries
519,652

Actions related to Covid- 19

Culture of giving



Total amount raised
R\$ 314,469



Number of families
benefited
927

Period: June, July, and August

Volunteering Program



3
Ad-hoc actions



2
Voluntary mentoring
actions



80
Total number of
volunteers



784
Number of total
volunteer hours

Sustainability



395
units
Distribution of
the Menos1Lixo
sustainable cup



155
units
Distribution of
Machado Meyer
mugs

Diversity and inclusion



60% Total percentage
of women in the firm



37% Total percentage
of women in
top leadership



16% Percentage of black
and brown people
in the firm



8% Total percentage
of LGBTQIA+
people at the firm



4 Affinity groups



34 Number of affinity
group meetings

Pro Bono



5,573
Pro bono hours
dedicated



11 hours and 6 min
Pro bono hours
per lawyer



242
Number of cases



103
Number of
organizations
supported



300
Volunteer professionals
dedicated to
pro bono cases



Amount invested
R\$ 4,711,165

Awards

análise
ADVOCACIA
DIVERSIDADE
E INCLUSÃO

J.P.Morgan

SELO MUNICIPAL
Direitos Humanos
e Diversidade

RANKING
análise
ADVOCACIA
Mulhera

PRÊMIO
WEPS

Social investment and incentive laws

INVESTMENT IN 2021



R\$ 1.1 million

Rouanet Law



R\$ 240 thousand

Law Of The Elderly



R\$ 333 thousand

Free Budget



R\$ 270 thousand

Sports Law



R\$ 270 thousand

Children and adolescent
fund

Total
R\$ 2,303,000.00



MACHADO MEYER CSR EVALUATION CRITERIA

Transforming realities through our legal intelligence is part of our purpose, which we also apply in the selection and evaluation of projects executed by the third sector. Our internal analysis is done carefully based on factors such as: number of beneficiaries, region where the project is executed, connection with our core business, among others.

Criteria for evaluation

PROJECTS

Main guideline

Evaluation of the main thematic guideline that guides the organization's actions, ensuring that it is in accordance with the main guideline of support from Machado Meyer to the projects: education.

Governance

Assessment of organization's management processes, transparency, relationships among stakeholders, and objectives. These processes must demonstrate the reliability of the organization.

Beneficiaries

Qualitative and quantitative evaluation of those who receive or benefit from the actions 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

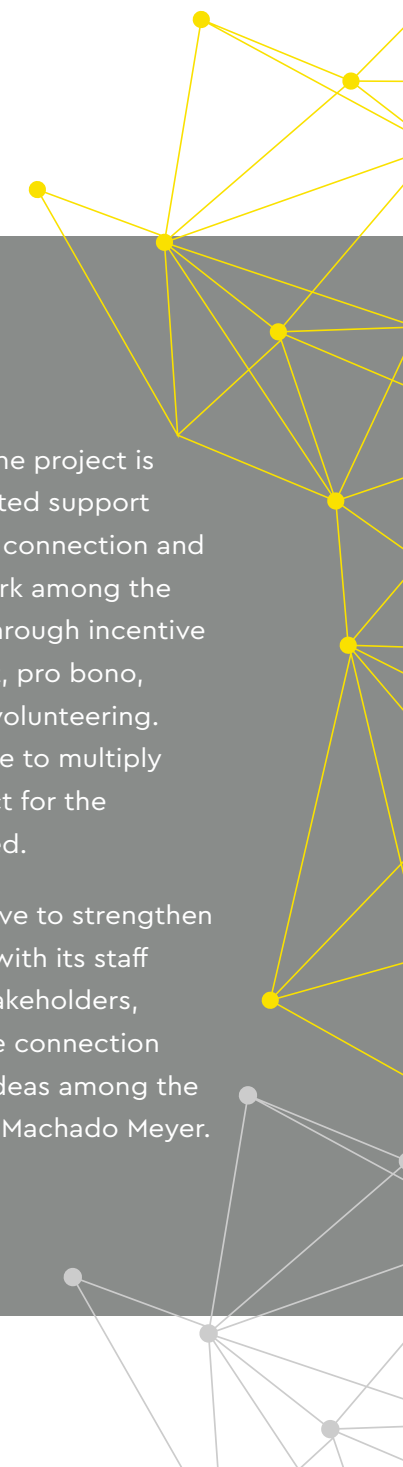
Analysis scope firm's current stakeholders and assessment contribution in terms of content.

Alignment with the core business

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

After being selected, the project is included in the integrated support model, stimulating the connection and relationship in a network among the initiatives supported through incentive laws, social investment, pro bono, donation culture, and volunteering. In this way, it is possible to multiply the benefits and impact for the organizations supported.

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





PROJECTS SUPPORTED IN 2021

Formal Education



Casa José Coltro
Free budget



Colégio Mão Amiga
Incentive Law
Condeca



**Dom Cipriano
Chagas**
Incentive law
Free budget



**Parceiros
da Educação**
Incentive law
Free budget



**Projeto Dona
Odette**
Incentive law
Free budget

Sports



Instituto Incluir
Incentive law
Sports



Instituto Mais Ação
Incentive law
Sports



Instituto Reação
Incentive law
Sports

Early Childhood



**Instituto Brasil
Solidário (IBS)**
Incentive law
Rouanet



Instituto Prof
Incentive law
Condeca



**Congregação
Israelita Paulista
- Lar das Crianças
da CIP**
Incentive law
Condeca

After-school



**Associação
Vaga Lume**
Incentive law
Rouanet



**Clínica
Comunitária Grei**
Incentive law
Condeca

Professionalization



Iniciativa LIFT
Incentive law
Free budget



Projeto Gauss
Incentive law
Free budget

Culture



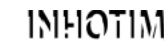
Agência do Bem
Incentive law
Rouanet



**Casa Azul Felipe
Augusto**
Incentive law
Condeca



**Fundação Orquestra
Sinfônica Brasileira (OSB)**
Incentive law
Rouanet



Inhotim
Incentive law
Rouanet



**Museu de Arte
do Rio (MAR)**
Incentive law
Rouanet



**Museu Brasileiro da
Escultura e Ecologia
(MuBE)**
Incentive law
Rouanet



**Santa Marcelina - Escola
de Música do Estado de
São Paulo (Emesp)**
Incentive law
Rouanet



**Sociedade de
Cultura Artística**
Incentive law
Rouanet

Elderly



Hospital de Amor
Incentive law
Senior Citizen



**Instituto de
Pesquisas e Projetos
Empreendedores
(IPPE)**
Incentive law
Senior Citizen

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



Total direct beneficiaries:
24,840



Women benefited directly:
14,254 (57%)



People self-declared black or brown directly benefited
2,213 (15%)

There is school transcript data for:



11,892 people



7,611 women



4,281 men



97%

literate



93%

literate with mastery of mathematical skills

Data analysis by gender – Literacy rate



98% (7,443)

the literacy rate for men or people who identify with the male gender



95% (4,086)

while for men

Analysis of the mastery of basic mathematical skills:



94% (7,202)

women or people who identify with the female gender



90% (3,846)

men or people who identify with the male gender



6,356 people

are at school age and duly enrolled in the regular education system

95% (6,028)

have a school year consistent with their age group

5% (328)

are behind in their school year or are not enrolled in the regular school system

68% (4,329)

are women

31% (2,027)

men

46% (2,933)

residents of rural areas

4% (253)

are people with disabilities

1% (46)

are indigenous

Beneficiaries in education projects through culture



In all, **226,721 people** attended and/or participated in the cultural activities offered by cultural partner organizations.



122 people

were beneficiaries of scholarships offered by cultural partner organizations



57 (47%)

women



65 (53%)

men



519,652 people indirectly benefited

A CIDADE DA GENTE ["THE CITY OF PEOPLE"]

As part of the "People" cycle of the Values Campaign, we prepared an action in partnership with the Organizational Culture area, Editora Olhares, and Vaga Lume Association, an organization that is also supported by the Social Investment and Incentive Laws pillar. The action aimed to make our staff members aware and value those who are part of their lives.

In 2020, Machado Meyer supported Editora Olhares with the production of the book A Cidade da Gente ["The City of People"], which portrays different urban realities in Brazil in a playful format for children. For this version, the city chosen was Cruzeiro do Sul (AC), where one of Vaga Lume's libraries is located.

After the book's production, in July of 2021, we sent a special kit composed of the work and painting materials, and invited the children (up to 12 years old) of our staff members to send a drawing with the theme "A Cidade da Gente" ["The City of People"]. The drawings featured elements of each child's city and depicted Machado Meyer.

The initiative seeks to perpetuate and disseminate the history of Brazilian cities addressed and broaden children's notion of local identities and belonging to the municipality and region where they live, in addition to valuing places that are important to their collective memory.

The artwork produced by the children was auctioned off among the people firm and sent framed to their buyers. With the action, we raised R\$4,275, money which was donated to the Vaga Lume Association, which supports people in vulnerable situations in the Brazilian Legal Amazon region.





EDUCATION CHAT

The project, conceived in 2018, is a partnership between the firm and the Gauss Project. Its main goal is to foster education and networking among third sector organizations involved in educational initiatives.

In periodic debates, the participants talk about concepts and ideas with the aim of contributing to the construction and consolidation of good management and governance practices and the development of financial sustainability in the third sector. In addition, we support third-party projects and develop our own actions that strengthen the performance group of organizations participating in the meetings.

The project also legitimizes our educational guideline, contributing to exchange experiences among organizations whose purpose is to improve education in Brazil. Check out the topics covered in 2021:

May 14 | ESG (Environmental, Social, and Governance) and the Third Sector

The event was attended by Roberta Leonhardt and Fernando Becker Mau, from our Environmental area and Impact Business practice, and by Aline Yukari Tozaki, responsible for the topic at Klabin.

In 2004, the document Who Cares Wins, produced by the UN Global Compact together with the World Bank, challenged the world's 50 leading financial institutions to think about how to integrate social, environmental, and governance factors into capital markets. Thus was born the concept of ESG (Environmental, Social, and Governance) as a set of criteria for evaluating socially responsible investments.

The discussion promoted during the event showed how third sector organizations can contribute to the achievement of good ESG metrics in the private sector, thus benefiting from this scenario.

Aug 6 | Commemorative Edition with Tabata Amaral

In the 10th edition event, we received a special guest: Tabata Amaral, political scientist, federal deputy for São Paulo, and activist for Brazilian education.

The focus was the promotion of education, in addition to the actions of our Corporate Social Responsibility area. On the occasion, the participants had the opportunity to get to know the guest's vision on the current scenario of Brazilian education, proposals, and ongoing projects.



7. Actions related to Covid-19

Culture of giving

SOCIAL INVESTMENT

Reinforcing our culture of giving, in May we held a campaign to collect food baskets. In a scenario where more than 19 million Brazilians are starving because of the covid-19 pandemic, the action aimed to donate 995 basic food baskets per month, for three months.

The management and delivery of the amount were carried out by five organizations that we support: Associação Vaga Lume, Casa José Coltro, Dom Cipriano Chagas, Iniciativa LIFT and Instituto Prof.



ACTIONS IN NUMBERS



230
participating
staff members



R\$ 314,469
in money raised



3,771
basic food
baskets
purchased



More than **5K**
people benefited
in the regions

More than 230 employees donated the amount of their choice and, as a result, we raised R\$314,469. This sum was used to buy 3,771 food baskets between June, July, and August. More than 5 thousand people were benefited in the regions of Cruzeiro do Sul (AC), Soure (PA), Breves (PA), Pacaraima (RR), Rio de Janeiro (RJ), and São Paulo (SP).

Pro Bono

Pro bono work has been a commitment of the firm since our founding. We offer free services to non-profit organizations through our Support Committee, made up of partners, associates, and interns who work on pro bono cases on a voluntary basis.

To support our people in this area, we have a Pro Bono Manual, a pioneering initiative in the legal market, developed entirely by the staff members involved in this work. Besides reaffirming our commitment to the practice and encouraging our people to perform pro bono work, the publication also has detailed guidelines on internal procedures, service standards, among other topics.

PRO BONO IN NUMBERS



192 Open cases



11h and 6min

Pro bono work
hours per lawyer



242
Cases handled



103
Third sector
organizations supported



300
Volunteer professionals
dedicated to pro
bono cases



Total amount
R\$ 4,711,165

MANUAL PRO BONO





PRO BONO WEEK

In 2021, as a new internal initiative, we held a Pro Bono Week. This period not only reinforces the firm's incentive to the practice, but is also a moment to inspire and motivate our team even more. During this special week, we organized events and talks with national and international NGOs that have already benefited from our pro bono work or needed help building bridges with other law firms.

Together, we developed:



Our template: recurring contracts and documents in cases with NGOs, using our legal skills to streamline processes.



Our Top 10 list of the people who participated the most in pro bono actions during the year.



A special commemorative filter on Instagram that we encourage people to use to further spread the pro bono culture.






In addition, we work with moments of connection between our Pro Bono Support Committee and international clearing houses (organizations that bridge the gap between the demands of the third sector and law firms). We had representatives from Brazil, Spain, and the United States in a conversation about the challenges of pro bono at home and abroad.

9. Volunteering

Since 2018, our volunteer program provides our staff members an opportunity to make a difference by contributing to meet the needs of the various communities in which we operate. With initiatives that are always aligned with our corporate social responsibility guidelines, we believe we can promote transformation and the construction of a more just and caring society.

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 Staff Members
Engaged: 80**



52 women



22 men



10 administrative



70 legal



CONTINUOUS ACTIONS

Mentoring – LIFT Initiative

Using mentoring and English teaching as social mobility tools, the firm-supported LIFT Initiative is an ongoing volunteer action.

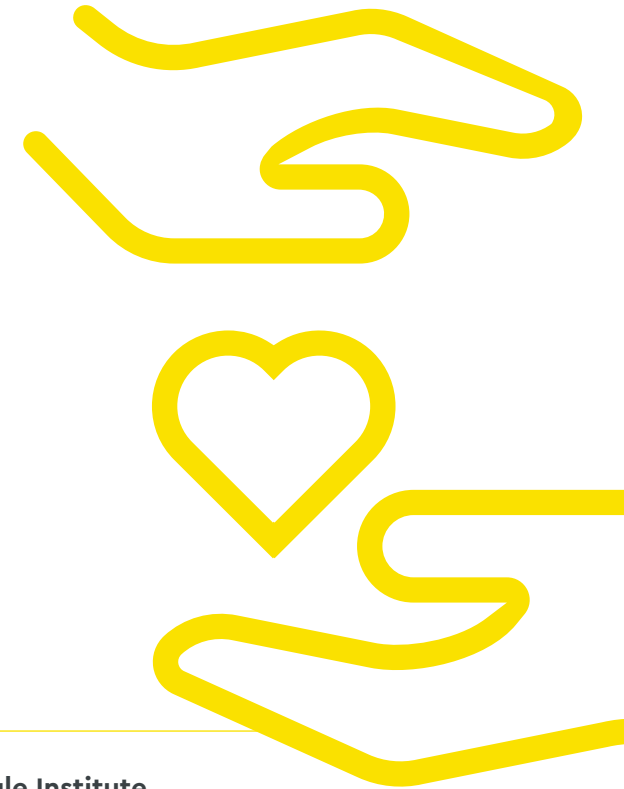
The project offers opportunities for low-income black, cis, and trans college students in their 3rd or 4th semester of undergraduate study in the greater São Paulo area.

In 2021, we had 19 employees working voluntarily in the development of the participants.

José Coltro House and Joule Institute

Through the Casa Mentora program, the José Coltro House selected 30 young people in vulnerable situations in the Capão Redondo region, in São Paulo, to participate in individual mentoring with volunteers from the firm.

The Joule Institute was responsible for the schedule of meetings and for evaluating the program's impact, which, with its social technology, allows young people to be protagonists in their own path of professional development.



AD-HOC ACTIONS

Casa do Povo – Volunteer Action

After a year and a half of volunteer actions in the online modality, we rolled up our sleeves again in person, respecting all the necessary safety guidelines in relation to the pandemic. The first face-to-face action was aligned with the networking model and took place on Aug 11.

The goal of the meeting was to distribute one thousand meals among occupations, collectives, shelters, health professionals, and neighborhoods in the Bom Retiro neighborhood, in São Paulo, at Casa do Povo, a cultural institution that understands art as a critical tool within a social transformation process.

We were joined by chef Paola Carosella, artist Mauro Restiffe, the sewing cooperative Empreendedoras Sin Fronteras ["Entrepreneurs Without Borders"], and farming families in Parelheiros.

REMOTE ACTIONS

Machado Meyer and IPPE

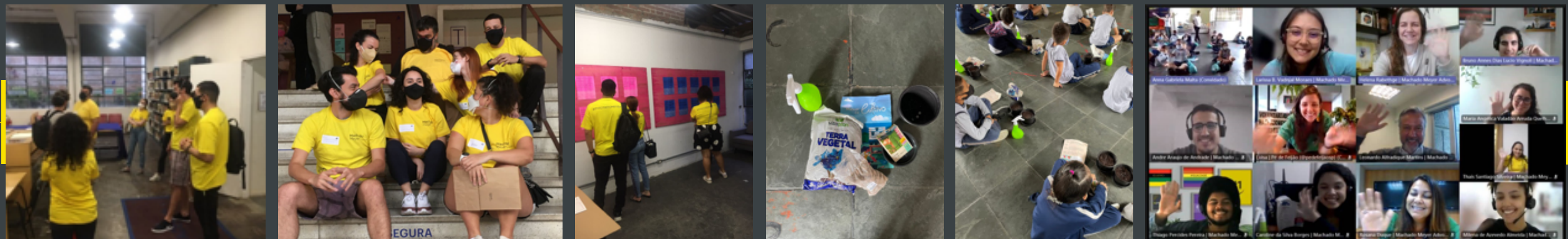
The *Instituto de Pesquisas e Projetos Empreendedores* ("Institute for Entrepreneurial Research and Projects" - IPPE) is an organization that supports and develops entrepreneurial education, with some actions aimed at senior citizens. In October, the organization started the process of creating a book that will tell the life stories of the project's beneficiaries.

In the first part of the book's construction, the volunteers' mission was to accompany and mediate two interviews between the beneficiaries and a journalist. The meeting for each story was held remotely, on an agreed date between the months of October and November. The next steps in building the book will take place in 2022.

Dom Cipriano Chagas – Volunteer Action

The second action took place on Nov 11, with Dom Cipriano Chagas school, maintained by Sociedade Providência and one of the organizations supported by the Social Investment and Incentive Laws area. The entity is responsible for socially investing in the lives of many young people in Rio de Janeiro. For the event, we counted on the expertise of the Pé de Feijão social business, which seeks to transform people's relationship with the environment.

The meeting took place online and broached the topic "Conscious Eating". The school's children were encouraged to think about sustainability and learned how to create their own vegetable garden at home.





Sustainability

Created in 2019, the Green Team is our affinity group focused on reducing negative impacts on the environment. All employees who have an affinity for the subject of Sustainability and the Environment are welcome to participate in the discussion of the topics. Our meetings are held monthly and have the objective of, through discussions, propose actions and practical solutions.

In 2021, we distributed 395 units of our sustainable "Menos 1 Lixo" ["1 Less Piece of Trash"] cup and distributed 155 units of Machado Meyer mugs, since we do not use disposable cups.

Because of the pandemic in 2020 and 2021, we have had a reduction in printing in our offices and we hope to keep these numbers down in 2022 with our resumption of in-person activities.



We had a savings of
5.6 million sulfite sheets
or 560 trees.

**Total packages
(with 500 sheets each)**

Monthly

By floor

São Paulo

2018-2019	12,000 packages 6,000,000 sheets	500,000 sheets	41,600 sheets
2020-2021	↓ 1.000 packages 500,000 sheets	↓ 41,600 sheets	↓ 3,400 sheets

Brasília

2018-2019	30 packages 30,000 sheets	1,250 sheets	-
2020-2021	↓ 20 packages 10,000 sheets	↓ 416 sheets	-

Rio de Janeiro

2018-2019	120 packages 60,000 sheets	2,500 sheets	-
2020-2021	↓ 30 packages 15,000 sheets	↓ 625 sheets	-

Belo Horizonte

2018-2019	140 packages 70,000 sheets	2,916 sheets	-
2020-2021	↓ 67 packages 33,500 sheets	↓ 1,391 sheets	-



ACTIONS IN 2021

Aug 23 | Release of the article

Conscious Consumption: The Consumer Mindset – in our Legal Intelligence portal.

Oct 27 | Conscious Consumption Webinar

Which addressed improvement in sustainable consumption relations in Brazil. Ana Paula Pezzi (legal manager at JBS), Eliane Santos (Natura's Brazil Market Sustainability Manager), and Rodolfo Araújo (iFood's Head of Legal and Tax) debated the topic. Eduardo de Campos, partner of Machado Meyer's environmental practice area, opened the event, which was moderated by the partner Thais Mattalo Cordeiro, expert in strategic matters of consumer relations at the firm.



Diversity and inclusion

We have a culture of valuing our people and respecting diversity. We believe that a diverse and inclusive environment is capable of generating more creative and innovative solutions, as well as stimulating dialogue and collaboration.

Pillars of Diversity and Inclusion

Machado Meyer operates in three dimensions of diversity: gender, racial-ethnic, and LGBTQIA+ equity. Each of these fronts of activity has specific initiatives, consistent with the demands of the affinity group and society.

OUR NUMBERS

Staff members



60% women



40% men

Administrative area



66% women



34% men

Legal area:



58% women



42% men

Upper management



40% women



60% men



Elas Conectam

Launched in 2011 initially as the Women's Program and transformed in 2020 into an affinity group for gender equity, Elas Conectam ["Connecting Women"] represents the firm's women. The objective is creating instruments to develop our female lawyers and administrative staff and promote opportunities to rise to decision-making and leadership positions.

We are signatories to external commitments, such as:



Equity is Priority



**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



181 participants





2021 CALENDAR OF ACTIONS | WOMEN'S MONTH

International Women's Day symbolizes the history of the struggle of millions of women for their rights around the world. The date March 8 was made official by the UN as a tribute to a number of important achievements by women.

During the month, we promoted some actions to reflect on the role of women in society and the daily fight for equal rights. Always thinking about valuing our people, we celebrate with a differentiated program:

March 5 to 29 | We published exclusive content weekly in our Instagram stories

Throughout the month of March, we posted images on our stories that encouraged praising, even indirectly, the important female figures in our lives.

March 10 | Article and Webinar: Taxation and Gender

We addressed an article on the topic of Taxation and Gender and held a webinar with the participation of our guests Núbia Castilhos, National Treasury attorney, co-founder of Grupo Tributos a Elas (TaE) and a specialist in Public Administration from FGV, and Tathiane Piscitelli, professor of Law and Coordinator of the Tax Law Center of the Professional Master's degree program at FGV/SP. The event was moderated by the journalist Flávia Maia. We address the difference in taxation between men and women and how this exacerbates gender inequality.



March 18 | Release of the primer Elas Conectam

The goal was to inspire all of our staff members to incorporate positive attitudes in their day to day lives, seeking beneficial impacts for the firm environment and society as a whole.

March 3 | #1BomPapo special

We had a special edition of #1BomPapo, a series of meetings idealized by our Culture area to get to know a little better and in a relaxed way the challenges of our partners' careers and professional and personal lives. In celebration of women's month, we had the participation of our partners Adriana Pallis, Ana Karina de Souza, Cristiane Romano, and Raquel Novais.

#1AFETO

In 2021, as a response to the direct demand of Elas Conectam ["Connecting Women"], we launched, on Father's Day, #1Afeto, our affinity group whose main goal is to bring to the firm's daily routine topics related to parenting. The idea is to approach the subject from various points of view, trying to maintain a chronological order consistent with the timeline of parenting.

It was an opportunity to remind everyone 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, Corporate Citizen Program, among others.



#1GUALDADE

The #1GUALDADE program, launched in 2017, symbolizes the firm's commitment to supporting diversity and fostering an open, welcoming, and inclusive environment for the LGBTQIA+ public.

Its main objectives are: respect for diversity by creating an environment for our people to express themselves freely, and recognition of the value of our diverse team.

All employees in the firm are invited to participate in the affinity group and can engage in actions and events.

PILLARS OF PERFORMANCE:

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



90 participants

**Machado
Meyer** ADVOCADOS

#1GUALDADE

CALENDAR OF ACTIONS IN 2021

Apr 19

Publication of the article *Difficulties faced by transgender persons in rectifying names in our Legal Intelligence portal*.

May 7

In the external event *The role of companies in the inclusion of transgenders in the labor market*, we address labor issues, employability, and reflections on how we can support this cause.

The lawyer Savio Andrade mediated and collaborated with opinions and answers to questions, the partner Caroline Marchi addressed labor issues regarding the topic and clarified questions about rights, duties, and contractual issues, and the guest Duda Salabert told her story, providing data about the reality of trans people in Brazil.

The action provided an important reflection on how we can be allies to this cause and use our privileges to strengthen the movement.



LGBTQIA+ Pride Month

International LGBTQIA+ Pride Day is celebrated annually on June 28. The main objective is to make people aware of the importance of fighting prejudice against this community in order to build a more equal society, regardless of gender and sexuality.

During the entire month of June, we held a special program in support of the cause.

June 1 | Pronoun and gender change awareness among close friends on Instagram

Communication only to staff members via Instagram stories about pronoun and gender change.

June 10 | Pride Skills Package

In 2021, the company P&G, with support from the LGBTI+ Business and Rights Forum (of which our firm is also a member), launched the #PrideSkill campaign. The action aims to facilitate the search for LGBTQIA+ professionals by encouraging them to include "Pride" as a competency in their LinkedIn profiles.

In this way, recruiters can find these professionals more easily, giving more visibility to community members and thus creating more diverse and inclusive work environments.

We support the initiative by adding in our LinkedIn step-by-step instructions on how to include the competency in the social network profile and by posting the #PrideSkill cover on the Diversity & Inclusion Committee page.

June 24 | Event: A chat about LGBTQIA+ art with the Leslie Lohman Museum

We had an event on LGBTQIA+ art with Eduardo Ayala Fuentes, Director of Fundraising at the Leslie-Lohman Museum of Art, the only museum in the world dedicated to LGBTQIA+ art. The webinar was mediated by the partner Raquel Novais and attorney Vagner Araújo, as well as a brief presentation by Alyssa Nitchun, the museum's executive director.

In addition to providing social and historical context on the subject, Eduardo conducted a guided virtual tour of the museum. The action is part of our special LGBTQIA+ Pride Month program in support cause.

June 28 | Event: LGBTQIA+ Friendly: Destinations with the creators of Viagens Cine

We had a chat on International LGBTQIA+ Pride Day with the creators of @ViagensCine (website and Instagram), Cleber Alcantara and Fabio Pastorello, about experiences and destinations that support this community. The lawyers Caio Fernandes and Miguel Cavalcante Lopes were the moderators and shared their own experiences with photos in different places. The guests talked about places where they could feel welcome and at ease, showed photos and a newly posted video on their networks, and told fun stories about them as a couple.

As a thank you, the participants received a R\$28.00 iFood voucher with a list of LGBTQIA+ Friendly establishments recommended by the #1GUALDADE members.



ID.AFRO

IDENTIDADE AFRO – ID.AFRO is the racial affinity group of our Diversity and Inclusion Committee. The group's purpose is to promote racial and ethnic equity through debate and initiatives to create an inclusive and diverse firm.

Its main objectives are discussion of tools for the recruitment and selection process, promotion of the mentoring program for black people, and internal dissemination of guidance on the subject and the fight against racism.

All employees in the firm are invited to participate in the group and can engage in actions and events.

Through the group, we support:

PILLARS OF ACTION:

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



79 participants



Incluir Direito Initiative



LIFT Initiative



CALENDAR OF ACTIONS IN 2021

June 21

Publication of the article *The path to black leadership in the legal world* in the newspaper O Estado de S. Paulo and in Legal Intelligence, our portal.

Black Awareness Month

We held events throughout the month of November and launched the In.Pulso ID.Afro program, with our Diversity and Inclusion Committee, to act on three fronts:

- Expansion of the hiring of black people
- Conducting training for leadership and for our HR
- Mentoring for our black professionals

See the complete calendar:

Nov 9 | Book Club – Michelle Obama and Black References

Discussion of Michelle Obama's *My Story*, a powerful and inspiring account of the former First Lady of the United States.

Nov 16 | Black women in the labor market: beyond wages and remuneration.

We address gender equity for black women in the labor market. For this debate, we invited Rayhanna Fernandes, lawyer and doctoral student in Law at the Federal University of Minas Gerais (UFMG), to talk about her master's research, which is the basis for the book *O lugar do feminino negro no mercado de trabalho – Para além do salário e da remuneração* ["The place of black women in the labor market – Beyond pay and remuneration."].

Nov 19 | Sarau ID.Afro

We internally organized an action with the objective of giving visibility and protagonism to the art of black and brown people. Sarau ID.Afro had a mix of music, poems, and extracts of works through which it seeks to reinforce the importance of racial equity inside and outside of art.

Nov 25 | Internal event "Race and the Labor Market" with the Center for the Study of Labor Relations and Inequalities (CEERT)

We address race relations in the labor market and discussed questions such as: why are certain jobs predominantly held by black people? Why are there companies where the aesthetics are predominantly European? Is skin color what differentiates one's résumé? The intention is to try to understand what has been done to change this structure and the role of each person in this change.

Yellow Pages: Na Minha Pele ["In My Skin"]

The Machado Meyer Reading Club, organized by the Culture team, dedicated the September meeting to discuss the book *Na Minha Pele* ["In My Skin"], by Lázaro Ramos. In the work, the author invites us to put on another skin, in a story about awareness, respect for difference, and attitude.

ID.Afro 2022 Mentoring Program

The ID.AFRO 2022 Mentoring program is now in its 3rd edition, with the objective of promoting the development of self-declared black and brown people.

Jobs have been opened for:

- Mentors in general
- Self-declared black mentors
- Self-declared black interns

The launch event for mentors and mentees was held together with the SeRH1 consulting firm, which will act as a partner throughout the process.

TEMM VOZ

Transparency and Ethics at Machado Meyer

TEMM Voice – Transparency and Ethics at Machado Meyer – is a 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 ICTS, an independent company specializing in gathering and processing complaints. All information recorded is treated confidentially.



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 2021, the Machado Meyer Academy achieved the following results:



More than 230
synchronous and
asynchronous courses,
webinars, and other
learning actions



More than 430
hours of training offered
with partner institutions



66%
of our people trained



55%
of legal staff trained

CORPORATE SOCIAL RESPONSIBILITY

Helena Rabethge

João Miron

Gabriel Santana

Catharina Rivellino



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