



**Machado**  
Meyer ADVOGADOS

Annual Report

2023

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# Letter from the CEO

In 2023, our team worked together, continuing the firm's legacy and generating positive impacts for society by valuing people and seeking the most innovative solutions for all our clients.

We continue to draw up action plans guided by the Sustainable Development Goals (SDGs) 4, 5, 10, and 16 of the Global Compact, so that we can be an even more humane, responsible, and socially and environmentally aware firm in the face of global challenges.

In addition, we reiterated our commitment to the cause of people with disabilities, bringing in new hires and initiatives that focus on accessibility, to make Machado Meyer a progressively welcoming and diverse environment.

**Tito Andrade**  
*Managing Partner*



## Letter from the social responsibility and Pro Bono committee

The Social Responsibility and Pro Bono Committee strengthened its actions in 2023, based on a commitment to continue contributing to society and supporting initiatives that boost education in various regions of the country.

The consolidation of the Machado Meyer Network was an important part of this process. The integrated support group, which seeks to stimulate connections and relationships between the organizations supported by the firm, held a series of meetings and group activities that resulted in practical application of the knowledge acquired.

In 2023, we had 289 professionals who, in total, dedicated more than 4,000 hours to pro bono work. This resulted in an average of eight hours per person and brought us even closer to the 20-hour target proposed by the Pro Bono Declaration for the Americas.

In addition, in June, we became a Global Compact case study for using the Academy platform, which aims to expand knowledge about the Sustainable Development Goals (SDGs).

We hope that in 2024 we can accumulate even more achievements and continue to act with integrity, transparency, and empathy.

## Letter from the diversity and inclusion committee

In 2023, we reinforced our commitment to valuing diversity and respecting differences. The Diversity and Inclusion Committee dedicated itself especially to consolidating another front of action: the cause of people with disabilities.

By working hard to make our channels and materials accessible and promoting new hires, we have worked daily to build an even more welcoming and pluralistic environment.

The other initiatives (gender equity, parenting, ethnic-racial, and LGBTQIAP+) are constantly evolving. With recurring affinity group meetings and targeted actions, we continue to strengthen the #1MachadoMeyer culture and encourage our teams to face challenges with autonomy, while guaranteeing all the necessary support.

We recognize the value of having a diverse team not only for the firm, but also for society as a whole.



**Adriana Pallis**  
Corporate  
**Eduardo Castro**  
Corporate  
**Fernanda Sá**  
Tax  
**José Prado**  
Corporate  
**Raquel Novais**  
Tax



**Bruno Costa**  
Real estate  
**Cristiane Romano**  
Litigation  
Tax  
**Daniel Szyfman**  
Infrastructure  
**Laura Souza**  
Infrastructure

# Área de Responsabilidade Social Corporativa



**Beatriz Alli**

*Diretora da área de Recursos Humanos*



**Helena Rabethge**

*Gerente de Responsabilidade Social Corporativa*



**Gabriel Quattrer**

*Analista de Responsabilidade Social Corporativa*



**Gabriel Santana**

*Analista de Responsabilidade Social Corporativa*



**Juliana Meneghelli**

*Analista de Responsabilidade Social Corporativa*

# Operating model

In line with our commitment to ethical, honest, and transparent action, Machado Meyer's actions are guided by the values of our culture and by our Code of Conduct, which establishes the attitudes, decisions, and behavior expected of our employees, suppliers, and business partners.



# Global Compact

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

As signatories of the Global Compact Brazil Network since 2020, we have worked with our Internal Committee to align four of these objectives with our strategic planning.



They are:

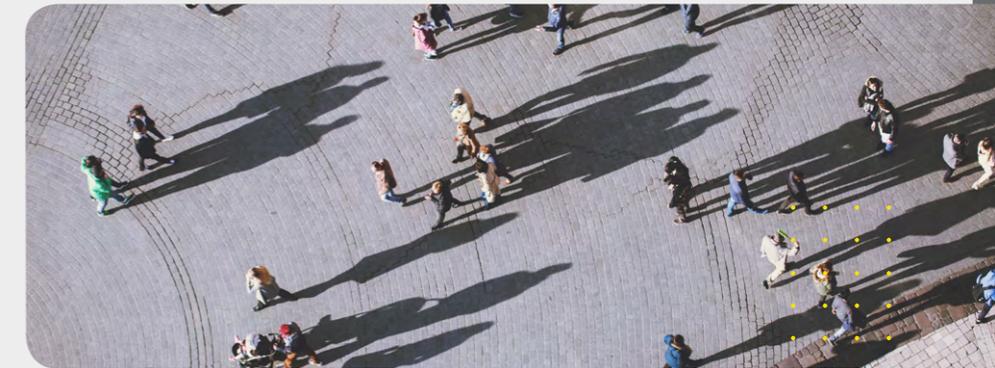
**SDG 4 | Quality education**

**SDG 5 | Gender equality**

**SDG 10 | Reduce inequalities**

**SDG 16 | Peace, justice, and strong institutions**

To incorporate the topic into our employees' daily lives, we have developed internal campaigns, lasting two months for each SDG, with various initiatives. In 2023, we talked about SDGs 10 and 16 and launched a special action to reinforce the campaigns, with the possibility of personalizing the profile photo on our intranet with the filter "#ODSEuPratico" [#IPracticeSDGs].



Our firm also became a case study for the Global Compact in 2023 by using the Academy platform, which aims to expand knowledge about the SDGs. In October, our employees gained access to the Academy's courses, guides, and communities. We developed an engagement campaign that rewarded people who completed the trainings and recommended them using a Global Compact pin on our Learning page on the intranet.

# Corporate Social Responsibility in numbers

## Social investment and incentive laws

-  Total investment **3.9 million**
-  **39** Supported organizations
-  People benefiting directly **379,627** Education, sports, and social assistance
- 924,526** Attended and/or participated in the cultural activities on offer
-  **3,770,442** People benefiting indirectly

## Pro bono

-  **4,099** Pro bono hours dedicated
-  **105** Supported organizations
-  **8.2** Pro bono hours per lawyer
-  **289** Volunteer professionals dedicated to pro bono cases
-  **213** Cases worked
-  Amount invested **R\$ 4,193,686.67**

## Diversity and inclusion

-  **59%** Total percentage of women in the firm
-  **10%** Total percentage of LGBTQIA+ people in the firm
-  **36,4%** Total percentage of women on top leadership
-  **4** Affinity groups
-  **17%** Percentage of black and brown people in the firm
-  **20** Number of affinity group meetings
-  **2,2%** Total percentage of black and brown people in top leadership

## Volunteering

-  **8** Ad-hoc actions
-  **2** Volunteer mentoring actions
-  **157** Total number of volunteers
-  **1089,5** Total voluntary hours

## Sustainability

-  **280** Sustainable #Menos1Lixo cups distributed
-  **352** Machado Meyer mugs distributed

## Awards and Recognitions Received



# Social investment and incentive laws

## INVESTMENT IN 2023

Rouanet law **R\$ 1,790,000.00**

Sports law **R\$ 422,000.00**

Elderly fund **R\$ 422,000.00**

Children and adolescent fund **R\$ 422,000.00**

Free budget **R\$ 835,000.00**

**Total R\$ 3,891,000.00**

## Call for social investment and incentive laws

Our call for proposals selects the organizations that will benefit from Machado Meyer's financial resources, either through social investment or incentive laws. The selection is based on evaluation criteria that take into account how the projects contribute to promoting, democratizing, and developing education in our country.

## 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 the quality of the organization's management processes, transparency, relationships between those involved, and clarity of objectives are fundamental to demonstrating the organization's reliability.

### MACHADO MEYER

#### Relevance of the contribution compared to the budget

Evaluation of the proportion, in a percentage, that the firm's financial contribution represents of the applicant's annual budget.

#### 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).

# Supported projects

## Afterschool



**Casa José Coltro**  
Free Budget



**Clínica Comunitária Grei**  
Child and Adolescent Fund



**Instituto Brasil Solidário – IBS**  
Culture Incentive Law



**Instituto Prof**  
Free Budget



**Lar das Crianças da CIP**  
Child and Adolescent Fund



**Liga Solidária**  
Child and Adolescent Fund



**Vaga Lume**  
Culture Incentive Law



**ASBEPE**  
Free Budget



**Vocaçao**  
Free Budget



**Fundação Dom Cabral**  
Child and Adolescent Fund

## Sports



**Paradesportiva JR.**  
Sports Incentive Law



**Walking Football Brasil**  
Sports Incentive Law



**Empodera**  
Sports Incentive Law



**Ajudô**  
Sports Incentive Law



**Instituto Mais Ação**  
Sports Incentive Law



**Instituto Superar**  
Sports Incentive Law

## Senior Citizenship



**Walking Football Brasil**  
Elderly Fund



**Ação Social Villaregia**  
Elderly Fund

## Culture



**Casa do Povo**  
Culture Incentive Law



**Cultura Artística**  
Culture Incentive Law



**Museu Brasileiro da Escultura e Ecologia**  
Culture Incentive Law



**Museu da Língua Portuguesa**  
Culture Incentive Law



**Museu Judaico**  
Culture Incentive Law



**Santa Marcelina**  
Culture Incentive Law



**Museu de Arte do Rio**  
Culture Incentive Law



**Orquestra Sinfônica Brasileira**  
Culture Incentive Law



**Instituto Inhotim**  
Culture Incentive Law



**Agência do Bem**  
Culture Incentive Law

## Formal education



**AFESU**  
Child and Adolescent Fund



**Camino Education Institute**  
Free Budget



**Casarão Brasil**  
Free Budget



**Colégio Mão Amiga**  
Child and Adolescent Fund



**Instituto Rodrigo Mendes**  
Free Budget



**Dom Cipriano Chagas**  
Free Budget



**Instituto Ser+**  
Free Budget



**Parceiros da Educação**  
Free Budget



**Projeto Gauss**  
Free Budget



**Insper**  
Free Budget



**Arco Instituto**  
Free Budget

# Profile of beneficiaries

Qualitative and quantitative study of people benefiting for the actions of the project to be supported:

**191.296**  
Women benefited (50.4%)

**152.503**  
Self-declared black or brown people benefited (40.2%)

**162.347**  
Children benefited (43%)

**190.264**  
Young people benefited (50%)

**26.373**  
Adult people benefited (6.9%)

**283**  
Elderly people benefited (0.1%)



## EDUCATION AND AGE GROUP

Out of school age  
**7% (26,656 people)**

**83%** Have completed higher education

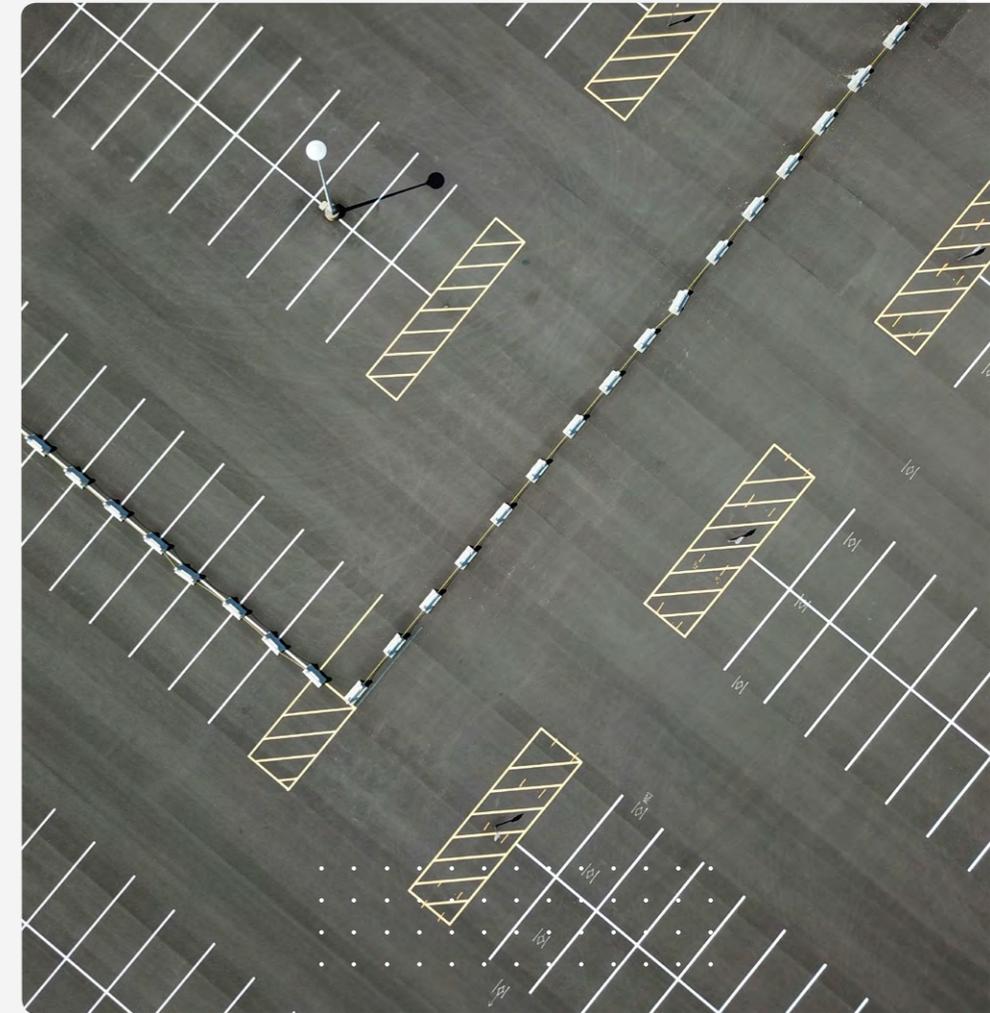
**82%** Are employed

School age  
**93% (352,640 people)**

**80%** School age consistent with the age group

**99.9%** People taught to read

**99.7%** Have functional mathematical skills



After selection, the project is included in our integrated support model, which encourages networking between initiatives on all fronts: initiatives supported through incentive laws, social investment, pro bono, a culture of giving and volunteering.

In addition, there is also an incentive to strengthen the firm's relationship with employees and other stakeholders, thus stimulating the connection of people and ideas between the projects that count on Machado Meyer's support.

### Machado Meyer Network

The Machado Meyer Network consists of an integrated support model that encourages connection and interaction between the organizations supported by the firm. This model aims to:

- multiply the benefits and impact of the actions; and
- Strengthen the relationship between organizations, as well as between the firm, employees, and stakeholders.

Throughout the year, we held three general meetings with the network participants, as well as seven meetings with working groups to develop joint actions. These meetings are based on identifying common and complementary points between the projects.

Eleven collective actions were carried out, such as exchanges between the beneficiaries of the formal education projects, visits by the beneficiaries to cultural institutions, as well as distribution of tickets to exhibitions and concerts by museums and orchestras to the organizations supported.

Together with Machado Meyer's People and Culture area, we also launched an initiative to offer free Human Resources-related services to some of the organizations in the network, specifically guidance on remuneration and the development of career plans in the third sector.

Museu Judaico, Parceiros da Educação, Projeto Gauss, Instituto Solar dos Abacaxis, and Associação Vagalume were the organizations benefited. They took part in three collective workshops and individual meetings on the subject with cooperation from the People and Culture area. The organizations had the opportunity to apply the lessons learned from the project, such as career planning strategies, the creation of a salary scale, the process for moving, among others.

MEETING DETAILS



**MARCH**

**1st meeting of the Machado Meyer Network**

We work to create a space dedicated to the exchange of knowledge, experiences, and best practices.

**JUNE**

**2nd meeting of the Machado Meyer Network**

Presentation of the partial results of the projects built in groups, with the participation of Mariana Chammas, from Greenpeace International, who shared her knowledge of fundraising with the organizations.



**DECEMBER**

**3rd meeting of the Machado Meyer Network**

Year-closing with an overview of the network's activities and a presentation of the results achieved by the organizations in their joint projects. The event was attended by Silvia Naccache, a social entrepreneur and volunteer consultant, who shared lessons on building a volunteer program in the third sector.

**NOVEMBER**

Networking event on "Dialogues between Social Investment and ESG", with the participation of Piatã Kignel and Marília Neustein (Museu Judaico), Fernanda Prado (Vaga Lume), Marina Rodrigues (Aegea Saneamento), Raphael Soré (partner at Machado Meyer), Roberta Danelon Leonhardt (partner at Machado Meyer), and Helena Rabethge (manager of Corporate Social Responsibility and Institute at Machado Meyer).



# Run for a Cause



RESULT CAUSE REGION AWARD

<b>1<sup>st</sup> place</b>	Education	São Paulo	<b>R\$ 11,300</b> Instituto VIS Foundation, Colégio Mão Amiga
<b>2<sup>nd</sup> place</b>	Racial	São Paulo	<b>R\$ 5,300</b> Instituto Nawá
<b>3<sup>rd</sup> place</b>	Education	Belo Horizonte	<b>R\$ 3,200</b> Instituto Brasil Solidário

Between August and October, we held another edition of #CorraPor1Causa. In a relaxed atmosphere that promoted health and integration, employees were able to choose a cause to support and receive donations.

In all, we donated R\$ 23.200, with R\$ 19,800 going to the winning causes and R\$ 3,400 to the causes chosen by the other teams, divided by region:

CAUSE	INSTITUTION	REGION	AWARD
Education	Colégio Mão Amiga	São Paulo	R\$ 11,300
Racial	Instituto Nawá	São Paulo	R\$ 5,300
Education	Instituto Brasil Solidário	Belo Horizonte	R\$ 3,200
Health	Walking Football	São Paulo	R\$ 800
PcD	Instituto Serendipidade	São Paulo	R\$ 700
LGBTQIA+	Casarão Brasil	São Paulo	R\$ 500
Environment	Ecotece	São Paulo/Brasília	R\$ 300
Racial	Incluir Direito	Rio de Janeiro	R\$ 300
Culture	Casa do Povo	São Paulo	R\$ 200
Gender	AFESU	São Paulo	R\$ 200
LGBTQIA+	Cellos	Belo Horizonte	R\$ 100
Racial	Programadores do Amanhã	Belo Horizonte	R\$ 100
Health	Casinha	Rio de Janeiro	R\$ 100
Health	Instituto Superar	Brasília	R\$ 100

# Pro Bono

The commitment to pro bono work has been part of the firm's culture since it was founded. Through our Support Committee (made up of Machado Meyer volunteer partners, associates, and interns), we offer free services to non-profit organizations.

We also have a Pro Bono Manual, a pioneering initiative in the legal market developed entirely by employees. In addition to reaffirming our commitment to pro bono practice, the publication offers detailed guidance on internal procedures, service standards, and other essential topics to encourage our team to engage in this type of work.

## Pro bono in numbers

**4.099** Pro bono hours dedicated

**8,2** Pro bono hours per lawyer

**213** cases worked

**105** supported organizations 105

**289** volunteer professionals dedicated to pro bono cases

**R\$ 4.193.686,67** Amount invested

## Pro Bono Support Committee

**212** members

Grupo de pessoas advogadas que atuam em casos pro bono no Machado Meyer.

### FEBRUARY

Regular meeting of the Support Committee to present the 2022 results.

### APRIL

Regular meeting with ID.Afro, the Support Committee, and the Green Team on Environmental racism, with Waleska Miguel Batista and LabJaca.

### AUGUST

#### Pro Bono Week 2023

#### Pro Bono Fair

Seven supported organizations gathered at the event, accompanied by the teams that worked on their cases.



### Name and Civil Registry Rectification Barn Raising

Action with trans people and transvestites, in partnership with Casarão Brasil, a support and shelter organization for LGBTQIA+ people in situations of social vulnerability.



### OCTOBER

Support Committee meeting with the participation of Sea Shepherd, one of our pro bono clients, who works with marine conservation, protecting the ocean from illegal exploitation and environmental destruction.

# Volunteering

Our volunteer program, which has been running for more than five years, aims to offer the firm's employees opportunities to contribute to the various communities in which we operate. The actions are divided into three types: (1) continuous, carried out over the long term; (2) ad hoc, carried out at specific times; and (3) remotely, carried out in a virtual environment.

All the program's initiatives are based on the guidelines of corporate social responsibility, with the aim of promoting transformation and building a fairer and more supportive society.

## Get to know the profile of Machado Meyer's volunteers

Total number of people engaged: **157**

Men: **29%**

Women: **71%**

Administrative: **77%**

Legal: **23%**



## VOLUNTEERING ACTIVITIES

### Vocation Mentoring

A partnership with APAR (Associação Patrulha Jovem do Rio) and the organization Ação Comunitária do Brasil Vocação. The program benefits young people with individualized mentoring by Machado Meyer professionals.

### Casa Mentora

A three-month professional mentoring program with weekly meetings between mentors and mentees.



## AÇÕES PONTUAIS

### Lar das Crianças Social Bazaar

We participated in the event to sell donated clothes. All the proceeds went to the institution's social programs.



### Sustainability in Fashion Bazaar

The second edition of the event, organized by the Green Team affinity group. The items in the bazaar come from employee donations. All proceeds go to environmental causes.

### Vaga Lume Volunteering – Book Fair

In June, we had the opportunity to present and promote Vaga Lume at the 2023 Book Fair.

### Festa Julina – Liga Solidária

In July, we took part in the Liga Solidária Festa Julina. Machado Meyer employees volunteered at the event, supporting the celebration in the stalls, at the cash desk, and in other activities.



### Festa Julina – Dom Cipriano Chagas

Also in July, employees volunteered at the Festa Julina at the Dom Cipriano Chagas School. They were in charge of the fishing stall, contributing to a day of fun for children and their families.

### Vaga Lume Volunteering – 2nd Face-to-Face Meeting of Adolescents from the Network Program

In September, we helped Vaga Lume at the event. Throughout the year, young participants in the Network Program exchange experiences and discuss issues related to the preservation of forests, culture, and everyday life in their towns and communities. Employees acted as volunteers, supporting the organizing team in carrying out the activities.



### Volunteering with Reddogs

We carried out a special action in partnership with the Reddogs Institute in São Paulo, at Roda Rico. The organization prepares service dogs and other animals for assisted interventions with children with autism spectrum disorder (ASD). While volunteering, firm staff had the opportunity to learn more about the subject while interacting with dogs in training, including on a Ferris wheel. The interaction with the volunteers served as a stage in the animals' preparation for training to accompany people with ASD in the future.

### Volunteering with Casa Tuca

Volunteers took part in a day of support for the community around the organization, in the Vergel neighborhood. They helped to register people interested in the services offered by Casa Tuca, such as conversation circles with a psychologist, physical education classes, and dental care, as well as referrals for first and second copies of identity documents.



# Sustainability



Since 2019, our Green Team affinity group has been working on actions aimed at reducing negative impacts on the environment. At its monthly meetings, the group debates and proposes practical solutions for sustainability, the environment, and innovation.

## Sustainability in Fashion Bazaar

The aim of the event is to motivate our staff to buy clothes sustainably, choosing to consume items that are already in circulation rather than buying new ones. The proceeds were donated in full to the Ecotece Institute, which is dedicated to promoting a culture of sustainability in fashion and conscious dressing. The organization's mission is to change the logic of production and consumption so that fashion can become more ethical, clean, and inclusive.



**24** volunteers

**R\$25,075.00** raised

**750** items of clothing collected



## Greenhouse gas emissions

We measured our greenhouse gas (GHG) emissions for the first time in 2023 in a joint effort between the Corporate Social Responsibility area and the Business teams. The aim was to understand where we stand in terms of our carbon footprint and to propose precise reduction targets for our GHG emissions. The data will help us prioritize the most efficient sustainable projects for the company and reaffirm our public commitment to leading a sustainable operation.

# Diversity and inclusion

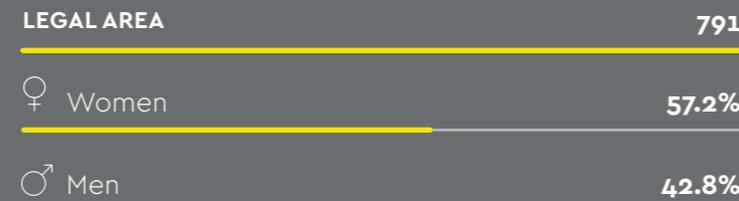
Valuing our people with respect for diversity is part of the #1MachadoMeyer culture. We believe that a diverse and inclusive environment is capable of generating more creative and innovative solutions, stimulating dialog and collaboration.

## 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 presents specific initiatives, consistent with the demands of the affinity group and society.



### Our numbers



# Elas Conectam



The affinity group Elas Conectam (Connecting Women), launched in 2011 as the Women's Program, focuses on providing tools that support our female employees in their development, promoting opportunities to rise to decision-making and leadership positions.

## Women's Mentoring

We held the 12th edition of the Women's Mentoring Program, which aims to boost the development of women's talents and contribute to gender equity within the firm. The 30 mentored participants, from the legal and administrative areas, who are women at full or senior level, had individual sessions with the mentors of the initiative for a year, as well as the support of the People and Culture team, with online meetings and special lectures led by Ruth Manus and Marina Dutra.



## MARCH

### Role of women in the film industry, with Anna Muylaert

Networking event to encourage reflection on the evolution of female representation in predominantly male scenarios. We invited Anna Muylaert, director, producer, and screenwriter of successful films such as "Que horas ela volta?", to discuss topics such as the role of women in national

film production, the international Me Too movement, the figure of women in the world of cinema, and the presence of women at the Oscars, mediated by Daniella Zagari, partner in the Tax practice.

## APRIL

A talk on eating and image disorders and their relationship with gender issues, with the participation of Rafaela Baraçal, a health analyst, and Ester Inez, a civil litigation lawyer.



## MAY

### Cocktail evening with Serenas

A conversation with Amanda Sadalla, who leads the Serenas Association in the fight against domestic and sexual violence against children and adolescents.

The organization is committed to defending the rights of girls and women, implementing humane solutions to ensure sexual and reproductive rights, as well as preventing and confronting domestic violence, abuse, and sexual exploitation in Brazil.



## OCTOBER

### Lobby do Batom

Screening of the documentary Lobby do Batom ["Lipstick Lobby"], directed by Gabriela Gasta. The presentation was followed by a discussion with Jaqueline Pitanguy and Anna Rattes, protagonists of the supra-partisan political movement for women's rights in Brazil.

# #1Afeto



#1AFETO

#1AFETO is an affinity group dedicated to bringing parenting issues into everyday office life. More than just a place to debate the issue from different points of view, the group also acts as an excellent channel for welcoming people and sharing experiences.

The group also talks about the support programs offered by the firm to families, such as extended leave, a breastfeeding room, and flexible working hours, as well as the specific benefits offered by our health insurance company, such as Mommy Care, Amparo Saúde – Primary Care, Family Care, and the Citizen Company Program.

## APRIL

Meeting to commemorate World Autism Awareness Day and in partnership with our people with disabilities action front. On this occasion, we shared testimonies about the inclusion of people with disabilities.

## MAY

Meeting on the care economy, which deals with the invisible work done predominantly by women in caring for the home and people. The session was led by Juliana Meneghelli, lawyer and Corporate Social Responsibility analyst.

## AUGUST

Meeting on the topic of "Father present and the various paternities", facilitated by the Maternity in Business consultancy and Ismael dos Anjos. The meeting addressed the benefits that the active presence of fathers brings to relationships and family health, as well as discussing how this contributes to promoting gender equality..

## SEPTEMBER

A round table meeting to discuss the process of returning to work after maternity leave.

## NOVEMBER

We invited the founders of the Downlândia Institute to introduce our employees to the activities of the organization, which is dedicated to offering quality support and information to families of people with trisomy 21 (Down Syndrome). The conversation was mediated by Gabriela Paredes, a criminal lawyer.

# #1GUALDADE



#1GUALDADE symbolizes the firm's commitment to supporting diversity and fostering an open and inclusive environment for the LGBTQIA+ public, promoting a work environment with respect for diversity where all people can express themselves freely.

## APRIL

We invited Rogério de Oliveira, president of Casarão Brasil, to explain the activities of the organization, which is dedicated to promoting innovations in political and social initiatives for the citizenship of LGBTQIA+ people. In addition to benefiting from the firm's pro bono services, Casarão Brasil is also part of the Machado Meyer Network.



## JUNE

### LGBTQIA+ Parenting

To celebrate LGBTQIA+ pride month, we held a meeting of the affinity group in the form of a round table discussion on the subject of LGBTQIA+ parenting.

We invited Marcia Rocha, mother, businesswoman, founder of TransEmpregos and the first transgender lawyer to receive her Brazilian Bar Association card under her social name. Fernando Xavier, Infrastructure partner, and Ariana Anfe, Civil Litigation lawyer, led the conversation, addressing issues such as the adoption process and the different family configurations in the community.

## SEPTEMBER

Meeting on "Mental health and the issues facing the LGBTQIA+ community", with consultant and speaker Graziella Sanchez, of PathMind.

## OCTOBER

We invited Thiago Amparo, a professor at Fundação Getúlio Vargas with a master's and doctorate in Human Rights from Central European University, to discuss Bill 5,167/09. Amparo analyzed the recent decisions of the Federal Supreme Court (STF) on LGBTQIA+ civil marriage and assessed the constitutionality of the bill under discussion in the House.

## NOVEMBER

Meeting on the Potência Transprogram, a training and support program for transsexual people, which has the support of several companies, including our firm.

# ID.Afro



IDENTIDADE AFRO – ID.AFRO is our affinity group dedicated to promoting ethnic-racial equity through debate and the adoption of initiatives to build an inclusive and diverse work environment. In addition to discussing the fight against racism, the group also deals with equal recruitment and selection practices and the mentoring program for black people.



## ID.Afro Mentoring

The ID.Afro Mentoring Program is dedicated to the career development and retention of young black talent at the firm. The project, which is in its second edition, aims to guide and train participants, allowing them to improve their skills and strengthen essential competencies for personal and professional growth.

Lasting 9 months, the mentoring is focused on students who declare themselves to be black or brown, who come from the Incluir Direito program or from Machado Meyer's traditional selection processes.

In this edition, 12 trainees had moments of constant exchange in monthly meetings with their mentors, as well as close monitoring by the People and Culture area, totaling more than 170 hours dedicated to the program. Among the topics covered were punctuality and commitment, networking and LinkedIn, systemic vision and assertive communication, reconciling personal and professional life and continuous learning.

## MARCH

### Wine evening with Renato Neves

We held a wine pairing session led by Renato Neves, elected the best sommelier in Brazil in 2021. Renato, a black man born in the Manguinhos community in Rio de Janeiro, presented the main styles of wine and gave tips on pairing them with unpretentious and easy-to-prepare dishes. He also emphasized the importance of wine in interpersonal relationships, promoting friendships and networking opportunities.



## MAY

### Legal Alliance for Racial Equity | May 13: the date of an unfinished abolition

Conversation roundtable in partnership with Demarest Advogados on May 13th as the date of the unfinished abolition of enslaved black people. The event was led by Eunice Prudente, Municipal Secretary of Justice of São Paulo and member of the Human Rights Commission of the University of São Paulo. The conversation was moderated by Bruno Costa, Real Estate partner, and Robson de Oliveira, Real Estate and ESG lawyer at Demarest, who encouraged reflection on how this historic milestone was reflected in the consolidation of structural racism.

**AUGUST**

Meeting on racial profiling, led by Silvia Souza, lawyer, lecturer, and consultant on diversity and inclusion and chairwoman of the National Human Rights Commission of the Federal Council of the Brazilian Bar Association. On this occasion, we discussed how the racial theories of the 18th and 19th centuries led to the construction of the image of black people as criminals in the Brazilian imagination. We move on to the current context, to discuss the case being debated in the Supreme Court about racial profiling in police approaches and personal searches without a warrant.

**SEPTEMBER**

Meeting on "Structural racism in the acquisition of real estate", with Anna Lyvia Ribeiro, who holds a master's degree in Law, specializes in Real Estate Notary and Registry Law, is president of the Special Real Estate Law Commission of the Brazilian Bar Association, and is also the author of the book Structural racism and the acquisition of property.

**OCTOBER**

A meeting with Beatriz Soares, a lawyer in Heineken's tax department, and Claudia Trindade, a National Treasury attorney and special advisor on Diversity and Inclusion at the Federal Attorney General's Office, to talk about their professional careers and challenges as black women.



**NOVEMBER**

In the month of Black Awareness, we held a meeting of our affinity groups Connecting Women and ID.Afro, to welcome two black women in prominent positions: Semayat Oliveira, journalist, writer and co-founder of the website "Nós Mulheres da Periferia", and Maria Cecília Plácido, legal director of DHL Supply Chain.

Janaína Castro, a tax lawyer and member of the firm's Diversity and Inclusion Committee, and Emanuelle Cruz, a specialist in the People and Culture area, led the conversation with the guests.

# People with disabilities

Pessoas com  
Deficiência

In a scenario in which there are approximately 12 million people with disabilities in Brazil today, and fewer than 500,000 are in the formal labor market, Machado Meyer has implemented a series of measures to make our environment more inclusive, so that we can welcome and integrate people with disabilities into our team.



The firm also relies on strategic partnerships, such as consultancies and third sector organizations, with specialties in recruitment and selection processes, holding technical workshops and updates on other topics that are part of this pillar to ensure that we are continuously updated in relation to the demands aligned with our objectives.

## Dissemination of the guide for people with disabilities

We widely disseminated our Guide for People with Disabilities, with the aim of increasing our people's knowledge of the subject and supporting us in building a more inclusive office.

## Special happy hour | Launch of the can seal campaign

The first institutional happy hour of the year prioritized offering drinks in cans, as we launched a campaign to collect aluminum seals, which will be donated in the form of wheelchairs for people with disabilities who benefit from organizations supported by the firm.

## Four-monthly training sessions on people with disabilities

We held four-monthly training sessions for the People and Culture team and team leaders, focusing on the inclusion of people with disabilities in the workplace. These talks were attended by Marinalva Cruz, director of Government Relations and Employability at Turma do Jiló, who shared

valuable data and practical behaviors that reinforce the importance of including people with disabilities in the job market. The presentation provided a comprehensive overview of the benefits and challenges of including people with disabilities, highlighting the importance of promoting an inclusive and diverse work environment. Her contribution was extremely relevant in providing new perspectives and strategies for promoting inclusion and equal opportunities in the corporate environment.



# 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 management. All information recorded is treated confidentially and all related actions are monitored by our Ethics Committee.

## DATA REPORT JAN-DEC 2023

### NUMBER OF REPORTS

**34**  
Monthly average: **2 to 3**

From 14 reports in 2022 to 34 reports in 2023. 143% increase

### STATUS OF REPORTS

Complete: **71%**  
Under analysis: **29%**

### COMPLETION OF REPORTS

Well-founded: **46%**  
Partially well-founded: **21%**  
Shelved due to lack of information: **13%**  
Unfounded: **0%**  
Not conclusive: **12%**  
Outside the scope of the channel: **8%**

### AVERAGE TIME TAKEN TO PROCESS REPORTS

**34** business days

From 26 business days in the 1st semester to 34 business days in the 2nd. 31% increase

### ORIGIN OF REPORTS

Website: **94%**  
Telephone: **3%**  
Ethics Committee: **3%**  
Anonymous: **70%**  
Identified: **30%**

### REPORTS BY SUBJECT

Interpersonal Relations: **87%**  
Legal: **12%**  
Health, Safety, and Environment: **0%**  
Other: **1%**



# 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 undergo revisions to keep us always up to date and innovative.

IN 2023, THE MACHADO MEYER ACADEMY ACHIEVED THE FOLLOWING RESULTS:



**95%**

**Satisfaction level of our personnel** regarding the Machado Meyer learning initiatives (classes, training, course, and content recommendations offered via digital platforms)



**37 Live events**, totaling 270 hours



**+ 4,300 on-demand hours**

**certificates issued** by our digital partners



**75% of our personnel trained**



**85% of the legal staff trained**





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