



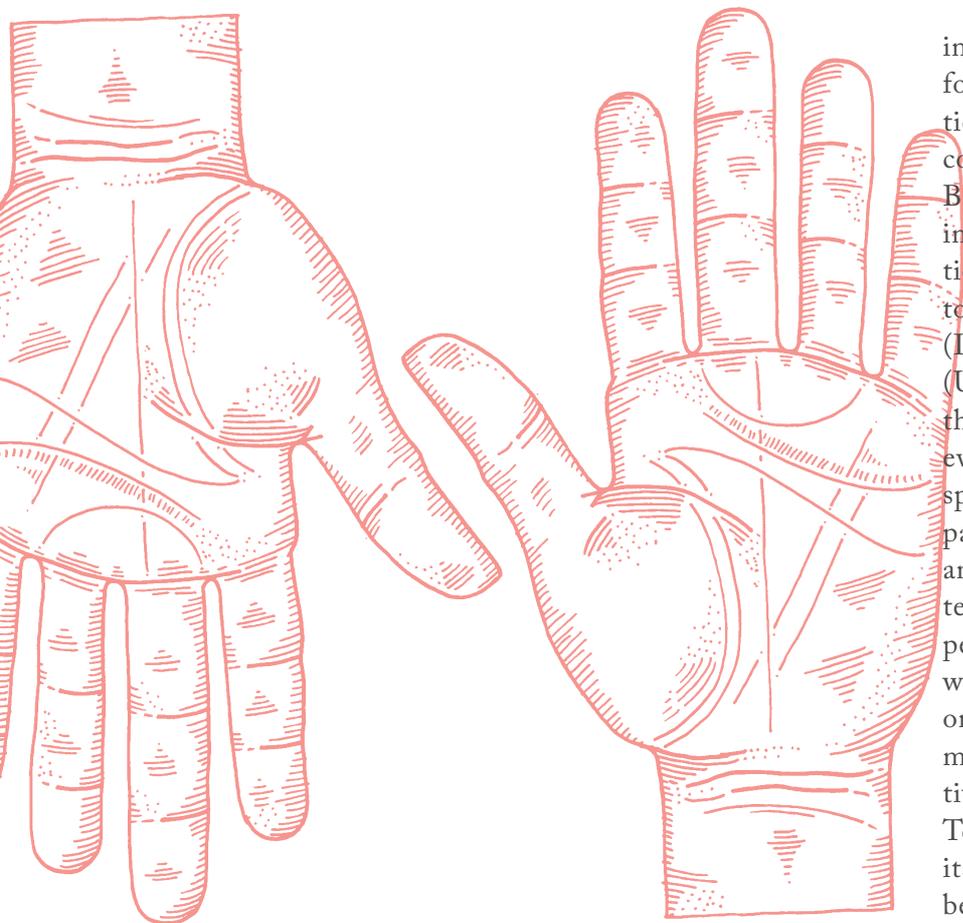
**Tozzini  
Freire.**

ADVOGADOS

**2021** | **TFINCLUSÃO**  
**ANNUAL REPORT**

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## **STATEMENT BY THE EXECUTIVE BOARD**

The year 2021 began with optimism bringing the much desired vaccine against COVID-19 and the world expected that the immunization also would mark the end of the pandemic. Despite the majority of the population being in favor of the vaccination process, the solution did not come so easily. We went through another pandemic year, which further aggravated economic, social and environmental issues. In times like these, it is necessary to strength the voice of voiceless people, and that is why we have stood for sustainability, diversity, inclusion, democracy and Human Rights in all our communication channels. We have signed, along with the LGBTI+ Business and Rights Forum, a public statement against Bill No. 504/2020, whose original wording “bans the advertising, through any communication vehicles and media, of material that makes reference to sexual preferences and movements towards sexual diversity related to children

in the São Paulo State” and we have drafted an opinion for the NGO Casa Chama concerning its unconstitutionality. Due to the filing of the Direct Action of Unconstitutionality by Omission (ADO) No. 69 before the Brazilian Federal Supreme Court (STF), we expressed in favor of the adoption of affirmative actions for selection processes as a modality of anti-racism, according to the Inter-American Commission on Human Rights (IACHR). We joined the movement Unidos pela Vacina (United for the Vaccine). In order to tackle the effects of the crisis caused by the pandemic, our initiatives became even more necessary. We defined pro bono and social responsibility strategies, and we provided legal services to partner entities, strengthening our relationship with them and seeking to preserve these works. Our care for our internal public was no different – even remotely, we held periodic live streaming events to inform about each step we had to take because of the pandemic, and we worked on content and guidelines on physical, psychological and mental health and well-being at home. Many virtual activities were developed also thinking about their families. TozziniFreire celebrated its 45th anniversary by renewing its brand and reaffirming its positioning in what the firm believes in. With this celebration, we launched TFOpen, a set of initiatives for 2022, which aim to translate our values in our way of working and dressing. In 2021 we had the opportunity to reap the fruits of the work sowed in previous years. Our Business & Human Rights practice area has grown and consolidated, and we have become the first law firm in Brazil to have an area exclusively dedicated to advising companies on this issue. The increasingly effects of climate change show us that planning a sustainable future is mandatory, particularly in Brazil, the Earth’s lungs. Recovering the Brazilian economy is urgent and the green economy is the future. Part of the outcomes also refers to the environmental issue; this year we obtained the Carbon-Neutral badge as we offset the CO<sub>2</sub>eq emissions emitted in 2019 and 2020, through the trading of carbon credits, which will be reversed in a project to preserve the Amazon Forest. Proudly, we received some important awards and recognitions in reason of our work in diversity, such as the CEBDS Female Leadership Award, the Municipal Badge of Human Rights and Diversity, and the recognition as the Best Law Firm in Inclusion and Diversity, granted by Leaders League. We wrapped up the year with pride in our work and with the certainty that we are contributing to making a difference, with coherence and consistency in all aspects of our work – inside and outside the firm. On the following pages you will find more details about the work developed throughout the year. Enjoy!

# MISSION, VISION, VALUES

## Our Mission

To provide, with integrity and innovation, the best legal solutions to our clients and contribute to the improvement of Brazilian society with diversity, inclusion and social responsibility.

## Our Vision

We strive to be the first choice for clients and legal talents, as well as to stand out on the elite of Brazilian law firms.

## Our Values

Entrepreneurship and value creation for our clients

Absolute quality

Integrity and transparency

Creativity and innovation

Meritocracy

Cooperation and respect

Diversity and inclusion

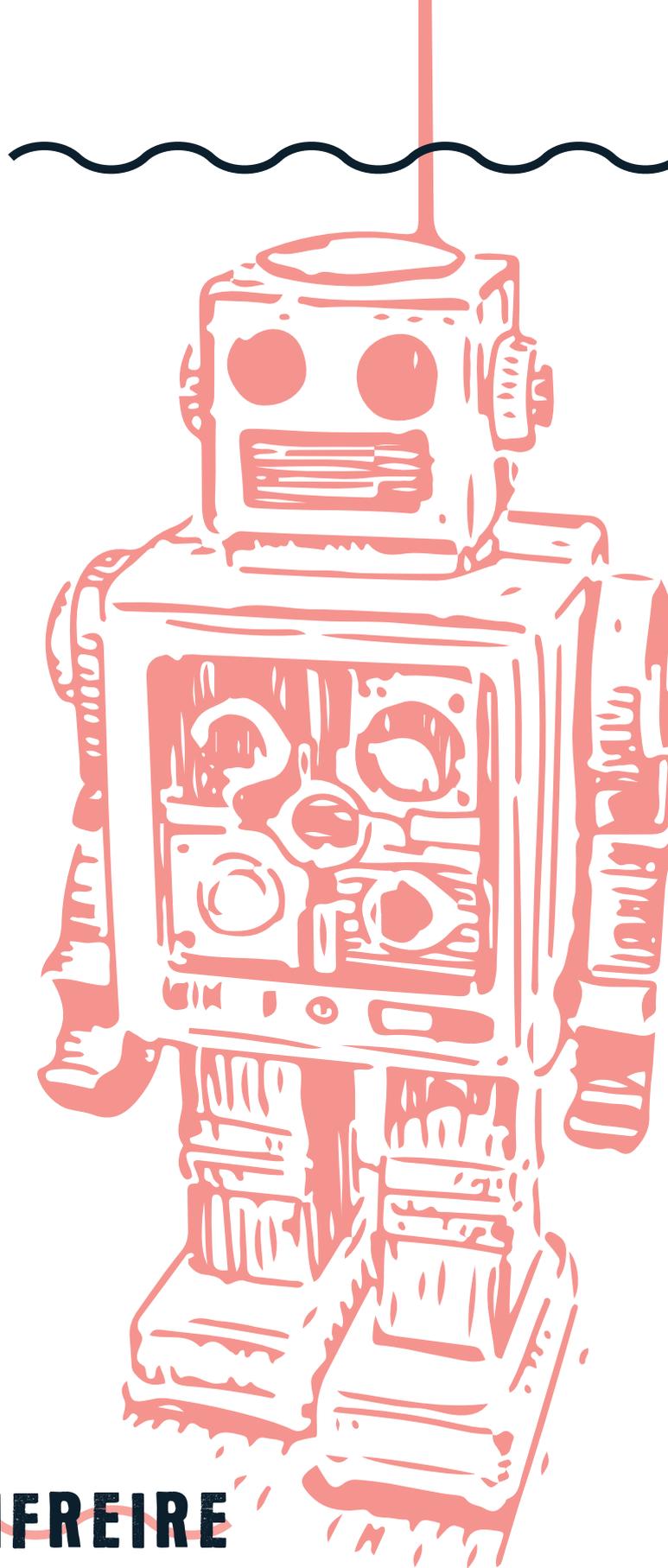
Discipline and accountability

# 45 YEARS OF TOZZINIFREIRE

To celebrate its 45<sup>th</sup> anniversary, TozziniFreire launched a new visual identity. It was designed to reflect the values that are part of our daily routine, such as agility, creativity, collaborative culture, integrity, respect for diversity and client focus.

During this time, the world has undergone major changes, visible not only in the use of new technologies but also in new ways of relating and behaving in society. As protagonists in many of these changes, we have strengthened our pioneering, ethical and humanist approach in the business world and corporate law.

Thus, we have realized that it was time to refresh our brand to better communicate our positioning in the market and society.



## Refreshed brand

Our new logo was designed aiming to express our core values. The use of capitals points out the idea of reliability and pioneering spirit, which are the essence of our culture. The variation in the shape of the doubled “z” reflects, at the same time, our diversity, unity and collaboration, always present in our daily routine.

The letters, which were exclusively designed, also have meaning. The “o” and “e” were slightly slanted, referring to our creativity and innovation, fundamental characteristics of our performance. And the dot at the end reaffirms our personality, strength and expertise.

We also gained new colors, our new four-color palette now comprises: dark blue, teal, light blue and, in contrast, the salmon color.



## Brand manifesto

We are TozziniFreire.

We believe that merging different points of view is what distinguishes us in developing of innovative legal solutions.

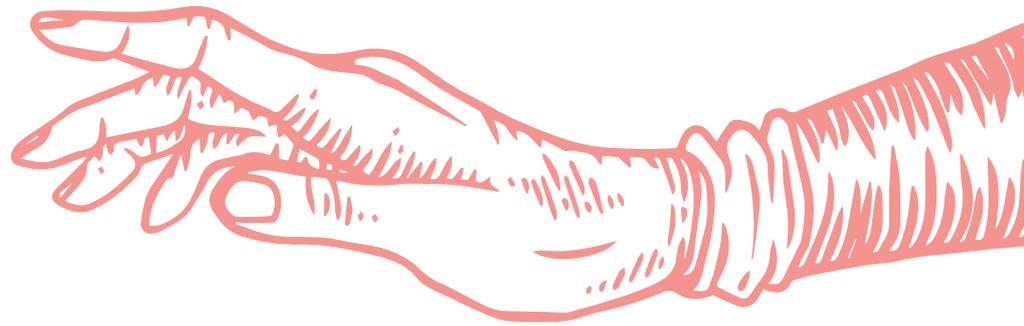
Our collaborative culture, with integrity, social responsibility, and respect for diversity, makes us more than a law firm.

We are a strategic partner for our clients, delivering legal and business solutions with innovation, agility and creativity.

We believe in combining in-depth technical know-how with a strategic and multidisciplinary approach. This is the way we transform legal matters into competitive advantage for our clients' businesses.

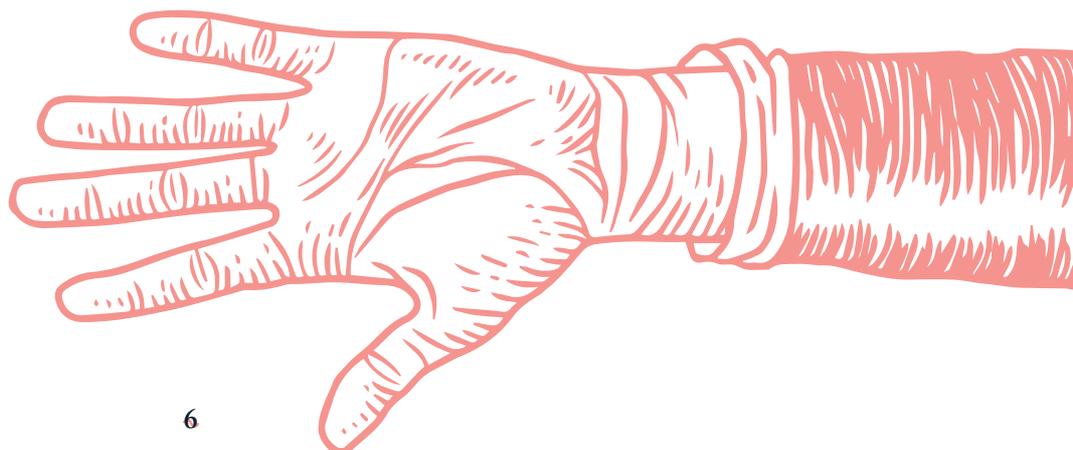
Always looking ahead, we are trailblazers, innovating processes and technologies, boosting talents and inspiring future professionals.

This is how we do things differently and actively contribute to the improvement of Brazilian society with coherence and consistency.



# Tozzini Freire.

ADVOGADOS





## WHAT IS TFINCLUSÃO

TozziniFreire's inclusion program is the result of a story that began at the very foundation of the firm, in 1976. We were pioneers in the implementation of internal policies for gender equality and, very early on, we promoted actions to help build citizens' awareness of their role in society. These initiatives have multiplied and our social performance has consolidated in increasingly broad initiatives. It is in this context that TFINclusão was born, a program that consolidates all TozziniFreire's social initiatives developed over the years. Our program comprises three pillars: **TFDiversidade**, which involves affirmative action and respect for physical, ethnic, racial, sexual, gender, origin and other pluralities; **TFPro Bono**, which makes our legal expertise available to public interest organizations; and **TFSocial**, which encourages the engagement in initiatives focused on adding value to other members of the communities assisted by us. Through our practices, we work on five priority themes: LGBTI+, refugees, gender, race and people with disabilities.



## **TFInclusão Governance**

To ensure its transparency and independence, the program has its own governance, structured as follows:

**TFInclusão Committee:** Made up of twelve partners and the Human Development Director.

**Responsibility:** to take strategic decisions and the validation of the program's macro planning and its pillars.

**TFInclusão WG:** The Working Group comprises employees from our Human Development (focused on Diversity & Inclusion), Communications, Social Responsibility and Pro Bono areas.

**Responsibility:** to define, execute and implement the planning, the management of communication channels and initiatives for TFInclusão and its pillars. The members of this group are in charge of exchanging information between the Committee, Ambassadors, Thematic Leaders and Thematic Representatives, ensuring the capillarity of the TFInclusão Program in all areas, branch offices and hierarchical levels.

**TFInclusão Ambassadors:** Group comprises 24 employees, from all units of the firm, who act as catalysts for TFInclusão.

**Responsibility:** to map out opportunities, collect and share successful stories, strengthen communication and engage more people to participate in the program.

**Thematic Leaders:** partners who acts as a leader on a particular topic.

**Thematic Representatives:** employee in the legal or administrative area who acts as a representative of a certain topic, alongside the leader.

**Responsibility:** Thematic leaders and representatives must work for the daily evolution of the theme they represent, on several fronts, in collective and collaborative actions that engage TozziniFreire's employees.

The groups are made up of employees from different profiles – hierarchical levels, genders, ethnic groups, nationalities, backgrounds, and sexualities (affective-sexual orientations, gender identities and expressions), with and without disabilities –, representing the widest diversity of people who encompass our staff. They participate in decisions with total openness to suggest new projects, partnerships, initiates and approaches.



## **Our Stance**

TozziniFreire has ethics as the essence of all the work developed for the benefit of society.

In addition to our lawyers being subject to the Code of Conduct of the Bar Association Brazil), since 2008, we have adopted our own Code of Ethics and Conduct.

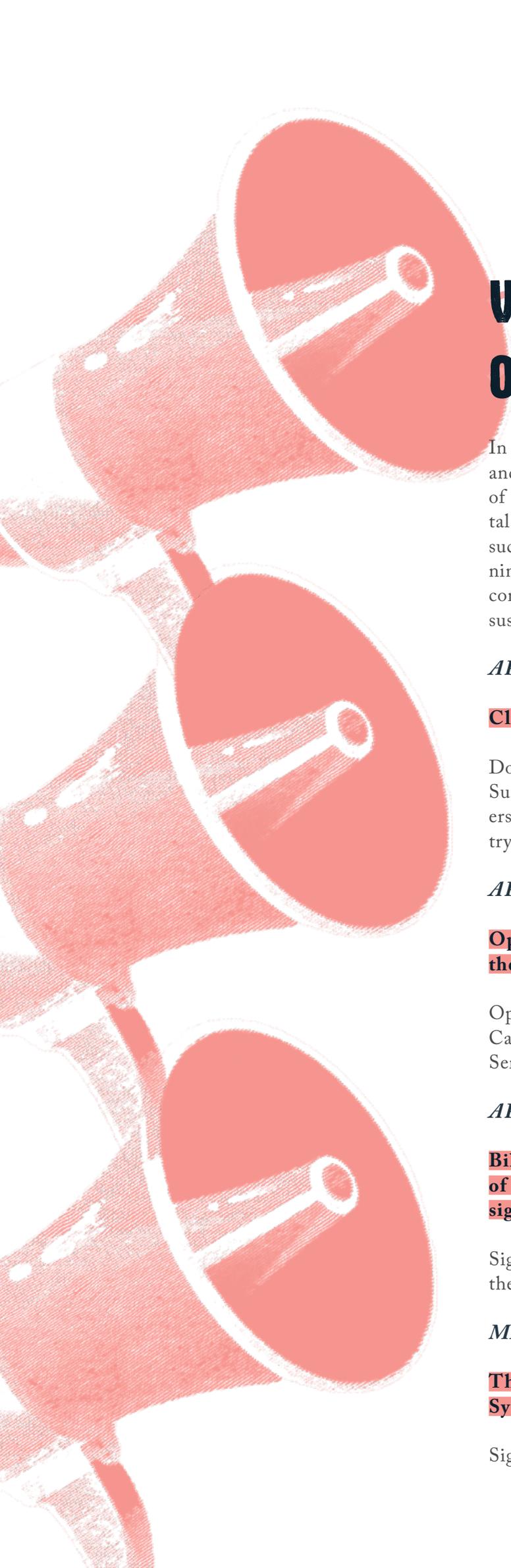
As of 2016, we now have a compliance officer, with unrestricted access to our Executive Committee for any kind of report, in order to ensure the independence of the function and effectiveness of the compliance program.

In 2019, our Code of Ethics and Conduct was revised, strengthening commitments to diversity and anti-corruption measures. All personnel of TozziniFreire, from all units, including the legal and administrative bodies, are welcome to express their understanding and commitment to the new Code.

Employees also have the Ethics Channel, available on the intranet or by email [etica@tozzinifreire.com.br](mailto:etica@tozzinifreire.com.br), through which they can report anonymously suspected violations of our Code. Reports and complaints are received and verified by the compliance officer.

For us, ethics are a fundamental essence and must be present in all businesses and actions of TozziniFreire, which include our TFI Inclusão initiatives. Therefore, it is with great responsibility that we choose our partners. The entities allied with us are screened by our Compliance team and/or by clearing houses, including Instituto Pro Bono.

The consistency of our projects, added to our trajectory over the years, confirms that for us ethics are much more than a simple ideal, they are the pillar that sustains our work, day after day.



# VOCALIZING OUR VALUES

In 2021, we saw in the vaccines a flicker of hope for better days and a possible end of the pandemic. However, the prolongation of the pandemic intensified the economic, social and environmental problems, which had already worsened in the previous year. In such adverse times, echoing our voice and reinforcing our positioning was even more important. Through our social media and other communication channels, we maintained our decision to stand for sustainability, diversity, inclusion, democracy and Human Rights.

*APRIL 14*

## **Climate Neutrality: a major opportunity**

Document organized by CEBDS – Brazilian Business Council for Sustainable Development, signed by TozziniFreire along with leaders of 28 large companies and five entities from agribusiness, industry, commerce and civil society ([link](#)).

*APRIL 20*

## **Opinion on the unconstitutionality of Bill No. 504/2020 of the Legislative Assembly of São Paulo**

Opinion issued in consultation with Rodrigo Franco, founder of Casa Chama, signed by Fernando Serec, Vladimir Abreu and Clara Serva, partners of TozziniFreire ([link](#)).

*APRIL 23*

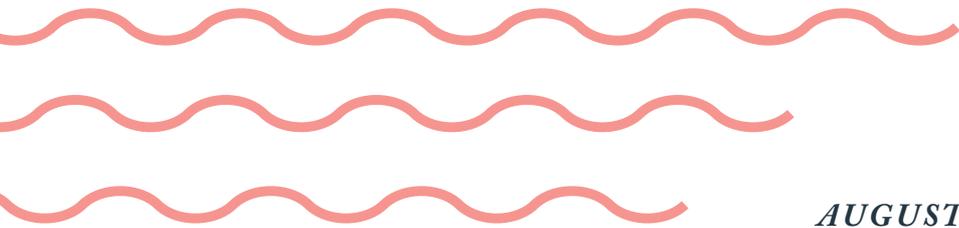
## **Bill No. 504/2020 – Declaration from the Legal Committee of the LGBTI+ Business and Rights Forum represented by its signatories**

Signed along with other member firms of the Legal Committee of the LGBTI+ Business and Rights Forum ([link](#)).

*MAY*

## **The business sector's position on the Sustainability of Food Systems in Brazil**

Signed along with members of CEBDS ([link](#)).



## **AUGUST**

### **Business Movement for the Amazon**

Signed along with members of CEBDS ([link](#)).

### **Position - Entrepreneurs for Climate Change**

Signed along with members of CEBDS ([link](#)).

## **SEPTEMBER 9**

### **Social media post with a stance in favor of democracy**

*TozziniFreire reinforces its non-negotiable commitment to constitutional democratic values. Aware of the social role of law (art. 133 of the Brazilian Federal Constitution), we emphasize the importance of democratic stability, respecting the independence and harmony among the Branches of Government, as well as political pluralism, as premises that promote the fundamental objectives of the Republic.*

## **OCTOBER 14**

### **Repudiation Letter on Bill No. 2505/2021**

### **Corporate Network for Social Inclusion for maintaining administrative misconduct due to lack of accessibility**

Signed as a member of the Steering Group of REIS – Corporate Network for Social Inclusion ([link](#)).

## **NOVEMBER 3**

### **Social media post on the Movember campaign**

*According to INCA (Brazilian National Cancer Institute), prostate cancer is the second most common among men, only behind skin cancer, which prevails in the entire Brazilian population. The same as other diseases, the best way to ensure its successful treatment is through early diagnosis. But it is worth remembering that not just cis men get prostate cancer. Trans women, transvestites, and other individuals who were born with biological male sex also have this gland. Prevention is essential for everyone. TozziniFreire reinforces and stands for the Movember campaign!*

## **NOVEMBER 24**

### **Statement Letter on Affirmative Actions**

Direct Action of Unconstitutionality by Omission No. 69 ([link](#)).

# ~~RIPE FRUITS:~~

## CONSOLIDATION OF OUR ESG (ENVIRONMENTAL, SOCIAL AND GOVERNANCE) MULTIDISCIPLINARY GROUP AND EXPANSION OF OUR BUSINESS & HUMAN RIGHTS PRACTICE

In 2021, our Business & Human Rights practice grew and made new hires through a differentiated selection process, aimed at minority groups, through strategic partnerships with TransEmpregos, Mulheres do Brasil, the LGBTI+ Rights Business Forum, REIS and Educafro. This enabled us to assemble a really diverse team, with comprehensive standpoints and place of speech concerning the topics we focus on.

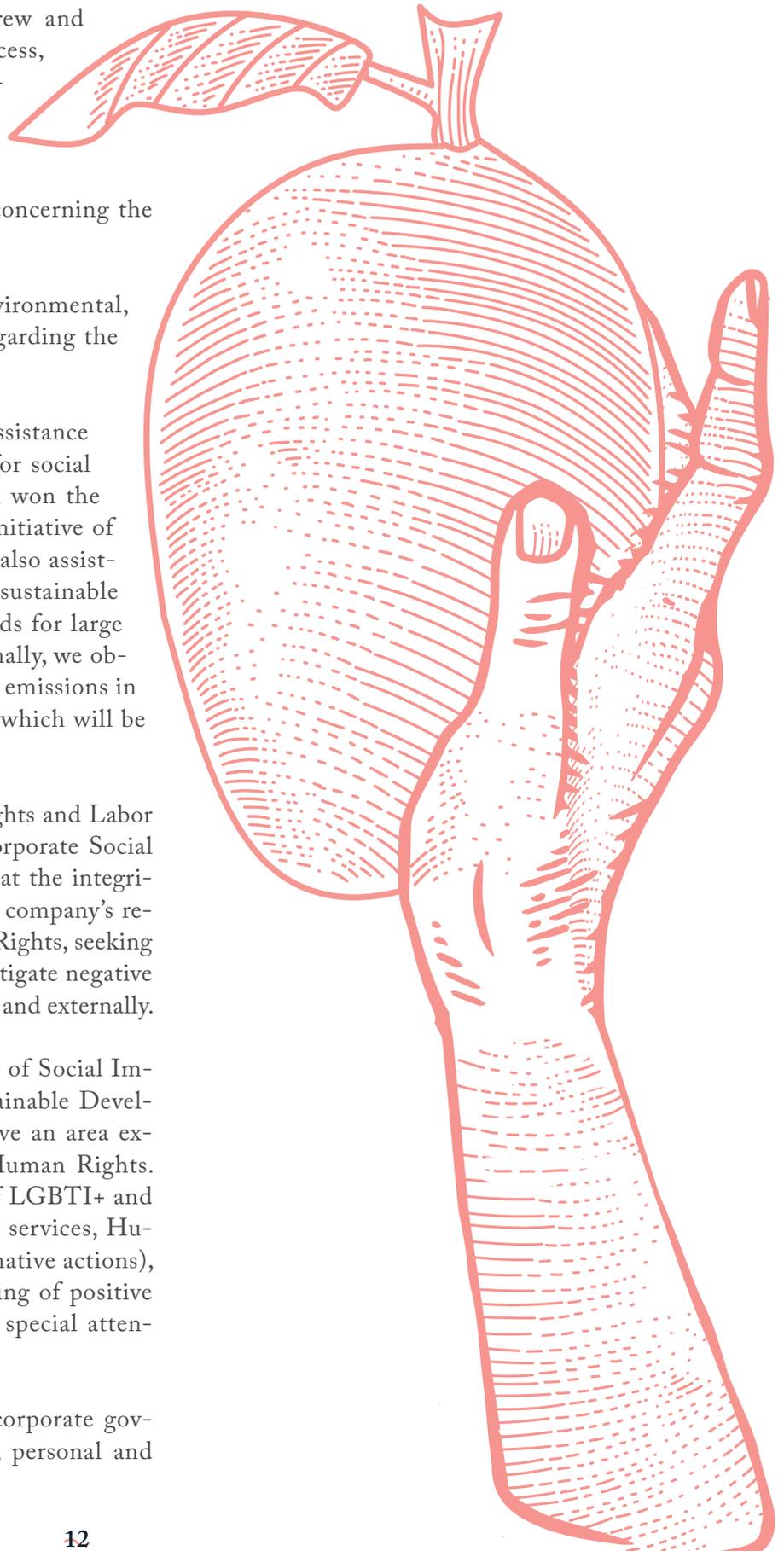
We consolidated our multidisciplinary group ESG (Environmental, Social and Governance) and held several initiatives regarding the three criteria that comprise the acronym.

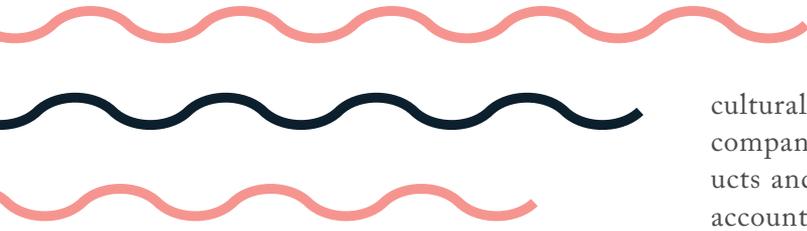
Under the environmental aspect (E), we point out our assistance to SITAWI, the first crowd-lending online platform for social and environmental impact businesses in Brazil, which won the 2020 Environmental Finance Awards, in the Impact Initiative of the Year – Latin America and Caribbean category. We also assisted the first public offering of sustainable debentures (sustainable bonds) in Brazil for Faro Energy, including green bonds for large companies such as Klabin and FS Bioenergia. Additionally, we obtained the Carbon Neutral badge for offsetting CO<sub>2</sub>eq emissions in 2019 and 2020, through the trading of carbon credits, which will be reversed in a project to preserve the Amazon Forest.

The S of ESG encompasses our Business & Human Rights and Labor practices, in addition to our Diversity & Inclusion, Corporate Social Responsibility and Pro Bono pillars. We understand that the integrity approach goes beyond anti-corruption, including the company's responsibility towards its social role and towards Human Rights, seeking to reverse structural issues, such as discrimination, to mitigate negative impacts and to ensure a positive social impact, internally and externally.

We are in the co-leadership of the Thematic Chamber of Social Impact of CEBDS (Brazilian Business Council for Sustainable Development) and we are the first law firm in Brazil to have an area exclusively dedicated to guiding companies regarding Human Rights. With a team composed of 75% of black people, 50% of LGBTI+ and 75% of women, our experience includes, among other services, Human Rights due diligence, training (including on affirmative actions), ESG policy drafting, conventionality control, structuring of positive impact projects and negative impact mitigation (with special attention to the supply chain).

In the G criterion, we have worked for clients with corporate governance assessments, analyzing structural, procedural, personal and





cultural aspects. We also worked on (i) systemic governance projects with companies in the areas of defense, tourism, hygiene and cleaning products and energy trading, with different focuses including post-bankruptcy accounting issues, general review to readjust governance practices, preparation for M&A and IPO, and (ii) governance consultancy for medical cooperatives and hospitals.

In August 2021, we held the webinar “Women on Boards of Directors: achievements and challenges”, with the participation of Christiane Aché, ABP-W program director at St. Paul Business School; Leila Loria, chairwoman of the IBGC Board of Directors; and Regina Madalozzo, coordinator of the Gender Studies Hub at Insper Center for Business Studies.

The cohesion of the three pillars is made through periodic meetings of the Group and joint work, including ESG risk analyses, development of ESG integrity programs, among other projects and products. We also released, in partnership with Instituto Ethos, the publication “Compliance and ESG: Key Guidelines”. The content addresses Human Rights, Environment and Integrity in an integrated approach to compliance and governance, such as risk analysis and creation of a code of conduct, policies and procedures (see the “Publications” topic of this report).

We co-authored a chapter of the ICLG (International Comparative Legal Guides) on ESG in Brazil, analyzing the current context, trends and good national practices in the three pillars.

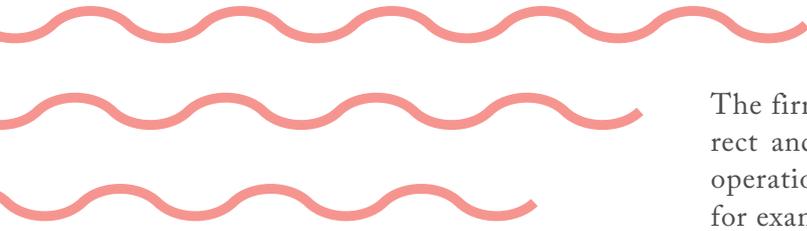
Additionally, we produced a podcast series on ESG, led by our multidisciplinary group of partners, made up of experts in Environmental Law, Human Rights, Renewable Energy, Green and Social Finance, among others. In the first episode, we talked about the investment market changes arising from the companies assessment based on good environmental, social and governance practices and how this criterion is influencing investor behavior.

In parallel with the ESG podcast series, we also launched the BoardCast, a podcast jointly produced by our Compliance and Corporate Governance areas, aimed at all governance agents and board members, which addresses topics such as compliance, human rights and the responsibilities of directors regarding potential social and environmental crisis involving the company.

Beyond our group focused exclusively on ESG, TozziniFreire also features an area of Sustainable and Impact Investing. The group gathers professionals passionate about investments, businesses and sustainable projects capable of generating a positive social and environmental impact.

### **TozziniFreire and its carbon emissions offsetting**

TozziniFreire, in partnership with Moss, a climate tech pioneer and global leader in environmental solutions and trading of blockchain carbon credits, has recently offset 100% of its administrative activities carbon emissions in 2019 and 2020. The volume offset through this initiative corresponds to almost 162 road trips around the Earth. As a result, we became a carbon-neutral organization (obtaining the Carbon-Neutral badge), which means that, in a certain period, we reached the offsetting all our CO<sub>2</sub>e emissions.



The firm underwent an inventory process that takes into account the direct and indirect result of greenhouse gas emissions from a company's operations (electricity consumption, steam generation, heat or cooling, for example), assessed according to the GHG Protocol (Greenhouse Gas Control) and following the Kyoto Protocol. In the diagnosis carried out by Moss, which shows the environmental impact of the company's administrative activities and considers national consumption and emission rates, the emission of 894 tons of CO<sub>2</sub> was found.

The offsetting is done through Moss' carbon credit, the MCO<sub>2</sub> Token - the first global green digital asset backed by blockchain and linked to a carbon credit. Each crypto asset corresponds to a ton of carbon dioxide that is no longer emitted into the atmosphere helping Amazon conservation projects.

The credits generated by TozziniFreire offsetting will benefit the Agro-cortex Madeiras do Acre REDD Project, carried out since 2014 in Acre in the regions of Manuel Urbano, Pauini and Boca do Acre. With an area of 186 thousand hectares, equivalent to the city of São Paulo, the property is located in the so-called "Arc of Amazonian Deforestation", pressured from all sides by livestock, legal and illegal logging –and by highways.

The project is focused on sustainability, combining environmental conservation, through forest management in the Amazon Forest, and social responsibility, with the improvement of life quality of people in the surroundings. By contributing to the long-term conservation of the region, the Project avoided, between 2014 and 2020, the deforestation of 5,300 hectares of forest. It is estimated that the reduction in annual emissions from Agro-cortex is 483,594 tCO<sub>2</sub> (or 386,442 trees that were not deforested). It is also worth mentioning that in its reserve, there are more than 400 species of preserved birds – about 20% of what is listed in the country.

### **CEBDS (Brazilian Business Council for Sustainable Development)**

As the only associated law firm, TozziniFreire supports CEBDS in numerous issues, building effective fronts to encourage social and environmental sustainability, with legislation review, public positions, public hearings at the STF (Brazilian Supreme Federal Court), among others. In our work, we highlight:

- Contribution to a statement letter signed by CEOs expressing concern over the negative international perception of Brazil in relation to the Amazon rainforest, which led to several meetings with leaders of the Three Branches of Government.
- Articulation of a strategy at the STF (Brazilian Supreme Federal Court) for the control of constitutionality (ADPF 708) of the omission and violation of the Government in the implementation of the Federal Climate Change Funding program. We aim to demonstrate the financial, reputational and economic impacts of Brazil's failure to defend the environment, highlighting the importance of the Fund.
- Analysis and comments on a bill that aims to establish a registration system for greenhouse gas emission reductions, applicable to both voluntary and regulated carbon markets in Brazil; and define guidelines on a regulated Brazilian cap-and-trade market.

- Contribution to a statement letter by the private sector in Brazil regarding its commitment to measures to reduce carbon emissions, in order to meet the United Nations target, and facilitate discussions at the next COP.

## TESTIMONIAL

“TozziniFreire is a great partner of CEBDS in the most diverse fronts. The firm has supported us in our most strategic and valuable themes for the sustainable development of Brazil, such as the carbon market and defense of the end of deforestation, besides being one of the leaders of our Social Impact Thematic Chamber and the advocacy working group. They always act with great competence, excellence, and above all, they understand the dynamism of the agendas we lead, assisting us with speed, cordiality and goodwill.”

## SECOND YEAR OF THE PANDEMIC REDUCING THE SOCIAL DISTANCING

Since the beginning of the pandemic, we have dealt with the issue responsibly, following the guidelines recommended by health professionals. The attention we dedicate to clients naturally extended to society and our personnel.

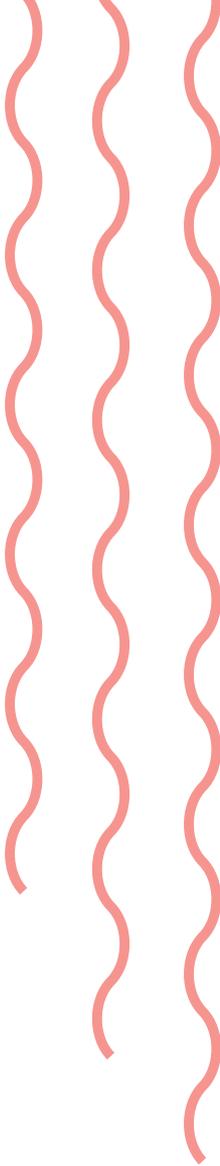
Thus, in 2020 and 2021, most employees remained working from home, in order to ensure safety. Our Resumption Committee, comprised of 9 partners, including our Human Development, Administration and Finance and Information Technology directors, continued the work started in 2020 and avoided layoffs because of the pandemic, by adopting all appropriate strategies permitted by legislation.

This group remained attentive to guidelines, deadlines and protocols for a gradual and safe return to face-to-face work and also to regional fluctuations in the number of cases. Between April 2020 and September 2021, our Human and Organizational Development Department (DDHO) conducted three surveys with our employees.

The first survey, held in 2020, sought to understand how the adaptation to the remote-work was going and how we could improve TFHealth & Well-Being.

The second survey, held in February 2021, aimed to understand how people were doing in terms of health and well-being, and to ensure that TFHealth & Well-Being initiatives were aligned with the interests and needs of our personnel.

In July 2021, our third survey was carried out, aiming to map out the perception of employees on the resumption of face-to-face activities at the firm, as well as to collect complementary data that guide decisions and serve as a basis for our Resumption Plan.



Each strategy outlined was shared with employees through periodic live streaming events, in which our CEO, Fernando Serec, let our personnel know the next steps and answered everyone's questions, with the transparency that guides our work. Thinking about the integration and well-being of our people in this period of isolation, we implemented several internal actions. During remote work, we not only continued our program TFWell-Being, created towards the physical and mental health of our professionals, but we also expanded it, adapting some initiatives and setting up others more appropriate to the circumstances.

The first initiatives were related to prevention against COVID-19. Since the beginning of the outbreak, information has been released from the health authorities on protective measures against contamination by the novel coronavirus. Subsequently, in the resumption phase, physical warnings were displayed in all our branch offices with prevention guidelines. We remain attentive and providing all information to ensure the health and safety of our personnel and their family members.

Given the importance of raising awareness of vaccination, we sent internal incentive communications throughout the year. In July, we invited Dr. Margaret Dalcolmo, pulmonologist at Fundação Oswaldo Cruz (Fiocruz), to participate in a webinar to clarify myths and truths about immunization and to answer questions from our professionals, clients and their families.

In view of the challenges in vaccinating the population and complying with the guidelines of health professionals, we joined the group of law firms that provide pro bono legal advice to Unidos pela Vacina (United for the Vaccine) movement. The mobilization, which arose from an initiative of Grupo Mulheres do Brasil (Women of Brazil Group), a non-profit organization and without partisan affiliation, gathered hundreds of entities, individuals, companies, and non-profit organizations with a single purpose of supporting SUS (Brazilian Health System) so that all people residing in the national territory were vaccinated by September 2021.

Although the pandemic took over all subjects and news everywhere, we decided to hold different campaigns throughout the year addressing family and well-being topics. In August, the active paternity campaign was held weekly, in which some of our professionals (fathers, daughters and sons) shared their family experiences in which their father played an active role in their child development. Touching photos and testimonials were sent. At the end of the campaign, we also provided some statistics on the benefits for everyone in the family when there is an active participation of the father.

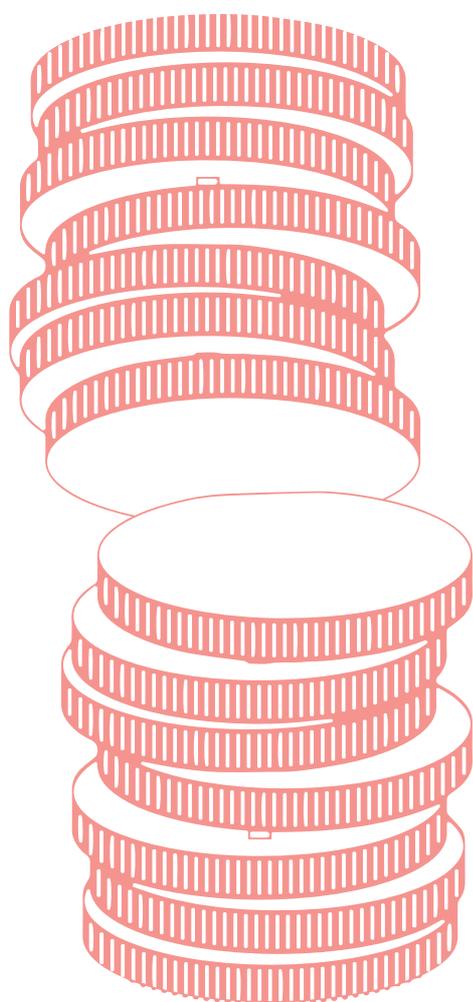
In September, to celebrate TozziniFreire 45th anniversary, through a live streaming event, the members of our Executive Committee and one of our founders remembered important moments in our history, shared the new visual identity and took the opportunity to introduce our new TFOpen program to our personnel. The program features a set of initiatives designed to meet the needs of employees who adhere to our mission, vision and values. Its goal is to mix the best aspects of working from home and face-to-face work, and provides for a hybrid working system based on respect and trust in employees so that they can optimize, manage and organize their schedule and spend more time with their families.

Among TFOpen actions we have: hybrid working system, working from

home twice a week; more freedom in the dress code – in which the professional defines their outfit according to their daily schedule; flexible hour of arrival for the administrative body, which can be chosen between 8:45 and 9:45, and adjusting the time of departure according to the entry; four non-consecutive annual days off, two in each semester, in which the employee may use whenever they want, besides the “happy day”, the day off on the employee’s birthday so that the employee can spend the day with their family. This set of initiatives was designed to provide a better quality of life and a more enjoyable and happy work environment, which will bring better outcomes for everyone.

In October, we worked on the #meufilehonocurrículo (#mykidonresume) campaign, because we believe that parenting is a huge commitment, which makes us better individuals, providing us with the development of certain skills that would not be possible without this experience. We encouraged our personnel to post on their social media the hashtag “#meufilehonocurrículo”, sharing what skills they have acquired as a result of parenting and how this made them better professionals. Thus, we can change the labor market standpoint on kids and careers, especially concerning women.

In December, we held our traditional “Colorindo” event, which is the day when the employee brings their kids to the company, and together they join fun activities. In 2021, due to the ongoing pandemic, this event needed to be virtual through a live streaming aimed at children, featuring Pequena Lo, a digital influencer. During the online event, Lo talked to the children openly about her childhood as a person with disability and how her physical characteristic was never an obstacle to success. In an unpretentious way, she provided valuable tips to children on how to treat and include their mates with disabilities and also about the importance of accessibility.



## **DONATIONS TO PARTNER ORGANIZATIONS**

The firm works with attention to the different needs of Civil Society Organizations and their beneficiaries, carrying out actions that go beyond recurrent corporate social responsibility initiatives (including contributions through tax incentive laws), diversity and pro bono. In this sense, we highlight the following measures adopted in 2021:

### **Cash donations**

The COVID-19 pandemic has severely affected people in vulnerability, such as refugees, black people and transgender people. At the same time, there was also a significant increase in cases of domestic violence against women.

Third sector organizations that serve these people also experienced difficulties caused by the pandemic. With the interruption of volunteering actions due to social distancing and a drop in revenue for individuals and various business sectors, many of these Civil Society Organizations have had a huge reduction in their funding sources.

TFInclusão maintained the relationship with its partner entities, seeking new ways to contribute to the continuity of their work and the preservation of their existence.

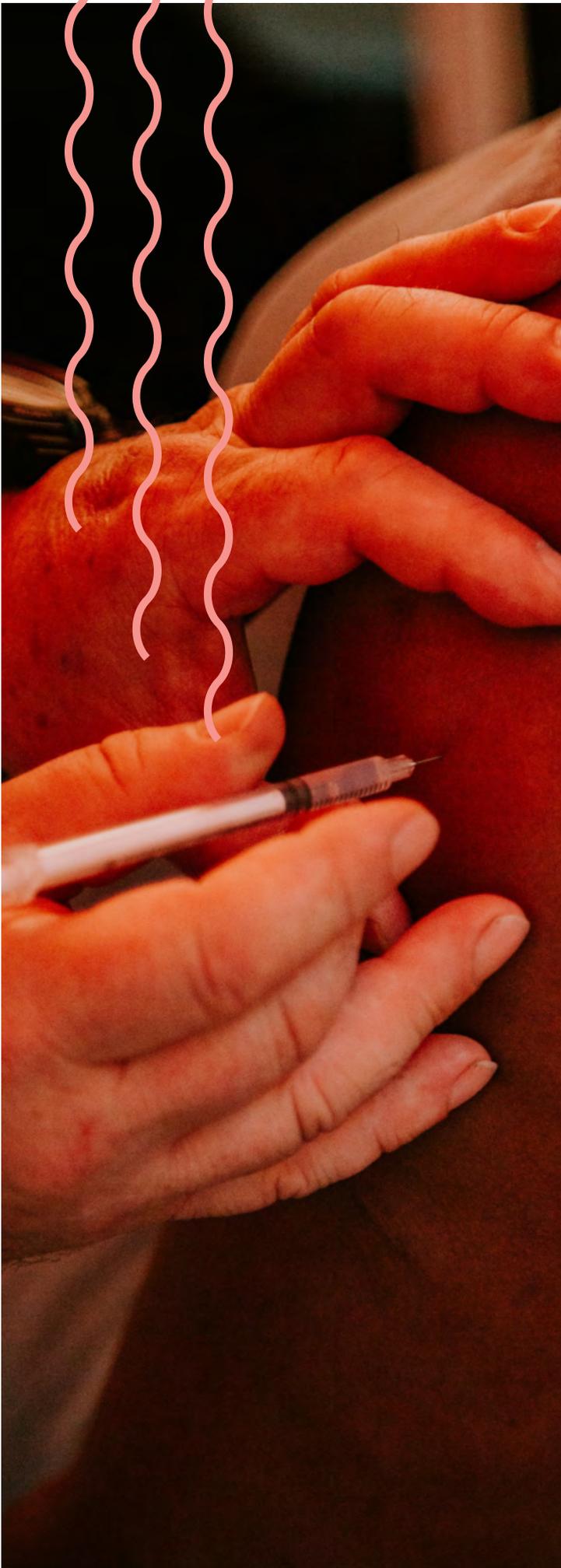
However, in 2021, in order to expand our support to different organizations through institutional cash donations, we conducted a survey among our employees to know about the work of other institutions, preferably focused on the areas of domestic or gender violence, refugees, black and/or transgender people.

The result was a cash donation to three organizations that work on relevant issues in society: Bem da Madrugada, which assists homeless people, Grupo Anjos da Tia Stellinha, which assists families in social vulnerability, and Casa Chama, which takes care of transgender people in a situation of extreme vulnerability.

### **Food donation**

The pandemic also deepened the economic vulnerability of many families, who now face starvation. To help some of these





families, TozziniFreire took the opportunity on the flu vaccination days at the offices, in April, to hold a campaign to collect food and hygiene items.

In São Paulo, the items received were donated to needy families in Heliópolis through UNAS, our partner NGO active in the community. In two days of campaign, more than 1 ton of products were collected: 875 kilos and 113 liters of food; 10 kilos and 44 items of cleaning products; 300 personal hygiene items. At our Rio Grande do Sul branch office, 55 kilos of groceries were collected, donated to the Food Bank of Porto Alegre.

In September, on the firm's anniversary, a new edition of the campaign was held in São Paulo. On that occasion, 20 boxes of food were collected, totaling 194,942 kg; 1 box with 6,300 liters of oil; 1 box with 5 liters of milk; and 1 box with 11 toothpastes, 21 soaps and 1 liquid soap. The items were donated to Casa Chama and Casa do Migrante.

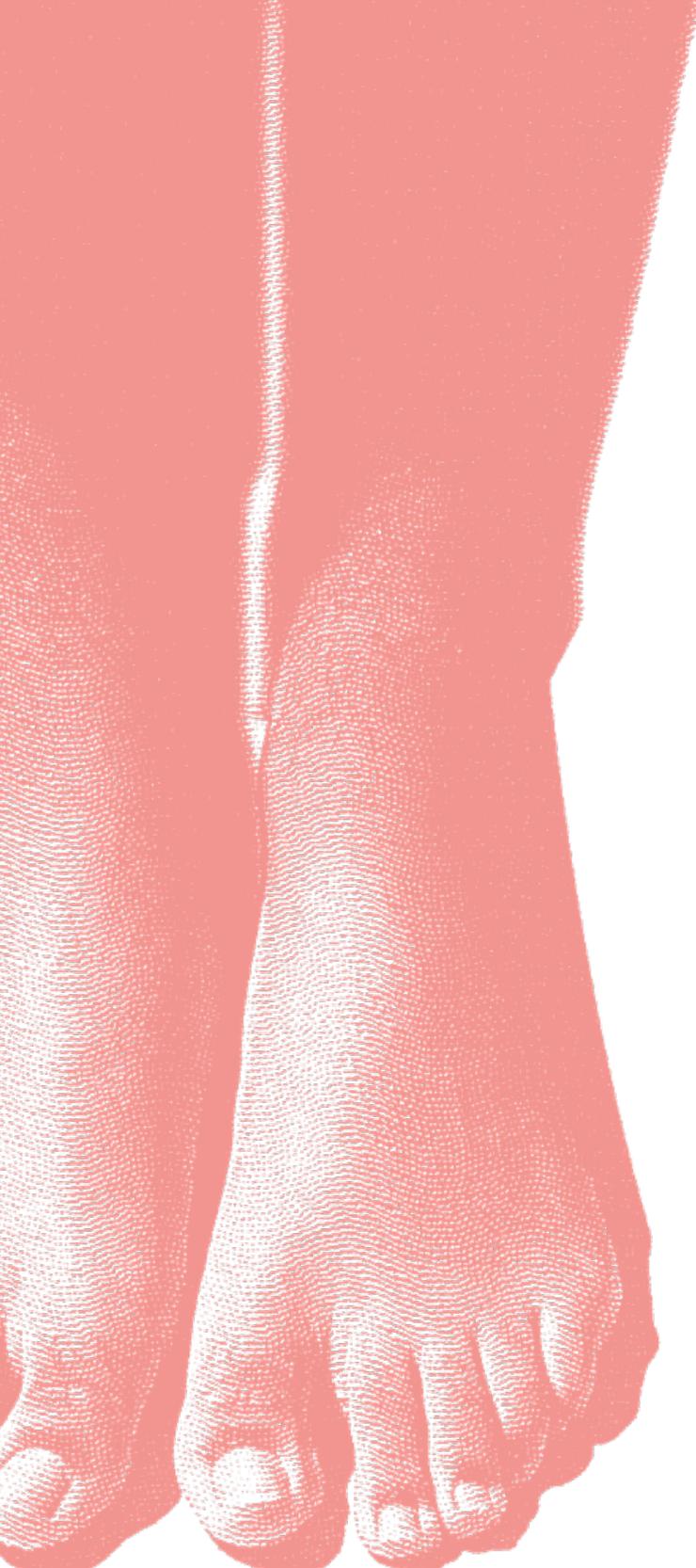
#### **Flu Vaccines donation**

TozziniFreire promotes an annual flu vaccination campaign for its employees. In 2021, for the second year running, part of our purchased vaccines was donated to Unibes, a partner of the firm for approximately 20 years, which assists young people in social vulnerability. Thus, the institution had the opportunity to vaccinate its public, which, at that time, was not covered by the government's free vaccination campaigns.

#### **Chocottes donation**

In December, Unibes also received the donation of 1,280 chocottes (Christmas chocolate cakes). The institution, which has been assisting people in social vulnerability for 106 years, was established to help immigrants who fled from the First World War and today transforms the lives of children, young and elderly people, and entire families.

The donated chocottes were given to children and adolescents at Centro de Educação Infantil (Children's Educational Center) – CEI and at Centro da Criança e do Adolescente (Children and Adolescents Center) – CCA.



# WHO WALKS WITH US

Together we are stronger. In order to effectively contribute to the construction of a more just and egalitarian society, we do not walk alone. TozziniFreire is connected, through pro bono work, incentivized projects, volunteering and participation in our internal actions, to dozens of institutions.

See some of our partner entities:

<b>Abraço Cultural</b>	<b>Fundação Estudar</b>	<b>Movimento Mulheres 360</b>
<b>Adere</b>	<b>Grupo Mulheres do Brasil</b>	<b>NESsT Brasil</b>
<b>Akatu</b>	<b>Hands On Human Rights</b>	<b>Parceiros da Educação</b>
<b>Anjos da Tia Stellinha</b>	<b>IDDD</b>	<b>Parceiros Voluntários</b>
<b>Atados</b>	<b>IDIS</b>	<b>Projeto Reinventar</b>
<b>Avante</b>	<b>Instituto Credit Suisse</b>	<b>Prosai</b>
<b>Bem da Madrugada</b>	<b>Instituto Dara</b>	<b>Red Latino América Pago por Resultados</b>
<b>Cactus</b>	<b>Instituto Liga Social</b>	<b>Sitawi</b>
<b>Casa Chama</b>	<b>Instituto Pro Bono</b>	<b>Taturana</b>
<b>Casa do Sol</b>	<b>Instituto Social Pertence</b>	<b>The Good Food Institute</b>
<b>Climate Ventures</b>	<b>Instituto Sol</b>	<b>Trustlaw</b>
<b>CPJ</b>	<b>Instituto Superação</b>	<b>Turma do Jiló</b>
<b>Dialog</b>	<b>Junior Achievement</b>	<b>Unibes</b>
<b>Educafro</b>	<b>Justa</b>	<b>Unidos pela Vacina</b>
<b>Engajamundo</b>	<b>Kanindé</b>	<b>Vetor</b>
<b>Ethos</b>	<b>Mediare</b>	
<b>Francielly</b>	<b>Meninas Negras</b>	
<b>Fridays for Future</b>		
<b>Friendship Circle</b>		
<b>Frutos da Mata</b>		

# TFINCLUSÃO AGENDA

The year 2021 continued to be marked by the pandemic and by the need to keep social distancing. Thus, all TFIInclusão activities were carried out virtually. If, on the one hand, this avoids warm physical interactions and eye contact, on the other hand, it allows more people to participate in the activities, simultaneously, with integration of all firm's branch offices throughout Brazil.

## **The Third Edition of the Inclusion Week**

In June, we held our third Inclusion Week, for the first time 100% online, with over 1,200 employees. All activities with external guests were interactive, open for questions and conversation, including a Libras (Brazilian Sign Language) interpreter.

Our Inclusion Week is an opportunity to learn and exchange valuable knowledge, through lectures, workshops, gastronomy, bazaars and interactive activities, seeking to raise awareness of five our five main themes – LGBTI+, Refugees, Race, Gender and People with Disabilities – in order to reaffirm the active role of these groups in society and to embrace Law for inclusion.

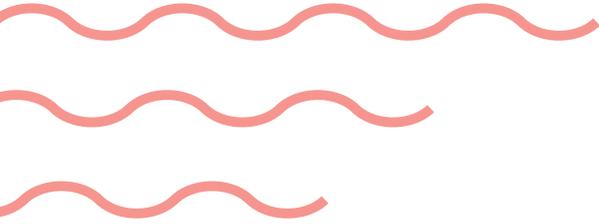
The program started with a Talk Show with Rita von Hunty – drag persona by Guilherme Terreri (actor and professor of English Language and Literature), who talks about central themes of our life in society on his YouTube channel (with more than 700,000 subscribers), TV shows, lectures and courses. In the virtual meeting, Rita broke down the concepts of aggression, oppression, exclusion and vulnerability, analyzing the processes of reality perception to discuss the concept of “Microaggressions”, showing how they occur in corporate environments and how they can be identified, managed and eradicated.

Throughout our Inclusion Week, we also had the presence of Mateus Baptistella, a digital influencer (@vireiadulto account, with 3.8 million followers on TikTok and 1.1 million on Instagram), in a combination of conversation with a cooking class. Mateus, who is 30 years old and 1.40 m tall, shows us, through everyday situations, challenges and problems of adult life, how to accept and love yourself first, free from any taboo or prejudice, because being a dwarf is just a detail.

Afro hair was the subject of the chat “Meu Cabelo, Minha História” (My Hair, My History), with young entrepreneurs from Brasília, Carolina and Wallacy, who created a space specialized in Afro hair to enhance black aesthetics, cultures and beauties, promoting self-esteem from the recognition of roots.

We also had the honor of hosting Lázaro Ramos for a very enriching chat. Driven by the desire to live in a world where cultural, racial, ethnic and social plurality is seen as a positive value, not a threat, he shared with us his reflections on affirmative actions, gender, family, empowerment, affectivity and discrimination, highlighting the importance of dialogue in a world still so full of prejudices.

Providing more intimate dialogues, we hosted guests for conversations aimed



at smaller groups. Each of the five Practice Groups (Corporate, Litigation, Regulatory, Tax and Labor, which gather different areas by type of activity) focused on one of our priority themes and our Administrative Body talked about Diversity & Inclusion, featuring Gilberto Costa (JP Morgan), judge Roger Raupp Rios (TJ-RS), Thayara Martinez (BRK), Henri Zylberstajn (Escola de Impacto and Instituto Serendipidade), Guilherme Gobato (Dialogues between us) and Josie Jardim (Amazon).

To wrap up our Inclusion Week in a festive mood, we celebrated diversity through a musical live streaming after work, featuring singers Vanessa Santos and Gabriel Camilo, along with the violinist Luciana Romanholi.

### **Monthly program**

TFInclusão calendar is set based on its five priority themes: LGBTI+, gender, race, people with disabilities and refugees. Our goal is to dedicate at least two months of the year to each theme, to keep a month for the intersectionalities represented throughout our Inclusion Week, and to allocate a month to other relevant topics, which, over the years, have addressed issues such as HIV/AIDS, Sustainability, Prison Population, among others.

One of our permanent initiatives of this annual program is our TF.doc program, which screens monthly documentaries or other audiovisual productions addressing one of our priority topics, followed by a roundtable discussion with the leader of respective affinity group and a guest employee, as a moderator. The program was created in 2018 aiming to screen films at all TozziniFreire's offices with different moments for exhibition and debate. Amid the pandemic, we started to hold the event virtually, through Zoom platform, and the moments were unified so that the roundtable discussion could be held just after the exhibition, aiming to reduce the time of employees in front of the screens, preserving their mental health, but keeping the debates and awareness of the internal public active. In 2019, TF.doc initiative was recognized with the Municipal Human Rights and Diversity Badge, granted by São Paulo City Hall, in the LGBTI category.

See some of the internal and external events held by TozziniFreire in 2021 addressing the topics that comprise TFInclusão:

#### **JANUARY**

- TF.doc project addressing the theme Refugees. Screening of the videos “The Refugee Crisis Is a Test of Our Character” and “O que os refugiados nos ensinam” (What refugees teach us), followed by a virtual roundtable discussion.

#### **FEBRUARY**

- TF.doc project addressing the theme People with Disabilities. Screening of the video “Reflexões Contemporâneas | Já ouviu falar em capacitismo?” (Contemporary Reflections | Have you ever heard of ableism?), followed by a virtual roundtable discussion.

#### **MARCH**

- “Education, empathy and inclusion” event: conversation with Isabel Ferrari, journalist at RBS TV in Porto Alegre.

- Event “Let’s talk about harassment?”: conversation with Gabriela Manssur, public prosecutor.

- TF.doc project addressing the themes of Gender and Race. Screening of the video “A urgência da interseccionalidade” (The urgency of intersectionality), followed by an online discussion.

## APRIL

- Event “Abusive relationships and the impact on gender equity”: conversation with Valéria Scarance, São Paulo public prosecutor.

- Launch event of “Human Rights, Environment and Integrity – an integrated approach to compliance and governance”, produced by TozziniFreire and Instituto Ethos, followed by a virtual chat.

- TF.doc project addressing the LGBTI+ and Gender themes. Screening of the video “Ideologia de Gênero: Como ela existe na verdade | Jonas Maria” (Gender Ideology: How does it actually exist | Jonas Maria), followed by a virtual roundtable discussion.

## MAY

- Event “Parentality and structural racism”: a conversation with Tatiana Lohmann, director of the film “Minha fortaleza, os filhos de fulano”.

- Event “Taxation and Gender”, with the participation of Tathiane Piscitelli, professor at FGV SP Law School, and Lana Borges Camara, attorney for the Brazilian National Treasury.

- TF.doc project addressing the Race topic. Screening of the videos “Você sabe o que é racismo | Quebrando o Tabu” (Do you know what racism is | Breaking the Taboo) and “Por que queremos olhos azuis? (Why do we want blue eyes?) | Lia Vainer Schucman | TEDX”, followed by an online conversation.

## JUNE

- Third Edition of Week of Inclusion

- Lecture “Myths and Truths | COVID-19”, featuring Dr. Margareth Dalcolmo.

- Event “Business and Human Rights – 10 years of UN principles”, with the participation of Luiza Helena Trajano (Magazine Luiza), Marina Grossi (CEBDS) and Thales C. Coelho (MPF).

## JULY

- TF.doc project addressing the Refugees issue. Screening of the videos “Não sinta pena dos Refugiados - Apoie-os” (Don’t feel sorry for Refugees - Support them) and “Refugiados querem empoderamento, não esmola” (Refugees want empowerment, not alms), followed by a virtual roundtable discussion.

## AUGUST

- Lecture on “Racial literacy as a tool to combat racism”, featuring professor Aparecida de Jesus Ferreira.

- Event “Women on Boards of Directors: achievements and challenges”, featuring Christiane Aché (St. Paul Business School), Leila Loria (IBGC) and Regina Madalozzo (Insper).

- TF.doc project addressing the Gender theme. Screening of the video “A Luta pela equidade de gênero (The Struggle for Gender Equality) | Joanna Burigo”, followed by a virtual roundtable discussion.

## SEPTEMBER

- TF.doc project addressing the theme People with Disabilities. Screening of the videos “Expressões capacitistas” (Ableist expressions) | Mariana Torquato” and “I’m not your inspiration, thank you very much | Stella Young | TEDX”, followed by a virtual conversation.

## OCTOBER

- TF.doc project addressing the LGBTI+ theme. Exhibition of the video “Transexualidade: não nasci homem, nem mulher. Nasci gente! (Transsexuality: I was not born male or female. I was born a person!) | Josy Silva | TEDX”, followed by a virtual conversation.

## NOVEMBER

- Webinar with Adere and Grupo Primavera about “How was the pandemic period for the third sector and what are the prospects for the future”.

- TF.doc project addressing the Race theme. Exhibition of the videos “UFSC Explica (UFSC Explains) | Consciência negra” and “Entenda o que é racismo estrutural (Understand what structural racism is) | Canal Preto”, followed by a virtual roundtable discussion.

## DECEMBER

- Webinar featuring Pequena Lo (Lorrane Silva, psychologist, digital influencer and PwD), as part of our program Colorindo 2021, an event aimed at kids of our professionals.



## **Initiatives and institutions supported by TozziniFreire**

TozziniFreire has the characteristic of maintaining long-lasting partnerships. We believe that this movement has the genuine power to transform organizations, their clients and the surrounding community.

One of the foundations of this TozziniFreire characteristic has always been the assiduous presence in the daily life of organizations, an attitude that, due to the last years of pandemic and social isolation, had to be rethought in order not to distance the relationships built in so many years. Despite the challenges, we have been successful in staying close to our partners through virtual conversations, events, donations, etc. Here are some of the organizations that have been walking with us for so many years:

### **ADERE**

Adere was established in 1972 and assists people with intellectual disabilities. The partnership between TozziniFreire and the association started 20 years ago.

Throughout this journey, which began with the donation of recyclable materials to generate income for the association, we have accomplished great things. Two annual projects were created and held six times until the pandemic: the Inclusive Indoor Soccer Tournament, a true celebration of diversity through sport, which gathers in mixed teams TozziniFreire employees, family members, guests and people assisted by Adere; and the End-of-Year Lunch, in which those assisted by Adere take the position of Chefs and give instructions to the firm's employees to get their hands dirty (literally).

We also developed structured volunteer projects, information exchange initiatives with people assisted by Adere, including fashion shows, visits to museums, theater performances, etc.

### **UNIBES**

Unibes is a centenary organization of São Paulo, a partner of the firm for over 15 years. One of the main projects carried out through this partnership is the Jogo dos Três Poderes (The Three Branches Game) – a technology created and developed by TozziniFreire aiming to teach citizenship to young people.

The Three Branches Game is a knowledge workshop in which the firm's volunteers share with low-income young people, in a playful and informal way, knowledge about citizenship, politics and the functioning of the Brazilian State and its three branches (Executive, Legislative and Judicial), as well as the relationship between them.

### **GRUPO PRIMAVERA**

The partnership with Grupo Primavera was established seven years ago. The organization assists low-income young people from Campinas providing complementary, cultural and professional education programs. The relationship with Grupo Primavera began with the appli-

cation of the Three Branches Game and has evolved a lot over the years. Throughout the time of this partnership, we have assisted all the organization's students and their families through certain activities, such as the presentation of the NGO's choir at the hall of our building, followed by breakfast; conversation with our partners and lawyers; and incentives for theater workshops.

### ANJOS DA TIA STELLINHA

The NGO Anjos da Tia Stellinha, located in Grajaú, Rio de Janeiro, currently assists 70 children and 20 mothers from Morro dos Macacos, in Vila Isabel, who are referred by CRAS (Reference Center for Social Assistance). The institution's goal is to provide mechanisms to assisted families to get out of poverty or extreme poverty, by ensuring and defending the rights of low-income children and adolescents, through access to education, culture, leisure, health, citizenship, emotional support and psychological and professional training.

### TEMPEROS ESPECIAIS 2021 – CLUBE SOCIAL PERTENCE

Temperos Especiais project, by Instituto Social Pertence, supported by TozziniFreire, held in 2021 a hybrid program that combined in-person gastronomy with delivery, bringing the feeling of belonging and connecting restaurants, chefs, People with Disabilities and consumers from all over Brazil, promoting inclusion during the Person with Disabilities Week, between August 21 and 28.

The numbers were impressive:

**107 participating establishments, in 31 cities in 16 states in Brazil**

**50 people with disabilities trained**

**100 restaurants trained for inclusive service**

**100 virtual volunteers for engagement**

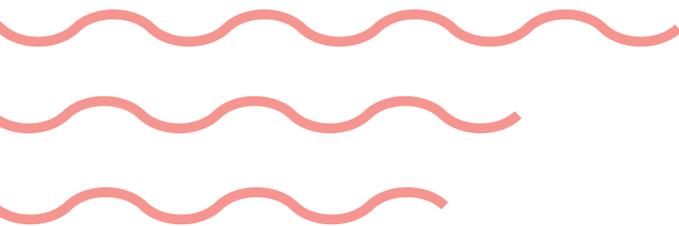
**113 restaurant employees**

**5 million people reached by the project**

Instituto Social Pertence, based in Porto Alegre, has the mission of creating memorable experiences and providing the feeling of belonging to people with disabilities.

### CINE ESCOLA PROJECT – MIS/PRINCESA ISABEL PUBLIC SCHOOL

Cine Escola project, supported by TozziniFreire, is an initiative of Educativo MIS (Museum of Image and Sound) in partnership with Princesa Isabel Public School, a partner of TozziniFreire through Parceiros da Educação.



The course is taught by educators from the Museum of Image and Sound aiming to encourage students' contact with audiovisual language and developing a critical sense in relation to images.

In 2021, six face-to-face meetings were held at the school, with the participation, in each one, of about 30 students, 2 school interns, and 2 MIS educators.

## PRO BONO PROJECTS

TFInclusão also encompasses initiative of pro bono (Latin expression that means “for the public good”), aiming to provide free advisory and litigation assistance to social impact projects and access to rights for vulnerable populations.

According to the Code of Ethics and Discipline of the Brazilian Bar Association of São Paulo section (art. 30, paragraph 1), pro bono advocacy is considered “*the free, eventual and voluntary provision of legal services in favor of social institutions with no economic ends and to those assisted, whenever the beneficiaries do not have the resources to retain a professional*”. It may also be practiced in favor of natural persons who do not have the resources to, without prejudice to their own subsistence, retain a lawyer (paragraph 2).

*Pro bono advocacy cannot be practiced for political party or electoral purposes, nor can it benefit institutions that pursue such aim, or as a publicity tool for attracting clients, only the institutional and generic dissemination of the activity is allowed* (art. 30, paragraph 3, of the Code of Ethics and Discipline, and art. 5 of Provision No. 166/2015 of the OAB of São Paulo).

TozziniFreire adopts the practice of pro bono advocacy in accordance with the regulations, having directly or indirectly impacted the lives of thousands of people in vulnerability through joint efforts, guidelines or by supporting NGOs and projects that have a positive impact in society.

To ensure that this is an integral practice of the TozziniFreire culture, the firm has a Pro Bono Committee, composed of partners, which analyzes the cases and assesses the level of dedication and the hours allocated for their solution, including a pro bono team, made up of a coordinator, a sub-coordinator and two other people, all committed to developing initiatives, as well as to identifying and approximating to social impact projects. The hours established for pro bono cases are considered productive for the purposes of lawyers' and interns' remuneration, reflecting positively on their career plan.

We focus our pro bono assistance on achieving or expanding the social impact of the supported entities, contributing to legal advice for creating new projects, advancing Human Rights, advocacy plans and defining the best legal model for the effectiveness of their social activities. In litigation, our pro bono program is focused on national and international strategic litigations, in favor of diffuse and collective interests.

As a result of this work, in 2021, 213 professionals, of whom 55 were partners, and 34 multidisciplinary teams engaged in the assistance, totaling over 5 thousand hours dedicated to pro bono initiatives for more than 50 enti-

ties and social projects, with whom we maintain a lasting relationship. The numbers point to a growth of 66% in hours, 27% in professionals and 27% in the number of assisted organizations, comparing to the first year of the pandemic (2020), in which we had to suspend several face-to-face projects.

As developed annually, seeking to contribute to society at such delicate moment, we worked on several initiatives addressing different issues. During the pandemic, the firm more than ever acted strategically in pro bono and social responsibility actions in order to reduce the impacts of the crisis. Some services were dedicated to providing guidance to partner entities on institutional aspects arising from the COVID-19 outbreak, such as contractual issues, business renegotiations, as well as analyzing the impacts of the pandemic on Human Rights, specifically on minority groups (LGBTI+, people with disabilities), elderly population, women, etc.).

We highlight the following cases:

### **Mediation for All**

In times of intensification of conflicts and vulnerabilities, the Mediation for All project was developed in partnership with MEDIARE in order to build a more peaceful, empathetic and collaborative society. To this end, we seek to encourage dialogue and the construction of consensus as an appropriate way of resolving conflicts. The project was responsible for bringing to people working in organizations and projects in the third sector dialogue and negotiation tools, useful for their personal lives, as well as to facilitate their work on a daily basis, making their dialogues more productive. For each edition, we have invited a TozziniFreire partner organization, which was responsible for selecting and engaging its beneficiaries (whether individuals or other NGOs).

The project, which had the participation of 9 institutions during 2021, was applied to over 160 people, from 80 civil society organizations.

### **Opinion on Bill No. 504 – Casa Chama**

TozziniFreire presented a legal opinion to Casa Chama (an NGO that assists LGBTI+ people in social and economic vulnerabilities) on the unconstitutionality of Bill No. 504, which sought to prohibit children's advertisements that made reference to LGBTI+ people. TozziniFreire also publicly spoke out against Bill No. 504, along with other members of the LGBTI+ Business and Rights Forum (read the texts in the "Vocalizing Our Values" topic of this report).

### **Educafro**

TozziniFreire maintains a partnership with Educafro to support several cases of strategic litigation in favor of the Human Rights of the Brazilian black population. We have been representing Educafro (i) as an *amicus curiae* in a public civil action due to police violence perpetrated against the youth population of the State of São Paulo, demonstrating the special severity of the impacts on black people; (ii) in a public civil action in Rio de Janeiro, demanding reparation for diffuse and collective damages arising from the most deadly police operation that took place in the Jacarezinho community; (iii) in

a public civil action initiated in 2018 (ongoing) to demonstrate irregularities in the application of PNAES (Federal Student Assistance Program), which supports black low-income students enrolled in undergraduate programs at federal universities; and (iv) in the drafting of a legal opinion on the constitutionality of affirmative actions and an exclusive training program for black students.

In 2021, 27 professionals dedicated over 450 hours to strategic articulation with Educafro.

## TESTIMONIAL

“EDUCAFRO family is delighted to present TozziniFreire as a deserving of this award. We have been seeing the joy in the black community, following the law firm taking on the demands in favor of black people. If the firm wins this accolade, it should be attached to the proceedings that are still ongoing, to help improve Human Rights.”

**Friar David – EDUCAFRO**

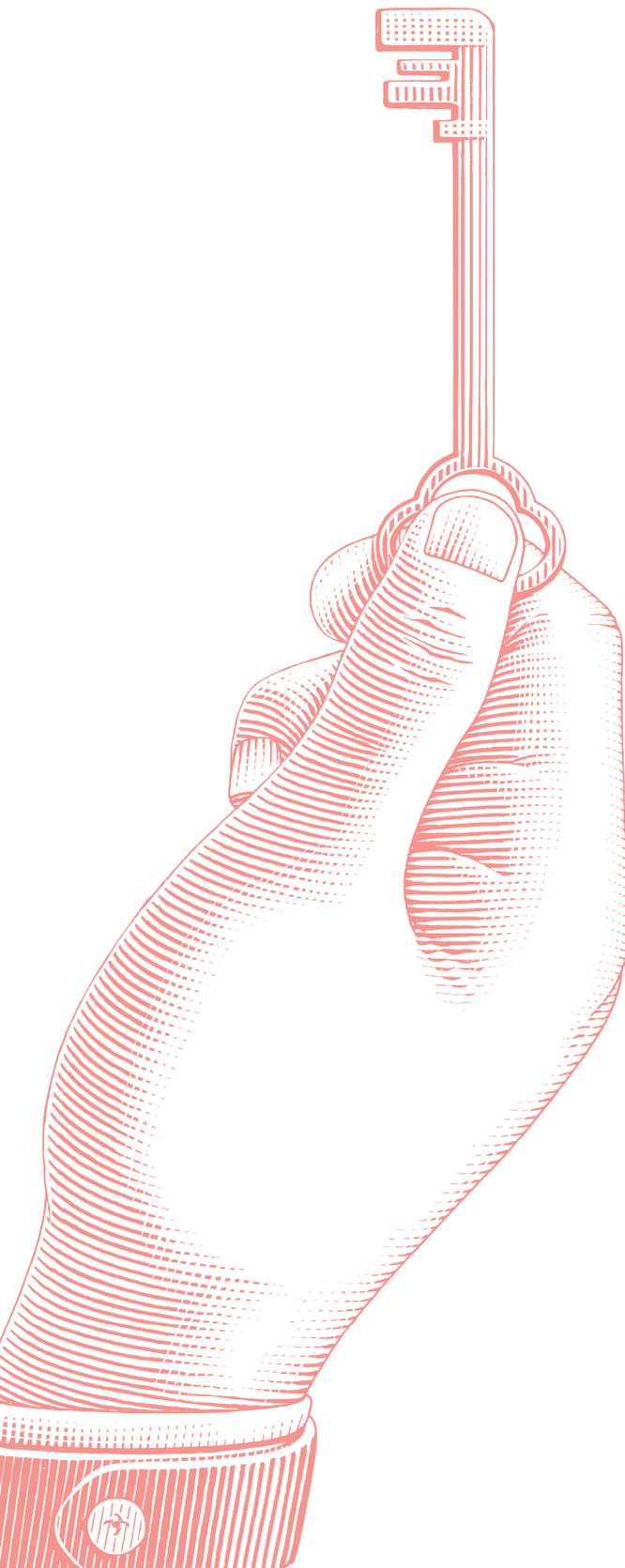
## LGBTI+

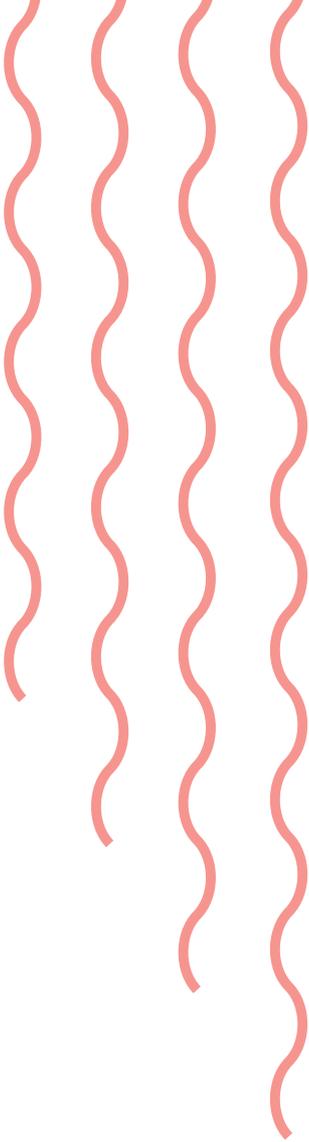
In partnership with Taturana, a social mobilization platform, and with the aim of strengthening the impact and the communication campaign of the film LIMIAR, released in August, in which the mother of a trans boy tells the story of her son, we produced a material about advocacy and strategic litigation that shows how civil society can speak out in favor of Human Rights. The partnership is one of the firm’s many fronts that deal with the fight for the rights of LGBTI+ people, especially trans people. At TozziniFreire, we also provide pro bono legal assistance to our employees regarding the adequacy of their documents and civil registration to their gender identity.

## Inclusive education for people with disabilities

We developed several initiatives on different fronts to defend the rights of people with disabilities. Aiming to guarantee the right of people with severe disabilities to access to adequate education, we developed a project focused on access to justice and the engagement of different stakeholders with this social cause. In 2020, we researched all previous decisions on access to education for people with severe disabilities and drafted an initial petition. To register and represent this group, we train volunteer lawyers from the Pro Bono Institute to work on behalf of the rights of people with disabilities assisted by Casa do Sol and we hold workshops with families of students with severe disabilities to explain their rights. In 2021, we continued the project, providing support to the volunteer lawyers of the Pro Bono Institute whenever questions arose about the forwarding of the respective lawsuits.

Aware of the need for a diffuse and collective impact, we also represented Avante as an *amicus curiae* in a Direct Action of Unconstitutionality in the Federal Supreme Court (ADI 6,590), which discusses the constitutionality of Decree No. 10,502 on inclusive education. We are members of the Brazilian Coalition for Inclusive Education, participating in several initiatives to raise awareness and promote this right.





We dedicated more than 210 hours of 30 professionals to initiatives aimed at the rights of people with disabilities, such as Adere, Casa do Sol, Instituto Social Pertence, Friendship Circle and Avante, in 2021.

Finally, we developed several meetings with families of people with intellectual disabilities to raise awareness of their rights, including the civil capacity, which is a legal innovation in Brazil since 2015 and still not known by most of society.

These pro bono initiatives are just some of the examples of the strategic projects we developed or supported throughout 2021, consistent with a history of serious commitment to building a fairer society and reducing inequalities.

## **INCENTIVE LAWS**

The social purpose of sponsored projects is key for TozziniFreire. To ensure that the projects are in fact transformative and aligned with our performance strategy, the selection and screening process begins with the TFI Inclusão Working Group, which investigates and gets to know the institutions, and subsequently presents the pre-selected ones to the TFI Inclusão Committee, which defines which projects will be submitted for final approval by the Executive Committee.

In 2021, projects were approved under four different laws: the Rouanet Law, the Sports Law, FUMCAD (Municipal Fund for the Rights of Children and Adolescents) and the Elder Law. Here are the selected projects: Institutional Project of MIS (Museum of Image and Sound), which ensured the implementation of the “Cine na Escola” project; the “MAM Educativo” program, held by Museum of Modern Art of São Paulo, responsible for the formation of the museum’s audience, enabling access to the exhibitions and their contents through actions that mix different languages and approaches, welcoming all kinds of visitors, seeking to sensitize people to think about reality under the culture perspective, beyond art; the “Arte & Cultura” project, by Grupo Primavera, whose objective is to contribute to the intellectual and cultural development of children and adolescents in the Jardim São Marcos community and region, in Campinas, offering a diversified education through artistic and technological activities; the project “A Arte de Pertencer”, by Grupo Social Pertence in Porto Alegre, which promotes free workshops in performing arts and instrumental music for people with disabilities in 12 months; the “Acordes de Compaixão” project, by the NGO Gaia+, which benefits socially vulnerable children with music, motor coordination and rhythm workshops; institutional sponsorship of Hospital do Amor; the basketball project in public schools, by Instituto Superação, which includes Princesa Isabel State School; the institutional contribution to Fundação Gol de Letra; including other projects by Unibes, Adere and Instituto Social Pertence



## WORKING ON THE FIVE PRIORITY TOPICS

Diversity is part of TozziniFreire's organizational culture – treated horizontally, it involves all employees equally, regardless their hierarchical levels or departments. To ensure the success of this approach, throughout the year we dedicated ourselves to carrying out numerous initiatives and internal communication campaigns focused on our five priority themes: Gender, LGBTI+, Refugees, Race and People with Disabilities. These actions encompass communications by email, intranet, and social media.

Our initiatives are guided by our annual calendar of commemorative dates (for instance: Brazilian National Day of Transgender Visibility in January, World Refugee Day in June, International Day of Persons with Disabilities in December). During the period, and to provide greater visibility, we work on each theme for at least two months annually. Beyond this, in parallel, we deal with other ongoing initiatives throughout the year.

Usually, in the first month of the year, during our Inclusion Week, we cover all the topics, and in December we highlight cross-cutting issues and no less important, including the prevention of diseases such as HIV/AIDS, inmate population and sustainability.



## AFFINITY GROUPS

We have consolidated five affinity groups dedicated to our five priority themes of TFI Inclusão. Each group has its own governance with a partner in charge of the topic, accompanied by a representative employee:

**LGBTI+ TFAffinity:** made up of almost 100 members, this group promotes the values and rights of the LGBTI+ community by generating discussions on affirmative actions and policies on this topic for the firm's internal and external audiences.

**TFporElas - Gender:** beyond discussing gender issues, the group monitors the presence of women lawyers in each team and at each hierarchical level. We have approximately 45% of female partners and 65% of female associates and interns. For over ten years, we have had women members in our Executive Committee, and as of 2019, it has had a majority of female partners (57%, 4 out of 7 members).

**TFMundi – Refugees:** this affinity group, in addition to debating and raising awareness on the issue of displacement of people around the world, supports the Insertion of Refugees in the Labor Market program, aiming to provide professional training for refugees.

**TFWithoutBarriers – People with Disabilities:** this group promotes the inclusion of People with Disabilities through discussions and search for solutions to the barriers encountered by this public. At TozziniFreire, we



have several professionals with different types of disabilities. We are also members of the Steering Group and co-founders of REIS (Corporate Network for Social Inclusion), which seeks to mobilize companies in Brazil to promote inclusion in the labor market.

**TFAfro - Race:** racial affinity group, composed of almost 100 members, aims to promote the professional development of black lawyers and increase their presence in the Brazilian legal market. Beyond discussing racial discrimination, the group provides a welcoming and safe environment in the firm for employees to feel comfortable to share their experiences and contribute to driving internal improvements in our corporate culture.

#### **Pointing out some activities led by our groups:**

The affinity groups work along with our pro bono team on issues involving our priority topics.

For the NGO Plataforma Taturana, for instance, we provided booklets on the rights of transgender people, legal strategies, contentious strategies and LGBTI+ concepts, as extra content to maximize the impacts of a documentary. For Casa Chama, we drafted a pro bono opinion on the unconstitutionality of Bill No. 504 (read the full text in “Vocalizing Our Values”) and assisted them in several legal matters, besides donating food, hygiene items and money to the maintenance of the institution.

### **TESTIMONIAL**

“Since the beginning of the organization of Casa Chama, TozziniFreire was extremely interested in supporting our cause. After creating our bylaws, we were able to formalize the pro bono work and our partnership with the firm. I believe that one of the great benefits is that they have an exclusive person to deal with Human Rights (Clara Serva, TozziniFreire’s pro bono coordinator), beyond having a transgender person in its team (Maria Paula Bonifácio, sub-coordinator) to develop a more focused and effective dialogue. Our knowledge exchange is constant, and recently TozziniFreire helped us with the important drafting of a statement letter against Bill No. 504. Additionally, they dedicate to solving problems and to jointly creating new projects that promote improvements, such as the initiative to expound on the existence of transgender children and adolescents and to pave the way for name and gender markers rectification on documents by trans people free of charge. We are very grateful.”

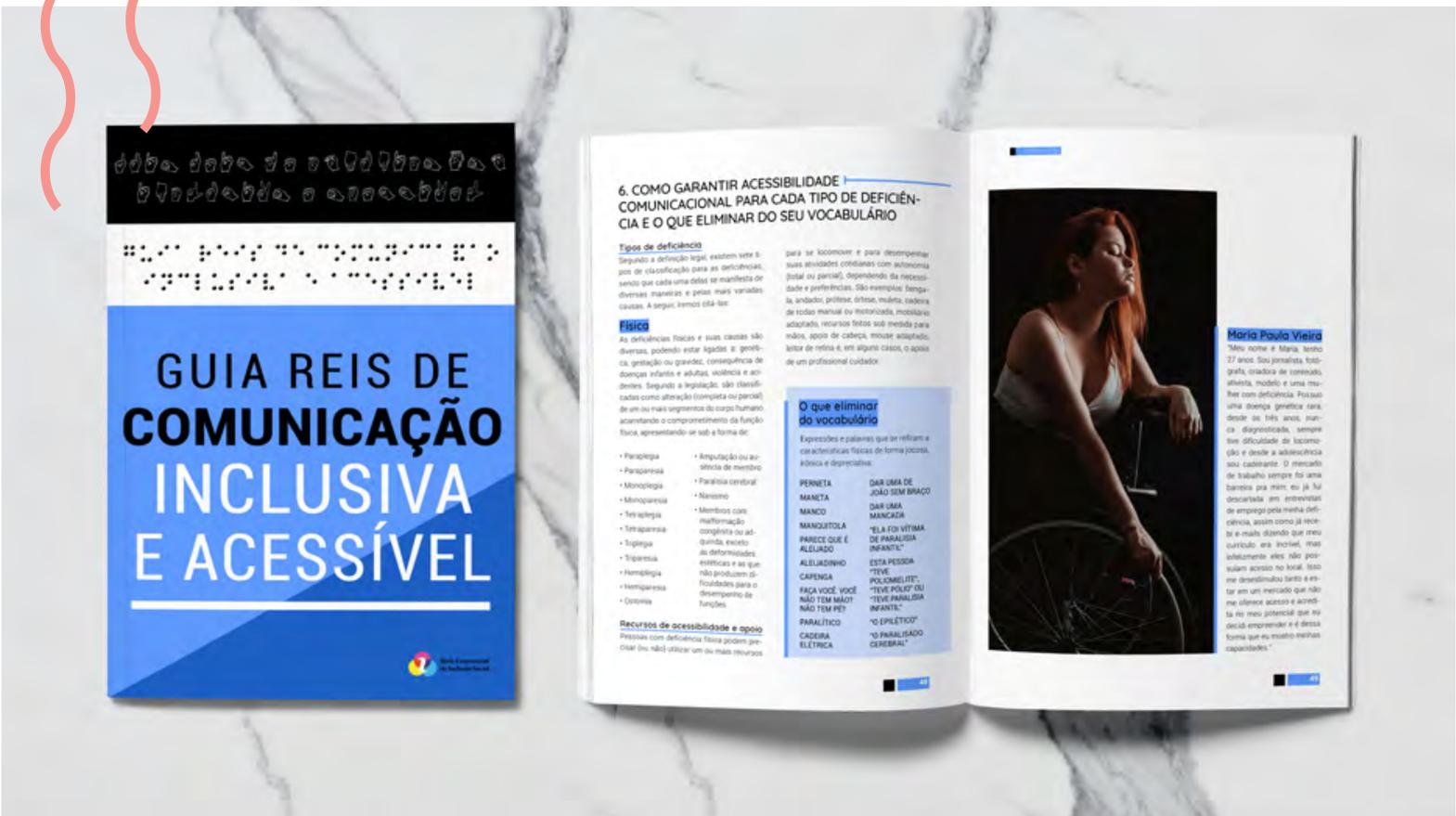
A sample of our work on the Gender issue was the creation, in 2021, of a podcast in partnership with Instituto Dara to educate low-income or very low-income women in Rio de Janeiro about the types of domestic violence and ways to end the cycle of violence; labor rights; and economic or patrimonial gender violence. At the invitation of BRK, our partners and lawyers gave lectures at Projeto Reinventar, which provides assistance and trainings for women in situations of extreme social and economic vulnerabilities, including migrants and refugees.

Regarding Refugees, since 2017 we have been offering pro bono work to the NGO Abraço Cultural, a language school for the immigrant community in Brazil, focused on strengthening integration and promoting skills that will help them to achieve higher levels of employment. As a law firm, we regularly hire Migraflex catering services, an NGO that fosters migrant entrepreneurs, for our events.

## TESTIMONIAL

“For over four years of partnership, TozziniFreire’s support has been fundamental for the performance and development of Abraço Cultural. The firm is present in all our extremely relevant causes, with a very dedicated, committed, and available team. Our open communication channel often enables them to create even more demands, besides working on the existing ones, because they point out what we need, thinking ahead about new projects. We are very grateful for this partnership, all dedication, invitations to events, lectures, and our courses announcements. TozziniFreire is a strategic partner that foresees everything we need, not only what we ask for, and that is why we hope that this relationship may be long-lasting.”

In defense of the right of all people to education, in December 2020, we joined the Brazilian Coalition for Inclusive Education and filed a petition as *amicus curiae* at the STF (Brazilian Federal Supreme Court), defending the right for an inclusive education for people with and without disabilities in the same educational environments, and the provision of the necessary resources to ensure accessibility.



We also released virtually, in April 2021, in partnership with REIS, the Guide to Inclusive and Accessible Communication (see the topic “Publications”). The guide provides important content for the evolution of the diversity and inclusion agenda inside and outside companies and covers topics on the challenges of implementing inclusive communication methods and processes, not only within the work environment but across diverse media platforms and even in our everyday life.

Our group dedicated to racial issues has also produced a series of communication materials on expressions of racist connotation to raise awareness of the issue. In 2021, in addition, to celebrate the Brazilian National Black Awareness Day, we produced a timeline, internally and externally disclosed, of the history of black rights in Brazil, from the last years of slavery to recent days. As part of our Third Week of Inclusion program (see the topic “Third Week of Inclusion”), TFAfro promoted a chat about “My Hair, My History”, addressing Afro hair as a means to enhance aesthetics, cultures and black beauties.

TozziniFreire is also one of the supporters of Incluir Direito project, developed by CESA (Association of Brazilian Law Firms). The initiative aims to increase the participation of black professionals in the Brazilian legal market through training courses that prepare students for selection processes of leading law firms. In addition to receiving young people from the project, the firm also carries out differentiated selection processes, aimed at minority groups, through strategic partnerships with TransEmpregos, Mulheres do Brasil, Fórum de Empresas e Direitos LGBTI+, REIS and Educafro.

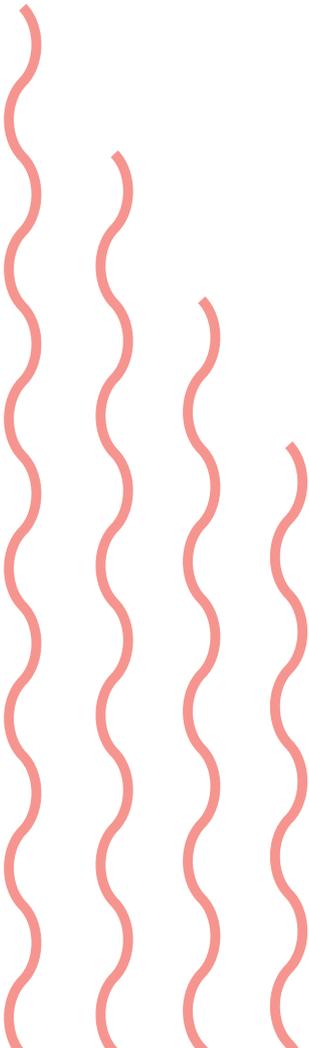
Our performance is also based on the calendar of commemorative dates. On October 21, International Day of Action for Trans Depathologization, we released TozziniFreire’s Rectification Policy to support our transgender employees who wish to adjust their documents (legal name and/or gender). Besides bearing the necessary costs, we have also commitment to provide pro bono assistance in all rectification process.

On the Brazilian National Transgender Visibility Day, January 29, TozziniFreire’s CEO participated in a local morning news program Bom Dia São Paulo, on Globo TV. In the interview, he highlighted the importance of having a diverse and inclusive work environment. That day, we also released an edition of our podcast, in which TFAffinity members explain key points about trans visibility, inclusion and employability.

Since 2018, TozziniFreire has opened vacancies exclusively for transgender people professionals. So far, we have hired eight trans people and transvestites.

On December 3, when commemorating the International Day of People with Disabilities, besides communicating the date, we invited our professionals to learn about the NGO Friendship Circle and to do a volunteer work there. Friendship Circle is a NGO that transforms people and socially promotes inclusion by connecting individuals with disabilities with its vast network of volunteers, which creates friendship bonds and acceptance that transform the lives of all participants and their families.

TozziniFreire is also dedicated to this cause in its long partnership with Adere, an NGO from São Paulo with which it has been developing various activities for 20 years, contributing to the work of including people with intellectual disabilities in the labor market, and with Instituto Social Pertence, which operates in Porto Alegre promoting the socialization of this public (see the topic “Initiatives and Institutions Supported by TozziniFreire”).



# PUBLICATIONS

In 2021, TozziniFreire published several materials addressing diversity, inclusion and social responsibility, some of them in partnership with other entities.

## Compliance and ESG: Essential Guidelines

In partnership with Instituto Ethos, we released the digital publication “Compliance and ESG: Key Guidelines”. The content addresses Human Rights, Environment and Integrity in an integrated approach to compliance and governance, such as risk analysis and creation of a code of conduct, policies and procedures.

Instituto Ethos is an OSCIP (Civil Society Organization of Public Interest) whose mission is to mobilize, raise awareness and help companies manage their business in a socially responsible manner, making them partners in building a fair and sustainable society.

To check out the material in full, click [here](#).

**COMPLIANCE AND ESG**  
**KEY GUIDELINES**

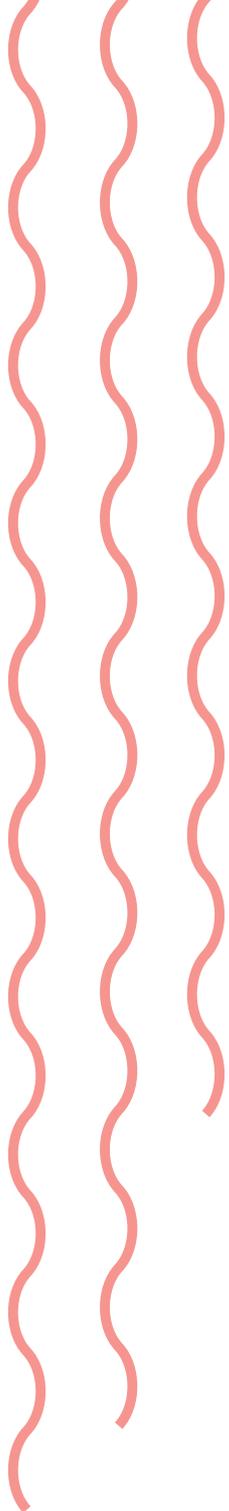
**I. HUMAN RIGHTS, THE ENVIRONMENT AND INTEGRITY: AN INTEGRATED APPROACH TO CORPORATE GOVERNANCE AND COMPLIANCE**

- Impact on the community and its surroundings:** maintenance and protection of the environment; guaranteeing the community rights (safety of the territory and affected populations) and attention to immediate direct and indirect and medium- or long-term impacts.
- Impact on internal public:**
  - Diversity and inclusion:** comprising the steps of hiring, training, treatment and career development.
  - Employment status:**
    - Equity of treatment;
    - Equal hiring and career development opportunities;
    - Preventing and repairing harassment situations (to ensure health and good professional performance, appreciation of human work);
    - Encouragement of decent and respectful work (reasonable hours and ideal working conditions, respect for minimum age for recruitment).
- Impact on the production chain:** respect for Human Rights, integrity and the environment in the relationship with third-party individuals or companies, requiring proper conduct (encouraging it through recognition, prioritization or strengthening of relationship with those who respect the rules);
- Impact of the core business:** assessment of social and environmental impacts of the company's product and/or service and mitigation of risks of violations;
- Corruption:** preventing and fighting corruption, ensuring use of resources to guarantee the basic rights of the population (health, education etc.);
- Transparency:** Adopted as a company's principle and value, in its internal and external relations.

**II. PILLARS OF THE COMPLIANCE PROGRAM AND APPLICATION TO HUMAN RIGHTS, THE ENVIRONMENT, INTEGRITY AND CORPORATE GOVERNANCE**

- Support from top management:** including in the regular agenda discussions on Human Rights, integrity and environmental-related issues, assessment of outcomes and top management decision-making;
- Department responsible for compliance:** it is recommended to have a person or department (with independence, autonomy and adequate resources) in charge of implementing integrity measures, who will spread the culture of integrity, respect for the Human Rights and social and environmental matters;
- Risk assessment:** auditing and mapping of interactions, aiming at identifying and mitigating the main risks and negative impacts, comprehending:
  - Supply chain:** main services and/or products retained by the company and its regulation;
  - The core business:** positive or negative social and environmental impacts of the product and/or service;
  - Environmental:** effective and potential impacts to the environment;

The diagram on the right illustrates the 'IMPACT' model. At the center is a circle labeled 'IMPACT'. It is surrounded by several interconnected nodes: 'THE ENVIRONMENT' (top left), 'HUMAN RIGHTS' (top right), 'COMMUNITIES' (middle left), 'INTERNAL PUBLIC' (middle right), 'CORE BUSINESS' (bottom left), 'TRANSPARENCY' (bottom right), 'CORRUPTION' (bottom center), and 'INTEGRITY' (bottom left). The diagram also includes icons for a leaf, a crown, a factory, a group of people, a shield, and a magnifying glass. At the bottom, there is an illustration of two people in blue uniforms, one holding a megaphone.



### **REIS Guide to Inclusive and Accessible Communication**

In April, we released the Guide to Inclusive and Accessible Communication, produced by REIS (Corporate Social Inclusion Network), in partnership with TozziniFreire and other companies that comprise the network.

The guide provides important content for the evolution of the diversity and inclusion agenda inside and outside companies and covers topics on the challenges of implementing inclusive communication methods and processes, not only within the work environment but across diverse media platforms and even in our everyday life.

Click [here](#) and see the full guide.

### **Collaborative Sustainable Living Guide**

The United Nations' Intergovernmental Panel on Climate Change (IPCC) has released a warning report about the impact of human actions on climate change and its consequences. Rethinking our habits is primary. Why don't we do it together?

TozziniFreire's Collaborative Sustainable Living Guide features content developed by our personnel, who shared their best practices and strategies to conserve resources and avoid waste.

Check out the full content at the links below, in [Portuguese](#) and [English](#).

### **Guide to People with Disabilities**

Aiming to tackle prejudice and discrimination against People with Disabilities, members of TFIInclusão, a program that consolidates TozziniFreire's social initiatives, produced a guide providing content recommendations on this matter. The publication, released during the third edition of our Inclusion Week, gathers valuable tips on books, movies, podcasts, and social media accounts.

Check out the full material [here](#).

# PARTICIPATION IN FORUMS AND EVENTS

TozziniFreire is a member of several forums dedicated to themes of diversity and inclusion, as well as signatory of pacts and agreements on the subject as following:

• LGBTI+ Business and Rights Forum	<i>MARCH 11</i>	<i>MAY 10</i>
• REIS (Corporate Social Inclusion Network)	LGDP, AI and Corporate Sustainability Webinar – ESG, held by Abrasca/Finted	Bonus Workshop on ESG, held by ABRASCA
• Pact for Inclusion of People with Disabilities	<i>MARCH 18</i>	<i>MAY 25</i>
• Movimento Mulher 360	Gender Diversity: A Long Way, held by IDIS and TozziniFreire	Sustainable Investing Forum, held by FIS
• Business Coalition for Racial Equity	<i>APRIL 9</i>	<i>MAY 26</i>
• Legal Alliance for Racial Equity	Launch of REIS Guide to Inclusive and Accessible Communication, held by REIS (Corporate Social Inclusion Network)	Internal Meeting of the Diversity and Inclusion Committee, held by CCBC
• UN Women’s 7 Principles of Women’s Empowerment	<i>APRIL 19</i>	<i>JUNE 08</i>
• UN Global Compact	Autism: Diagnosis, Treatment and Rights, promoted by Medplex Eixo Norte	Women and Careers Event, held by Universidade Positivo
• CEBDS (Brazilian Business Council for Sustainable Development)	WLG “Best Practices in Wellness: Pandemic and Beyond”, held by World Law Group	<i>JUNE 10</i>
• Legal Front of the Brazilian Coalition for Inclusive Education	<i>APRIL 23</i>	News on Women’s Rights: Divorce, Succession and Other Legal Issues, held by TozziniFreire and HOFT
• WLG (World Law Group) Corporate Social Responsibility Committee	Event “Human Rights: the role of the private sector in reducing socioeconomic inequalities”, held by Gente que Inspira project	<i>JUNE 11</i>
• Committee on Pro Bono and Corporate Social Responsibility of CESA (Association of Brazilian Law Firms)	<i>APRIL 29</i>	ESG and the New Stakeholder Capitalism, promoted by the USP Law School
• Commission on ESG of CFA Society Brazil	Instituto Ethos and TozziniFreire, joining forces against COVID-19!, promoted by TozziniFreire and Ethos	<i>JULY 7</i>
Our partners also participated as speakers in several events promoted by other organizations, addressing issues related to sustainability, diversity and inclusion. Among them, we highlight:	<i>MAY 4</i>	Corporate Sustainability and Anti-Corruption: Why is the ESG agenda important?, promoted by Instituto Não Aceito Corrupção
<i>MARCH 10</i>	First edition of the Congress on Human Rights and Business, panel “ESG: what to expect for the future?”, promoted by Mackenzie	<i>JULY 8</i>
Wall Street Green Summit Brazil, held by 1BusinessWorld	<i>MAY 5</i>	Webinar on Corporate Governance and Sustainability - ESG Challenges - A look at the Governance G, promoted by ABRASCA
The Academy’s International Women’s Day Webinar 2021, hosted by International Academy of Financial Crime Litigators	ESG Meeting: Diversity and Value Creation in the Companies’ Boards of Directors, held by ABRASCA	<i>JULY 14</i>
		Environmental Compliance: What Is Necessary to Comply?, promoted by Instituto Não Aceito Corrupção

### *JULY 20*

Webinar on Green Funds, promoted by ABRASCA

### *JULY 23*

Webinar in Celebration of the 30<sup>th</sup> anniversary of the Brazilian Quota Law (panel 2: “The role of companies in the inclusion of professionals with disabilities”), held by São Paulo Chamber of Inclusion of People with Disabilities

### *AUGUST 10*

Importance of Responsible Management in ESG Aspects, promoted by IBGC

### *AUGUST 11*

ESG in the Public and Private Sector, promoted by Editora Forum

### *AUGUST 12*

Ethos 2021 Conference, promoted by Instituto Ethos

### *AUGUST 24 AND 26*

Compliance Summit - 2<sup>nd</sup> Ed. - Compliance Management with an ESG approach, promoted by Compliance Summit

### *SEPTEMBER 3*

Campaign 101010 (10 commitments, 10 presidents, 10 minutes), live promoted by the LGBTI+ Business and Rights Forum. Our CEO spoke about Commitment 7 - “Promoting respect for LGBTI+ rights in the planning of products, services, and customer service”

### *SEPTEMBER 16*

Investing in Brazil: Get to Know Cases of Japanese Companies that Succeeded in Brazil and the Importance of ESG, promoted by TozziniFreire and Brazilian Chamber of commerce in Japan

### *SEPTEMBER 29*

26<sup>th</sup> Brazilian Congress on Environmental Law, 16<sup>th</sup> International Congress on Environmental Law: The Environmental Law in the Light of the SDGs, promoted by Instituto Planeta Verde

### *OCTOBER 13*

ESG Workshop - Carbon Markets and the Challenges of Decarbonization, promoted by ABRASCA

### *OCTOBER 14*

Strategic Law Firms Committee – Diversity Theme: Opportunities and Management Tools for Law Firms, held by AMCHAM

### *OCTOBER 19*

ESG and Climate Disclosures, held by the Spanish Chamber

Compliance Experience - Panel: How to Integrate an Integrity System with Compliance Practices, Organizational Culture and ESG Policies, promoted by OCEPAR

TCFD Webinar | Legal Committee and Sustainability Committee, held by the Spanish Chamber

### *OCTOBER 27 AND 28*

10<sup>th</sup> Edition of Super Forum on Diversity and Inclusion (Forum on Women in Highlight, Forum on Diversity and Inclusion Management and Forum on Diversity in Board of Directors), promoted by CKZ Diversidade

### *OCTOBER 28*

6<sup>th</sup> edition of Regional Business Integrity Week in Latin America, promoted by the Alliance for Integrity & Ethos

### *NOVEMBER 5*

Lecture on SUS for Reinventar students, promoted by BRK Ambiental and Projeto Reinventar, with support of TozziniFreire

### *NOVEMBER 8*

Lecture “Ethics, Morality and Integrity: the Importance of Public and Corporate Governance in the Contemporary World”, tested by Editora Forum

### *NOVEMBER 9*

ABVCAP Experience: “ESG - from Discourse to Practice”, opus by ABVCAP

### *NOVEMBER 10*

1<sup>st</sup> International Congress on Internal Control and Auditing – ESG Agenda in Portuguese-Speaking Countries, promoted by CONACI

### *NOVEMBER 25*

ABVCAP Diversity - The Path to Diversity, promoted by ABVCAP

### *NOVEMBER 30*

Cyrela Lecture Series | Let’s understand more about ESG with TozziniFreire?, held by CAJU (Cyrela’s Legal Service Center)

### *DECEMBER 6*

Panel “Agro & ESG”, in Dialogues on Agribusiness, promoted by CEU Law School & TozziniFreire

### *DECEMBER 9*

Event in celebration of ANADE for the International Day of Human Rights, promoted by ANADE Corporate Law Committee, Mexico



## INTERVIEWS AND ARTICLES

As TozziniFreire is a benchmark in matters related to diversity, our partners and associates are frequently sought for interviews and articles in national and international press. In 2021, our professionals contributed to the most diverse publications.

33 Articles

25 Press Vehicles

## OTHER RELEVANT TOPICS

In addition to the five priority themes (Gender, LGBTI+, Refugees, Race and People with Disabilities), TFIInclusão also works on other fundamental issues to build a less unequal society, made up of more conscious individuals and professionals.

### **Technology and Human Rights are discussed at the TOZZINIFREIRE XPERIENCE event**

The legal practice has been changing to adjust to the demands of an increasingly competitive market and a constantly evolving world. Themes such as innovation, technology, inclusion and Human Rights have gained traction, influencing the entire segment. These and other topics were addressed at TOZZINIFREIRE XPERIENCE, an immersive virtual meeting organized by our firm in July and August aimed at Law students.

On the two days of the event, we had over 90 participants and more than 200 registrations. The meeting started with real cases to discuss a series of ethical issues that are increasingly being faced by new professionals: Have you ever imagined practicing law in a world where robots are part of society? Or handling situations in which technology is no longer a context but a leading character? Or even how to prepare for a legal practice that, above all, must raise the banner of Human Rights for justice to be truly achieved?

With this type of initiative, we wish to help the future professionals to develop a more attentive look at issues of diversity and Human Rights.



# DATES CELEBRATED INTERNALLY AND EXTERNALLY

Throughout the year, we remember some important dates through internal and external communications, campaigns or events, seeking to raise awareness and promote debates on issues that are crucial to the firm.



Jan. 29 | Brazilian National Transgender Visibility Day

Mar. 8 | International Women's Day (Women's Month)

Mar. 21 | International Day for the Elimination of Racial Discrimination

Mar. 25 | International Day of Solidarity with Detained and Missing Staff Members

May 13 | Slavery Abolition Day in Brazil

Jun. 28 | International LGBTI+ Pride Day

Jul. 3 | Brazilian National Day to Combat Racial Discrimination

Jul. 25 | International Afro-Latin American, Afro-Caribbean and Diaspora Women's Day

Aug. 7 | Fifteen Years of the Maria da Penha Law

Aug. 19 | Brazilian National Lesbian Pride Day

Aug. 29 | Brazilian National Lesbian Visibility Day

Sept. 21 | Brazilian National Day of Struggle for People with Disabilities

Oct. 11 | Coming Out Day

Oct. 18 | TFI Inclusão Anniversary

Oct. 21 | International Day of Action for Trans Depathologization

Nov. 20 | Black Awareness Day

Nov. 25 | International Day for the Elimination of Violence against Women

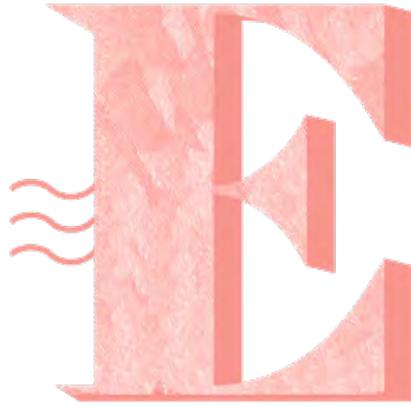
Dec. 3 | International Day of People with Disabilities

Dec. 10 | International Human Rights Day

Dec. 15 | Female Lawyer's Day



# UN GLOBAL COMPACT



Encouraging companies to adopt corporate social responsibility and sustainability policies, TozziniFreire has been a participant in the Global Compact, a voluntary initiative of the United Nations since 2017.

The Global Compact is a call to companies to align their strategies and operations with 10 universal principles related to Human Rights, Labor, Environment and Anti-Corruption, and to take actions that help face society's challenges. It is now the world's largest corporate sustainability initiative, with around 16,000 members in 69 local networks, covering 160 countries.

Our adherence to the Pact is in line with our attention to the UN Guiding Principles on Business & Human Rights, seeking to mitigate any negative (real and potential, direct and indirect) impacts regarding our activity and maximize positive impacts throughout our influence area.

## YEAR OF ACHIEVEMENTS AND RECOGNITION



When in 2021, TozziniFreire's Executive Committee received the **CEBDS Women's Leadership Award**, in the Women on Board category. The accolade aims to recognize women, companies and initiatives that contribute to achieving the Sustainable Development Goals (SDGs), and foster, encourage and/or inspire the development of new female leaders. The Women on the Board category awarded two advanced companies for having women on their internal boards. This Award is yet another recognition of our initiatives, projects and efforts, showing us that we are on the right path towards gender equality.

Keeping on this topic, we had 24 female professionals recognized in the 1<sup>st</sup> edition of **Análise Advocacia Mulher 2021**, a Brazilian ranking that acknowledges the most admired female lawyers in the country, and 6 partners recognized in **Expert Guides: Women in Business Law 2021**.

Partner Patricia Bandouk Carvalho was recognized in the publication **Women in Antitrust 2021** of **GCR** (Global Competition Review), the world's leading Antitrust and Competition Law guide. The sixth edition celebrated more than 130 women from different countries who stood out for their careers. Patricia is recognized among only five Brazilian lawyers.

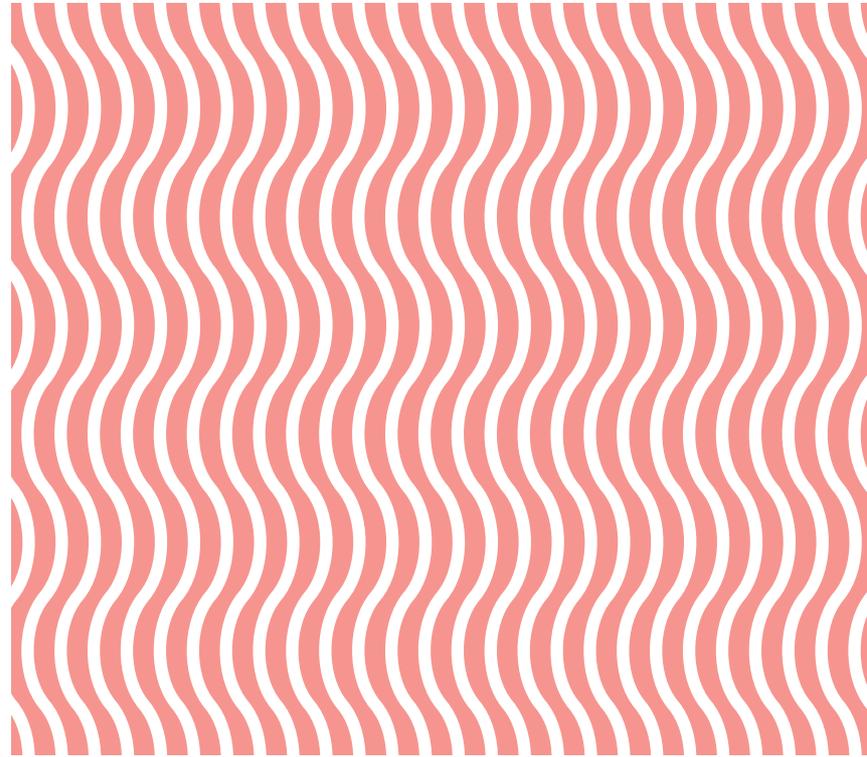
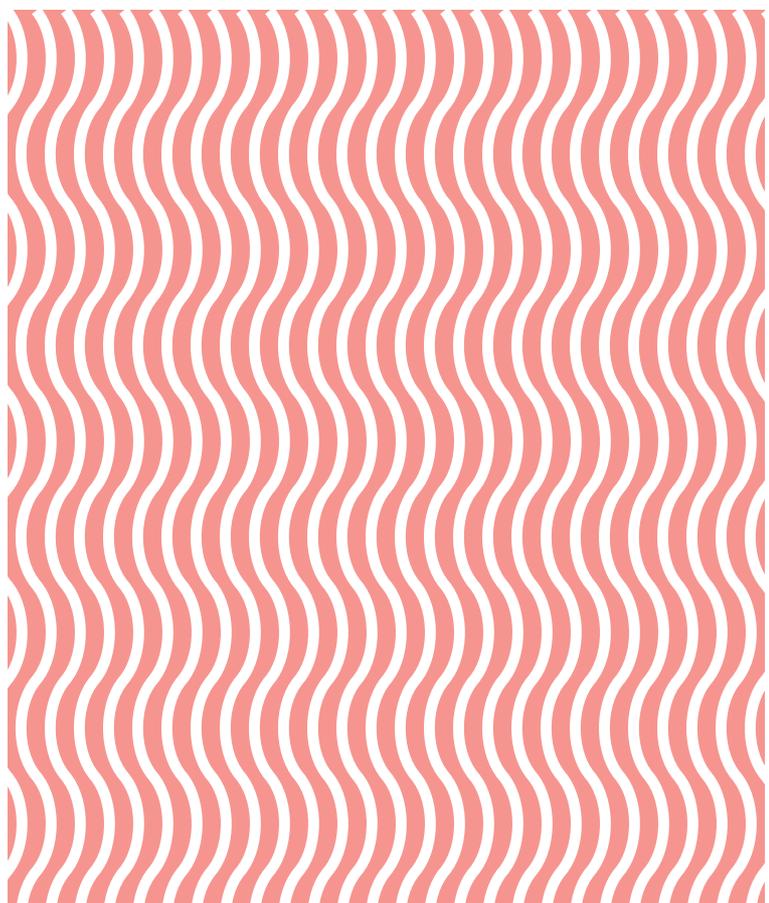
And **Women in Investigations 2021** guide, by **GIR** (Global Investigations Review), recognized partner Renata Muzzi in its third edition, which highlights 100 remarkable female lawyers working in the field of investigations worldwide.

TFWithoutBarriers, one of the firm's affinity groups, was recognized by the 4<sup>th</sup> edition of the **Municipal Badge of Human Rights and Diversity**, granted by São Paulo City Hall. The group encompasses all activities specially designed for People with Disabilities, besides promoting discussion and learning among our personnel about ableism, prejudice, discrimination, accessibility, and reduction of inequality inside and outside the labor market.

Once again, we were recognized by the **Pro Bono Leading Lights** survey, conducted by **Latin Lawyer** and **The Vance Center**. The analysis annually acknowledges the pro bono work done by Latin American law firms and their efforts to build a sustainable framework of practice in the legal market. The guide highlighted our assistance to Sistema B — the organization responsible for the engagement, dissemination and local promotion of B movement in Brazil and Latin America — in creating the CoVida20 program, the first in the country dedicated to helping small and medium-sized companies that are struggling to maintain themselves during the pandemic.

Regarding the racial issue, we had presence in two collective acknowledgements. The Legal Alliance for Racial Equity, of which TozziniFreire is a member along with the other 11 largest law firms in the country, was honored in November by the 10<sup>th</sup> edition of Benedicto Galvão Award, an initiative of the Commission on Racial Equality of the Brazilian Bar Association – São Paulo Section (OAB-SP).

The project Incluir Direito, developed by CESA (Association of Brazilian Law Firms) and supported by TozziniFreire, was one of the winners of the 2021 Innovare Award, in its 18<sup>th</sup> edition. The initiative aims to increase the participation of black professionals in the Brazilian legal market through



training courses that prepare students for selection processes of leading law firms.

Proudly, we were recognized as the **Best Law Firm in Inclusion and Diversity** by the 2021 edition of **Brazil's Leading Lawyers Awards**, by Leaders League. The accolade is the result of our commitment to inclusion, which promotes the increasing presence of minority groups at all firm's hierarchical levels, and of our work on the five priority themes that comprise our TFIclusão: Race, Gender, LGBTI+, Refugees and People with Disabilities.

Finally, we were shortlisted for three categories of Chambers D&I Awards Latin America 2020: Outstanding Firm for Diversity & Inclusion (Brazil); Outstanding Contribution to Diversity & Inclusion (Brazil – with partner Maria Elisa Gualandi Verri); Diversity & Inclusion Future Leader (Brazil – with partner Clara Pacce Pinto Serva).

Currently, TozziniFreire is also shortlisted in the first edition of the Chambers Brazil Awards for three categories focused on diversity and inclusion and one on ESG:

- Diversity & Inclusion: Outstanding Firm
- Diversity & Inclusion: Future Leader - Clara Pacce Pinto Serva
- Diversity & Inclusion: Outstanding Contribution - Maria Elisa Gualandi Verri
- Environment & Sustainability: Outstanding Firm

The guide dedicated over 200 professionals to analyze the work and performance of the law firms. The ceremony will take place in March 2022.

A person is holding a white sign in front of their face. The sign features the Tozzini Freire logo in a dark blue serif font, with a red dot at the end of the period. Below the logo, the word 'ADVOGADOS' is written in a smaller, dark blue, all-caps sans-serif font. The person holding the sign has a tattoo on their left forearm and is wearing a watch and a ring.

**Tozzini  
Freire.**  
ADVOGADOS

## ABOUT US

Developing safe and innovative legal solutions with the commitment and determination to deliver results is how TozziniFreire works. It is in our essence to make significant contributions to our clients' business strategies in an increasingly complex environment, offering comprehensive advice and anticipating corporate legal issues. We are a full-service law firm acting in 55 areas of corporate law. We offer a unique structure with industry groups and international desks staffed by lawyers who are considered experts by the market and key national and international guides. A team of excellence combined with the absolute quality of our services and TozziniFreire's ethical, social and environmental commitment have resulted in numerous awards and recognitions, granted by the most relevant specialized national and international publications. Throughout our history, we have played a central role in many of the most significant transactions in the Brazilian market, contributing to the growth of the local economy and becoming one of the largest and most respected law firms in Latin America. With operations throughout the Brazilian territory, we have seven fully-owned offices, strategically located in Brazil and also in the United States, providing our clients with personalized local service, tailored to the characteristics of each geographical region, ensuring the same high standard services, and ethical, social and environmental commitment in all our branch offices. Valuing the excellence of service, we seek the most talented people in the market through initiatives to attract and retain them. Additionally, we strive to continuously invest in the development of their skills through programs, training, courses and internships in Brazil and abroad, ensuring a high skilled, well-informed, and efficient team of lawyers. Our one-firm principle expresses our purpose before our stakeholders and guides our performance as a safe and cohesive entity. These concepts allow us to safeguard, every day, our culture, mission and values, which are the essence of who we are and what we do.

# TFINCLUSÃO STATEMENT



We the people of TozziniFreire is driven by a certainty: it is possible to build a prosperous and fair society. More than a discourse, this is an evident conviction in our essence. We believe that knowledge, combined with a sense of responsibility, is a powerful tool in the pursuit of this ideal. We are committed to consistency: we have ethics and integrity as non-negotiable conditions in the provision of our services, in the screening of our clients and in our relationship building, since our stance is based on a pioneering and strict compliance policy. Our commitment also involves providing access to rights, means and resources to individuals and organizations, in order to help them be an integral and active part of society that we strive to build. This is the basis of our social purpose: to embrace Law for inclusion. To accomplish this, we develop and support projects that deal with inclusion under three aspects: inclusion for diversity, which involves affirmative actions and respect for physical, ethnic, racial, sexual, gender, origin, and other pluralities; inclusion via access to our services, through a pro bono program that makes our legal expertise available to public interest organizations; and inclusion through a sense of collectivity, which encourages the engagement of our personnel in initiatives focused on adding value to other members of the communities assisted by us. From our point of view, these contributions can enable Law to be more than a set of rules that regulate society and guarantee order. They are capable of making law an inductive element of the country we pursue.

# Tozzini Freire.

ADVOGADOS

