



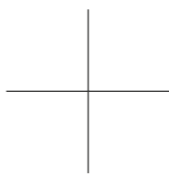
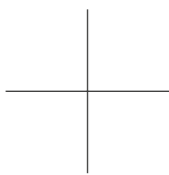
ANNUAL report.

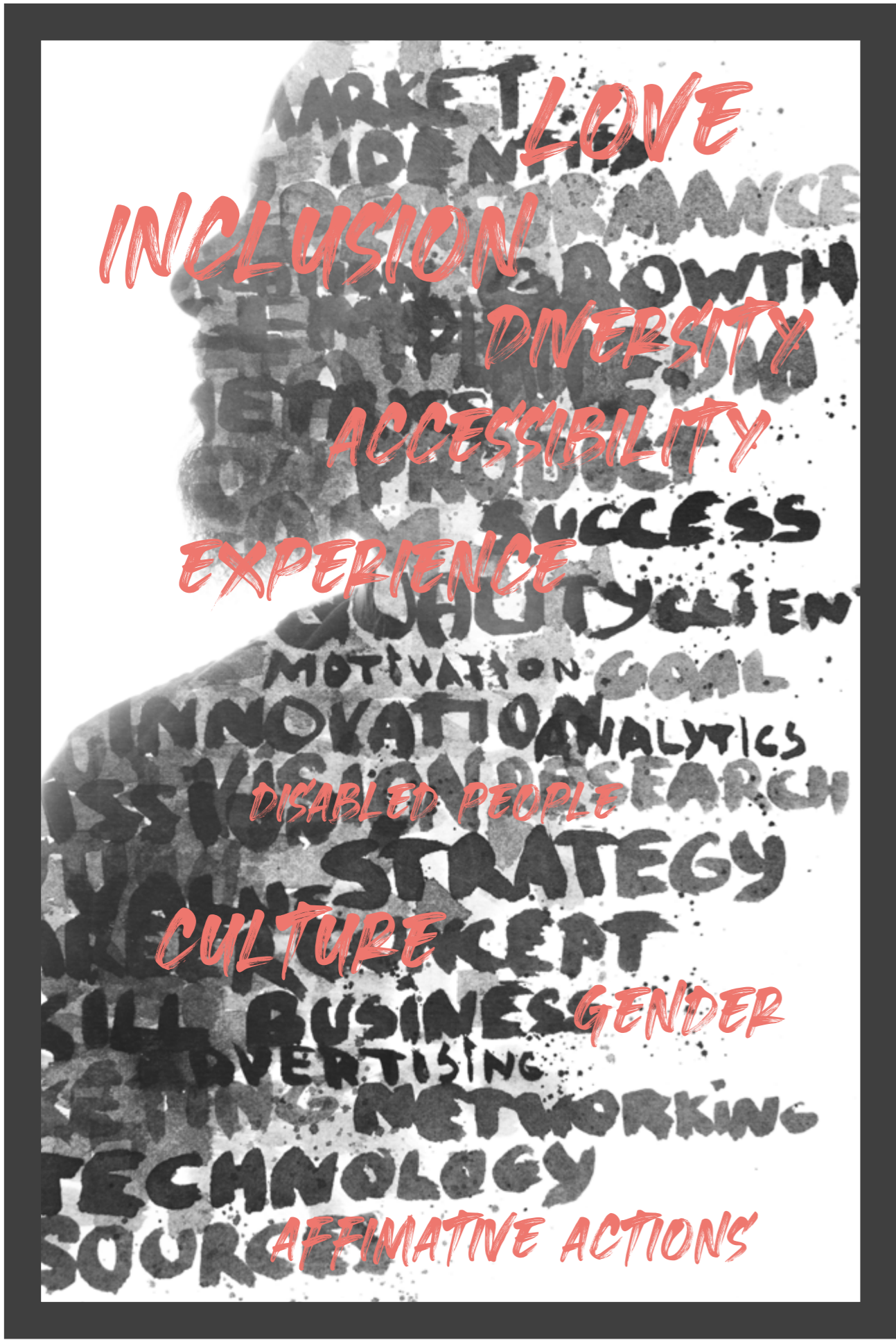
2022

www.tozzinifreire.com.br

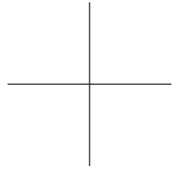


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Statement by the executive board.



The year 2022 was marked by the return of face-to-face activities after almost two years of distancing due to the pandemic.

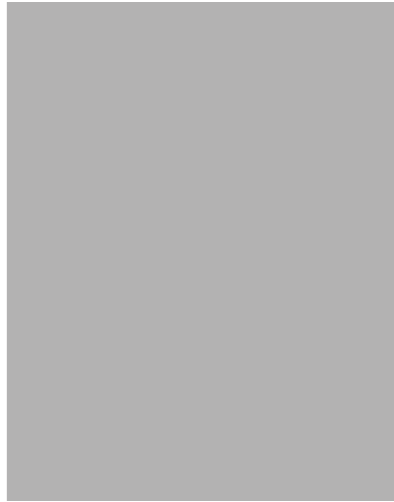
This allowed the gradual resumption of activities that had to be suspended or adapted to virtual formats in previous years.

Our Inclusion Week, an annual event that addresses themes related to our TFinclusão program in a transversal and intersectional way, once again held lectures, workshops, gastronomy, bazaars, and interactive activities at the firm's facilities. We also provided lectures in a hybrid system (face-to-face and virtual), which had the participation of our employees from different cities in Brazil.

In 2022, we continued using our legal expertise to promote human rights and positive social impact, including in defense of minorities and vulnerable groups. In partnership with other organizations, we produced a booklet on "Rights of Trans Children and Adolescents

at School" which, in a clear and didactic way, brings legislation and jurisprudence on the subject, as well as guidelines and examples of good practices. In an election year, also in partnership, we produced a booklet about "Political Violence in an Intersectional Perspective", addressing exclusion dimensions of cis and trans women in the Brazilian political scenario, which was launched in Brasília, followed by the event "Democratic Dialogues: Women and Education in Politics", at the Brazilian Superior Electoral Court.

Pro bono work is an important tool for social transformation and has involved the dedication of nearly 70% of our partners to providing free legal services. This data reflects the consistency and constant expansion of our program.



This report is one of the monitoring measures of our activities before the UN Global Compact

Particularly in terms of gender issues, the Lesbian Visibility Day in Brazil allowed us to address this relevant topic through the booklet “Love is Love” and we ended the year releasing the booklet “How to be an ally”, aiming at shedding light on effective, simple, and essential practices to enable men to also drive feminist agendas.

Internally, we expanded our hiring pool, by keeping selection processes aimed at minority groups for different teams at the firm, paying equal attention to retention and professional development. Black people, people with disabilities, and LGBTI+ individuals are some of the groups included in our affirmative actions. In this regard, our initiatives for hiring, retaining, and developing transgender people were recognized in 2022 by Lumen Award and the Municipal Badge of Human Rights and Diversity, granted by the São Paulo City Hall, for the fifth year running.

The work carried out by TozziniFreire was also highlighted by other publications. We were recognized by Chambers Brazil Awards in the Diversity & Inclusion category in 2022 and we won the Brazil’s Leading Lawyers Awards, granted by Leaders League, as the Best Firm for Diversity and Inclusion and Best Law Firm for ESG practices.

See below all work developed by TFINclusão over the last year. This report is one of the monitoring measures of our activities before the UN Global Compact, an initiative created to encourage companies to adopt corporate social responsibility and sustainability policies, to which TozziniFreire has been a signatory since 2017.

Regarding gender equality issue, we had already adhered to the Women’s Empowerment Principles - Equality Means Business (UN Women) in 2019 and, in 2022, we also joined the 2030 Elas Lideram (Women Leadership) Movement, an initiative of Global Compact Brazil and UN Women. As we have over 30% women in senior leadership positions for many years, we have decided to make the most audacious commitment proposed by the Movement: to have 50% women in senior leadership positions by 2030.

ENJOY IT!



TFINCLUSÃO



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



About us.

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.

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.

Always aware of our responsibility, our social action has grown and turned into increasingly comprehensive actions. It was in this context that, in 2018, all of TozziniFreire's social initiatives, developed over many years, were consolidated in the TFInclusão program.

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

TFInclusão has its own governance, which ensures that the program has autonomy and transparency to work.

Our governance is organized as follows:

1

TFInclusão Committee:

Made up of 15 partners including the Human Development Director.

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

2

TFInclusão WG:

The Working Group comprises six members. Each pillar of the Program's action is represented by a person or pair,

also members of the areas of Human and Organizational Development (with a focus on Diversity & Inclusion), Communication, Social Responsibility and Pro Bono.

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.

3

TFInclusão Ambassadors:

The 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.

4

Thematic Leaders:

Partners who act as leaders of a particular topic and its affinity group.

5

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, initiatives 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.

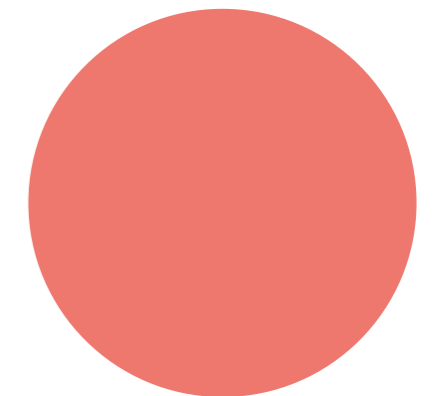
In 2019, our Code of Ethics and Conduct was revised, strengthening our commitments to diversity and anti-corruption, also focusing on issues of discrimination and other topics related to the diversity and inclusion agenda. All people at TozziniFreire, regardless of area of activity or unit, legal and administrative, must express their understanding and commitment to the new Code.

Everyone has at their disposal a secure Ethics Channel, through which it is possible to report complaints and suspected violations, anonymously. To access it, just click on the button available on the home page of our intranet or write to the e-mail address etica@tozzinifreire.com.br. All complaints are received and analyzed by the compliance officer and addressed as applicable.

For us, ethics are a fundamental essence and must be present in all businesses and actions of

TozziniFreire, which includes our TFInclusão 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 (in Brazil) and TrustLaw (abroad).

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



Priority topics and affinity groups.



Our five priority topics

We are committed to developing a perspective of our work integrity, which includes the firm's responsibility for Human Rights, through which we seek to contribute to the structural problems change, like discrimination, and promote a positive social impact. Our consolidated Inclusion Program comprises three pillars: diversity, pro bono, and social responsibility.

Without turning a blind eye to the other relevant agendas, TozziniFreire works on five priority themes, reflected and represented by our five affinity groups: Gender (TFporElas), LGBTI+ (TFAffinity), Refugees (TFMundi), Race (TFAfro) and People with Disabilities (TFwithoutBarries).

Throughout the year, we work on our priority themes, also by remembering important dates related to the five topics, taking a stance on these agendas, and raising awareness of the issue not only for our internal public but also for society as a whole.

Affinity Groups

The five affinity groups have autonomy to suggest initiatives and develop actions and campaigns. All groups are structured with a TozziniFreire's partner in charge of the topic, accompanied by a representative employee, ensuring the participation of a top leadership member of the firm and constant attention to the issues.



The group promotes the values and rights of the LGBTI+ community, among other initiatives, by identifying and implementing affirmative actions and policies, as well as raising awareness of the topic for the company's stakeholders.



Focused on the racial perspective, the group aims to tackle discrimination through inclusion. We seek to promote the professional development of black people and increase their presence in the Brazilian legal market, in addition to providing a safe internal environment for employees to feel comfortable sharing their experiences and contributing to internal improvements.



The group seeks to promote inclusion, accessibility and the rights of people with disabilities, aiming to combat ableism and overcome barriers. It seeks to promote discussions and identify solutions to the barriers faced by Persons with Disabilities of all types. In our personnel, we have several employees with different types of disabilities, which gives us the opportunity to learn about their struggles and be more accurate in our initiatives.



It is the group dedicated to promoting gender equality initiatives, inside and outside the firm, and in favor of women's rights (including their plurality as cis and trans women; with and without disabilities; with different sexual orientations and races). With the engagement and broad participation of men and women who work at the firm, this goal has been achieved through the production of booklets and communications on relevant topics and dates, internal roundtable discussions, events open to the public featuring experts in the subject, among other initiatives based on dialogue and collective construction. In our personnel, we have 66% of female lawyers and interns. For over 15 years, we have had women on the Executive Committee (the company's highest board), and since 2019 the group is mostly composed of female partners (57%, 4 out of 7 members).



Focusing on the migration and refugees issues, the group draws attention to the promotion of rights and the insertion of refugees in the labor market. TFMundi promotes debates and initiatives on cultural challenges, as well as awareness of the eradication of xenophobia.

As a way of making our internal public aware, throughout the year we held several editions of our TF.doc program, which screens monthly documentaries or other audiovisual productions addressing one of our priority topics. In meetings open to our people, whether or not belonging to minority groups, the events took place in the hybrid format, available for all our offices, followed by roundtable discussions, moderated by invited employees.

Returning to the Office.

The year 2022 marked the return to face-to-face work at our offices.

After two pandemic years, during which most of our people were working remotely, it was finally possible to get back together at the same physical environment.

The moment of the return – which took place in March – was established by our Resumption Committee, comprised of nine partners, including the director of our Human Development Department, and the directors of Administration and Finance, and Information Technology. The group worked intensely during this period and remained attentive to guidelines, deadlines, and protocols for a gradual and safe return to face-to-face environments.

Between April 2020 and September 2021, our Department of Human and Organizational Development (DDHO) conducted three surveys with employees. The first one, in 2020, aimed to understand how the adaptation to the remote work was going and how we could improve our TFHealth & Well-Being program. The second one, 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 their interests and needs. In July 2021, we carried out the third survey, seeking to map out the perception of our personnel regarding the suitable time to resume face-to-face activities at our offices, as well as to collect additional data that would guide our decisions for the Resumption Plan.

Thus, based on the evolution of the COVID-19 vaccination, the analysis of the pandemic situation, as well as the survey data collection, we set March 7 for our return, including a week dedicated to welcoming activities. Throughout the week, our employees were welcomed with ice cream and popcorn, which provided pleasant moments of reunion and affection in spaces of socialization featured at our offices.



To promote a safe return, we adopted a series of protocols, following the recommendations of the health authorities. All guidelines were detailed in a booklet, released internally.



Aiming to properly address all aspects of our return, the booklet established seven top guidelines for protection and care, by describing their respective protocols

1. Face Masks
2. Distancing
3. Personal Hygiene
4. Cleaning and Sanitation
5. Food and Beverages
6. Monitoring
7. Meetings, Trips and Services

TozziniFreire's Department of Human and Organizational Development continues to monitor cases internally and is attentive to the need for any change in procedures.

We are back to the office, but we are not the same as we were. The world has changed, and we have changed with it. Thus, in 2022, we implemented the innovations established by our TFOpen program, launched in the end of 2021.

The program comprises a set of measures designed to meet the needs of our employees. Its goal is to gather the best aspects of remote and face-to-face work, with a hybrid work system, based on respect and trust, so that people can optimize, manage, and organize their own schedule.

Among the initiatives of TFOpen are: hybrid work system with two days per week working from home defined within each team; more freedom in the “dress code” – allowing our staff members to choose how they will wear, casually or formally, according to their schedule of the day; flexible entry hours for the administrative staff, which can be between 8:45 am and 9:45 am, adjusting the departure

time to the entry time; four non-consecutive annual days off, two in each semester, as per the employee's need; including the “happy day”, a day off taken on the day or week of the employee's birthday. This set of actions was designed to provide more freedom and quality of life to our personnel.

Among the innovations of TFOpen, we also adopted the Plug & Play system for our legal teams at the São Paulo and Porto Alegre offices. There are no longer fixed workstations in these locations. Through a scheduling software, each person is able to

choose the work desk that is most convenient. This mobility allows more integration and better interaction between different teams, facilitating multidisciplinary work and fostering cooperation among all employees.

The world has changed, and we have changed with it.

The importance of mental health and well-being.

TozziniFreire Advogados cares about its employees both professionally and personally, seeking to assist them in their integrity. Mental health is constantly on the agenda of our leaders and managers. It is a legitimate concern that positively transforms our firm's work environment.

To ensure that all people are respected, in our Code of Ethics and Conduct we expressly mention care for the health of our employees. Additionally, we have the Ethics Channel, which can be easily accessed, which confidentially processes and analyzes all cases and complaints.

We also have structured the Organizational Development Department, which can be contacted at any time to support the mental health of our employees, through psychological assistance. Attentive to mental, physical, and emotional health care of our personnel, the team provides numerous initiatives through our TFHealth & Well-Being program.

The program aims to encourage a balance between personal and professional aspects, promoting health care and well-being actions, based on three complementary pillars:

- **Physical Health** (quantity of energy) - maintaining a healthy body (rest, movement, balanced diet);
- **Emotional Health** (quality of energy) - balance and emotional intelligence. Positive management of emotions and feelings;
- **Mental Health** (energy focus) - expanding the understanding of mental health and care of the psyche, demystifying it.

For a safe return to the office, TFHealth & Well-Being provided biweekly announcements with tips on getting around on the public transportation, coexistence in the

workplace, and self-care related to physical and mental health.

Our program also promoted the Annual Flu Vaccination Campaign for all TozziniFreire's people, extended to family members.

In addition, through our partnership with RunFun, a sports consultancy, with the aim of encouraging the practice of running and cycling, we were able to provide online trainings throughout the pandemic, until the first half of 2022. In the second half, we held a lecture on the benefits of physical exercises and offered discounts on several activities, such as training and street racing. TozziniFreire offers a subsidy of 90% of the monthly fee.

The program also created the initiative called TFBate-Papo (TFChat), held biweekly, it is a moment of day to relax and interact with other people during face-to-face working hours with popcorn and other treats.

As of the second semester, with the resumption already established, the program maintained biweekly communications with health, well-being and sports tips. In addition, it inaugurated a page on the firm's intranet for matters to be dealt with and discussed on another platform as well.



JANEIRO BRANCO

Saúde mental importa!

A campanha do Janeiro Branco foi criada com o objetivo de chamar a atenção para as questões e necessidades relacionadas à Saúde Mental e Emocional das pessoas e das instituições humanas.

O nome "Janeiro Branco" surgiu pela representação simbólica do primeiro mês do ano, em que as pessoas estão mais propensas a pensar em suas vidas, em suas relações sociais, em suas condições de existência, em suas emoções e em seus sentidos existenciais. É como uma "folha em branco" para todas as pessoas serem inspiradas a escrever as suas próprias histórias.

Nós, de TozziniFreire, apoiamos esse movimento e encorajamos você a se cuidar e prestar atenção às suas necessidades, na busca de lidar com as emoções de uma maneira saudável.

O TFSaúde & Bem-Estar de TozziniFreire traz, ao longo de suas comunicações, várias sugestões que colaboram para uma melhor qualidade de vida, tais como: técnicas de respiração, a importância das pausas e alongamentos, a necessidade do olhar atento ao autocuidado, entre outros. Cada pessoa possui uma necessidade diferente e pode encontrar diversas maneiras para esse cuidado, sendo uma delas dedicar-se a um hobby!

E você? Tem algum hobby? Convidamos você a compartilhar conosco em nossa página do TFSaúde&Bem-Estar na intranet qual atividade que realiza como lazer e que contribui para a sua saúde mental.

Tozzini Freire.
ADVOGADOS

SAÚDE & BEM-ESTAR.

ACESSE AQUI
a página na intranet

How we work.

With the adoption of the hybrid work system, the initiatives of our program TFINclusão have also been carried out the same way. Thus, we have been able to keep establishing face-to-face interaction and eye contact with our warm audience, with the support of

technological resources, allowing us to make available our lectures and events to all our offices (in São Paulo, Brasília, Campinas, Porto Alegre, Rio de Janeiro and New York), as well as to partners, clients, and interested people in the topics addressed.

Monthly program/

TFINclusão has a structured calendar based on its five priority themes, which guarantees at least two months of dedication and work on each topic throughout the year.

Besides the dedicated months, our events program comprises the Inclusion Week, an event that aims to address once a year, in a transversal and intersectional way, the priority agendas of our TFINclusão program.

Our Inclusion Week is an event that promotes immersive opportunity for learning and exchanging knowledge, through lectures, workshops, gastronomy, bazaars, and interactive activities. During five days a week, it seeks to raise awareness in our personnel of LGBTI+ issues, refugees, race, gender equality, and people with disabilities, reaffirming the role of these groups in society and the Law as a tool for inclusion. The activities are held at each office location and transmitted online to all others.

Our Inclusion Week is an event that promotes immersive opportunity for learning and exchanging knowledge.

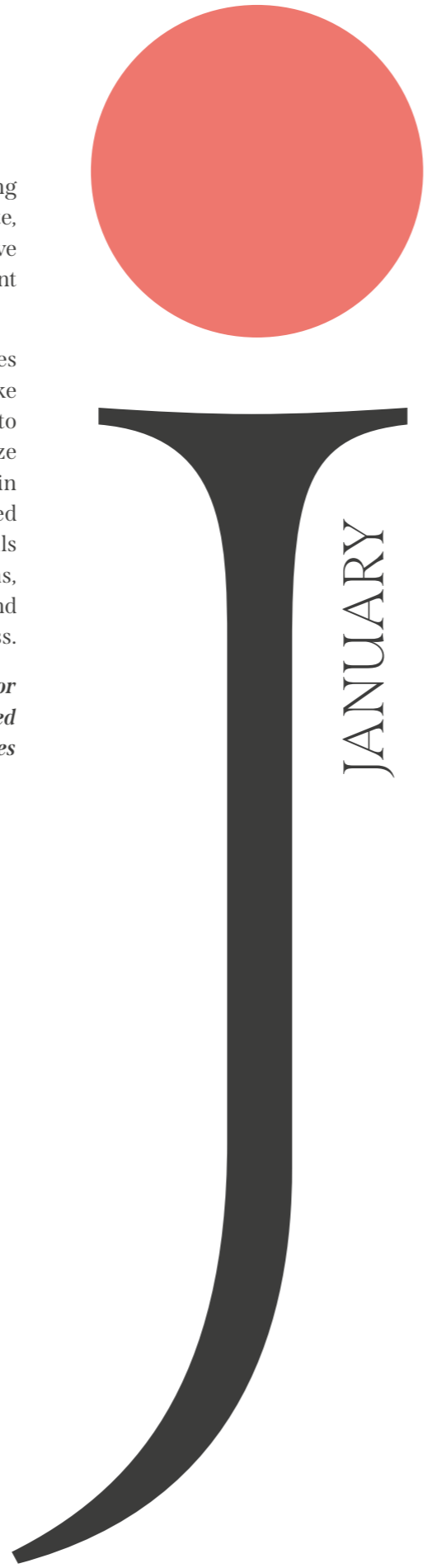
Another permanent initiative of our program is TF.doc, which screens documentaries or short films followed by roundtable discussions. The project was created in 2018 during a meeting of our LGBTI+ affinity group, TFAffinity, proving that the active participation of our internal public is a key to enhance our work on the inclusion theme internally. In 2020 and 2021, we held the exhibitions virtually and with the entire internal audience, a model that was extended in 2022 in a hybrid format. In 2019, the TF.doc initiative won the Municipal Badge of Human Rights and Diversity, granted by the São Paulo City Hall, in the LGBTI category.

In addition to our annual program, we also work on affirmative actions carried out uninterruptedly, ensuring the inclusion and development of people from minority groups at TozziniFreire. We mention here the policy of scholarships for foreign language

courses, including EDUCARE, our continuing education program, which includes undergraduate, graduate and short-term technical and administrative courses. Actions like this reinforce our commitment to not only hiring but also training talents.

Those examples of our TFINclusão initiatives and their recognition through awards make TozziniFreire a benchmark in matters related to diversity. Our partners and associates vocalize our values internally and externally, including in interviews for local and foreign press on related topics. In 2022, TozziniFreire professionals contributed to the most diverse publications, totaling: 169 references in news items; 6 articles; and 138 vehicles among national and international press.

As follows, we highlight some of the actions promoted or supported by TozziniFreire and the insertions obtained in the press through interviews, references, or articles in 2022 referring to the topics covered by TFINclusão.



As a guide for our actions for the year 2022, we focused on the LGBTI+ theme, especially concerning transgender people. Thus, we picked the Transgender Visibility month in Brazil to address the issue internally and externally.

Fernando Serec, CEO of TozziniFreire, recorded a video and talked about how the Brazilian Constitution guarantees that we are all equal and, even so, trans people are still part of the most vulnerable group in our society, with a life expectancy of 35 years – less than half the expectation of the general population. He also commented on the rights to education and work as challenges, since it is estimated that 82% of trans and transvestite people do not complete basic education studies. Fernando also pointed out some measures that companies can take to stand for the cause, such as hiring with equality in mind, providing a safe and inclusive environment, by ensuring trans people to use their social name and allowing them to use the bathroom that aligns with their gender identity; support NGOs involved with the cause; and mapping internal departments to make sure that there is diversity at all hierarchical levels and teams. Another video released was by our associate and Pro Bono coordinator, Maria Paula Custódio, who provided tips on the proper use of gender pronouns, not labeling trans people, and avoiding asking intimate and sensitive questions.

Furthermore, the local newspaper Folha de S.Paulo published an article on transgender visibility authored by Clara Serva, partner and head of our Business and Human Rights practice, and Maria Paula Custódio.

Besides the transgender matter, we also worked on White January campaign, aiming to raise awareness of mental and emotional health. Additionally, on January 7, we pointed out the celebration of the Freedom of Cults in Brazil.



Fernando Serec



Clara Serva

JANUARY



Maria Elisa Verri



Maria Bofill



André Camargo

f



FEBRUARY

FEBRUARY

Expressing our stance before society has always been part of our institutional strategy. Vocalizing our beliefs and values allows us to give capillarity to our practice through TFInclusão.

In February, we published our repudiation of the brutal murder of the young Congolese man Moïse Kabagambe, in Rio de Janeiro, and we highlighted our rejection of the misogynistic statements related to the technical competence of women in the infrastructure and engineering sector.

TFMundi, our affinity group dedicated to the Refugees issue, supported by our Business and Human Rights practice area, launched a booklet about “Afghans in Brazil”, which addresses the matter of racism and racial discrimination, produced in partnership with the Pro Bono Institute. The document seeks to provide further information about Brazil and racism, enabling readers to identify a situation of racism or racial injury, help victims of racism, and demystify some concepts that are part of the common sense of society. The booklet is available in Portuguese [here](#).

Another affinity group, TFporElas, which deals with the gender issue, held an event about “Paths to gender equality in Brazil”, featuring the Jurist and Professor Silvia Pimentel. Silvia, who dedicated her career to feminism, has chaired the UN Committee on the Elimination of Discrimination against Women (CEDAW/UN), and has been an inspiration for countless generations and is one of the greatest authorities on the subject. Find more [here](#).

Partners of TozziniFreire Maria Elisa Verri, Maria Bofill, and André Carmargo participated

in the podcast “Women on Bords”. They shared their experience and the benefits of discussing this topic. The episode can be found [here](#).

In celebration of the 10th anniversary of the UN Guiding Principles, we had the honor to welcome Professor Surya Deva, member of the UN Working Group on Business and Human Rights, as our guest on TozziniFreire’s podcast. He talked about the Guiding Principles on Business and Human Rights and what we can expect for the next 10 years in the field. Additionally, our Business and Human Rights team produced a booklet on “Advances and Prospects of the UN Guiding Principles on Business and Human Rights”, which is available in Portuguese [here](#).

In February, we also worked on the campaign called “Let’s help Petrópolis”. Petrópolis a city in the state of Rio de Janeiro that suffered from mudslides after heavy rains in the area. Due to the calamity, several families were left homeless. We sent 100 basic food parcels to the victims and encouraged the internal public to make donations as well.

On February 20, World Day of Social Justice, we released a video pointing out the outcomes of our pro bono work in 2021, which had a 66% increase in donated work hours in the period and the engagement of over 27% of our personnel.

TF. INCLUSÃO

Refugee People



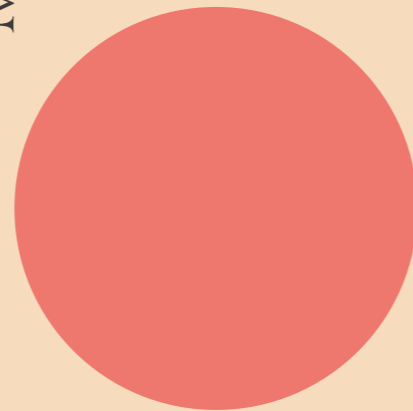


MARCH

In March, we worked on several TFInclusão themes. In celebration of the International Women's Day, we released the "Beyond an ID Badge" campaign, in homage to our female personnel who have been dedicating their work at TozziniFreire for many years. TFporElas invited them to send testimonials about their power and existence beyond their professional life, what they do and how they are when are away from the office. Throughout twelve days, we shared beautiful stories via email and through our intranet. To illustrate the beauty of the project, we highlight a poem sent by our partner Flávia Andrade, a member of our Executive Committee:

**ALÉM DO
CRACHÁ.**

MARCH



*“I am many things
And contain multitudes
Being always unique
I am who I used to be
And who I try to become
A little lucid, a little insane
I am little by little
And all at once
I am my time
And my movements
I am unconditional love
And the eternal pain
Amen.”*

Flávia Andrade

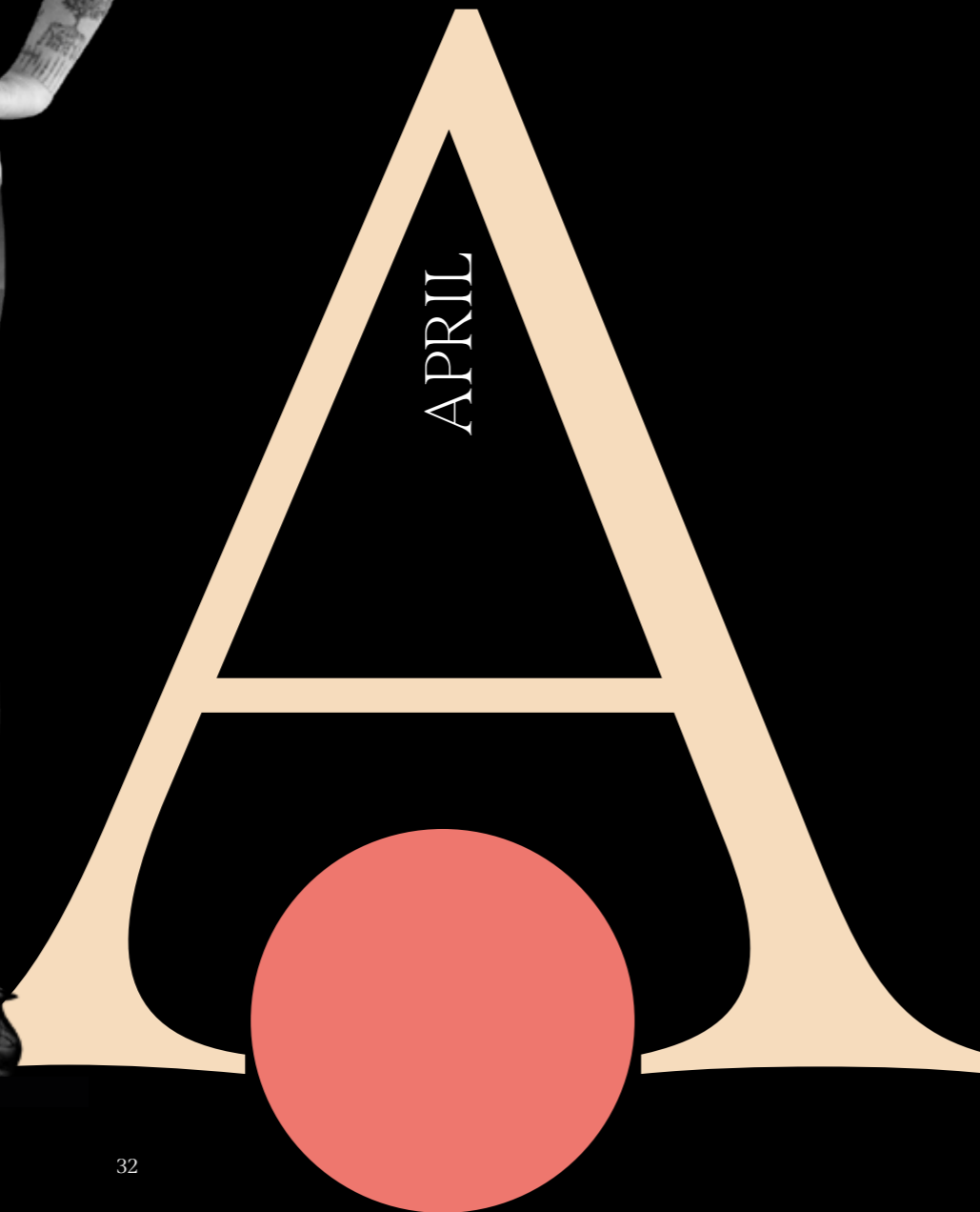


Through TFSocial, TozziniFreire was one of the supporters of the SOMA project, which gathers the financial and real estate markets and positive social and environmental impacts by providing affordable rentals, decent housing, and better quality of life for low-income families.

We highlighted the International Day for the Elimination of Racial Discrimination, a date established by the UN in 1969.

In partnership with the MEDIARE Institute, we held the launch event of 2022 Edition of the “Mediation for All” project, featuring the lecture on “Skills for Personal and Functional Dialogue”, addressing techniques of conflict mediation and of productive dialogues construction that contribute to the personal and functional daily life of people and organizations in the third sector.

In the press, ABC Domingo newspaper interviewed partner Maurício Góes to talk about “The problem is the prejudice, it is not the person with disability”.



APRIL



TozziniFreire Advogados produced a booklet on the Rights of Transgender Youth at School, seeking to bring the discussion to schools and guarantee the rights of LGBTI+ youth, providing relevant information on Human Rights and the role of education

TF.doc initiative addressed the theme of People with Disabilities. In this month, we streamed the documentary “What it’s really like to have autism”, by Ethan Lisi, followed by a roundtable discussion mediated by partner João Costa.

The autobiographical documentary “Limiar”, by Coraci Ruiz, which addresses the gender transition of her teenage son, has been screened at over 50 festivals in 19 countries, won 18 awards so far, and has also been released in Spain and Portugal. The documentary premiere was combined with a campaign that encourages respectful dialogue about transgenderism between guardians and their kids, including in the school community, to make schools a safer and welcoming environment for transgender youth. In partnership with Taturana, a social mobilization platform, seeking to strengthen the film's impact and communications campaign, we produced a material on advocacy and strategic litigation that presents how civil society can stand for Human Rights. Additionally, TozziniFreire Advogados produced a booklet on the Rights of Transgender

Youth at School, seeking to bring the discussion to schools and guarantee the rights of LGBTI+ youth, providing relevant information on Human Rights and the role of education, referenced in the national legal frameworks and international agreements that support the rights of children and adolescents and the fight against school dropout rate among transgender youth. Learn more [here](#) (Portuguese only).

The booklet was also a topic of articles in the national and international press, such as Panorama de Negócios, Diário Campineiro, The Latin American Lawyer, Migalhas, Gay Blog, and Jornal do Comércio.

Still in April, partner Clara Serva and associate Luiz Carlos Silva Faria Júnior published an article about “The business sector and corporate due diligence”, which transversally reflects on whether the duty to conduct due diligence in human rights and environment would make a sustainable and less utopian future. The article is available [here](#) (Portuguese only).



MAY

This month's TF.doc addressed the theme of TFAfro by screening the TED documentary “How Racial Bias Works – and how to disrupt it”, by Jennifer L. Eberhardt, and the video “O Racismo é Perigoso na Educação das Crianças” (Racism is Dangerous in the Education of Children), by Benilda Brito, from Canal Preto.

Our associates Mariana Costa Alvarenga and Luiz Carlos Silva Faria Júnior mediated the discussions after the videos' exhibition.

In May, as a way of honoring mothers and motherhood in all formats and stages of life, we invited our internal public to send photos that represented “mother's love” with an institutional campaign. The campaign's goal was to celebrate the date in a democratic way, because we believe that motherhood is permeated by actions of loving, taking care, giving, teaching, and even sacrificing, always in favor of the development of another human being. Thus, we celebrated motherhood in its diverse formats, considering many other people who take this role, such as mothers by heart, aunts, grandparents, fathers, siblings, etc.

The low temperatures that hit the country that month have further increased our concern for people in extreme social vulnerability, especially those living on the streets. Seeking to help alleviate this serious scenario, we held a warm clothing campaign at our São Paulo office.

May 17 marks the International Day Against LGBTIphobia. The date was established 22 years ago, when the World Health Organization (WHO) removed homosexuality from the International Classification of Diseases (ICD). According to research published by Exame magazine, although 75% of companies have policies that prohibit discrimination based on gender identity and sexual orientation, many LGBTI+ professionals feel uncomfortable coming

out at work, and 61% of LGBTI+ employees in Brazil say they hide their sexuality from co-workers and managers. To change this reality, we produced a material about some good practices for creating a safe and inclusive environment in companies. We made it available to our personnel and posted it on all our social networks. The full content is available [here](#) (Portuguese only).

Through the partnership with Zumbi dos Palmares University, established in 2022, TozziniFreire introduced the Direito Direto (Direct Law), aiming to bring the practical vision of corporate law to the Institution's students. The students get the chance to learn from TozziniFreire's partners and associates, accompanied by renowned law professors, mixing legal practice issues with academic and theoretical

knowledge, focusing on current and relevant topics of the legal market. The project gained media exposure in national and international press vehicles, such as Migalhas, The Latin American Lawyer, Correio do Povo, Ponto Inicial, Consumidor RS, and Felipe Vieira.

Our partner Fabíola Cavalcanti gave an interview to Lex Latin to talk about “Female Entrepreneurship in the Legal Market in Latin America” (available [here](#)). The portal also published an article written by Clara Serva and Maria Paula Custódio on the right to education for transgender children (available [here](#)).

Finally, partner Clara Serva and associate Luiz Carlos Silva Faria Junior published an article about “The changes that impact human rights in business activity”, analyzing the advances in international legislation in the promotion and respect for human rights in the production chain. The article, published by LexLatin, is available ([here](#)).

JUNE

TozziniFreire kicked off the LGBTI+ pride month with a delightful news that our firm is amongst the 38 best Brazilian companies for LGBTI+ people, according to the first edition of the Equidade BR program. The Human Rights Campaign Foundation (HRC), in partnership with Mais Diversidade Institute and the LGBTI+ Business and Rights Forum, conducted an unprecedented survey with 100 companies in Brazil addressing five core topics: formal non-discrimination policies and documentation; governance in Diversity and Inclusion and empowerment of employed LGBTI+ people; education for LGBTI+ diversity; public commitments and monitoring of LGBTI+ Inclusion. The newspapers O Globo, Valor Financeiro, and O Estado de S. Paulo were some of the vehicles that published the result.

June 28 marks the International LGBTI+ Pride Day, when parades are held in several cities worldwide. To wrap up the celebrations, our partner Vladimir Abreu, coordinator of TFAffinity, an LGBTI+ affinity group at TozziniFreire, invited other firm's people to feature a podcast episode and discuss this topic at the national and international level, providing an overview of where we are now and where we want to go as a society and as legal professionals. The episode is available [here](#) (Portuguese only).

To ensure that all people who work or visit our offices are always served and treated the best way possible, we promoted the “Open Doors for Differences”

training to our front desk people, secretaries, and security guards. Led by our TFPro Bono team, the training addressed the concept of people's diversity, presented ways of approaching diverse people, and answered questions from the audience, seeking to provide inclusive and accessible treatment to all people at TozziniFreire, such as clients, suppliers, and visitors.

In June, Exame magazine published an article highlighting the results arising from the formation of the Legal Alliance for Racial Equality, which is comprised by 12 leading full-service law firms including TozziniFreire: in three years of initiative, the percentage of black lawyers in large law firms jumped from 1% to 11%. Progress has been consistent, and there is still a long way to go.

Our Inclusion Week reached its fourth edition in 2022 and was held between June 27 and July 1 in a hybrid format, available for our office locations throughout Brazil.

Aiming at promoting learning and exchanging experiences with people and entities that work towards the five priority themes comprised by our TFInclusão program, the 2022 edition of our Inclusion Week featured several partnerships that work on inclusion from different perspectives. Inclusion through art was represented by Adere, a NGO that assists people with intellectual disabilities, which brought to the event the products manufactured by their attendees; by Assouan Lea, an African woman, from Ivory Coast, who sells artifacts from her homeland; and by Grupo

TFAFRE

Primavera, an organization that assists people in social vulnerability. Inclusion through culture was represented by Abraço Cultural, a language school organization for the immigrant community in Brazil, which provided turban trainings and workshop on the Arabic alphabet and writing. Gastronomy was also represented as a tool for inclusion, featuring Salsabil Matouk, a Syrian woman who brought traditional dishes from her country of origin, and Jéssica Ruth Ebaku, an African woman who cooks typical Ugandan dishes. TozziniFreire, by opening its doors for organizations and diverse people to present their work, cultures, and experiences, also encourages the generation of income for small producers and independent entrepreneurs, especially those belonging to minority groups.

We also provided lectures addressing the inclusion under the education perspective, followed by roundtable discussions, which allow constant interaction between the audience (in-person and virtual) and the guest speakers. See below who joined us for this edition:

- Mariah Rafaela da Silva, officer for Black, Indigenous, and LGBTI+ Women's Political Participation at International Race & Equality Institute, spoke about "Transfeminism and gender guidelines". The lecture was held at our Rio de Janeiro location and was broadcast live to our other offices;
- Dunga, former coach of the Brazilian soccer team and considered one of the 100 most influential Brazilians in 2009 by Época magazine, spoke about "The importance of DONATING". The lecture took place at our Porto Alegre office and was broadcast live to our other locations;

- Isabelle Christina, founder of Meninas Negras (Black Girls), a project aimed at the inclusion of Afro-descendant youth academically, professionally, and culturally, lectured on "The role of managers and organizations in the effective promotion of diversity and inclusion". The event took place at our São Paulo location and was broadcast live to our other offices;

- Nico Nascimento, speaker who addresses issues the integration of people with disabilities into the labor market and inclusive personal financial planning, lectured on "More than a financial plan, it is a life plan". The event was held at São Paulo office and was broadcast live to our other locations; and

- AD Junior, digital influencer, who talks about structural racism and racial issues for companies in Brazil and Germany, lectured on "Racism in corporate environments". The event took place at our São Paulo location and was broadcast live to our other branch offices.

Continuing the intersectional view of human rights, the article "Mandatory human rights due diligence in Brazil" was published, analyzing the issue of due diligence as a way of promoting and protecting human rights in companies.

Furthermore, we also provided pro bono legal assistance to our professionals through initiatives such as Legal Internal Joint Effort, an internal project aimed at clarifying legal questions of our administrative body and outsourced people, those salary earners with income of up to three minimum wages and who does not hold a Law degree.

*AD Junior -
Image: Disclosure/Vitor*



JULY

The month of July was marked by another interactive campaign to promote diversity.

This time, our TFINclusão Working Group took Gabriel Bernardes on a visit to our Avenida Paulista office. Gabriel is a young entrepreneur with an intellectual disability. Through cooking he founded his company, called Downlícia, which currently is the main source of income for his family. Besides offering his delicious candies, Gabriel interacted and talked to everyone.

July 25 marks the International Afro-Latin American, Afro-Caribbean and Diaspora Women's Day. The date was established at the First Meeting of Afro-Latin American and Afro-Caribbean Women, in the Dominican Republic, held jointly with the United Nations (UN). We celebrated the date through internal announcements and awareness messages on our social media.

JULY

AUGUST

Our TF.doc initiative held in August addressed the theme of People with Disabilities, by screening the TEDWomen 2017 documentary,

“What I learned when I conquered the world’s toughest triathlon”, by Minda Dentler, and from TEDxSãoPaulo, “O futuro anti-capacitista: curar preconceitos e celebrar diversidades” (The anti-ableist future: healing prejudice and celebrating diversity), by Lau Patron. Liliana Gageiro Cruz, editor and proofreader in the firm’s Communications area, moderated the discussions along with by Paulo Ferle, TozziniFreire’s diversity consultant in our Human Resources department.

Did you know that in Brazil around 180,000 people live on the streets and there are 32,000 homeless people in the city of São Paulo alone? With the aim of contributing to the fight against hunger and food insecurity that affect 15.5% of the Brazilian population, we became signatories of the 15por15 pact and introduced TFMobiliza.

The campaign seeks to mobilize and encourage our internal public and the market to donate food to homeless people or organizations that assist this public. The strategy was to create a great wave of positive impact, initiated by our firm itself donating 1 kg of food on behalf of each TozziniFreire’s employee, totaling 1.5 tons of food. From then on, each TozziniFreire’s professional was encouraged to also donate 1 kg of food on behalf of a friend,



family member, etc. The food collected was sent to organizations that assist homeless people.

August 29 marks Lesbian Visibility Day in Brazil. To celebrate the date, our TFporElas group released the booklet “Love is Love”, written by our associate Isabella Pereira, with plain text aiming to raise awareness of the issue and provides tips to fix our unconscious biases.

Regarding our TFInclusão program as a whole, partner Maria Elisa Verri gave an interview to Análise Editorial to talk about the second edition of the survey conducted by the local legal publication Análise Advocacia on Diversity & Inclusion.

**TFMobilizesme.
TFMobilizesyou.
TFMobilizesus.**



15.5%
of the Brazilian
population is in
HUNGER

180
thousand
people
in Brazil
live on the
STREETS



SEPTEMBER

SEPTEMBER



In our Week of Inclusion, Dunga's lecture dared us to think about the importance of DONATING.

The challenge resulted in a donation campaign to SPAAN, a non-profit institution that assists senior citizens, providing comprehensive assistance with comfort, social assistance, and healthcare. We collected a total of 41 food parcels and various hygiene products. The donation was delivered personally by volunteer people from our Porto Alegre office.

Leaders League interviewed Vladimir Abreu about the open statement signed by companies standing for the LGBTI+ community.

In celebration of the National Day of Struggle for People with Disabilities in Brazil, we produced another [podcast](#), to stand for the cause and promote discussion on ableism. Through TFsemBarreiras, Gabriela Lima and Maurício Góes, leading partners of the group and parents of children with disabilities, along with Julia Aragão, associate in our ThinkFuture team, and Paulo Ferle, responsible for Diversity and Inclusion at TozziniFreire – the last two people with disabilities –, spoke about ways to include people with disabilities in the labor market, pointing out tips, informative data, and important laws.

DATA:
02 DE SETEMBRO

ENTREGA:
SPAAN | RUA FREDERICO ETZBERGER, 635
BAIRRO NONOAI - PORTO ALEGRE / BRASIL

HORA:
ÀS 15H



Doação de alimentos

Nossa campanha de arrecadação de alimentos foi um sucesso!

Conforme falado na palestra do Dunga, faremos a doação para a SPAAN, uma Instituição de Longa Permanência de Idosos que realiza um trabalho dedicado a proporcionar uma velhice digna, com conforto e atenção integral em assistência social e saúde.

Ainda dá tempo de contribuir!

As doações podem ser de todos os tipos de leite (integral, desnatado, zero lactose, em pó), mas também de alimentos como arroz, feijão, bolacha, massa, óleo, açúcar, café.)

A entrega será no dia **02 de setembro, às 15h.**
Participe desse momento!

OCTOBER

For this TF.doc session, our TFporElas group screened the Special Documentary for International Women's Day, produced by TV Cultura, called "Como ela faz?" (How does she do it?). Partner Gabriela Wink and associate Marina Hoff mediated the meeting. The documentary is fascinating and brings out numerous issues concerning women at work, promoting discussions and exchange of personal experiences, and outlining desires for change and proposals for concrete actions for the future.

Due to Children's Day celebrated in Brazil, we held a campaign to donate toys to Unibes, a TozziniFreire's long-lasting partner organization, which assists young people in social vulnerability.

In another TFsemBarreiras initiative, on October 4, we promoted an event on Inclusive Education: challenges and effectiveness, with the participation of journalist Isabel Ferrari and Rafael Martins, and mediation by our partner Maurício Góes. The event was held in person in Porto Alegre and broadcast live to our other locations.

On October 10, in celebration of the Brazilian National Day to Fight Violence against Women, our TFporElas group produced another episode of our podcast to draw attention to the "[Sexism in the Work Environment](#)" issue. This episode featured our partners Bianca Antacli, Fernanda Pimentel, and Patricia Carvalho, and associate Isabella Pereira, pointing out examples of everyday sexism that go unnoticed, revealing how it is deeply rooted in our society. Additionally, they also talked about the impacts of veiled or unconscious sexism on women's lives and careers.

October 11 marks Coming Out Day internationally. The date aims to raise awareness of the importance of creating safe environments to let LGBTI+ people be who they are. At TozziniFreire, we understand that knowledge and respect are essential for this journey, but we all must do our part. Annually, we carry out internal and external campaigns to spread awareness of this issue. In 2022, we invited LGBTI+ people at

the firm to share with us their coming out stories, which allowed us to illustrate different scenarios experienced by them. All testimonials (which could be anonymous or not) were printed and displayed on a mural on the day of the action. In partnership with the International Institute on Race, Equality and Human Rights (Race and Equality), Kátia Tapety Political Training School, and support of the

Friedrich Ebert Stiftung Brasil Foundation, we released the booklet "**Political Violence in an Intersectional Perspective**", which addresses the exclusion dimensions of cis and trans women in the Brazilian political scenario. For further information, check out the coming chapter of TFPro Bono Projects.

NOVEMBER

In November, we had two editions of TF.doc. Regarding the theme People with Disabilities, we had the exhibition of the documentary "UNHCR's Global Trends Report: 100 Million Displaced" and lecture by Svetlana Ruseishvili, professor, academic coordinator of the Sérgio Vieira de Mello Chair (UNHCR) for refugees at the Federal University of São Carlos (UFSCar). Our partner Ana Calil, leading partner of TFMundi, was the mediator of the meeting.

Concerning the Race theme, we screened the Netflix movie "Two Distant Strangers". The discussions were led by our Communications manager Andrea Paolillo along with associate Melyssa da Silva Rocha and Raquel Souza Jorge.

On November 20, we highlighted the Brazilian National Day of Zumbi dos Palmares and Black Awareness Day. Officially instituted in 2011 by Law No. 12,519, the date invites us to reflect on our role as a society to guarantee better conditions and rights for this population and celebrate Afro-Brazilian culture.

As November 25 marks the National Blood Donor Day in Brazil, TFAffinity, our LGBTI+ affinity group, ran a campaign encouraging our personnel to embrace this act of love. The group's participation arose from the recent legal change into the end of the blood donation ban on LGBTI+ people. Vladimir Abreu, leading partner of TFAffinity recorded a video to raise awareness of the issue and invite everyone to join our blood donation campaign.



Vladimir Abreu, leading partner of the TFAffinity group

OCTOBER

Due to the Brazilian National Day of Mobilization of Men to End Violence against Women, celebrated on December 6, our TFporElas group launched the booklet “How to be an ally”, aiming at shedding light on effective, simple and essential practices to enable men to also drive feminist agendas. The booklet is the result of a joint construction of texts by our associates Bruna Braga Luz Oliveira, Giovana Bruna Salerno Soares, Isabella de F. M. S. Pereira, Luiza Nogueira Lanzer, Rafaela Magalhães Beck, and Daniel Born Roman, with coordination and review by our partner Bianca Antacli. The booklet is available [here](#) (Portuguese only).

We were mentioned in the article published by Latin Lawyer, addressing the diversity survey “Latin Lawyer Diversity Survey: a look at the results”, conducted by them. Additionally, the Ethos Institute website published an article about the last week of the Ethos Conference 2022, in which one of our partners was featured in.



Who walks with us.

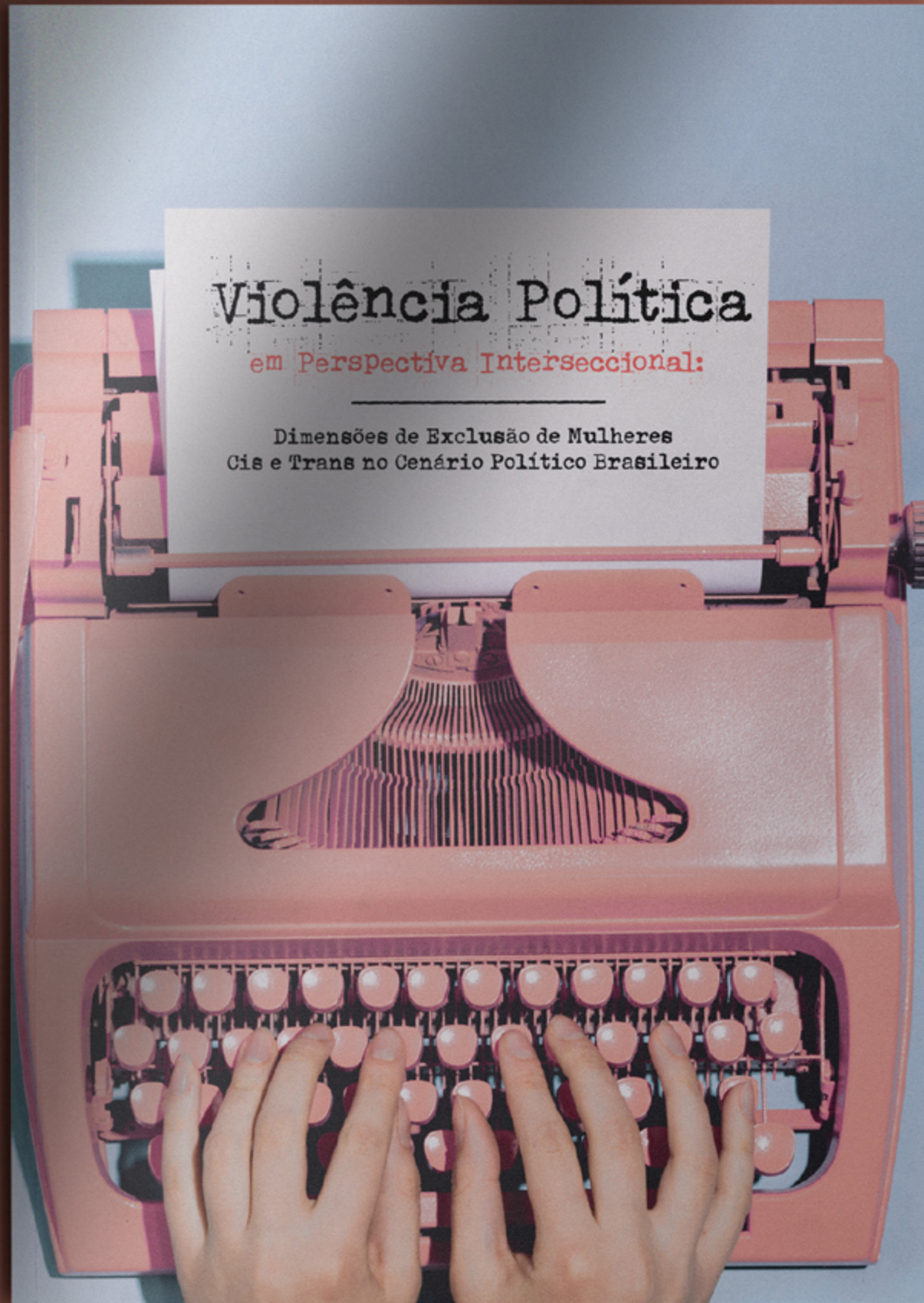
Together we are stronger.

In order to effectively contribute to building a fairer and egalitarian society, we do not walk alone. Establishing long-lasting partnerships is essential to us, as we believe that real and consistent transformation in society does not happen overnight.

TozziniFreire is connected to dozens of institutions through our pro bono work, incentive projects, volunteer work, and participation in our internal initiatives. For instance, when we launched the booklet in Brasília about “**Political Violence in an Intersectional Perspective**”, which addresses exclusion dimensions of cis and trans women in the Brazilian political scenario, we also participated in the event on “**Democratic Dialogues: Women and Political Training**”, at the Superior Electoral Court along with Race and Equality Institute and Kátia Tapety School of Political Training. This is an example of the sense of community that we have at TozziniFreire, arising from the involvement of several teams in producing comprehensive and well-designed content.

Among the institutions that we maintain long-standing partnerships is Instituto Social Pertence, a non-profit entity that seeks to promote sense of belonging to people with disabilities, in social and economic vulnerability and their families, through activities and projects of socialization and construction of citizenship.

It is worth mentioning the project Temperos Especiais, supported by TozziniFreire, which connects restaurants, chefs, and people with disabilities on a dinner event. The dinner is served by the Gourmet group of people with disabilities assisted by the institute. Besides cooking, they experience the act of serving food and host the customers of the restaurant. The project proves that no challenge is too great to be overcome! The goal of this initiative is to show the potential of people with disabilities, raise awareness of the issue, and help build a more inclusive and egalitarian society.



See some of our
PARTNER ENTITIES:

- 01_Abraço Cultural
- 02_Ação da Cidadania
- 03_Adere
- 04_Akatu
- 05_Anjos da Tia Stellinha
- 06_Artha
- 07_Atados
- 08_Avante
- 09_Barong
- 10_Bem da Madrugada
- 11_Brazil Foundation
- 12_Cactus
- 13_Campinho Digital
- 14_Casa Chama
- 15_Casa do Sol
- 16_Casa Flores
- 17_Casa Florescer
- 18_Casa Venezuela
- 19_Climate Ventures
- 20_Conservation International
- 21_CPTI
- 22_Dialog
- 23_E.E. Princesa Isabel
- 24_Educafro
- 25_Engajamundo
- 26_Ethos
- 27_Fórum Empresas com Refugiados

- 28_Fórum de Empresas e Direitos LGBTI+
- 29_Francielly
- 30_Fridays For Future
- 31_Friendship Circle
- 32_Frutos da Mata
- 33_Fundação Estudar
- 34_Fundacion Avina
- 35_Gastromotiva
- 36_Grupu Mulheres do Brasil
- 37_Grupu Primavera
- 38_Hands On Human Rights
- 39_IDDD
- 40_IDIS
- 41_Infra Women Brazil
- 42_Iniciativa Negra
- 43_Instituto Ambikira
- 44_Instituto Capim Santo
- 45_Instituto Dara
- 46_Instituto Flores
- 47_Instituto Liga Social
- 48_Instituto Pro Bono
- 49_Instituto Social Pertence
- 50_Instituto Sol
- 51_Instituto Superação
- 52_IPTI
- 53_Junior Achievement
- 54_Justa



- 55_MAM
- 56_Mediare
- 57_Meninas Negras
- 58_Movimento Mulheres 360
- 59_NESsT Brasil
- 60_Parceiros da Educação
- 61_Parceiros Voluntários
- 62_Raça & Igualdade
- 63_Red Pro Bono
- 64_REIS
- 65_Sitawi
- 66_Taturana
- 67_The Good Food Institute
- 68_TNC
- 69_Trustlaw
- 70_Turma do Jiló
- 71_UNAS

- 72_Unibes
- 73_Women in Aviation
- 74_Zumbi dos Palmares



PRO BONO PROJECTS.

In addition to the social actions promoted by TFInclusão previously mentioned, our inclusion program also comprises initiatives of pro bono advocacy (pro bono is a Latin expression that means “for the public good”), aiming to provide free legal assistance – advisory and litigation – to projects and initiatives with social impact and facilitate the access to rights of vulnerable populations. The main goal of our pro bono projects is to promote social impact and guarantee human rights.

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).

In compliance with the regulations, we adopt the practice of pro bono work. Through joint efforts, strategic litigation actions, Advocacy, guidelines, support to Civil Society Organizations and projects that have a positive effect on society, we directly and indirectly impact the lives of several people in vulnerable situations.

In 2022, one of our priorities was focusing on the LGBTI+ people and their intersectionalities related to TFDiversidade. For this, we established new partnerships and

strengthened the existing ones, in order to promote the access to the rights of people in this group.

In April, in partnership with Taturana platform and in support of the campaign to distribute the impact of the documentary “Limiar”, we launched the Booklet on the Rights of Trans Children and Adolescents at School. The document clarifies the understanding of legislation and of national and international organizations, including the Inter-American Court of Human Rights and the Brazilian Federal Supreme Court. See the document [here](#).

In partnership with the International Institute on Race, Equality and Human Rights (Race and Equality), we participated in the project “Kátia Tapety Political Training School”, which aims to encourage the participation of black, LGBTI+, and indigenous women in politics. The project was launched at an event in Rio de Janeiro, with the presence of authorities, representatives of civil society organizations and Kátia Tapety herself, the first transgender woman elected by direct vote in Brazil. Our associates Luiz Carlos Silva Faria Júnior, Maria Paula Custódio, and Monalisa Medeiros attended the event, representing TozziniFreire Advogados.

To maximize the impact of the project, different fronts were designed. Partner Clara Serva, the associates Luiz Carlos Silva Faria Júnior and Ylana Lira held a seminar for the School’s students, addressing the theme “Strategic Litigation”. Our associate Maria Paula Custódio taught a class on “Democratic

Policies and the Importance of the Third Sector”.

The project also enabled us to produce a booklet on “Political Violence in an Intersectional Perspective”, addressing the exclusion dimensions of cis and trans women in the Brazilian political scenario. This a collective production, which had the participation of the School’s students, in a workshop on July 26, at the headquarters of FES (Friedrich Ebert Stiftung Brasil Foundation). The launch event took place in Brasília, followed by another event about “Democratic Dialogues: Women and Political Formation”, held at the Superior Electoral Court, featuring lectures by four ministers of the Court and some of the co-authors of the booklet.

Along with Casa Florescer, a new TozziniFreire’s partner institution, we started the Project for the Adequacy of Identity Documents for Trans People. We had the participation of more than 25 volunteers, dedicating 265 hours, besides funding all necessary costs for judicial rectification cases.

In September, our partner Vladimir Abreu, head of TFAffinity, with our associates Maria Paula Custódio, Diana Freire de Queiroz Barros, Vitória Jordão Galego do Amaral, Luisa Poio Oliveira Bartolomeu (representative of TFAffinity), and Luiz Carlos Silva Faria Júnior participated in the event “Festa da Primavera” (Spring Festival), held by Barong. On the occasion, our professionals provided legal assistance to the people assisted by the organization, concerning

rectification of identity documents, labor rights, among others.

More than 430 hours were dedicated to projects related to LGBTI+ guidelines, with the participation of more than 40 professionals.

To make all those projects come true, we have a Pro Bono Committee, ensuring that this is an integral practice of our culture. The Committee is made up of partners, who analyze the cases and calculate the level of dedication and the hours allocated for their solution. We also have a pro bono team, made up of a pro bono coordinator, a sub-coordinator, and two other associates, dedicated to developing initiatives, identifying, and

approaching social impact projects, which needs the involvement of professionals from different practice areas.

The hours dedicated to pro bono cases are considered productive time for purposes of remuneration of these professionals. Our pro bono consultancy focuses on achieving or expanding the social impact of supported entities, contributing to legal assistance for the creation of new projects, advancement of Human Rights, advocacy plans, and definition of the best legal model for the effectiveness of its social activities. Regarding litigation, our pro bono focuses on national and international strategic litigation, in favor of diffuse and collective interests.

In 2022, we engaged 252 professionals, of whom 66 were partners, and 32 multidisciplinary teams got involved in the assistance, totaling 5,669 hours dedicated to pro bono initiatives that benefit more than 46 entities and social projects. This increase is a result of constant growth in numbers over the last six years.

Seeking to contribute to society, annually, we develop initiatives covering different work fronts to address different topics. In 2022, we highlight the following ones:



#OUR WORK WITH THE LGBTI+ GROUP:



We had projects with the Barong, Casa Florescer and Raça & Igualdade institutions related to assisting transgender people.

- In strategic litigation, one of our main focuses of practice, we dedicated more than 700 hours, with the participation of 55 professionals. In addition to ongoing cases from previous years, we had:

#EDUCAFRO:

We highlight the legal opinion drafted for the institution to present in the action proposed by Brazil Public Defender's Office (DPU) against the exclusive trainee program for black people. In the action, the DPU classified affirmative actions aimed at minority social groups as "marketing" and issued the company a fine of R\$ 10 million. The action was dismissed this year.



#EDUCAFRO (AMICUS ADO No. 69):

We represented the institution as amicus curiae in the Direct Action of Unconstitutionality by Omission (ADO) No. 69. The discussion deals with the alleged partial omission of the National Congress to fully implement the constitutional mandate contained in article 5, XLII, of the Federal Constitution, which demands the imposition of a prison sentence for the crime of racism. In the petition, it was demonstrated that the concept of racism and discrimination does not include affirmative actions.



#EDUCAFRO

We represented Educafro 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.

#GENERAL OMBUDSMAN OF THE PUBLIC DEFENDER'S OFFICE OF SÃO PAULO (OPINION ADI No. 6852)

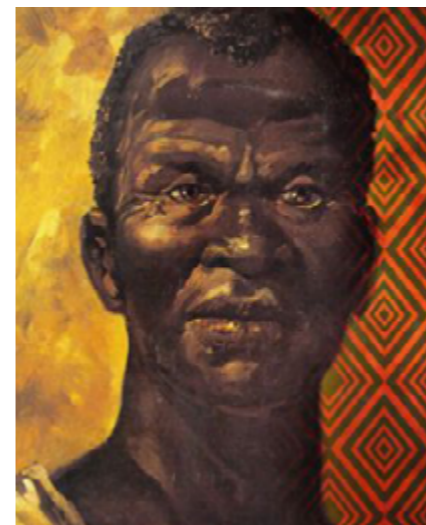
We drafted a legal opinion to the Brazil Public Defender's Office for ADI No. 6852, which discussed the prerogative of the Public Defender's Office to request from authorities and public agents certificates, exams, expertise, inspections, diligences, processes, documents, information, clarifications and other measures necessary for its performance.



- In the *Direito Direto* (Direct Law) project, introduced in 2022, we dedicated over 160 hours to the initiative, involving more than 26 professionals, of whom 13 were partners.

#ZUMBI DOS PALMARES (DIREITO DIRETO):

TozziniFreire's professionals provided complementary training course for students of the Zumbi dos Palmares University on several areas of law, such as compliance, corporate criminal law, human rights, environmental law, among others.



- We also worked with international organizations, such as Trustlaw, Red Pro Bono and Race and Equality Institute, totaling over 260 hours dedicated to their projects, which engage 37 professionals such as:



#TRUSTLAW (CHILD MARRIAGE):

We drafted a report on the Brazilian legal framework regarding child marriage in its civil, criminal, and human rights dimensions.



#RED PRO BONO (CHILDHOOD VIOLENCE):



We conducted a research on violence against children and adolescents, focusing on abuse and sexual exploitation, which includes a gender perspective.

We prepared and conducted a workshop addressing the UN Committee on the Elimination of Racial Discrimination (CERD) for civil society organizations comprised of lesbian women and LGBTI.

MEDIATION FOR ALL:

Our project, in partnership with MEDIARE, provided that numerous organizations and individuals could improve their knowledge through communication and conflict mediation tools. In 2022, we held five editions (Parceiros Voluntários, Atados, Parceiros da Educação, and Pro Bono Institute), with the participation of over 24 organizations and 130 people.

Launch of a booklet about “Afghans in Brazil”, which addresses the matter of racism and racial discrimination, produced in partnership with the Pro Bono Institute. The document seeks to provide further information about Brazil and racism, enabling readers to identify a situation of racism or racial injury, help victims of racism, and demystify some concepts that are part of the common sense of society. The booklet is available in Portuguese [here](#).



#FIRST EDITION OF TOZZINIFREIRE HUMAN RIGHTS DAY:

Gathering our partner organizations, the hybrid event provided a cycle of lectures of eight 30-minute lectures/mini-workshops about human rights issues, as well as opportunities for networking and joint projects between them. The event also offered a typical Syrian lunch, prepared by Salsabil Matouk, and a happy hour catered by Migraflix Culinária Venezuela.

FORUMS.

TozziniFreire is a member of several forums dedicated to diversity and inclusion issues, as well as a signatory of pacts and agreements on the subject. Among them, we highlight:

- Fórum de Empresas e Direitos LGBTI+ REIS
- Pacto pela Inclusão de Pessoas com Deficiência
- Movimento Mulher 360
- Coalizão Empresarial pela Equidade Racial e de Gênero
- Aliança Jurídica pela Equidade Racial
- 7 Princípios do Empoderamento Feminino da ONU Mulheres
- Pacto Global da ONU
- CEBDS
- Frente Jurídica da Coalizão Brasileira pela Educação Inclusiva
- Comitê de Responsabilidade Social Corporativa do World Law Group (WLG)
- Comitê Pro Bono e de Responsabilidade Social Corporativa do Centro de Estudos das Sociedades de Advogados (CESA)
- Comissão ESG da CFA Society Brazil

EVENTS.

January 31

Legal and social aspects in respecting and promoting the rights of transgender people in companies, with a lecture by Maria Paula Custódio and organized by LGBTI+ Business and Rights Forum.

February 3

ESG and (Re)Insurance – SUSEP Draft Circular: Sustainability Requirements.

March 8

Female leadership in the Tech market, held by SINQIA and DATA RUDDER.

March 17

C-ESG (Resolution 59), held by ABRASCA.

March 23

LGBTI+ Forum – Meeting of the Presidents' Committee, held by LGBTI+ Business and Rights Forum.

March 30

Webinar: Conquering Gender Equality in Law, featuring Maria Elisa Guadalani Verri and Fernando Serec as speakers, promoted by WLG.

March 31

Chambers São Paulo Forum: Beyond Legal – The rules of business in the ESG era – with the participation of Clara Serva, held by Chambers.

April 7

Event featuring Professor Silvia Pimentel – Paths to Gender Equity in Brazil – with the participation of Fernando Serec, Bianca Antacli, Clara Serva, and Isabella Pereira.

Throughout 2022, TozziniFreire hosted and participated in several events focused on topics related to our TFINclusão program. The main ones, in chronological order, are as follows:

April 14

Roundtable discussion with Carolina Videira (founder and co-director of Turma do Jiló, partner organization of TozziniFreire, which promotes inclusive education) and João Paulo Faustinoni e Silva (prosecutor of the Public Ministry of São Paulo and member of the Special Action Group on Education in São Paulo) at the event about “Inclusive Education: how everyone can contribute”.

April 25

Launch event of the project “Opportunities to Restart”, held by IOM-UNMigration (UNMigration Agency), Casa Venezuela, and TozziniFreire Advogados, aiming at bringing together Venezuelan civil society, the United Nations, diplomatic corps, and Brazilian business leaders to optimize the socioeconomic insertion of vulnerable Venezuelans in Brazil.

April 26

Seminar on Diversity, held by Spanish Chamber, providing debates about different aspects of inclusion. Organized and lectured by our partners Clara Serva and Leonardo Miranda.

May 3

Inauguration Ceremony – Third Sector Law Commission – with the participation of Clara Serva, and organization of OAB-SP (Brazilian Bar Association, São Paulo section).

EVENTS.

May 6 Pro Bono In-House Breakfast – promoted by NYC BAR, featuring our partner Clara Serva.

May 10 Launch Event at Kátia Tapety Political Training School – with the participation of Luiz Carlos Silva Faria Júnior and Maria Paula Custódio, and organized by the International Institute of Race & Equality.

May 17 Celebration of 10th anniversary of REIS (Corporate Network for Social Inclusion), with a lecture by Maria Elisa Gualandi Verri on Impact on the Inclusion of People.

May 19 The ESG operational landscape in Brazil – with the participation of Shin Jae Kim, and partners Clara Serva and Leonardo Miranda as speakers, organized by Control Risks and TozziniFreire.

May 25 IBRADEMP ESG Commission Meeting – with the participation of Alexei Bonamin and Clara Serva, organized by IBRADEMP.

May 26 Seminar on Diversity – featuring our partners Clara Serva and Leonardo Miranda, promoted by TozziniFreire and Spanish Chamber.

May 30 ESG ABO20 Committee Meeting – With the participation of Vladimir Abreu as speaker, held by ABO20 (Brazilian Online to Offline Association).

May 31 Launch event of the 2030 Elas Lideram (Women Leadership) Movement – UN Women and Global Compact Brazil with the participation of Bianca Antacli.

Meeting on sustainability and the scenario of the alternative proteins sector, with the participation of Luiz Carlos Silva Faria Júnior and organization of The Good Food Institute.

June 8 Event on Human Rights and Wars in the 21st Century – featuring Luiz Carlos Silva Faria Júnior as a speaker, held by Hugo Simas Academic Center (CAHS).

June 9 ESG Training – Green Products – with a lecture by partners: Alexei Bonamin, Adriana Baptista, Clara Serva, Marcelo Zenkner, Vladimir Abreu, and André Camargo, promoted by HSBC.

Event about Compliance, ESG and liability: public and private reflections – with Marcelo Zenkner, held by OAB/DF (Brazilian Bar Association – Federal District section).

Due diligence and other human rights issues for companies – with a lecture by Clara Serva, event held by Credit Suisse.

June 10 Corporate Social Responsibility and ESG – Lecture by Clara Serva, held by Hugo Simas Academic Center (CAHS) and School of Law of Universidade Federal do Paraná (UFPR).

EVENTS.

June 16 GRI Global Committee – ESG & Responsible Infrastructure – with the participation of Leonardo Miranda, member of the Committee, held by GRI.

June 22 CESA (Association of Brazilian Law Firms) – Diversity and Social Responsibility Committee | ESG and Pro Bono work, featuring Clara Serva, a member of the CESA committee, promoted by the same institution.

June 30 Trans People in the Labor Market, with a lecture by Maria Paula Custódio, held by Women in Law Mentoring.

July 4 Fourth EVENT OF GOOD – “The other side: what makes a person leave their home, their family, and seek protection in other countries?” With opening by Maria Luiza Trajano, mediation by Pedro Bial and participation of the journalist Simone Duarte, author of the book “O Vento Mudou de Direção: o onze de setembro que o mundo não viu” (The Wind Changed Direction: the September 11 that the world didn’t see), including Stephanie Habrich, who implemented the project of libraries for refugee children in Roraima. During the event, people in refugee situation were able to share their stories. The initiative was promoted by the Committee for the Integration of Refugees and Migrants of the Women of Brazil Group and hosted by TozziniFreire.

August 3 ESG and Insurance – with a lecture by Bárbara Bassani and organized by the Portuguese Chamber.

August 4 First Meeting of the Woman Empowerment Program – featuring our partners Shin Jae Kim, Karla Lini Maeji, Renata Muzzi de Almeida, Vivian Fraga, Patrícia Carvalho, Tatiana Lins and Vera Kanas, at an event organized by TozziniFreire and EY.

August 15 Annual Dinner of the Institute for Research in Technology and Innovation (IPTD), featuring our associate Luiz Carlos Silva Faria Júnior, promoted by the Institute for Research in Technology and Innovation (IPTI).

August 23 Webinar – ESG and the Third Sector – with a lecture by partners André Camargo, Bianca Antacli and Clara Serva, held by TozziniFreire, our partners and volunteers.

August 24 Webinar – ESG em Foco – featuring our partner Clara Serva as a lecturer, held by Control Risks and TozziniFreire.

Paternal Dialogues: masculinity, paternity, gender equity, and care – featuring Maurício Góes as an organizer of the event, held by OAB-RS (Brazilian Bar Association – Rio Grande do Sul section).

EVENTS.

August 24 Mothers and Diversity – event with a lecture by Maria Paula Custódio and Women in Law Mentoring.

August 30 CS ESG Day 2022 – event with the participation of Alexei Bonamin and realization of Credit Suisse.

August 31 ESG and NAME Commission | Mediation in the ESG Context – with Alexei Bonamin, member of the Commission, held by IBRADEMP.

Second Seminar on International Business in Paraná | Panel: ESG as a commercial leverage tool and antitrust incentive – with a lecture by Marcelo Zenkner, promoted by CIN and FIEP.

Event on Women in Law – with a lecture by Maria Bofill, at PUC-RS.

Ceremony celebrating LGBTI+ Human Rights and public reading of the Open Statement Letter in support of diversity, respect and inclusion of LGBTIQI+ people in Brazilian work environments – with the participation of Vladimir Abreu, held by AMCHAM.

September 15 Women Invest Summit | Women and the Judiciary. Judgment with a gender perspective. With the participation of partners Flávia de Campos Andrade, Isadora Fingerma, Clara Serva, Silvia Cunha Zono, and partner Erlan Valverde, promoted by Z Invest.

September 22 Webinar: S in ESG – event organized by WLG featuring a lecture by Clara Serva.

September 23 Together We Are Stronger - Non-Harassment Conduct – with a lecture by partner Fernanda Pimentel and GBMX.

46th Edition of REIS Meeting – In celebration of the Brazilian National Day of Persons with Disabilities – with a lecture by Maria Elisa Verri and organized by REIS and TozziniFreire, the event gathered several companies that presented their inclusion projects.

September 27 DIVE IN - Gender Equity – mediated by Bárbara Bassani and IDIS.

October 3 ESG Commission – PL – with the participation of Alexei Bonamin, member of the Commission, and ABRASCA.

October 4 Inclusive Education: Challenges and Effectiveness, mediated by partner Maurício Góes, held by TozziniFreire.

October 10 Third Edition of Women in Law Mentoring Forum – Brazil, with the participation of partners Gabriela Wink (one of the organizers of the event), Maria Bofill, and Fernanda Fossatti, including several collaborators.

EVENTS.

October 19 ESG IN FOCUS: ESG and mining – with a lecture by Clara Serva, event promoted by TozziniFreire and Control Risks.

October 20 Linte community event – "Feminization of Law in Pink October", led by Carol Hannud and Bianca Antacli.

Roundtable Discussion on Labor Market and Human Rights, with a lecture by Luiz Carlos Silva Faria Júnior and the Superior School of International Relations.

October 21 Launch event of Incluir Direito Project, promoted by CESA (Association of Brazilian Law Firms), in the State of Rio Grande do Sul, with the participation of partner Gabriela Wink.

October 26 Working with ESG in Brazil – The Nordic Experience and Learnings – featuring Leonardo Miranda and organization of SWEDCHAM (Swedish-Brazilian Chamber of Commerce).

November 3 Brazil-Canada Diversity, Equity and Inclusion Forum – with a lecture by Clara Serva, organized by CCBC (Brazil-Canada Chamber of Commerce).

November 22 Editorial Launch Event - Women on Board – featuring Marcelo Zenkner and Clara Serva, organized by Editora Global and TozziniFreire.

November 23 Launch event of the book "Tributando com Elas" – with the participation of Renata Emery, one of the authors of the book, organized by STJ.

December 1 ESG IN FOCUS: ESG and sports – with a lecture by Giovanni Falcetta and mediation by Luiz Carlos Silva Faria Júnior, held by TozziniFreire and Control Risks.

December 12 First Edition of Human Rights Day – With the participation of Clara Serva. Organized by TozziniFreire Advogados, the event aimed to celebrate the International Day of Human Rights by discussing the concept of Human Rights and the relationship between Human Rights and companies, environment, access to justice and strategic litigation, education, healthcare, and internet.

December 13 Webinar – ESG guidelines for financial institutions – with a lecture by Alexei Bonamin, Pedro Eroles, and Marcus Fonseca, held by TozziniFreire.

December 14 Linte community event – ESG: Climate e Society – with the leadership of Carol Hannud and participation of Alexei Bonamin.

INCENTIVE LAWS.

The social purpose of sponsored projects is key to TozziniFreire.

To ensure that the projects are truly transformative and aligned with our strategy of practice, the selection and screening process begins with the TFINclusão Working Group, which investigates and gets to know the institutions, and subsequently presents the pre-selected ones to the TFINclusão Committee, which defines which projects will be submitted to final approval by the Executive Committee.

In 2022, projects were approved by four different laws: Rouanet Law, Sports Law, Municipal Fund for the Rights of Children and Adolescents (FUMCAD), and Elderly Law.



/Rouanet Law

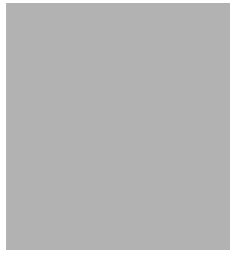
“*Seeking to sensitize their eyes to think about reality from the perspective of culture, beyond art.*”

- Project “100 Anos Modernos” (100 Modern Years), by Museum of Image and Sound (MIS): as part of the celebrations of the centenary of the Modern Art Week (also known as the Week of 22), the MIS educational center held several activities with the students of the State Public School Princesa Isabel. The objective was that the enrolled students, in an interdisciplinary way, could expand their knowledge of the historical context of Modernism, the Week of 22, the artists and works presented, the criticism of the time, and the historical importance of the event for the History of the Brazilian Art and for the construction of Brazilian culture. Forty students from 6th to 9th grade participated in the project. There were a total of 18 meetings, with theoretical and practical activities, including two pedagogical outings: at the MIS Experience, at the “Portinari for All” exhibition, and at MIS Europa, at the “100 Modern Years” exhibition. In addition to Princesa Isabel, the project also included, in Campinas, Grupo Primavera (where educators held four workshops) and public schools in the region, with the distribution of the almanac for children “100 Modern Years”, produced by the Museum with institutional support of TozziniFreire.

- Project “The Art of Belonging”, by Clube Social Pertence: the project promotes free cultural workshops, theater, dance and music for people with disabilities and in socioeconomic vulnerability. These workshops, besides contributing to the development and personal growth of each participant, also guarantee access to cultural assets, as an affirmation of the citizen’s basic social right. There were a total of 676 workshops (260 virtually and 416 in person) throughout 13 months. In the Theater and Dance workshops, 1,088 face-to-face vacancies and 4,050 virtual vacancies were filled. In the Music workshops, there were 412 face-to-face spots and 2,025 virtual spots.

- “Brincando no Parque” (Playing at the Park) project, carried out by Muda Cultural, an agency specialized in the elaboration and execution of cultural projects financed through culture incentive laws: the project offers cultural programs aimed at children and youth in public spaces. Comprising ten shows, the event gathers dance, theater, circus attractions and musical performances, with the aim of providing playful encounters and fun for children and young people through different activities and games, discussing relevant topics, such as care with the environment and racial and gender equity. In 2022, it was held in two Brazilian cities: Porto Alegre and São Paulo.

- Program “MAM Educativo”, by São Paulo Museum of Modern Art, which provides to society numerous opportunities for interaction and culture. All events are free and inclusion is a continuing topic in the activities. The program is responsible for educating the museum’s audience, enabling access to exhibitions and their content through actions that mix different languages and approaches, welcoming all kinds of visitors, seeking to sensitize their eyes to think about reality from the perspective of culture, beyond art.



/Sports Law:

- Project “Formação pelo Esporte” (Education through Sport), by Instituto Superação. The project aims to contribute to the personal education of children and adolescents, developing socio-emotional skills through the integration between education and sport. In the first half of 2022 alone, the Institute entered into partnerships with 58 schools, held 4 Coach Training Meetings and 46 Super Festivals, featuring 1,068 male and female athletes.

- Project “Jogar e Pertencer” (Playing and Belonging), by Instituto Social Pertence: sport provides socialization, growth, commitment, autonomy, empowerment, and stories to tell. Thus, Instituto Social Pertence, supported by TozziniFreire, held Jogar e Pertencer Project, seeking to provide a weekly routine of sports activities as a means of social inclusion and improve the quality of life of people with intellectual disabilities, over 19 years old and in a situation of social and economic vulnerability. Throughout 2022, twice a week, people assisted by the organization had access to sports activities such as capoeira and soccer.

/FUMCAD

- “Responsible Sexuality” project, developed by UNIBES (Brazilian-Israeli Union of Social Welfare): the objective of the project is to contribute to reducing the incidence of STIs (Sexually Transmitted Infections) and unplanned pregnancy in adolescence through educational

workshops, guidance and preventive actions that enable the expansion of knowledge, respect for sexual and reproductive rights, the promotion and appreciation of self-esteem and self-care, working on the safe and responsible sexuality. During the year, the project assisted 700 young people aged between 15 and 29, indirectly benefiting 2,100 people, including family and friends.

- “Art e Technology” project, by Grupo Primavera. The project comprises two workshops: Digital Arts and Robotic Art, which aim to offer the practice and knowledge of digital arts and robotic art, proposing an experience that provides the development of creative capacity through a constant process of deconstruction and construction of digital possibilities, instigating creativity and promoting digital inclusion. In each workshop, 3 groups with 20 participants were contemplated.

/Elderly Law:

- “Maturidade”, by Instituto Pró-Saúde, is a project aimed at senior citizens. The program aims to improve the physical and clinical conditions of the participants, reducing the symptoms of chronic diseases and preventing new health problems, through physical exercises, social gatherings, and classes and lectures on healthcare and healthy eating. In 2022, 350 low-income adults aged 50+ were assisted.

- Investment in Hospital de Amor, in Barretos (SP): this philanthropic health institution specializes in the treatment and

prevention of cancer, seeking excellence in hospital medical care through humanizing actions, constant technical, and professional improvement, and scientific dissemination of teaching and research, which allow absorbing the growing demand, strengthening the Brazilian Healthcare System (SUS).

REAPING THE FRUITS OF OUR WORK:

Performance of the ESG and Business & Human Rights areas.

If in 2021 the fruits of our actions matured, 2022 was the year to reap the rewards.

We keep hiring through selection recruitment aimed at minority groups, not only for our Business & Human Rights practice area but also for different teams at TozziniFreire. This attentive look at this issue was possible because of our strategic partnerships, like with Zumbi dos Palmares University. Thus, we have been creating an environment increasingly diverse.

Our multidisciplinary group ESG (Environmental, Social and Corporate Governance) has grown in relevance and scope, by working transversally with all other practices, considering that compliance with ESG issues has become crucial for successful companies in this new phase of the economy in which the world is getting into.

Coherence is our watchword, what drives us to practice internally what we preach to our clients.

At the end of 2021 and throughout 2022, TozziniFreire's Business & Human Rights team produced and published a monthly video series on Business & Human Rights. They are short videos in which professionals in the field comment on the most relevant issues of each month regarding the relationship between Human Rights and business activity. In December 2022, the initiative reached 16 editions.

In July 2022, the Corporate Governance practice launched the Governance Times magazine, in which, besides pointing out normative developments, it highlights the transversality of ESG issues in dialogues with specialists from different areas and sectors.

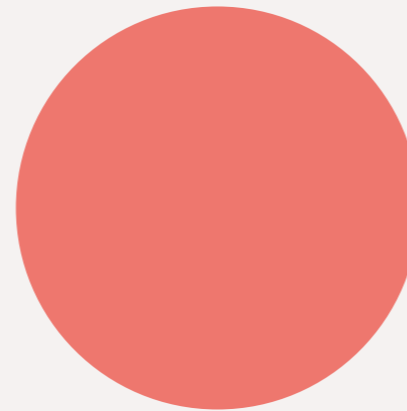
The Playing and Belonging project provides a weekly routine of sports activities as a means of social inclusion to improve the quality of life of people with intellectual disabilities.

Brazilian Business Council for Sustainable Development (CEBDS)

We are one of the few law firms to join CEBDS. We work on different topics, supporting the organization in strategic initiatives, reviewing legislation, public statements, public hearings at the STF (Brazilian Federal Supreme Court), among other fronts. We highlight:

- The participation of partner Vera Kanas as moderator of the Second Edition of CEBDS Carbon Markets Workshop, in May.
- In September, at the request of CEBDS, the Business & Human Rights team, with the collaboration of other areas of Tozzini Freire, we drafted a Technical Note on Bill (PL) No. 572/2022 – National Framework Law on Business and Human Rights. The material was used to present CEBDS' stance on the issue to public authorities and private sector, focusing on five themes: Contributions to the Debate; Rights to the Affected People; Duties and Responsibilities of Companies; Prevention Mechanisms; and Monitoring, Sanction and Reparation.

As a result of our involvement, in June, our partner Clara Serva was bestowed with the CEBDS Women's Leadership Award, which recognizes female executives who work to advance the UN's Sustainable Development Goals (SDGs).



Our achievements.

RECOGNITION

The maturity that our TFINclusão program has reached over the years due to its structure, governance and the way it executes its initiatives is unquestionable. The network of people and organizations involved in the Program's day-to-day life corroborates the positive social impact generated in society, a fact that allows us to celebrate the recognitions we received throughout 2022:

Ethos Institute

In 2022, we were one of the 72 Outstanding organizations in the Ethos/Época Inclusion survey, being recognized in five categories: Inclusion of people with disabilities; Promotion of gender equity; Promotion of racial equity; Promotion of LGBTI+ rights; and Promotion of generational equity.



Chambers Brazil Awards

We were recognized by Chambers Brazil Awards, the leading legal publication, in the Diversity & Inclusion category in 2022. Among the initiatives and works submitted are: the pioneering launch of our Business and Human Rights practice; our TFINclusão Program and our affinity groups; the Guide to Inclusive and Accessible Communication, produced in partnership with REIS (Business Network for Social Inclusion), of which we are co-founders and members of the Steering Group; legal assistance to Casa Chama against Bill No. 504/2020; and our partnership with Educafro to support several cases of strategic litigation in favor of the Human Rights of the Brazilian black population.

We were also ranked in the first ESG edition of the Chambers Brazil Awards as Band 1. Our highlight in the newly created ranking went beyond institutional recognition, with a recommendation to partners Adriana Baptista, Alexei Bonamin, Bianca Antacli, and Clara Serva.



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Our achievements.

RECOGNITION

Brazil's Leading Lawyers Awards - Leaders League

For the second year running, we were recognized by Brazil's Leading Lawyers Awards, granted by Leaders League, as the Best Firm for Diversity and Inclusion, including for the ESG (Environmental, Social and Governance) practice.

Human Rights Badge of the Municipality of São Paulo

Some of our specific areas of action in advocacy and strategic litigation for minority groups have already been recognized with the Badge of Human Rights granted by the City Hall of São Paulo, highlighting our initiatives aimed at transgender people.

The Municipality of São Paulo bestowed on TozziniFreire the Municipal Badge of Human Rights and Diversity, acknowledging our initiatives in hiring, retaining and promoting the development of trans people. Our program encompasses the selection process, periodic mentoring, monitoring, and funding of the adequacy of documents and civil records that are necessary to ensure the adequacy of gender identity, in addition to providing pro bono assistance in cases of legal action for documents rectification.

This is the sixth TozziniFreire's project recognized by the Badge of Human Rights.



Our achievements.

RECOGNITION

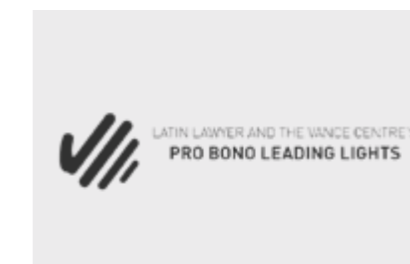
Lumen Awards

Also because of our work on transgender people issue, for the second time, TozziniFreire won the Lumen Award. 2022's edition bestowed on us an accolade for our "Good Management Practices", recognizing our initiatives for hiring, retaining and developing transgender people. Among them are: specific selection processes for hiring trans people; English course for all our trans employees (including other minorized and vulnerable groups); strategic partnerships (TransEmpregos and Nurap); and initiatives to support the professional development of people from minorities and vulnerable groups, such as mentoring.



Leading Lights Pro Bono in Latin America

The Pro Bono Leading Lights survey, conducted by Latin Lawyer and The Vance Centre, recognizes recent matters of providing pro bono assistance and efforts to build a sustainable practice in the legal market. Our program has been recognized year after year by the survey - 2012, 2013, 2015, 2016, 2017, 2018, 2019, 2020, 2021 and 2022. In 2022, the projects presented by TozziniFreire were related to the promotion of LGBTI+ rights (more specifically in initiatives for trans people), the firm's articulation to reduce the impacts of the COVID-19 pandemic and work on the issue of institutional violence perpetrated against the youth population of the State of São Paulo.



Latin Lawyer Awards Diversity Initiative of the Year 2022

We also won the Latin Lawyer Diversity Initiative of the Year Award. The award recognizes innovative initiatives by law firms that promote diversity and equal opportunities, both internally and in the legal environment. Our projects have as a priority generating great impact on promoting diversity, setting precedents to be followed.



Our achievements.

RECOGNITION

Análise Advocacia Mulher

In its second edition, Análise Advocacia Mulher, a guide that acknowledges female talents in the legal market, recognized 28 TozziniFreire professionals, four more compared to last year's results. Overall, we received over 170 individual mentions to our professionals. In this edition, partner Shin Jae Kim, from our Compliance area, was highlighted as a leader and responsible for the implementation and development of the Compliance practice in Brazil.

Survey "Best Places to Work for LGBTI+ People 2022"

Our firm is amongst the 38 best Brazilian companies for LGBTI+ people, according to the first edition of the Equidade BR program. The Human Rights Campaign Foundation (HRC), in partnership with Mais Diversidade Institute and the LGBTI+ Business and Rights Forum, conducted an unprecedented survey with 100 companies in Brazil addressing five core topics: adoption of non-discrimination policies; creation of employee resource groups or diversity and inclusion councils; implementation of LGBTI+ diversity training; engagement in public activities to support LGBTI+ inclusion; and creation of a confidential process for reporting LGBTI+ workplace discrimination.



THE INCLUSÃO MANIFESTO.

At TozziniFreire, we are driven by a certainty: it is possible to build a prosperous and fair society. More than a statement, this is a clear 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 coherence: 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.

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ADVOGADOS

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