

Table of indicators

General content

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|--|--|-------------|-------------|-------------------|-------------------|
| GRI 102-1 Name of organisation | Abreu Advogados | | | | |
| GRI 102-2 Activities, brands, products and services | Provision of Legal Services | | | | |
| GRI 102-3 Location of the headquarters of the organisation | Alfama, Lisbon | | | | |
| GRI 102-4 Location of operations | Portugal | | | | |
| GRI 102-5 Ownership and legal form | Law firm | | | | |
| GRI 102-6 Markets in which the organisation operates | Portugal, Angola, Brazil, Cape Verde, China - Macau, Guinea-Bissau, Mozambique and Timor-Leste | | | | |
| GRI 102-7 Scale of the Organisation | | 2020 | 2021 | Change (%) | |
| | Total employees of the organisation | 336 | 343 | 2% | |
| | Male | 139 | 142 | 2% | |
| | Female | 197 | 201 | 2% | |
| | | 2019 | 2020 | 2021 | Change (%) |
| | Scale of the Organisation | 30,0 M€ | 33,6 M€ | 37,8 M€ | 13% |
| | | 2020 | 2021 | Change (%) | |
| | Total | 336 | 343 | 2% | |
| | Permanent Contract | 92 | 89 | -3% | |
| | Fixed Term Contract | 23 | 26 | 13% | |
| Contract of Unspecified Duration | 0 | 1 | NA | | |
| Provision of Services | 4 | 5 | 25% | | |
| Temporary Work | 1 | 0 | -100% | | |
| Internship Contract | 2 | 5 | 150% | | |
| Lawyers Services Rendered | 214 | 217 | 1% | | |
| GRI 102-8 Information on employees and other workers | Number of employees by type of contract | | | | |

| Table of Contents | Location or response |
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| GRI 102-9 Supply chain | Abreu Advogados works with a wide range of suppliers that support us in different categories, including operations, information technologies, human resources, training, travel, etc. We have around 700 suppliers, around 85% in Portugal and the rest in different countries, mostly European. |
| GRI 102-10 Significant changes in the organisation and its supply chain | There were no significant changes in the reporting years. |
| GRI 102-12 External initiatives | See "Aligned with best practice", Chapter 6. |
| GRI 102-13 Participation in associations | See "To be a pioneer is to commit to the future", Chapter 1. https://abreuadvogados.com/sustentabilidade/organizacoes-que-integramos/ |
| Strategy | |
| GRI 102 - 14 Statement from the most senior decision maker in the organisation | Please see "Message from the Managing Partner". |
| Ethics and Integrity | |
| GRI 102 - 16 Values, principles, standards and norms of behaviour | See "Guidelines", Chapter 1. See "What moves us", Chapter 2. https://abreuadvogados.com/porque-a-abreu/o-nosso-estilo/ |
| Governance | |
| GRI 102 - 18 Governance structure | See "Guidelines", Chapter 1. See "We provide pro bono legal support", Chapter 4. |
| Stakeholder Involvement | |
| GRI 102 - 40 List of stakeholder groups | Employees; Clients Legal partners; Technology partners; Event partners International Directories; Regulatory and Supervisory Bodies; Courts and other Legal Entities Academia; Knowledge Institute; Media; Social Sector Organisations |
| GRI 102 - 41 Collective bargaining agreements | Not applicable. |
| GRI 102 - 42 Identification and selection of stakeholders | The mapping of stakeholder groups took into consideration the following criteria: influence, dependence and societal context. |

Stakeholder Involvement

| Table of Contents | Location or response | | | | |
|---|---|-----------|-----------------------|---|---|
| | Various stakeholder engagement tools are used. | | | | |
| | <table border="1"> <thead> <tr> <th>Employees</th> <th>External stakeholders</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> • Website • Social Networks (LinkedIn, Instagram, Twitter, YouTube) • Internal newsletters (2 weekly) • Intranet • Internal questionnaires • Internal podcast • Abreu TV • Internal events/talks • Physical communication in the office </td> <td> <ul style="list-style-type: none"> • Website • Social networks (LinkedIn, Instagram, Twitter, YouTube) • External newsletters - there are different types • Intranet • Internal questionnaires • Knowledge sharing with the media • External podcast • Events • Webinars • Media interviews • Other specific tools per group, namely with clients and partners </td> </tr> </tbody> </table> | Employees | External stakeholders | <ul style="list-style-type: none"> • Website • Social Networks (LinkedIn, Instagram, Twitter, YouTube) • Internal newsletters (2 weekly) • Intranet • Internal questionnaires • Internal podcast • Abreu TV • Internal events/talks • Physical communication in the office | <ul style="list-style-type: none"> • Website • Social networks (LinkedIn, Instagram, Twitter, YouTube) • External newsletters - there are different types • Intranet • Internal questionnaires • Knowledge sharing with the media • External podcast • Events • Webinars • Media interviews • Other specific tools per group, namely with clients and partners |
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| GRI 102 - 43 Approach to stakeholder engagement | | | | | |
| GRI 102 - 44 Main issues and concerns raised | See "Guidelines", Chapter 1. | | | | |
| Reporting Practice | | | | | |
| GRI 102 - 45 Entities included in the consolidated financial statements | Abreu & Associados - Sociedade de Advogados, SP, RL. | | | | |

Specific content

Economic Performance Indicators Economic Performance Indicators

| | 2019 | 2020 | 2021 | Change (%) |
|---|---------|---------|---------|------------|
| GRI 201-1 Direct economic value generated and distributed | 30.0 M€ | 33.6 M€ | 37.8 M€ | 13% |

Environmental Performance Indicators

| Materials | Papal | | | | |
|--|--------------|----------|----------|----------------------|-----|
| | 2019 | 2020 | 2021 | Change 2020/2021 (%) | |
| GRI 301-1 Materials used, broken down by weight and volume | Total | 4 035 kg | 2 640 kg | 3 430 kg | 30% |
| | Lisbon | 3 000 kg | 1 850 kg | 2 930 kg | 58% |
| | Porto | 800 kg | 500 kg | 500 kg | 0% |
| | Funchal | 235 kg | 290 kg | - | - |

Energy

| | | Electricity | | | |
|---|---|-----------------------|------------------------|------------------------|-------------------------|
| | | 2019 | 2020 | 2021 | Change 2020/2021 (%) |
| GRI 302-1 Energy consumption in the organisation | Total | 809 682 kWh | 680 732 kWh | 680 203 kWh | 0% |
| | Lisbon | 660 286 kWh | 556 958 kWh | 624 382 kWh | 12% |
| | Porto | 82 700 kWh | 61 793 kWh | 55 821 kWh | -10% |
| | Funchal | 66 696 kWh | 61 981 kWh | - | - |
| GRI 302-3 Energy Intensity | Electricity consumption by turnover | 0,027 kWh/euros | 0,020 kWh/euros | 0,018 kWh/euros | -11% |
| | Electricity consumption per employee | 2663 kWh/ employee | 2 026 kWh/ employee | 1 983 kWh/ employee | -2% |

| Materials | | Water | | | |
|--|----------------------------------|------------------------------------|------------------------------------|------------------------------------|-------------------------|
| | | 2019 | 2020 | 2021 | Change 2020/2021 (%) |
| GRI 303-5 Water consumption | Total | 2 413 m³ | 2 061 m³ | 1 996 m³ | -3% |
| | Lisbon | 2 156 m ³ | 1 670 m ³ | 1 856 m ³ | 11% |
| | Porto | 127 m ³ | 154 m ³ | 140 m ³ | -9% |
| | Funchal | 130 m ³ | 237 m ³ | - | - |
| Específico Specific water consumption | Water consumption by turnover | 8,04E-05 m ³ / euros | 6,13E-05 m ³ / euros | 5,28E-05 m ³ / euros | -14% |
| | Employee water consumption | 7,94 m ³ / employee | 6,13m ³ / employee | 5,82 m ³ / employee | -5% |

Emissions

| | | 2019 | 2020 | 2021 | Change 2020/2021 (%) |
|---|---------------------------------------|--|--|---------------------------------------|-------------------------|
| GRI 305-1 a 3 Greenhouse gas (GHG) emissions | Total GHG emissions | 559 tCO ₂ e | 362 tCO ₂ e | 357 tCO ₂ e | -1% |
| | Indirect emissions (Scope 2) | 206 tCO ₂ e | 175 tCO ₂ e | 156 tCO ₂ e | -11% |
| | Other indirect emissions (Scope 3) | 353 tCO ₂ e | 187 tCO ₂ e | 201 tCO ₂ e | 8% |
| GRI 305-4 GHG emissions intensity | Emissions by Turnover | 1,86 E-05 tCO ₂ e/ euros | 1,08 E-05 tCO ₂ e/ euros | 9,45 E-06 tCO ₂ e/euros | -12% |
| | Emissions per Employee | 1,84 tCO ₂ eq/ Employee | 1,08tCO ₂ eq/ Employee | 1,04tCO ₂ eq/ Employee | -3% |

Social Performance Indicators

| | Employment | | | |
|--|---------------|--------------|----------------------|-----------|
| | 2020 | 2021 | Change 2020/2021 (%) | |
| GRI 401-1 Employees hired by age group | Total | 61 | 66 | 8% |
| | < 30 years | 35 | 43 | 23% |
| | 30 a 50 years | 25 | 20 | -20% |
| | > 50 years | 1 | 3 | 200% |
| GRI 401-1 Employees hired by gender | Total | 61 | 66 | 8% |
| | Male | 23 | 25 | 9% |
| | Female | 38 | 41 | 8% |
| GRI 401-1 Rate of new hirings by age group | Total | 18,2% | 19,2% | 1% |
| | < 30 years | 57,4% | 65,2% | 8% |
| | 30 a 50 years | 41,0% | 30,3% | -11% |
| | > 50 years | 1,6% | 4,3% | 3% |
| GRI 401-1 Rate of new hirings by gender | Total | 18,2% | 19,2% | 1% |
| | Male | 37,3% | 37,9% | 0% |
| | Female | 62,3% | 62,1% | 0% |
| GRI 401-1 Departures by age group | Total | 35 | 37 | 6% |
| | < 30 years | 22 | 20 | -9% |
| | 30 a 50 years | 13 | 14 | 8% |
| | > 50 years | 0 | 3 | NA |
| GRI 401-1 Exits by gender | Total | 35 | 37 | 6% |
| | Male | 13 | 13 | 0% |
| | Female | 22 | 24 | 9% |
| GRI 401-1 Exit rate by age group | Total | 10,4% | 10,8% | 4% |
| | < 30 years | 62,9% | 54,1% | -9% |
| | 30 a 50 years | 37,1% | 37,8% | 1% |
| | > 50 years | 0,0% | 8,1% | 8% |

| | Employment | | | |
|---|--|--------------|----------------------|------------|
| | 2020 | 2021 | Change 2020/2021 (%) | |
| GRI 401-1 Exit rate by gender | Total | 10,4% | 10,8% | 4% |
| | Male | 37,1% | 35,1% | -2% |
| | Female | 62,9% | 64,9% | 2% |
| GRI 401-1 Rate of new hirings by age group | Total | 14,3% | 15,0% | 5% |
| | < 30 years | 32,0% | 31,8% | 0% |
| | 30 a 50 years | 10,3% | 9,2% | -1% |
| | > 50 years | 0,8% | 5,0% | 4% |
| GRI 401-1 Rate of new hirings by gender | Total | 14,3% | 15,0% | 5% |
| | Male | 12,9% | 13,4% | 0% |
| | Female | 15,2% | 16,2% | 1% |
| Específico Leaving by seniority | Total | 35 | 37 | 6% |
| | < 1 | 13 | 6 | -54% |
| | 1 a 2 | 5 | 8 | 60% |
| | 2 a 3 | 4 | 8 | 100% |
| | 3 a 4 | 2 | 5 | 150% |
| | 4 a 5 | 4 | 5 | 25% |
| | 5 a 6 | 1 | 2 | 100% |
| | + 6 years | 6 | 3 | -50% |
| Específico Average length of service | Total average length of service | 6,27 | 6,18 | -1% |
| | Management Teams | 5,89 | 5,78 | -2% |
| | Equipas de Advogados | 6,42 | 6,42 | 0% |

[read more >](#)

Social Performance Indicators

| | Employment | | | |
|---|--------------------------|-----------|----------------------|-------------|
| | 2020 | 2021 | Change 2020/2021 (%) | |
| Especifico Career progression by level | Total | 32 | 22 | -31% |
| | Partner | NA | 4 | NA |
| | Professional Partner | 3 | 1 | -67% |
| | Associated Partner | 1 | 1 | 0% |
| | Senior Associate | 14 | 3 | -79% |
| | Level 1 Associate Lawyer | NA | 9 | NA |
| | Level 2 Associate Lawyer | 14 | 4 | -71% |

Health and Safety

| | 2020 | 2021 | Change 2020/2021 (%) |
|---------|---|----------|----------------------|
| | GRI 403-9 Accidents at work with leave of absence by location | 3 | 3 |
| Lisbon | 2 | 3 | 50% |
| Porto | 0 | 0 | NA |
| Funchal | 1 | 0 | -100% |

| Specific Sick days due to accidents at work | 2020 | 2021 | Change 2020/2021 (%) |
|--|------|------|----------------------|
| | | 23 | 62 |

Training

| Specific Number of hours of training | 2020 | 2021 | Change 2020/2021 (%) |
|---|------|-------|----------------------|
| | | 4 141 | 8 260 |

| Specific Average hours of training per year, per employee | 2020 | 2021 | Change 2020/2021 (%) |
|---|------|------|----------------------|
| | | 12,3 | 24,1 |

| Specific Number of training actions | 2020 | 2021 | Change 2020/2021 (%) |
|--|------|------|----------------------|
| | | 143 | 162 |

| | 2020 | 2021 | Change 2020/2021 (%) |
|-------------|---------------|-------|----------------------|
| | Entity | | |
| External | 59,0% | 58,0% | -1% |
| Internal | 41,0% | 42,0% | 1% |
| Type | | | |
| Specific | NR | 96,0% | NA |
| Transversal | NR | 4,0% | NA |

Specific
Percentage distribution
of training hours by
type

| | 2020 | 2021 | Change 2020/2021 (%) |
|----------------------|-------|-------|----------------------|
| Area | | | |
| Performance | 11,0% | 10,0% | -1% |
| Organisational | 18,0% | 38,0% | 20% |
| Technician | 71,0% | 52,0% | -19% |
| School | | | |
| Digital | NR | 6,0% | NA |
| Personal Development | NR | 10,0% | NA |
| Law | NR | 47,0% | NA |
| Management | NR | 37,0% | NA |
| Format | | | |
| E-learning | NR | 9,0% | NA |
| Online | NR | 47,0% | NA |
| In Person | NR | 44,0% | NA |

Specific

Percentage distribution of training hours by type

Diversity and Equal Opportunities

| | 2020 | 2021 | Change 2020/2021 (%) |
|------------------------------------|--------------|--------------|----------------------|
| Total by gender | | | |
| Male | 41,4% | 41,4% | 0% |
| Female | 58,6% | 58,6% | 0% |
| Age group | | | |
| < 30 years | 26,5% | 28,9% | 2% |
| 30 a 50 years | 54,8% | 53,6% | -1% |
| > 50 years | 18,8% | 17,5% | -1% |
| Number of employees by area | | | |
| Management | | | |
| Gender | | | |
| Total | 36,3% | 36,7% | 0% |
| Male | 24,6% | 26,2% | 2% |
| Female | 75,4% | 73,8% | -2% |
| Faixa etária | | | |
| < 30 years | 23,8% | 25,4% | 2% |
| 30 a 50 years | 58,2% | 59,5% | 1% |
| > 50 years | 18,0% | 15,1% | -3% |

GRI 405-1

Percentage of individuals in the organisation by gender and age group, by position

Diversity and Equal Opportunities

| | 2020 | 2021 | Change 2020/2021 (%) |
|----------------------------|--------|--------|----------------------|
| Partners | | | |
| Gender | | | |
| Total | 9,8% | 10,2% | 0% |
| Male | 69,7% | 65,7% | -4% |
| Female | 30,3% | 34,3% | 4% |
| Age group | | | |
| < 30 years | 0,0% | 0,0% | 0% |
| 30 a 50 years | 45,5% | 48,6% | 3% |
| > 50 years | 54,5% | 51,4% | -3% |
| Non-Equity Partners | | | |
| Gender | | | |
| Total | 6,3% | 5,2% | -1% |
| Male | 47,6% | 55,6% | 8% |
| Female | 52,4% | 44,4% | -8% |
| Age group | | | |
| < 30 years | 0,0% | 0,0% | 0% |
| 30 a 50 years | 100,0% | 100,0% | 0% |
| > 50 years | 0,0% | 0,0% | 0% |
| Associates | | | |
| Gender | | | |
| Total | 23,2% | 23,6% | 0% |
| Male | 32,1% | 34,6% | 3% |
| Female | 67,9% | 65,4% | -3% |
| Age group | | | |
| < 30 years | 28,2% | 30,9% | 3% |
| 30 a 50 years | 69,2% | 66,7% | -3% |
| > 50 years | 2,6% | 2,5% | 0% |
| Trainees | | | |
| Gender | | | |
| Total | 12,8% | 12,5% | 0% |
| Male | 48,8% | 41,9% | -7% |
| Female | 51,2% | 58,1% | 7% |
| Age group | | | |
| < 30 years | 90,7% | 95,3% | 5% |
| 30 a 50 years | 9,3% | 4,7% | -5% |
| > 50 years | 0,0% | 0,0% | 0% |

| | 2020 | 2021 | Change 2020/2021 (%) |
|-------------------|-------|-------|----------------------|
| Of Counsel | | | |
| Gender | | | |
| Total | 9,8% | 9,9% | 0% |
| Male | 87,9% | 82,4% | -6% |
| Female | 12,1% | 17,6% | 6% |
| Age group | | | |
| < 30 years | 0,0% | 0,0% | 0% |
| 30 a 50 years | 42,4% | 44,1% | 2% |
| > 50 years | 57,6% | 55,9% | -2% |
| Solicitors | | | |
| Gender | | | |
| Total | 1,8% | 1,7% | 0% |
| Male | 16,7% | 33,3% | 17% |
| Female | 83,3% | 66,7% | -17% |
| Age group | | | |
| < 30 years | 0,0% | 16,7% | 17% |
| 30 a 50 years | 66,7% | 50,0% | -17% |
| > 50 years | 33,3% | 33,3% | 0% |

Community Involvement

| | 2020 | 2021 | Change 2020/2021 (%) |
|--|---------|---------|----------------------|
| Pro bono working hours | 2 592 | 2 450 | -5% |
| Number of projects and institutions directly supported | 10 | 12 | 20% |
| Total donations to institutions | 6 042 € | 6 063 € | 0,3% |