



DIVERSITY AND INCLUSION REPORT

1st edition – 2022-2024



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1. LETTER FROM THE D&I WORKING GROUP

*We are diverse.
We are plural.*

*And this is precisely
what makes us unique.*

We believe that the diversity of Brazilian society should be reflected in organizations and that the true inclusion of people belonging to minority groups only occurs with the promotion of an open, inclusive and safe environment.

The benefits of diversity and inclusion programs, both for society and for the organization itself, have already been widely proven by several national and international studies.

Since our foundation, we have naturally become increasingly plural, and the sensitivity and seriousness of this topic led us to seek specialized advisory to guide us towards an evolution on this journey.

On the following pages, we detail this journey of dedication to promoting a more plural and inclusive culture at CGM.

We are committed to continuing to advance in 2024 and in the years to come.

Sincerely,

D&I Working Group

2.

CGM'S DIVERSITY AND INCLUSION PROGRAM



At CGM, we combine technical excellence and knowledge of different sectors to deliver tailored solutions to our clients, working with a multidisciplinary team made up of diverse people.

Since 2022, we have been building, in a more assertive and structured manner, CGM's Diversity and Inclusion Program ("D&I Program"), having hired a specialized advisory firm, "Travessia - Estratégias em Inclusão", to support the following activities:

- (i) creation and implementation of corporate governance of the D&I Program;
- (ii) holding lectures and corporate education training;
- (iii) creation of the D&I Working Group and the Ambassador Program; and
- (iv) consolidation of strategic planning with actions, projects and goals on the topic.

Below, we detail the activities related to CGM's D&I Program in 2022 and 2023, to provide transparency on the topic to all our members, clients, and to society in general.








I. Year 2022



In October 2022, we launched our D&I Program with an event for all members of the firm, starting with the mapping of the processes involved in the cycle of the firm members in the Human Resources area.

At the end of October 2022, we started the corporate education pillar, with training sessions for our leading partners in all areas. The training program lasted approximately 5 hours, and included topics related to gender, sexuality, race and ethnicity, PwDs and neurodiversity, generations, and inclusive leadership skills.

Travessia Estratégias em Inclusão provided the basic corporate D&I education cycle for everyone in our firm, with more than 10 hours of facilitated content, in the period between October 2022 and August 2023, covering the following topics:

	Sexuality and LGBTQIAPN+ Community		Implicit biases
	Race and ethnicity		Inclusive communication
	People with Disabilities and Neurodiversity		Inclusive leadership (aimed at team managers and members of the Ambassador Program)
	Generational diversity		Gender

Still in 2022, the mapping of the members cycle was completed, serving as basis for the construction and implementation of other phases of CGM's D&I Program.

II. Year 2023

Throughout 2023, our team worked constantly to strengthen our firm's D&I Program.

At the beginning of 2023, we started to consolidate the corporate governance structure of CGM's D&I Program, which is made up of the following bodies:

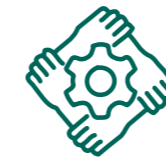
- D&I Working Group;
- D&I Ambassadors Program – MOSAICO;
- Expert advisory;
- Leading Partners Committee.

The bodies indicated above meet periodically to carry out their duties, which are set out in specific internal regulations, as well as to perform their respective action plans.

The D&I Working Group is made up of 6 (six) members from different areas of the firm, including Human Resources and Marketing. It also includes 2 (two) permanent leading partners and 1 (one) non-permanent leading partner, having been established in September 2022 and institutionalized in August 2023. Its internal regulations were approved and published in the firm's general meeting.



The mission of the D&I Working Group is to act strategically on D&I issues to create an inclusive, diverse, engaged, and receptive environment for D&I topics and minority groups, including:



Development, review and implementation of the annual strategic planning for CGM's D&I Program



Structuring and approval of the annual D&I budget, in addition to assessing and recommending investments



Coordination of the D&I Ambassador Program – MOSAICO



Reporting the evolution of the D&I Program to the Partners' Committee on a monthly basis

Current Composition of the D&I Working Group:

Bruna Barioni
Controller and People Coordinator

Lorena Nascimento
Administrative and Financial Manager

Marcela Fontes
Marketing Manager

Marcia Mandelbaum
Corporate and M&A leading-partner

Maury Lobo
Labor leading-partner





In 2023, applications started for firm members to participate in CGM's D&I Ambassadors Program.

After the applications and screening, "MOSAICO," which was the name adopted by the group, was institutionalized in March 2023, with the aim of actively contributing to the idealization and suggestion of actions and practices to the firm, as well as supporting the dissemination of CGM's D&I Program.

Ambassadors are active promoters of a welcoming and inclusive culture for all members of the firm, especially professionals from minority groups.

The participation in the group is voluntary, and it currently includes people representing both the administrative and legal areas of the firm. The program has its own regulations (operational guidelines) and is coordinated by the D&I Working Group.

In November 2023, MOSAICO's strategic planning for the years 2024 and 2025 was formalized, contemplating, among other topics:

- I. Planning of actions set to happen on D&I-related awareness dates;
- II. Identification of national and international seals and commitments on ESG and D&I with a focus on the legal market; and
- III. Strengthening internal engagement in the D&I Program through educational actions.

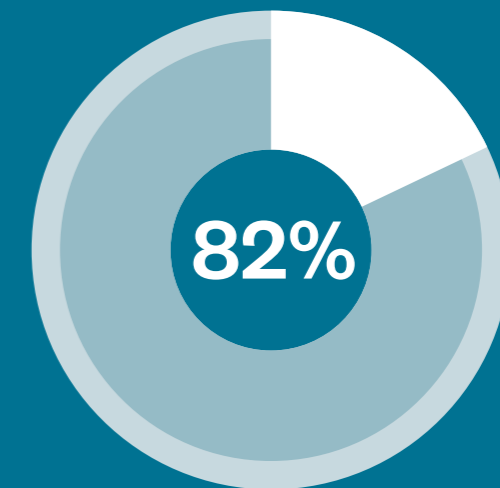
In the second half of 2023, the D&I Working Group and MOSAICO supported actions relating to CGM's D&I Program, including carrying out CGM's Diversity and Inclusion Census, which aimed to map the demographic diversity of the firm's population. The survey was carried out in November 2023, and its results will support the improvement and creation of new actions and projects of the D&I Program.



HIGHLIGHTS OF THE 2023 DIVERSITY AND INCLUSION CENSUS

Data relating to social markers of minority groups:

I. Engagement rate:



II. Demographic data by area

Administrative staff:



82%
are women

27%
are self-declared black, brown or yellow persons

27%
are members of the LGBTQIAPN+ community

Legal staff:

64% 64% are women

12% are self-declared black, brown or yellow persons

9% are members of the LGBTQIAPN+ community

5% are PwDs or neurodiverse people

Leadership:



are women



are self-declared black, brown or yellow persons



are people with disabilities or neurodiversity



are members of the LGBTQIAPN+ community

We learned that building a safe, ethical, and inclusive environment is a journey. We are happy to be able to share a little about our journey throughout 2022 and 2023!

The information included in this report is the result of the work and dedication of our professionals, who believe in making CGM an increasingly welcoming, inclusive, and ethical work environment through strategy and planning.

We would like to thank all those engaged with us, and, in 2024, we will continue to share more news and achievements regarding our D&I Program.



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The percentages indicated in this item were rounded and do not include decimal numbers for the purposes of publication in this report, without interfering with the validity and reliability of the analyzed results. The percentage of responses is based on the total number of people active at the time of the survey and able to respond to the census questionnaire.



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