



# Index of GRI andspecific indicators

GRI UN	IVERSAL STANDARDS	Location/Answer
GRI 1 - F	UNDAMENTALS 2021	
GRI 1	Requirement 8: Provide a declaration of use	Abreu Sustainability Report 2022-2023   About this report.
GRI 1	Requirement 7: Publish a GRI table of contents	This table.
GRI 2 - 0	GENERAL CONTENTS 2021	
The orga	nisation and its reporting practices	
GRI 2-1	Details of the organisation	Name: Abreu Advogados Corporate structure and legal form: Law firm Location of headquarters: Alfama, Lisbon Countries of operation: Portugal
GRI 2-2	Entities included in the organisation's sustainability report	Abreu & Associados - Law Firm, SP, RL.
GRI 2-3	Reporting period, frequency and point of contact	Abreu Sustainability Report 2022-2023   About this report.
Activities	and workers	
GRI 2-6	Activities, value chain and other business relationships	Activities: Provision of Legal Services.  Value chain: Abreu Advogados works with a wide range of suppliers who support us in different categories, including operations, information technology, human resources, training, travel, etc. We have around 700 suppliers, around 85% in Portugal and the rest in different countries, mostly in Europe  Markets in which the organisation operates: Portugal, Angola, Brazil, Cape Verde, China - Macau, Guinea-Bissau, Mozambique and East Timor.























# **GRI UNIVERSAL STANDARDS**

### Location/Answer

**Activities and workers** 

GRI 2-7 Employees

EMPLOYEES	2022	2023	Variation
	348	357	3%
Broken down by gender			
Male	152	151	-1%
Female	196	206	5%
Broken down by region			
Lisbon	299	309	3%
Porto	49	48	-2%
Total number of permanent employees	93	94	1%
Broken down by gender			
Male	25	26	4%
Female	68	68	0%
Broken down by region			
Lisbon	83	88	6%
Porto	10	6	-40%
Total number of employees on fixed-term contracts	21	27	29%
Broken down by gender			
Male	10	10	0%
Female	11	17	55 %
Broken down by region			
Lisbon	20	23	15%
Porto	1	4	300%
Total number of employees on open-ended contracts	0	0	0%
Broken down by gender			
Male	0	0	0%
Female	0	0	0%
Broken down by region	0	0	0%
Lisbon	0	0	0%
Porto	0	0	0%
Total number of employees providing services	4	6	50%
Broken down by gender			
Male	2	2	0%
Female	2	4	100%
Broken down by region			
Lisbon	4	6	50%
Porto	0	0	0%























### **GRI UNIVERSAL STANDARDS**

### Location/Answer

**Activities and workers** 

GRI 2-7 Employees

EMPLOYEES	2022	2023	Variation
Total number of temporary employees	0	0	0%
Broken down by gender			
Male	0	0	0%
Female	0	0	0%
Broken down by region	0	0	0%
Lisbon	0	0	0%
Porto	0	0	0%
Total number of internship contract employees	3	0	-100%
Broken down by gender			
Male	1	0	-100%
Female	2	0	-100%
Broken down by region			-100%
Lisbon	3	0	-100%
Porto	0	0	0%
Total number of employees providing services	227	230	1%
Broken down by gender			
Male	114	113	-1%
Female	113	117	4%
Broken down by region	227	230	1%
Lisbon	189	192	2%
Porto	38	38	0%
Total number of full-time employees	348	357	3%
Broken down by gender			
Male	152	151	-1%
Female	196	206	5%
Broken down by region			
Lisbon	299	309	3%
Porto	49	48	-2%
Total number of part-time employees	0	0	0%
Broken down by gender			
Male	0	0	0%
Female	0	0	0%
Broken down by region	0	0	0%
Lisbon	0	0	0%
Porto	0	0	0%

Involving stakeholders

GRI 2-30 Collective bargaining agreements

Not applicable.























GRI TOF	PIC STANDARDS	Location/Answer			
GRI 201 -	Economic Perfomance 2016				
GRI 201-1	Direct economic value generated and distributed		2022	2023	Variation
		Direct economic value generated	41,700,000€	49,700,000€	19%
GRI 302 -	Energy 2016				
2022 2023				2023	Variation
GRI 301-1	Materials used - by weight or volume	Materials used - Paper	6,225 kg	6,723 kg	8%
Specific	Paper consumption intensity		2022	2023	Variation
		Paper consumption intensity			
		Paper consumption by turnovers	1.5E-04 kg/euro	1.4E-04 kg/euro	-9%
		Paper consumption per employee	18 kg/employee	19 kg/employee	5%
GRI 302-1	Energy consumption within the organisation		2022	2023	Variation
		Total energy consumption (electricity) within the organisation	744,358 kWi	716,961 kWh	-4%
		Lisbon	665,857 kWl	623,825 kWh	-6%
		Porto	78,501 kWl	93,136 kWh	19%
			0000	2007	\
iRI 302-3	Energy intensity	Electricity consumption by turnover	<b>2022</b> 0.02 kWh/euro	2023 0.02 kWh/euro	Variation





















GRI TOP	IC STANDARDS	Location/Answer			
GRI 303 - \	Water and Effluents 2018				
GRI 303-5	Water consumption		2022	2023	Variation
		Total water consumption for all areas	2,964 m³	3,244 m³	9%
		Lisbon	2,716 m <sup>3</sup>	2,926 m³	8%
		Porto	247 m <sup>3</sup>	318 m³	29%
Specific	Water consumption intensity		2022	2023	Variation
		Water consumption intensity			
		Water consumption by turnover	7.11E-05 m³/euro	6.53E-05 m³/euro	-8%
		Water consumption per employee	8.5 m³/employee	9.1 m³/employee	7%
GRI 305-1	Direct GHG emissions (Scope 1)	Total direct emissions	<b>2022</b> 40 tCO <sub>2</sub> e	2023 40 tCO <sub>2</sub> e	Variation -19
GRI 305 - I	Emissions 2016				
		Total direct emissions	40 tCO₂e	40 tCO₂e	-1%
		Find out more in the section: methodological notes.			
GRI 305-2	Indirect GHG Energy (Scope 2)		2022	2023	Variation
		Total indirect emissions from the purchase of energy calculated using the market-based methodology market-based	187 tCO₂e	156 tCO₂e	-16%
		Find out more in the section: methodological notes.			
GRI 305-3	Other indirect GHG emissions (Scope 3)		2022	2023	Variation
		Total other indirect GHG emissions	777 tCO₂e	675 tCO₂e	-13%
		Find out more in the section: methodological notes.		1	
GRI 305-4	Intensity of GHG emissions		2022	2023	Variation
		Emissions by Turnover	2.4E-05 tCO₂e /euro	1.8E-05 tCO₂e / euro	-27%
		Emissions per employee	2.9 tCO₂e /employee	2.4 tCO₂e / employee	-15%







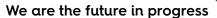
















# **GRI TOPIC STANDARDS**

# Location/Answer

GRI 401 - Employment 2016

GRI New hires 401-1

and employee turnover

	2022	2023	Variation
Total new hires	68	58	-15%
New hires by age group			
< 30 years	36	27	-25%
>= 30 e <50 years	28	25	-11%
>= 50 years	4	6	50%
New hires by gender			
Male	29	17	-41%
Female	39	41	5%
Rate of new hirings by age group			
< 30 years	10%	8%	10%
>= 30 and <50 years	8%	7%	8%
>= 50 years	1%	2%	1%
Rate of new hirings by gender			
Male	8%	5%	-4%
Female	11%	12%	0.3%
Total employee departures	60	49	-18%
Total employee departures by age group			
< 30 years	30	22	-27%
>= 30 and <50 years	25	26	4%
>= 50 years	5	1	-80%
Total employee departures by gender			
Male	19	18	-5%
Female	41	31	-24%
Employee turnover rate by age group			
< 30 years	10%	7%	-3%
>= 30 and <50 years	8%	1%	-1%
>= 50 years	1%	1%	-0.3%
Employee turnover rate by gender			
Male	7%	5%	-2%
Female	12%	10%	-1%









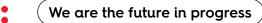












/	\
Ĺ	_

GRI TOP	PIC STANDARDS	Location/Answer			
GRI 401 -	Employment 2016				
Specific	Departures by seniority		2022	2023	Variation
		Departures by seniority	60	49	-18%
		<1	10	10	0%
		1 to 2	13	15	15%
		2 to 3	11	7	-36%
		3 to 4	11	Z <sub>I</sub>	-64%
		4 to 5	5	Z <sub>I</sub>	-20%
		5 to 6	2	0	-100%
		+6 years	8	9	13%
Specific	Average years of service		2022	2023	Variation
		Management teams	6.2	6.4	4%
		Teams of lawyers	6.6	7.0	7%
Specific	Career progression by level		2022	2023	Variation
		Career progression by level			
		Partners	5	4	-20%
		Professional Partners	8	2	-75%
		Senior Associates	4	6	50%
		Senior Lawyers	9	2	-78%
		Level 1 Associates	1	0	-100%
		Level 2 Associates	4	7	75%























GRITIOP	IC STANDARDS	Location/Answer			
GRI 403 – I	Health and Safety at work 2018				
GRI 403-9	Labour accidents		2022	2023	Variation
		Number of accidents at work with serious consequences (except fat	alities) 4	1	-75%
		Lisbon	4	1	-75%
		Porto	0	0	0%
		Rate of accidents at work with serious consequences (except fataliti	es) 3.5	0.9	-75%
		Number of compulsorily reportable accidents at work	4	1	-75%
		Rate of compulsorily reportable accidents at work	3.5	0.9	
		Number of hours worked	232.037	231.018	-0.4%
		Note: the rates were calculated on the basis of 200,000 hours worked.			
GRI	Occupational illnesses		2022	2023	Variation
03-10		Number of deaths as a result of work-related health problems	0	0	09
		Number of cases of work-related health problems	0	0	09
GRI 404 - '	Training and Education 2016				
GRI 404-1	Average hours of training per year		2022	2023	Variation
	per employee	Average hours of employee training by category	1.077	843	-22%
		Management	2.030	1.718	-159
		Partners	262	109	-58%
		Professional Partners	626	271	-57%
		Associates	958	809	-16%
		Trainees	447	46	-90%
		Of counsel	89	10	-89%
		Legal executive	103	0	-100%
pecific	Number of training hours		2022	2023	Variation
-pecille		Number of training hours	4.513	2.963	-34%
			1.515	,	37







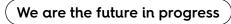














^	
_	1
	┙

Specific	Average hours of training per year,		2022	2023	Variation
	per employee	Average hours of training per year, per employee	13.0	12.6	-3%
Specific	Number of training actions		2022	2023	Variation
		Number of training actions	103	67	-35%
				·	
Specific	Percentage distribution of		2022	2023	Variation
	training hours by type	Entity			
		External	88%	71%	-17%
		Internal	12%	29%	17%
		Туре			
		Specific	95%	89%	-6%
		Transversal	5%	11%	6%
		Area			
		Perfomance	16%	5%	-12%
		Organisational	21%	21%	0%
		Technical	67%	74%	8%
		School			
		Digital	7%	15%	8%
		Personal Development	17%	11%	-5%
		Law	44%	40%	-3%
		Management	33%	34%	1%
		Format			
		E-learning	4%	1%	-2%
		Online	59%	38%	-21%
		In Person	37%	61%	23%























# GRI TOPIC STANDARDS

# Location/Answer

GRI 405 – Diversity and Equal Opportunities 2016

GRI 405-1 Diversity of governance bodies and employees

	2022	2023	Variation
Percentage of individuals in the organisation's governance bodies			
Gender			
Male	22%	21%	-1%
Female	78%	79%	1%
Age group			
< 30 years	0%	0%	0%
>= 30 e <50 years	22%	26%	4%
>= 50 years	78%	<b>74</b> %	-4%
Percentage of employees by category			
MANAGEMENT			
Gender			
Male	31%	30%	-2%
Female	69%	70%	2%
Age group			
< 30 years	17%	14%	-2%
>= 30 e <50 years	64%	64%	0.1%
>= 50 years	20%	22%	2%
PARTNERS			
Gender			
Male	68%	70%	2%
Female	33%	30%	-2%
Age group			
< 30 years	0%	0%	0%
>= 30 e <50 anos	53%	47%	-6%
>= 50 anos	48%	54%	6%









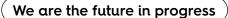
















# GRI TOPIC STANDARDS

# Location/Answer

GRI 405-1 Diversity of governance bodies and employees

	2022	2023	Variation
PROFESSIONAL PARTNERS			
Gender			
Male	55%	52%	-1.8%
Female	46%	48%	1.8%
Age group			
< 30 years	0%	0%	0%
>= 30 e <50 years	89%	80%	-9%
>= 50 years	12%	20%	9%
ASSOCIATES			
Gender			
Male	38%	33%	-5%
Female	63%	67%	5%
Age group			
< 30 years	39%	33%	-6%
>= 30 e <50 years	60%	63%	3%
>= 50 years	1%	4%	3%
INTERNS			
Gender			
Male	28%	32%	4%
Female	72%	68%	-4%
Age group			
< 30 years	97%	97%	1%
>= 30 e <50 years	3%	3%	-1%
>= 50 years	0%	0%	0%









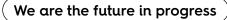
















RI TOPIC STANDARDS	Location/Answer			
RI 405-1 Diversity of governance bodies		2022	2023	Variation
and employees	CONSULTANTS			
	Gender			
	Male	85%	82%	-3%
	Female	15%	18%	3%
	Age group			
	< 30 years	3%	3%	-0.19
	>= 30 e <50 years	36%	35%	-1.19
	>= 50 years	61%	62%	1.29
	SOLICITORS			
	Gender			
	Male	38%	38%	00
	Female	63%	63%	00
	Age group			
	< 30 years	25%	25%	-09
	>= 30 e <50 years	50%	50%	-09
	>= 50 years	25%	25%	-09
pecific Community involvement		2022	2023	Variatio
	Pro bono working hours	3.186	2.743	-149
	The boile working flours	3.100	2.7-13	
		2022	2023	Variatio
	Number of projects and institutions directly supported	13	14	8
		2022	2023	Variatio
	Total donations to institutions	10.664	14.540	369















