

# Index of GRI and specific indicators

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## GRI UNIVERSAL STANDARDS

### Location/Answer

### GRI 1 – FUNDAMENTALS 2021

GRI 1	<b>Requirement 8:</b> Provide a declaration of use	Abreu Sustainability Report 2022-2023   About this report.
GRI 1	<b>Requirement 7:</b> Publish a GRI table of contents	This table.

### GRI 2 – GENERAL CONTENTS 2021

#### The organisation and its reporting practices

GRI 2-1	Details of the organisation	<b>Name:</b> Abreu Advogados <b>Corporate structure and legal form:</b> Law firm <b>Location of headquarters:</b> Alfama, Lisbon <b>Countries of operation:</b> 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	<b>Activities:</b> Provision of Legal Services. <b>Value chain:</b> 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 <b>Markets in which the organisation operates:</b> Portugal, Angola, Brazil, Cape Verde, China - Macau, Guinea-Bissau, Mozambique and East Timor.
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## 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			
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%

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## 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.

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## GRI TOPIC STANDARDS

## Location/Answer

## GRI 201 – Economic Performance 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

## GRI 301-1 Materials used - by weight or volume

	2022	2023	Variation
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 kWh	716,961 kWh	-4%
Lisbon	665,857 kWh	623,825 kWh	-6%
Porto	78,501 kWh	93,136 kWh	19%

## GRI 302-3 Energy intensity

	2022	2023	Variation
Electricity consumption by turnover	0.02 kWh/euro	0.02 kWh/euro	-9%
Electricity consumption per employee	2,139 kWh/employee	2,269 kWh/employee	6%

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## GRI TOPIC STANDARDS

## Location/Answer

## GRI 303 – Water and Effluents 2018

## GRI 303-5 Water consumption

	2022	2023	Variation
<b>Total water consumption for all areas</b>	<b>2,964 m³</b>	<b>3,244 m³</b>	<b>9%</b>
Lisbon	2,716 m³	2,926 m³	8%
Porto	247 m³	318 m³	29%

## Specific Water consumption intensity

	2022	2023	Variation
<b>Water consumption intensity</b>			
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 – Emissions 2016

## GRI 305-1 Direct GHG emissions (Scope 1)

	2022	2023	Variation
<b>Total direct emissions</b>	<b>40 tCO<sub>2</sub>e</b>	<b>40 tCO<sub>2</sub>e</b>	<b>-1%</b>

Find out more in the section: methodological notes.

## GRI 305-2 Indirect GHG Energy (Scope 2)

	2022	2023	Variation
<b>Total indirect emissions from the purchase of energy calculated using the market-based methodology <i>market-based</i></b>	<b>187 tCO<sub>2</sub>e</b>	<b>156 tCO<sub>2</sub>e</b>	<b>-16%</b>

Find out more in the section: methodological notes.

## GRI 305-3 Other indirect GHG emissions (Scope 3)

	2022	2023	Variation
<b>Total other indirect GHG emissions</b>	<b>777 tCO<sub>2</sub>e</b>	<b>675 tCO<sub>2</sub>e</b>	<b>-13%</b>

Find out more in the section: methodological notes.

## GRI 305-4 Intensity of GHG emissions

	2022	2023	Variation
<b>Emissions by Turnover</b>	<b>2.4E-05 tCO<sub>2</sub>e / euro</b>	<b>1.8E-05 tCO<sub>2</sub>e / euro</b>	<b>-27%</b>
<b>Emissions per employee</b>	<b>2.9 tCO<sub>2</sub>e / employee</b>	<b>2.4 tCO<sub>2</sub>e / employee</b>	<b>-15%</b>



## GRI TOPIC STANDARDS

## Location/Answer

## GRI 401 – Employment 2016

GRI  
401-1New hires  
and employee turnover

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

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## GRI TOPIC 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	4	-64%
4 to 5	5	4	-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%

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## GRI TOPIC STANDARDS

## Location/Answer

## GRI 403 – Health and Safety at work 2018

## GRI 403-9 Labour accidents

	2022	2023	Variation
Number of accidents at work with serious consequences (except fatalities)	4	1	-75%
Lisbon	4	1	-75%
Porto	0	0	0%
Rate of accidents at work with serious consequences (except fatalities)	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 403-10 Occupational illnesses

	2022	2023	Variation
Number of deaths as a result of work-related health problems	0	0	0%
Number of cases of work-related health problems	0	0	0%

## GRI 404 – Training and Education 2016

## GRI 404-1 Average hours of training per year per employee

	2022	2023	Variation
Average hours of employee training by category	1.077	843	-22%
Management	2.030	1.718	-15%
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%

## Specific Number of training hours

	2022	2023	Variation
Number of training hours	4.513	2.963	-34%

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## GRI TOPIC STANDARDS

## Location/Answer

Specific	Average hours of training per year, per employee	2022	2023	Variation
	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 training hours by type	2022	2023	Variation
<b>Entity</b>				
	External	88%	71%	-17%
	Internal	12%	29%	17%
<b>Type</b>				
	Specific	95%	89%	-6%
	Transversal	5%	11%	6%
<b>Area</b>				
	Performance	16%	5%	-12%
	Organisational	21%	21%	0%
	Technical	67%	74%	8%
<b>School</b>				
	Digital	7%	15%	8%
	Personal Development	17%	11%	-5%
	Law	44%	40%	-3%
	Management	33%	34%	1%
<b>Format</b>				
	E-learning	4%	1%	-2%
	Online	59%	38%	-21%
	In Person	37%	61%	23%

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## GRI TOPIC STANDARDS

## Location/Answer

## GRI 405 – Diversity and Equal Opportunities 2016

## GRI 405-1 Diversity of governance bodies and employees

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

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## GRI TOPIC STANDARDS

## Location/Answer

## GRI 405-1 Diversity of governance bodies and employees

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

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## GRI TOPIC STANDARDS

## Location/Answer

## GRI 405-1 Diversity of governance bodies and employees

	2022	2023	Variation
<b>CONSULTANTS</b>			
<b>Gender</b>			
Male	85%	82%	-3%
Female	15%	18%	3%
<b>Age group</b>			
< 30 years	3%	3%	-0.1%
>= 30 e <50 years	36%	35%	-1.1%
>= 50 years	61%	62%	1.2%
<b>SOLICITORS</b>			
<b>Gender</b>			
Male	38%	38%	0%
Female	63%	63%	0%
<b>Age group</b>			
< 30 years	25%	25%	-0%
>= 30 e <50 years	50%	50%	-0%
>= 50 years	25%	25%	-0%

## Specific Community involvement

	2022	2023	Variation
Pro bono working hours	3.186	2.743	-14%
	2022	2023	Variation
Number of projects and institutions directly supported	13	14	8%
	2022	2023	Variation
Total donations to institutions	10.664	14.540	36%

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