

UN GLOBAL COMPACT & ESG



Who We Are

Licks Attorneys is a Brazilian law firm widely recognized for its work in complex intellectual property disputes, with a strong focus on patent litigation in Brazil, life sciences, and standard-essential patent (SEP) disputes— – areas that represent some of the most sophisticated challenges in today’s innovation-driven economy.

Since its foundation, the firm has built a practice centered on strategic litigation and high-level regulatory matters, operating at the intersection of law, technology, and business. Its work spans disputes involving essential technologies, pharmaceuticals, telecommunications, and other highly regulated sectors – —where legal certainty and regulatory predictability are critical for investment and growth.

Licks Attorneys holds a leading position in SEP litigation in Brazil, with a consistent track record in disputes that directly impact competition, technology licensing, and global market dynamics.

The firm advises global companies, market leaders, and innovative organizations in the protection and enforcement of strategic assets, contributing to more secure and predictable environments for innovation and competitiveness.

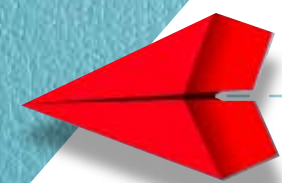
With a strong presence in Brazil and international reach, Licks Attorneys combines technical excellence, strategic thinking, and market insight, and is consistently ranked by leading global legal directories such as Chambers, The Legal 500, IAM Patent 1000, Lexology Index (Who’s Who Legal), and WTR 1000.

Our work stands out for its ability to combine **deep technical expertise** with strategic execution, handling disputes that shape markets, **innovation**, and **regulatory environments**.

Our Purpose



We believe that innovation can only thrive sustainably when supported by sound legal frameworks, access to knowledge, and reliable institutional environments.



At Licks Attorneys, our purpose is to contribute to building an environment where innovation, creativity, and competitiveness can develop in a consistent, structured, and sustainable manner.

We believe that intellectual property plays a central role in economic development, not only as a legal protection tool but as a key enabler of investment, technological advancement, and value creation in increasingly complex and interconnected markets.

Our work focuses on creating the conditions for companies, institutions, and individuals to transform knowledge into strategic assets, particularly in sectors such as life sciences, telecommunications, and emerging technologies, where legal certainty is essential for innovation.

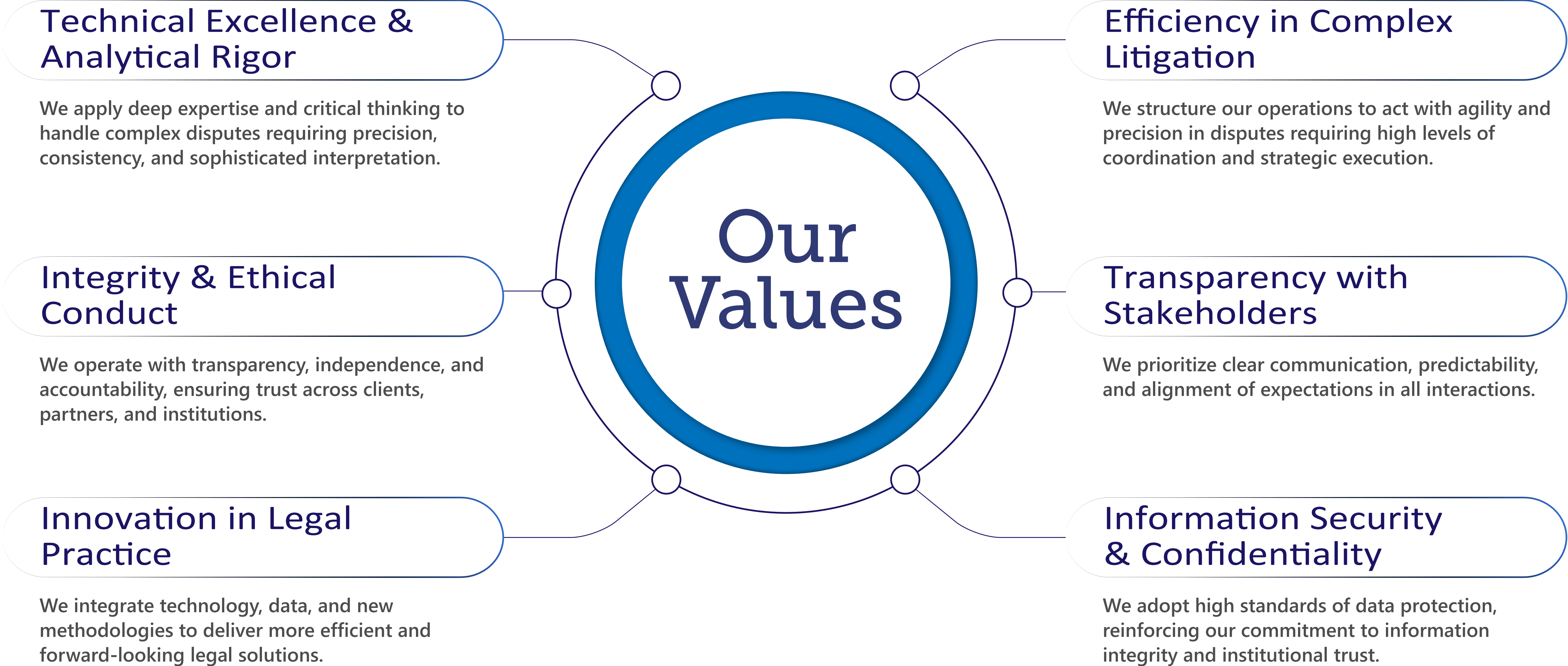
Beyond defending rights, we actively contribute to structuring legal and regulatory environments that support economic growth and global competitiveness, combining legal strategy, market intelligence, and regulatory insight.

Our approach is aligned with the United Nations Sustainable Development Goals (SDGs), strengthening the role of intellectual property as a driver of innovation, access to technology, productivity, and solutions to global challenges.

We believe that innovation can only thrive sustainably when supported by sound legal frameworks, access to knowledge, and reliable institutional environments.

For this reason, our purpose is to help build an ecosystem where innovation develops with security, scale, and long-term impact – benefiting businesses, markets, and society as a whole.

Our work is guided by **institutional principles that shape our culture**, drive our **decisions** and reflect the level of **responsibility** required in highly complex and regulated environments.



Our Commitment to the Future

A futuristic cityscape at night, viewed from a high vantage point. A person in a dark suit is walking away from the viewer on a glowing, metallic walkway that leads towards a bright, glowing digital portal or doorway. The city below is illuminated with blue and purple lights, and the sky is filled with digital lines and data points, creating a sense of advanced technology and innovation.

More than following market evolution, we aim to help **build the foundations that support long-term, sustainable growth.**

As a signatory of the United Nations Global Compact, Licks Attorneys integrates principles related to human rights, labor standards, environmental responsibility, and anti-corruption into its strategy, governance, and day-to-day operations.

This commitment reflects a long-term vision, where legal practice goes beyond technical performance and contributes to building a more ethical, transparent, and sustainable business environment – particularly in sectors critical to economic and technological development.

We understand that strong institutions, regulatory predictability, and legal certainty are essential to fostering innovation-driven markets and sustainable value creation.

Our work directly contributes to this ecosystem by helping structure environments where innovation, investment, and technological development can grow responsibly and consistently.

As markets become more complex, we believe the role of legal advisors expands – requiring not only the defense of interests, but also active contributions to institutional stability, competitive balance, and regulatory evolution.

This vision is aligned with the Sustainable Development Goals, particularly those related to innovation, education, reducing inequalities, and strengthening institutions, reflecting our belief that sustainable development depends on coordinated action between the private sector, institutions, and society.

HUMAN RIGHTS



Commitment to
Human Rights

Commitment to
Labor Rights

Commitment to Human Rights

Related SDGs



In a global context shaped by increasing regulatory complexity, digital transformation, and market interdependence, the protection of human rights is no longer solely an ethical consideration – it is a core element of risk management, corporate reputation, and business continuity.

At Licks Attorneys, this vision is reflected in an integrated approach that connects:

- › human rights
- › compliance
- › corporate governance
- › technological innovation

We believe that building resilient and sustainable business environments depends on institutional trust, fairness in relationships, and the ability to mitigate risks associated with conduct, decision-making, and indirect impacts – including those involving clients, partners, and third parties.

To support this approach, the firm adopts continuous practices of monitoring, training, and policy development, ensuring that key topics such as non-discrimination, well-being, diversity and inclusion, data protection, and responsible use of technology are addressed in a structured manner and aligned with international standards and best practices.

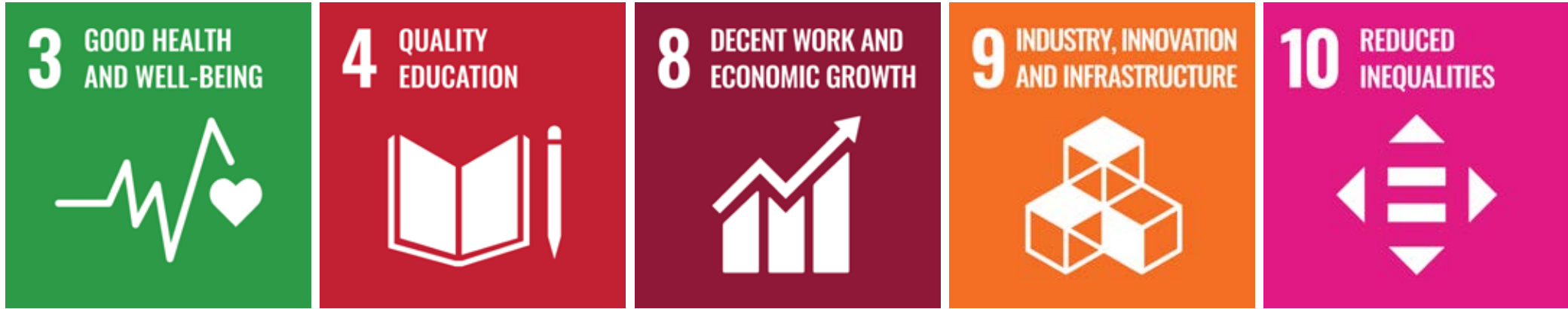


We also recognize that technological evolution, particularly the advancement of artificial intelligence, is expanding the scope of human rights within the corporate environment, requiring responsible action in areas such as privacy, information security, access to information, and ethical use of data.

For Licks Attorneys, human rights are not only an institutional commitment – they are a core component of the trust framework that supports markets, innovation, and long-term relationships.

Commitment to Labor Rights

Related SDGs:



Licks Attorneys structures its labor relations based on principles of integrity, transparency, and professional development, fostering an environment that combines technical excellence with respect for human working conditions.

The firm maintains a zero-tolerance policy toward any form of discrimination, harassment, forced labor, child labor, degrading practices, ensuring full alignment with Brazilian labor legislation and international human and labor rights standards.

Governance of these initiatives involves direct engagement from leadership and dedicated internal structures, ensuring that topics related to workplace environment, diversity and inclusion, professional development, and employee well-being are treated as strategic priorities, with continuous monitoring and improvement.

The firm also maintains formal and independent reporting channels, including a third-party whistleblowing channel, which enables confidential and anonymous reporting of conduct inconsistent with its principles. This ensures protection against retaliation, proper investigation, and appropriate handling of all reports.

In addition, Licks Attorneys promotes a culture of continuous development and open dialogue through:

- › mandatory and ongoing training
- › mental health and well-being initiatives
- › technical and institutional development programs
- › close monitoring of individual career development

This structure reflects the understanding that high-performance environments are only sustainable when built on respect, predictability, safety, and the appreciation of people.

Whenever applicable, the firm extends these principles to its relationships with clients, partners, and suppliers, seeking alignment with ethical standards and international expectations of conduct.

Excellence-driven environments are not built on talent alone – they are sustained by respect, structure, and responsibility.

This approach is supported by a robust set of internal policies and practices, including:

- › Code of Ethics and Professional Conduct
- › well-being and mental health programs
- › non-discrimination and equity policies
- › formal and independent reporting and investigation mechanisms
- › workplace health and safety guidelines

DIVERSITY, INCLUSION & ORGANIZATIONAL CULTURE

The background of the slide features a stack of light-colored wooden blocks. Each block has a dark silhouette of a person's head and shoulders, representing diversity. The blocks are arranged in a staggered, overlapping pattern, creating a sense of depth and structure.

Diversity as a decision-making driver

Annual awareness & engagement calendar

Governance & structured evolution

Equity & access to opportunities

Culture, awareness & engagement

Recognition & institutional positioning



Diversity as a Decision-Making Driver

Related SDGs:



Diversity is not limited to representation. It expands perspectives, strengthens decision-making, and supports high-performance environments.

Licks Attorneys' annual Diversity & Inclusion report reflects our ongoing commitment to the principles set forth in the Universal Declaration of Human Rights, as well as our continuous effort to strengthen and evolve our workplace environment.

At Licks Attorneys, diversity and inclusion are not treated as peripheral initiatives – they are structural elements embedded in how the firm develops talent, makes decisions, and positions itself in the market.

Our approach is aligned with international human rights principles and global governance best practices, reflecting the belief that diverse environments enhance decision-making quality, foster innovation, and reduce institutional risk.

In highly technical and regulated areas such as intellectual property, life sciences, SEP disputes, and technology, the integration of different perspectives represents a clear competitive advantage. We believe that diverse organizations are better equipped to deliver more comprehensive solutions, healthier work environments, and more sustainable stakeholder relationships.

In this context, Licks Attorneys is committed to ensuring that all its members have real opportunities for development, contribution, and growth, within an environment guided by respect, equity, and excellence.

Annual Awareness & Engagement Calendar

- White January
- Brazilian Day to Combat Religious Intolerance
- World Environmental Education Day
- Data Privacy Day
- Purple February (Lupus, Alzheimer's, and Fibromyalgia)
- Orange February (Leukemia)
- International Day of Women and Girls in Science
- Chinese New Year
- World Day of Social Justice
- International Women's Day
- International Day of Women Judges
- International Day Against Racial Discrimination
- Green April (Health and Safety at Work)
- International Children's Book Day
- Health Week in Brazil (2nd to 7th)
- Brazilian Engineering Day
- Brazil's Day of Diplomats
- World Intellectual Property Day
- World Telecommunication and Information Society Day
- Red June (Blood Donation, 1st to 30th)
- World Environment Day
- World Blood Donor Day
- Brazilian Chemist's Day
- World Refugee Day
- International Women in Engineering Day
- International LGBTQIAPN+ Pride Day
- Brazil's Science and Researcher Day
- World Law Day
- Brazilian Lawyer's Day
- Brazilian Magistrate Day
- Brazilian Intern's Day
- Brazilian Biologist's Day
- Brazil's Independence Day – September 7th
- Brazilian Client's Day
- Brazilian Chemical Engineer's Day
- International Pharmacist's Day
- International Translation Day
- Brazilian Secretary's Day
- Pink October (Breast Cancer)
- World Mental Health Day
- Blue November (Prostate Cancer and Diabetes)
- Brazilian Inventors' Day
- Brazilian Electrical Engineer's Day
- Brazil's Republic Proclamation Day
- International Day of Persons with Disabilities
- International Anti-Corruption Day
- Happy holidays



Licks ATTORNEYS

Licks ATTORNEYS

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Governance & Structured Evolution

In recent years, Licks Attorneys has evolved from isolated initiatives to a more structured and strategic approach to diversity and inclusion, supported by governance, diagnostics, and continuous monitoring.

This process includes:

- dedicated internal structures focused on the topic
- support from specialized external consultants
- development and ongoing review of internal policies
- monitoring of practices and organizational evolution

The adoption of a structured approach has enabled the firm to move forward with greater consistency, transforming diversity and inclusion into permanent elements of its institutional agenda, rather than isolated communication or engagement initiatives.

This evolution reinforces the understanding that building a more inclusive organizational culture requires methodology, leadership commitment, and continuity over time.

Equity & Access to Opportunities

Related SDGs:



Equity is embedded in a practical and structured way across the firm's processes, particularly in recruitment, professional development, and career progression.

Key initiatives include:

- recruitment processes designed to reduce bias, including blind hiring
- evaluation based on merit, competence, and potential
- promotion of equal opportunities for internal growth
- structured professional development and continuous monitoring

The strong presence of women in leadership positions reflects this approach, alongside policies that enhance predictability and work-life balance, including extended maternity leave and expanded paternity leave.

The firm also adopts inclusive policies that support diverse family structures, reinforcing a modern and forward-looking approach to people management and organizational sustainability.

At Licks Attorneys, equity is not only a cultural guideline – it is a strategic condition for attracting, developing, and retaining top talent.



Culture, Awareness & Engagement



▶ Building an inclusive workplace requires consistency, aligned communication, and the integration of diversity and inclusion into daily organizational life.

To support this, Licks Attorneys promotes awareness and engagement initiatives through internal communication, institutional campaigns, and actions focused on relevant social and cultural topics.

The recognition of key dates and the promotion of internal reflection on respect, inclusion, and coexistence are part of a broader cultural agenda, contributing to a more conscious, respectful, and market-aligned work environment.

These initiatives are not treated as ends in themselves but as tools to reinforce culture and consolidate institutional values.

◀ Licks Attorneys' commitment to diversity and inclusion is also reflected in the external recognition of its initiatives and leadership.

The firm's presence in rankings and awards related to diversity and inclusion, as well as the recognition of its professionals in international awards, helps validate the consistency of its approach and strengthens its institutional positioning.

More than reputation, these recognitions reflect the integration of culture, governance, and day-to-day practice, positioning Licks Attorneys as an organization that combines technical excellence with institutional responsibility.

Recognition & Institutional Positioning

SOCIAL RESPONSIBILITY, PEOPLE & DEVELOPMENT



Social impact & structured engagement

Education as a strategic driver

Young apprentice program & social inclusion

Human development & sustainable work

Employee benefits

Continuous education, training & development programs

Health, safety & workplace prevention



Social Impact & Structured Engagement

Licks Attorneys' social impact strategy is grounded in the understanding that sustainable development depends on expanding opportunities, particularly through education and access to the labor market.

The firm maintains structured partnerships with civil society organizations, contributing on an ongoing basis to initiatives focused on training, inclusion, and capacity building. Key partners include institutions dedicated to education and support for vulnerable communities, such as the Fundação Darcy Vargas and the NGO Gamboa Ação.

These initiatives are designed to ensure long-term consistency, prioritizing continuous and measurable impact over isolated actions. In this context, the firm's activities include:

- › educational training programs
 - › corporate volunteering initiatives
 - › support for social inclusion projects
 - › direct involvement of team members in community development
 - › institutional campaigns for social mobilization, including fundraising and support for vulnerable communities
-

Sustainable social impact requires continuity, structure, and alignment with institutional strategy.

Education as a Strategic Driver

Investment in education is a core pillar of Licks Attorneys' long-term strategy.

The firm develops initiatives that combine advanced technical training, international exposure, and continuous development, strengthening both internal capabilities and its ability to operate in a highly specialized global legal environment.

Key initiatives include:

- › annual master's scholarship program at **George Washington University Law School**
- › sponsorship of LL.M. programs at leading institutions such as **University of Chicago and Stanford University**
- › exclusive internal training programs in **Intellectual Property**
- › continuous in-person and remote training programs, including multilingual formats

A highlight is the firm's Comparative Patent Law Program, led by internationally recognized experts such as Dmitry Karshedt, representing a pioneering initiative in Brazil.

These programs are offered broadly across the firm, regardless of seniority, reinforcing a culture of access to knowledge, meritocracy, and continuous development.



Young Apprentice Program & Social Inclusion

Licks Attorneys runs a Young Apprentice Program in partnership with Fundação Darcy Vargas and the NGO Gamboa Ação, supporting the professional development of young individuals from vulnerable backgrounds, helping them take their first steps into the corporate environment and building a better future.

In recent years, the program has expanded, with participants working in strategic areas such as IT, library, patents, finance, and marketing. The success of the program is reflected in the number of participants who later transition into internship roles and long-term career paths within the firm.

This initiative reinforces the firm's commitment to inclusive access to opportunities, long-term career development, and sustainable professional pathways.

Promoting inclusion means expanding access to real opportunities for growth and development.



Human Development & Sustainable Work

Licks Attorneys recognizes that sustainable performance is directly linked to employee well-being and human development.

In this context, the firm has expanded its focus on:

- › **mental health and well-being**
- › **quality of life in the workplace**
- › **awareness and support programs**
- › **work-life balance initiatives**

This approach reflects a broader understanding of productivity, where human factors are essential to long-term performance and organizational sustainability.

High-performing organizations are those capable of delivering results without compromising the well-being of their people.

Continuous Education, Training & Development Programs

Related SDGs:



Licks Attorneys maintains a structured and continuous approach to professional development, aligned with the technical complexity of its practice areas and the global nature of its work.

Training is treated as a strategic priority, essential to sustaining excellence in areas such as patents, life sciences, and complex technology disputes.

The firm invests consistently in:

- advanced technical training in Intellectual Property
- education in ethics, governance, and diversity
- development of analytical and strategic skills
- continuous updates on regulatory and technological developments



As part of this strategy, Licks Attorneys also develops its own high-level training initiatives, with a focus on Comparative Patent Law, conducted in partnership with leading international academic institutions.

These programs introduce in-depth discussions on foreign systems, especially the North American system, within the firm, allowing for the integration of theory, practice, and strategy in multi-jurisdictional contexts.

Exposure to international standards of legal excellence strengthens the ability to act in global disputes and highly regulated environments.

Beyond legal training, the firm also promotes initiatives focused on human and multidisciplinary development, including technical training in areas such as technology and innovation, as well as programs focused on communication, leadership, and soft skills.

This approach reflects a broader understanding of professional performance, in which technical excellence and human development are inseparable.

The initiatives are structured in an integrated way across the offices, with expanded access for members and knowledge sharing at scale, strengthening the institutional culture and strategic alignment.

Health, Safety & Workplace Prevention

Related SDGs:



The safety and well-being of Licks Attorneys' members are treated as an integral part of its institutional responsibility and operational risk management.

The firm maintains a structured emergency response system across its offices, with 11 trained firefighters operating in Rio de Janeiro, São Paulo, Brasília, and Curitiba, prepared for:

- fire response
- first aid
- evacuation procedures

Its offices are located in high-standard corporate buildings with modern infrastructure and strict safety protocols, including:

- regular evacuation training
- accident prevention programs
- fire safety systems (extinguishers, hydrants)
- full emergency signage

In addition to physical infrastructure, the firm adopts a preventive approach based on continuous training and access to information.

All members have access to internal policies, available in the firm's intranet, outlining clear guidelines on:

- emergency procedures
- safety protocols
- individual and collective responsibilities

This structure reflects the understanding that high-performance environments require not only technical excellence, but also safe, predictable, and resilient operational conditions.



ESG AS A PILLAR OF GOVERNANCE & INSTITUTIONAL POSITIONING



Governance, ethics & risk management

Technology, data & responsible use of artificial intelligence

Operational efficiency & environmental practices

ESG culture & stakeholder integration

Continuous evolution & ESG agenda

At Licks Attorneys, **technical excellence** is not an endpoint—it is the result of continuous investment in knowledge and education.

ESG as an Institutional Strategy

Related SDGs:



At Licks Attorneys, ESG is fully embedded into the firm's institutional strategy, shaping how governance is structured, operations are conducted, and how the firm positions itself in highly regulated and global markets.

The firm's approach is aligned with the United Nations Global Compact principles and the Sustainable Development Goals (SDGs), reflecting a consistent commitment to responsible practices, transparency, and integrity.

This commitment is reflected through the integration of:

- structured governance and compliance
- environmentally efficient operational practices
- human development and social impact
- responsible use of technology and innovation

This approach goes beyond regulatory compliance, aiming to strengthen institutional trust, regulatory predictability and long-term sustainability of relationships with clients, partners, and stakeholders.



At
Licks Attorneys,
ESG is not a
report – it is a
decision-making
criterion.

Governance, Ethics & Risk Management

Governance is the central pillar of Licks Attorneys' ESG strategy, particularly given the firm's role in complex disputes, regulated industries, and global client engagements.

The firm maintains a robust governance structure based on:

- Code of Ethics and Professional Conduct
- zero-tolerance anti-corruption policies
- mandatory and recurring training programs
- internal audits and independent assessments
- an external and independent whistleblowing channel (Alert Line)

Risk management is conducted on a continuous basis, with direct leadership involvement and integration across compliance, information security, and operational functions.

The firm's governance framework is reinforced by international certifications and standards, including:

- ISO 27001 (Information Security)
- ISO 37301 (Compliance Management)
- alignment with global governance best practices

This model ensures not only compliance, but also the ability to anticipate and mitigate legal, regulatory, and reputational risks, which is critical for clients operating across multiple jurisdictions.



In highly complex environments, **governance** is not simply a support structure – **it is the cornerstone of trust.**

Technology, Data & Responsible Use of Artificial Intelligence

Licks Attorneys' ESG strategy integrates the responsible use of technology as a key driver of efficiency, security, and innovation.

The firm continuously invests in advanced technological infrastructure, including:

- › secure data and communication environments
- › legal process automation
- › data analytics and intelligence tools
- › continuous monitoring of systems and risks

In addition, the firm adopts clear guidelines for the use of artificial intelligence, ensuring that its application is:

- › ethical
- › secure
- › aligned with confidentiality and data protection standards
- › compliant with regulatory requirements

This approach positions Licks Attorneys at the intersection of innovation and responsibility, enabling efficiency gains without compromising security, integrity, and trust.

Operational Efficiency & Environmental Practices

Although operating in a service-based sector, Licks Attorneys recognizes its environmental responsibility and adopts practices focused on operational efficiency and the conscious use of resources.

Key initiatives include:

- › digitalization of processes and reduction of paper usage
- › print control and optimization policies
- › promotion of a culture of conscious consumption
- › waste management through selective collection

These practices are reinforced by the firm's presence in modern and sustainable infrastructure, including:

- › headquarters at Aqwa Corporate (LEED® Gold certified)
- › offices in Rio de Janeiro and São Paulo located in environmentally certified buildings
- › automated systems for energy and resource management

These measures contribute to reducing indirect environmental impacts, aligned with the profile of a knowledge- and service-intensive organization. Operational efficiency is also a form of environmental responsibility.

ESG Culture & Stakeholder Integration

Licks Attorneys' ESG approach is transversal and fully integrated into its organizational culture, influencing both internal practices and external relationships.

Internally, the firm promotes:

- › training and awareness programs
- › diversity, inclusion, and well-being policies
- › continuous talent development

Externally, its approach considers:

- › integrity and compliance criteria in client and partner relationships
- › assessment of reputational and regulatory risks
- › alignment with international standards required by global clients

This integration reinforces the firm's role as an active contributor to building more ethical, predictable, and sustainable business environments.



Continuous Evolution & ESG Agenda

Licks Attorneys recognizes that ESG is a dynamic and evolving agenda, requiring continuous development and adaptation.

In this context, the firm's key priorities include:

- › strengthening governance and compliance
- › advancing diversity, equity, and inclusion
- › improving environmental practices

- › enhancing measurement and monitoring of ESG indicators

While some areas – particularly environmental initiatives – are still in earlier stages of development, the firm adopts a progressive and structured approach, guided by consistency, governance, and strategic alignment.

This vision reflects a long-term commitment to consolidating ESG practices that are increasingly integrated into both operations and decision-making processes. Institutional sustainability is built through continuous consistency.

INTEGRITY, COMPLIANCE & ANTI-CORRUPTION

Integrity as a Foundation of Institutional Practice

Compliance & Governance Structure

Risk Management & Integrity Across Relationships

Compliance Culture and Continuous Capability

Whistleblowing Channel & Protection Mechanisms

Monitoring, Auditing & Continuous Improvement

Contribution to the Sustainable Development Goals (SDGs)



Licks Attorneys' integrity and compliance structure reflects a consistent commitment to international standards of governance, transparency, and ethics.

More than just meeting regulatory requirements, the firm positions compliance as a central element of its strategy, ensuring predictability, trust, and sustainability in its institutional relationships.

At Licks Attorneys, integrity is a baseline requirement to operate in global and highly regulated markets.

Integrity as a Foundation of Institutional Practice

Licks Attorneys maintains a structured, ISO 37301-certified compliance program, reflecting the firm's commitment to high standards of governance and integrity. This system integrates policies, training, internal controls, and continuous monitoring, allowing not only prevention but also risk identification and management.

Integrity is one of the structural pillars of Licks Attorneys and guides all its decisions, relationships, and institutional practices.

The firm adopts a zero-tolerance policy regarding any form of corruption, fraud, unethical or illegal conduct, whether in the public or private sector, directly or indirectly.

This commitment is formalized in its Code of Ethics and Professional Conduct, which establishes non-negotiable principles such as integrity, transparency, accountability, and respect for applicable laws and regulations.

We have a partner dedicated specifically to this matter, who leads the Ethics and Compliance area. The Chief Compliance Officer is trained and qualified to handle not only investigations of non-compliance situations but especially the prevention of such cases through the development of policies, procedures, training, and communication.

Ethical conduct is not treated merely as a compliance requirement, but as an essential element for:

- preserving institutional reputation
 - mitigating legal and regulatory risks
 - maintaining the trust of global clients
 - ensuring sustainable, long-term relationships
-

Compliance & Governance Structure

Licks Attorneys maintains a structured, ISO 37301-certified compliance program, aligned with international compliance management standards.

The program is led by a Compliance Officer (CO), with independent operation and direct access to senior leadership, ensuring autonomy and effectiveness in risk and compliance management.

This system comprises:

- › formal policies and procedures
- › structured internal controls
- › continuous monitoring
- › independent internal and external audits
- › continuous improvement processes

The Compliance Management System (CMS) was designed to:

- › prevent, detect, and remedy misconduct
- › ensure adherence to laws, regulations and contracts
- › integrate compliance into the firm's strategy and operations
- › promote an organizational culture based on ethics and responsibility

The role of senior leadership is central to this model, ensuring alignment between governance, strategy, and execution.



Risk Management & Integrity Across Relationships

Licks Attorneys adopts a structured approach to compliance risk management, particularly in its relationships with clients, suppliers, and third parties.

This approach includes:

- › risk-based due diligence processes
- › anti-corruption contractual clauses
- › continuous monitoring of third parties
- › assessment of legal, regulatory, and reputational risks

During the ISO 27001 certification process, a formal contract policy was implemented, reinforcing the integration between information security, compliance, and governance.

This model ensures consistency and integrity throughout the entire relationship chain, which is especially relevant considering the firm's operations in highly regulated sectors and with international clients.

Compliance Culture and Continuous Capability

The promotion of a compliance culture is treated as a strategic priority and is fostered through training programs, the development of technical content, and awareness initiatives.

The main initiatives include:

- › mandatory training for all members;
- › internal certification in anti-corruption topics;
- › annual review of policies and procedures;
- › structured onboarding with a focus on ethics and compliance; and
- › continuous communication via the intranet (Portal Licks 360)

The firm also maintains a public blog focused on ethics and compliance, in addition to organizing webinars and producing technical content aimed at disseminating best practices.

This approach reinforces the understanding that compliance is not merely about controls, but, more importantly, about organizational behavior. A compliance culture is not imposed—it is built every day.

Whistleblowing Channel & Protection Mechanisms

Related SDGs:



Licks Attorneys maintains an independent whistleblowing channel (Alert Line), operated by a third party and accessible to all stakeholders.

The system allows for:

- › anonymous or identified reporting
- › confidential handling of information
- › independent investigation processes
- › protection against retaliation

This mechanism is a key component of the firm's governance structure, ensuring transparency, accountability, and responsiveness to potential misconduct.

The effectiveness of the channel is reinforced by clear internal policies and the direct involvement of the compliance function in the investigation and resolution of cases.

Monitoring, Auditing & Continuous Improvement

Licks Attorneys adopts a structured approach to compliance risk management, especially in its relationships with third parties, clients, and suppliers.

The effectiveness of the compliance program is assessed through:

- › internal and external audits
- › performance indicators
- › periodic risk assessments
- › organizational feedback mechanisms
- › structured policy reviews

The model follows principles of continuous improvement, aligned with ISO 37301 guidelines, ensuring constant evolution of governance and integrity practices.

This model ensures not only compliance with global standards, but also the ability to adapt dynamically to evolving risks, regulations, and market expectations.



Contribution to the Sustainable Development Goals (SDGs)

Licks Attorneys' integrity and compliance framework is directly aligned with key Sustainable Development Goals, including:

- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS**
 - › strengthening transparent and accountable institutions
 - › combating corruption
 - › promoting responsible governance
- 8 DECENT WORK AND ECONOMIC GROWTH**
 - › fostering ethical and fair work environments
 - › preventing illicit practices in business relationships
 - › reinforcing responsible market standards
- 17 PARTNERSHIPS FOR THE GOALS**
 - › application of integrity standards in relationships with clients and suppliers
 - › alignment with international compliance requirements
 - › contribution to more responsible value chains

INNOVATION, TECHNOLOGY & DATA INTELLIGENCE

Innovation as a Core Element of the Firm's Strategy

Technological Infrastructure & Strategic Use of Data

Artificial Intelligence & Decision-Making

Production & Democratization of Strategic Information

Institutional Role & Impact on the Innovation Environment

Integration of Innovation, Governance & ESG



Innovation as a Core Element of the Firm's Strategy

Innovation is a central pillar of Licks Attorneys' strategy and is directly connected to the nature of its work in highly technical, regulated, and knowledge-driven markets.

The firm operates at the intersection of law, technology, and business, contributing to the development of more predictable, secure, and efficient environments for innovation, particularly in sectors such as:

- patents
- life sciences
- SEPs

In this context, legal practice goes beyond a reactive role and becomes an active driver in shaping markets and enabling innovation.

Sustainable innovation depends on legal certainty, data, and analytical capability.

Technological Infrastructure & Strategic Use of Data

Licks Attorneys continuously invests in advanced technological infrastructure, with a strong focus on:

- legal data analytics
- process automation
- intelligence applied to litigation
- structured information management

The firm has developed proprietary databases powered by automation and artificial intelligence, bringing together:

- over 1 million legal cases
- over 5 million documents
- structured data from executive and judicial authorities

This enables the firm to:

- identify judicial and regulatory patterns
- assess probabilities of success in litigation
- support legal strategies with empirical evidence
- enhance predictability and operational efficiency



Artificial Intelligence & Decision-Making

The use of Artificial Intelligence (AI) at Licks Attorneys is guided by strict principles of:

- security
- confidentiality
- data governance
- regulatory compliance

AI is used as a support tool for decision-making, enabling:

- processing of large volumes of information
- identification of legal and regulatory trends
- support in defining strategies for complex disputes

This approach positions the firm at the intersection of technological innovation and institutional responsibility. Efficiency without governance is not innovation, it is risk.



Licks Attorneys contributes to the innovation ecosystem by actively producing and sharing strategic data and insights.

A key initiative is the platform Brazilian Patents Statistic.

This platform provides free, real-time access to data related to the Brazilian patent system, including:

- information from the BRPTO
- statistical analyses
- insights into the regulatory environment

This initiative:

- increases transparency
- reduces information asymmetry
- supports strategic decision-making for companies and investors
- contributes to the development of the national innovation ecosystem

Production & Democratization of Strategic Information



Institutional Role & Impact on the Innovation Environment

Beyond its technical work, Licks Attorneys actively contributes to shaping the broader innovation landscape through:

- › participation in regulatory and policy discussions
- › development of legal and economic analyses
- › support for legislative interpretation and evolution
- › involvement in landmark litigation that defines legal precedents

This work directly influences:

- › legal certainty
- › regulatory predictability
- › competitive dynamics
- › investment decisions

Integration of Innovation, Governance & ESG

At Licks Attorneys, innovation is fully integrated into its ESG agenda, particularly at the intersection with:

- governance and compliance
- data protection
- responsible use of technology
- sustainable development

This approach ensures that gains in efficiency and analytical capability do not compromise:

- ethical standards
- information security
- stakeholder rights

The firm understands that innovation goes beyond technology adoption – it involves the ability to transform data into intelligence, reduce uncertainty, and support decision-making in complex environments.

By combining law, data, and strategy, the firm contributes to building more efficient, predictable, and future-ready markets. For Licks Attorneys, innovation means transforming complexity into competitive advantage.

