

# Sustainability Report 2024



## **Introduction**

Letter from the Managing Partner 3

Seegman at a glance 4

## **About this Report**

Scope and Coverage 5

Criteria and Principles 5

## **The Firm**

Model 6

Practice Areas 6

Strategy 6

Vision, Mission and Values 6

Knowledge-based culture 7

Innovation and technology 7

## **Our commitments**

Commitment to the environment 8

Commitment to people and society 9

**Links with the Sustainable Development Goals (SDGs)** 12

**Conclusions and next steps** 14

**GRI Table of Contents** 15

## Letter from the Managing Partner

Dear clients, partners, and colleagues,

2024 has been a year of significant challenges and valuable lessons for Seegman. Our commitment to sustainability, professional ethics, and social responsibility has proven more relevant than ever. In the face of a complex global landscape, we remain convinced that the legal profession has a crucial role to play as a driver of change—upholding fundamental rights and promoting responsible practices.

We have strengthened our sustainability strategy across three key pillars: environmental stewardship, social impact, and ethical governance. We implemented environmental policies that have helped us reduce our carbon footprint and improve energy efficiency at our offices in Madrid and Lisbon. The introduction of recycling practices and the promotion of mindful paper use are just a few examples of our commitment to action.

On the social front, our responsibility goes beyond the services we offer—it extends to the people we impact. At Seegman, we firmly believe in equal opportunity and diversity. We have built a work environment where individuals are valued for their talent, regardless of gender, race, or beliefs. We actively foster inclusion, and I'm proud to share that 45% of our team is made up of women, with a strong focus on their professional growth.

Our reach extends beyond our offices. Throughout the year, we have continued to be trusted advisors to foreign investors in the Iberian Peninsula, offering a comprehensive approach that supports not only their business success but also reflects our firm's core values.

Innovation has also been a key driver for our growth and for the quality of service we deliver. This year, we adopted new technological tools that allow us to be more agile and efficient in our work—leading to lower resource consumption and greater operational sustainability.

But beyond numbers and achievements, Seegman remains deeply committed to the development of the Ibero-American legal community. We will continue to support the training of promising young talent through internship and mentoring programs, while also strengthening ties with universities and business schools.

Looking ahead to 2025, we aim to further expand our sustainability efforts. We have set clear goals to reduce our emissions and increase the positive impact of our actions on the communities we serve, always seeking new ways to innovate and improve.

I would like to express my heartfelt thanks to the entire Seegman team for their dedication and resilience, and to our clients and partners for their continued trust. Together, we can keep working toward a more just and sustainable future.

Sincerely yours,

Leonardo Britto  
Managing Partner



# Seegman at a glance

1

## Growth

97%

compared to 2023

## Offices

2

offices, one in Madrid, Spain and one in Lisbon, Portugal.

## Professionals

22

professionals in 2024

## New hires

7

new hires in 2024

## Knowledge

more than

100

publications on corporate governance in 2024

## Clients

more than

900

clients in 38 countries

40% of our clients are residents abroad. Of these, 40% reside in an EU Member State or an equivalent jurisdiction, while the remaining 60% reside in non-equivalent jurisdictions.

# Scope and Coverage

This document aims to provide a clear and transparent view of the impact of Seegman's activities on sustainability issues during the year 2024. The report covers our operations in Spain and other regions in which we operate, aligned with national and international sustainability and human rights regulations. This is our first edition, available both in digital format and on our website ([www.seegman.com](http://www.seegman.com)).

The data in this report refers to SEEGMAN SERVICIOS JURÍDICOS, S.L.P.

## Criteria and Principles

The report has been prepared in accordance with GRI (Global Reporting Initiative) standards and the principles of the United Nations 2030 Agenda. A materiality analysis has been conducted to identify the most relevant topics for Seegman and its stakeholders.



**Firm:**  
Deontology.  
Excellent legal advice.  
International capacity  
and experience.



**Business:**  
Ethics and regulatory  
compliance. Information  
security. Equality,  
diversity and inclusion.



**Institution:**  
Environmental  
protection.



**School:**  
Promotion and  
dissemination of  
legal knowledge.

The principles used for the preparation of this report are those established by the GRI standards:



Accuracy



Balance



Clarity



Comparability



Comprehensiveness



Context  
of sustainability

## Model

Seegman is a law firm specialized in advising foreign investors interested in establishing businesses in Spain and Portugal. Our clients place their trust in our team to accompany them throughout the whole process of investment and establishment in the Iberian Peninsula. At Seegman, we provide legal and technical advice related to corporate governance obligations and legal needs of the business at the local and European level.

We have offices in Madrid and Lisbon.

## Practice Areas

We are organized into the following practice areas:

✓ CORPORATE GOVERNANCE.	✓ BUSINESS LAW.	✓ FOREIGN INVESTMENT.	✓ SMALL MARKET M&A.	✓ GLOBAL MOBILITY.
-------------------------	-----------------	-----------------------	---------------------	--------------------

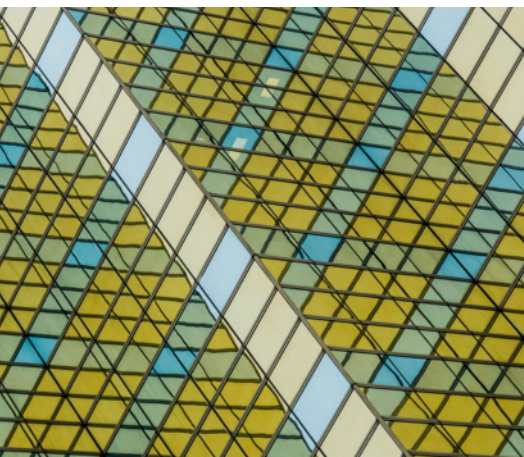
## Strategy

Seegman seeks operational excellence in all areas, fostering internal cohesion and continuous innovation. We work with a team-oriented approach, valuing diversity and talent. Our business model is based on sustainability and a strong ethical culture that guides our decision-making.

## Vision, Mission and Values

Our mission is to provide high quality legal advice, with a firm commitment to ethics, innovation and social responsibility. Our vision is to be a leading law firm in Spain and Latin America, promoting justice, sustainability and social welfare. Our core values include integrity, excellence, diversity and respect for the environment. Seegman is a firm committed to the highest ethical and legal standards, and expects all of its employees and partners to uphold this commitment. As lawyers, we understand our profession not only as a way to provide legal services, but as an important tool to bring value to society and the community to which we belong.

We are also committed to today's global challenges and invest time and resources to achieve our objectives. We deliver our work always evaluating and seeking to improve the economic, social and environmental impact we generate among our stakeholders.



## Knowledge-based culture

At Seegman, we consider knowledge to be one of our most valuable assets. Our knowledge-based culture is oriented to promote continuous learning, innovation and the exchange of ideas, both within the Firm and with our clients and collaborators.



### Knowledge management

At Seegman, we have access to high-quality digital libraries and knowledge repositories. Through these digital platforms, our professionals can access key documents, jurisprudence, regulations and publications that are relevant to their practice areas.



### In-house publications

Our professionals produce specialized corporate governance content, combining in-depth analysis with practical recommendations. These publications not only address trends and regulatory changes, but are designed to provide our clients with tools that facilitate decision-making and enable them to stay ahead of a constantly evolving legal and business environment.

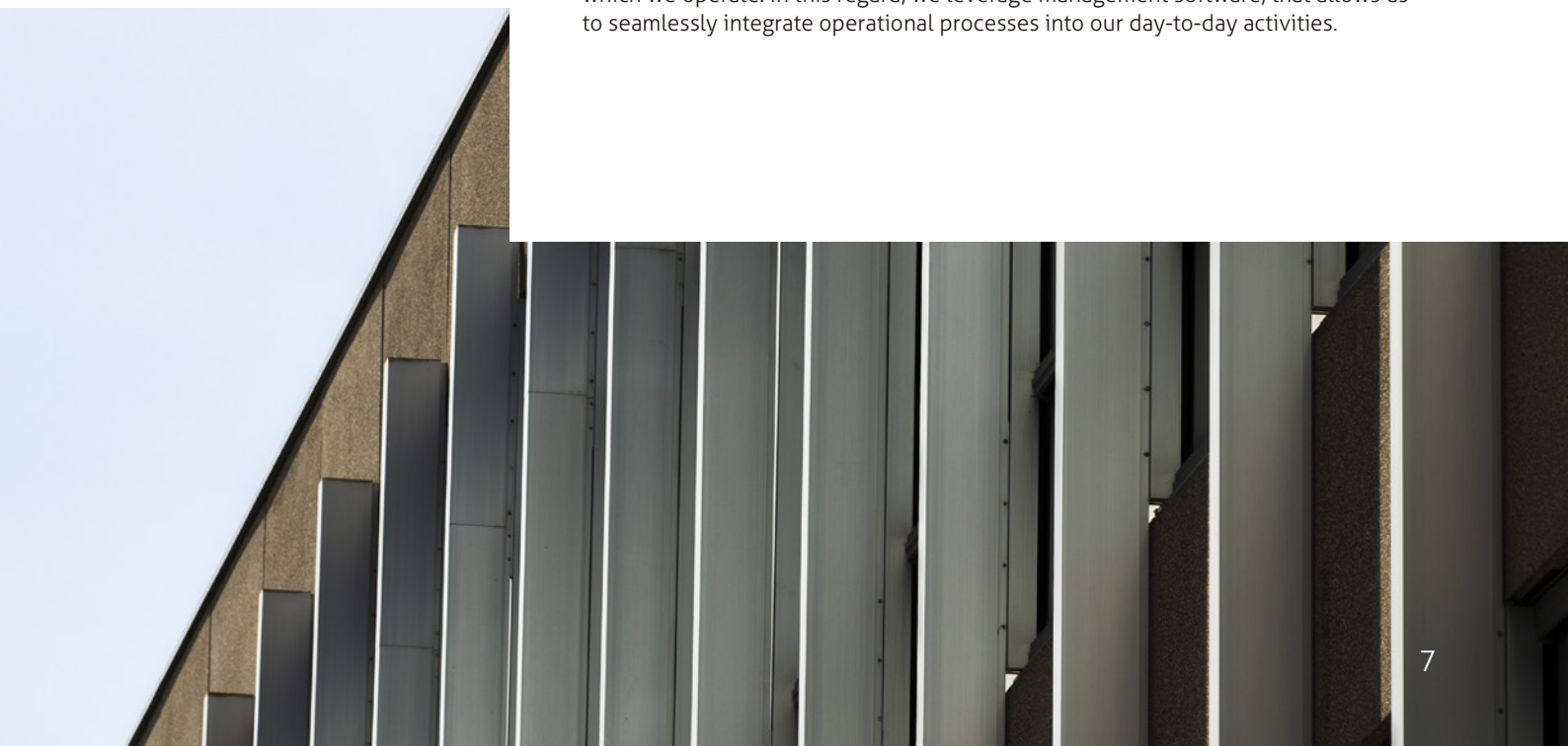


### Collaboration with academic institutions

Seegman maintains close relationships with universities and business schools. Through agreements with these institutions, we offer professional internships. The role of our Managing Partner, Leonardo Britto, as an academic, reinforces our commitment to the training of future generations of legal professionals.

## Innovation and technology

Our commitment to innovation not only enables us to optimize our daily tasks, but also to develop solutions that create value for our clients and the environment in which we operate. In this regard, we leverage management software, that allows us to seamlessly integrate operational processes into our day-to-day activities.





## Commitment to the environment



### Environmental Commitment

At Seegman, we are committed to minimizing the environmental impact of our operations. Our offices are located in a BREEAM® certified building, one of the world's leading standards for sustainable construction. This certification ensures that the building reduces environmental impact by lowering CO<sub>2</sub> emissions, saving up to 70% in energy consumption, using water efficiently and creating a healthy environment for occupants.

In addition, we have implemented internal policies focused on energy efficiency, waste reduction, and the responsible use of natural resources. We actively encourage our team to adopt sustainable practices in their daily routines.

Aligned with the Paris Agreement, we manage a set of small-scale policies and recommendations aimed at reducing our carbon footprint. These include promoting conscious paper usage and eliminating single-use plastics. For example, each employee's workstation is equipped with dual screens to minimize the need for printing.

#### ACTIONS AND RESULTS 2024

This year, we have recycled 0.566 tons (556 kilos) of the Firm's physical documentation, and we have also incorporated a procedure to avoid the accumulation of paper. This has been possible by following our policy of digitalization of information and permanent internal communication regarding a conscious use of paper. We have also reduced the use of plastic containers by encouraging the use of reusable ones.



### Waste management

We work with a recycling company that provides us with containers to facilitate paper recycling.



### Classification of waste

We encourage our employees to separate waste into designated containers for paper and cardboard, plastic and organic matter. This system simplifies the recycling process and ensures that each type of waste receives the appropriate treatment.



## Commitment to people and society



### Corporate Social Responsibility

We believe that justice and moral values are fundamental pillars in the good practice of business law. We are confident in our Firm's ability to positively impact the development of the legal profession and the Ibero-American legal community to which we belong.

We create both direct and indirect job opportunities, and actively promote improvements in working conditions, human rights, health, environmental protection, innovation, education and training. In this context, we are committed to fostering opportunities within the Ibero-American legal community, providing spaces for talent development and supporting skilled professionals in competing within a high-level European work environment.

We also closely monitor public policy initiatives, including those of the European Union, aimed at supporting and encouraging companies to fulfill their role in society responsibly.

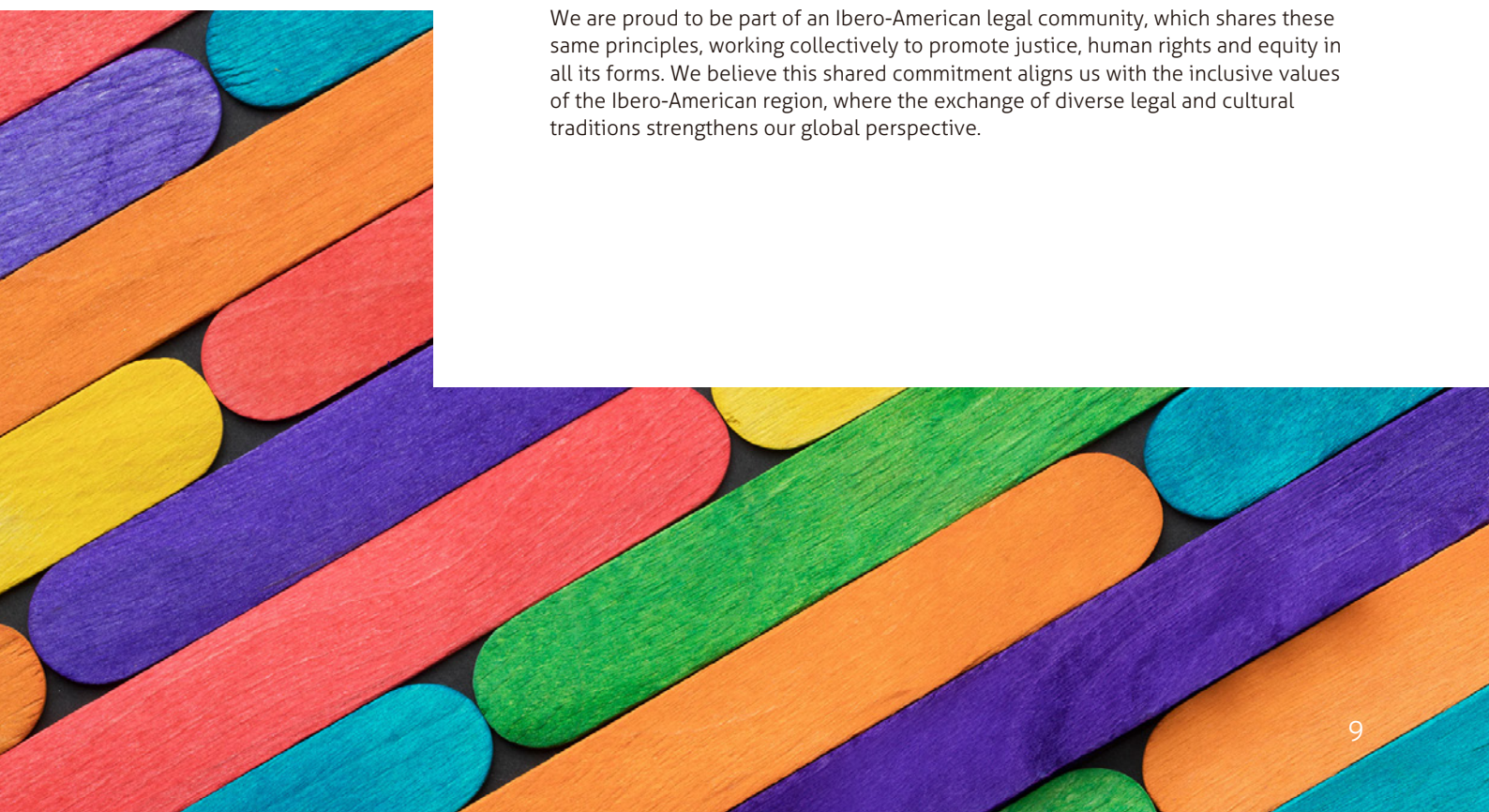


### Equality, Diversity and Inclusion

At Seegman, diversity is a core value and an essential part of our Firm's identity. We firmly believe that individual progress within our organization should be driven by effort, talent, and a job well done. We categorically reject any form of recognition or merit based on race, gender, creed, or political affiliation. Instead, we advocate for equal opportunity in a respectful, positive, and inclusive work environment—free from discrimination and prejudice.

As a diverse team, our differences enrich our environment, bringing together a wide range of perspectives, backgrounds and cultures. We place special value on the knowledge and insight that come from engaging with lawyers and legal associations from around the world.

We are proud to be part of an Ibero-American legal community, which shares these same principles, working collectively to promote justice, human rights and equity in all its forms. We believe this shared commitment aligns us with the inclusive values of the Ibero-American region, where the exchange of diverse legal and cultural traditions strengthens our global perspective.





### Occupational health and wellness

At Seegman, we prioritize the well-being of our team.

We promote a respectful and supportive work culture that values inclusion, merit, and professional development. Our policies are designed to encourage healthy habits, work-life balance, and a safe, motivating workplace.

We understand that the well-being of our people is essential to the Firm's sustainable growth. That's why we implement concrete measures to support our team—both inside and outside the office.

#### ACTIONS AND RESULTS 2024

- **Private health insurance:**

As part of our commitment to comprehensive employee care, we have implemented private health insurance that offers complete medical coverage. This benefit ensures that all employees have access to quality private health care services, which can be extended to their family members.

- **Wellness Committee:**

We have created a Wellness Committee that is responsible for promoting initiatives aimed at achieving a balance between personal and professional life, ensuring a healthy work environment. This committee organizes and oversees activities aimed at improving the emotional and physical well-being of employees, as well as fostering a culture of support and collaboration within the Firm.

- **Team Building:**

We promote a positive work environment through team building activities, which seek to strengthen relationships among employees, improve communication and foster a collaborative spirit. This year, our team took part in a variety of activities designed to foster cohesion and strengthen our sense of belonging.



### Training and Development

We encourage the development of our professionals through continuous training programs and courses. These programs are designed to update and improve the legal and technical skills of our team, ensuring that they have the necessary tools to face the current challenges of the market.

#### ACTIONS AND RESULTS 2024

All of our employees participated in ongoing training programs related to Legal English. In 2024, every employee completed a Legal English training course.

In addition, part of our staff received training in accounting and commercial matters. In particular, our professionals attended courses on accounting, corporate tax, non-resident tax, personal income tax, real estate law, international auditing and annual accounts.



### Our recruitment process

Seegman's recruitment process is both approachable and demanding. As part of the recruitment process, candidates undergo interviews with members of the team, who try to get an overview of each candidate. In addition, they take an English test and, finally, they undergo an interview with the Managing Partner. We permanently maintain a recruitment process for young lawyers and trainees, both undergraduate and masters. We have agreements with institutions such as UMR, UC3M, IE, UNAV, CEU, UAH, CEG, UAM, UDIMA, UNED and ICADE.



### Suppliers and collaborators

At Seegman, our suppliers and collaborators are an essential extension of our team and our organizational culture. We maintain relationships based on trust, mutual respect and transparency, fostering an ongoing collaboration that benefits all parties involved. We strongly believe in developing strategic alliances that promote responsible and ethical practices throughout the supply chain. Therefore, we carefully select our suppliers and collaborators.

In 2024, we worked with 400 local and international suppliers. More than 90% of our suppliers are local.



### Ethics and professional conduct

We are committed to conducting our activities in accordance with the principles of responsibility, integrity, honesty, professionalism, legality, and respect for the ethical standards established by the General Statute of the Bar and the Codes of Ethics of the public or private legal associations to which we belong, such as the Ilustre Colegio de Abogados de Madrid and the Ordem dos Advogados de Portugal.

In our relationship with clients, we have General Terms and Conditions of Service.



### Money laundering and terrorist financing prevention

We have adopted and implemented policies and procedures to comply with all anti-money laundering laws and regulations, client identification and verification, suspicious activity, currency transaction reporting and other similar laws determined by the Prevention of Money Laundering and Terrorist Financing Act and other applicable national and European laws. We also follow the recommendations of international bodies such as the UN and FATF.

In order to comply with such legislation or regulations, we require our clients to provide documentation verifying their identity and the origin of the funds.



### Governance

Governance Structure: Seegman organizes management team meetings to plan strategies and make operational decisions. We have robust compliance policies and an internal audit to ensure that all our operations comply with applicable regulations and our ethical standards.



### Risk Prevention

We have engaged an external prevention service to help ensure full compliance with all applicable regulations and to promote a safe working environment for our employees.



# Links with the Sustainable Development Goals (SDGs)

In September 2015, the United Nations General Assembly adopted the 2030 Agenda: an action plan for people, planet and prosperity, composed of 17 goals and 169 targets. It is an ambitious, comprehensive and universal roadmap that aims to change the course of the planet and steer it towards more sustainable development.

Below, we highlight the SDGs on which Seegman has the greatest impact.



At Seegman, we recognize that education is a fundamental pillar for sustainable development and social progress. We firmly believe in the transformative power of knowledge, which is why we support various initiatives that seek to strengthen the training of professionals in the legal and business fields, as well as to promote continuous learning opportunities.

**We contribute to SDG 4 as follows:**

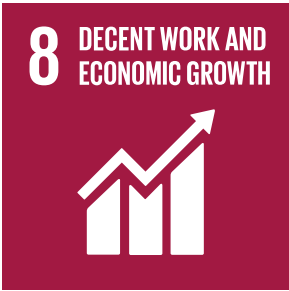
Our <b>Managing Partner collaborates</b> closely with <b>IE University</b> .	We have <b>agreements with over 10 universities and business schools</b> .
--	--



At Seegman we foster an inclusive and diverse work environment, ensuring equal opportunities and placing a particular focus on gender diversity.

**We contribute to SDG 5 as follows:**

<b>45%</b> of Seegman's <b>workforce is made up of women</b> .	We actively foster a <b>culture of equality</b> within the Firm.
<b>We promote equal treatment and opportunities</b> for men and women by effectively addressing and removing gender-based barriers.	



We strive to continue offering high-quality employment with competitive conditions in line with market and industry standards, enabling us to attract and retain top talent to meet our clients' needs.

**We contribute to SDG 8 as follows:**

<b>Generation of direct employment:</b> <ul style="list-style-type: none"> <li>• <b>7 new hires in 2024.</b></li> <li>• A client base spanning <b>38 countries</b> worldwide.</li> </ul>		<b>Creation and support of indirect employment:</b> Collaboration with over <b>400 400 suppliers, 90% of which are local.</b>
Implementation of <b>resource-efficiency measures:</b> Focused on reducing electricity, water, and paper consumption.	Provision of <b>private health insurance</b> for all team members.	<b>Well-being initiatives,</b> with a special emphasis on mental health support for our employees.



We are firmly committed to respecting and strictly complying with the rules of professional ethics and all the provisions of the legal system.

**We contribute to SDG 16 as follows:**

<b>A Zero-tolerance policy towards corruption.</b>	Strict <b>compliance</b> with all <b>applicable laws and professional ethical standards.</b>
Promotion of <b>awareness and adherence to the codes, policies, and manuals</b> that guide our work.	<b>Ongoing training and awareness initiatives</b> for our professionals on <b>matters of ethical and professional conduct.</b>



At Seegman, we strongly believe in the importance of building strategic alliances to promote significant global impact.

**We contribute to SDG 17 as follows:**

<b>We are part of the Global Referral Network, Global Law Network and STEP.</b>	<b>We form alliance with other international law firms.</b>	<b>We form alliance with universities and business schools.</b>
---	---	---

## Conclusions and next steps

We are committed to further advancing our mission to promote responsible practices that benefit both our Firm and society at large. In 2025, we plan to expand our sustainability initiatives and continue to innovate in the use of technology to improve our services.

Our upcoming actions include celebrating Tree Day as a family (SDGs 13 and 15), organizing talks and conferences on equality and environmental law (SDGs 4, 5 and 13), and implementing sustainable measures such as the use of recycled paper, energy-efficient lighting and the optimization of air conditioning systems (SDGs 7 and 13). In addition, we will carry out community activities such as cleaning up public spaces, collecting food and participating in soup kitchens (SDGs 2 and 15), along with awareness-raising initiatives such as Sustainability Week and Plastic Free Day (SDG 13).

Finally, we will foster collaboration with NGOs in the legal field to support access to justice through our team's volunteering (SDG 4 and 16), reaffirming our commitment to sustainable development and the positive impact on our communities.





# GRI Table of Contents

## Declaration of use

Seegman has presented the information cited in this GRI content index for the period January 1 to December 31, 2024 using the GRI Standards as a reference.

## GRI 1 used

GRI 1: Fundamentals 2021

## GENERAL CONTENTS

### GRI 2: General Contents 2021

GRI Standard	Content	Section
GRI 2-1	Organizational details	The Firm
GRI 2-2	Entities included in the presentation of the Sustainability Report	Scope and coverage
GRI 2-3	Reporting period	About this report
	Frequency	About this report
	Point of contact	Last
GRI 2-6	Activities	The Firm
	Value chain	Commitment to people and society
	Other commercial relationships	Commitment to people and society
GRI 2-7	Employees	Commitment to people and society
GRI 2-9	Governance structure	Commitment to people and society
GRI 2-22	Sustainable Development Strategy Statement	Letter from the Managing Partner
GRI 2-23	Commitments and policies	Our commitments
GRI 2-24	Incorporation of commitments and policies	Our commitments
GRI 2-25	Processes to mediate negative impacts	Commitment to people and society
GRI 2-28	Membership in associations	Commitment to people and society
GRI 2-29	Approach to stakeholder engagement	Commitment to people and society

## MATERIAL ISSUES

### GRI 3: Material Issues 2021

GRI Standard	Content	Section
GRI 3-1	Process for determining the material issues	Criteria and principles
GRI 3-2	List of material items	Criteria and principles
GRI 3-3	Management of material issues	Criteria and principles

## OMISSIONS

GRI Standard	Content	Description of omission
GRI 2-5	Verification	Verification by an external entity is not performed this year. However, Seegman intends to verify future Sustainability Reports.



This brochure is of an advertising and informative nature. For the provision of professional legal advice you should contact the firm directly through the specialized contacts.

Seegman refers to the company Seegman Servicios Jurídicos, S.L.P., with tax identification number B88144852.

**MADRID**

Paseo de la Castellana 53, 28046.  
+34 91 080 09 29  
firstcontact@seegman.com  
www.seegman.com

**LISBOA**

Avenida da Liberdade, 67-B 2ªA. 1250-140  
+351 213472251  
firstcontact@seegman.com  
www.seegman.com