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Close
Message from our Managing Partner

At Baker McKenzie we are fully engaged with our purpose to impact the communities in a positive way through talent, expertise, resources and alliances. Our global scope allows us to address different issues, as well as to offer a wide range of solutions.

In Mexico, we have developed business strategies to work hand in hand with our talent, promote a culture of diversity and inclusion, form alliances with clients, participate with non-profit organizations and institutions, and implement initiatives for the benefit of the environment. Being a socially responsible organization generates a commitment to act according to our values as a Firm for the benefit of our stakeholders.

Offering solutions for our clients and understanding their business has been part of the Firm’s DNA from the beginning. In this globalized world we live in, we are committed to developing proposals of value that address business’ needs.

Through this first Corporate Social Responsibility (CSR) report we would like to share the actions we implemented, as well as the plans we have as an organization to continue to contribute to the welfare of our stakeholders; always thanking those who have supported us on this path. The achievements obtained reflect the commitment to build the foundations of a comprehensive and responsible culture order to support the strengthening of communities, care for the environment and economic development.

Since 2015 we are signatories of the United Nations Global Compact (UNGC), whose Ten Principles align with our values, which are reflected in the strategy, culture and daily operation. We also undertook actions both globally and locally to contribute to the UN Sustainable Development Goals (SDGs).

We are proud to have received awards and certifications for the actions undertook in this period. We are aware that we still have a long way to go, but we are sure we are on the right path.

Sincerely,
Raymundo E. Enríquez
01

About this Report
At Baker McKenzie Mexico, we are proud to present the first Corporate Social Responsibility report, with which we endorse before our stakeholders, the commitment as a socially responsible organization, which we turn into actions and initiatives for the development of our members, our communities and care for the environment. Likewise, we share how social responsibility forms part of a transverse management within the Firm, being a guiding axis for the behavior and development of both the organization and each one of the members that comprise it.

**Period**

Our fiscal year (FY) starts on July 1st. and ends on June 30th; therefore, the period of this FY18 Corporate Social Responsibility report goes from July 1, 2017 to June 30, 2018.

**Sustainable Development Goals (SDGs)**

With the purpose of contributing solutions to the main challenges of our society and participating in the achievement of a global common goal, at Baker McKenzie Mexico we assess our contribution to the UN Sustainable Development Goals.

In 2015, the United Nations defined, as part of The 2030 Agenda for Sustainable Development*, the 17 Sustainable Development Goals (SDGs) so that governments, businesses and society could move together to achieve a more sustainable future for all.

In 2018, as part of our global Firm strategy, we developed and adopted an expanded CSR approach that is aligned with the UN Sustainable Development Goals (SDGs) and focused on the environmental, economic, social and governance (ESG) areas where we can have the greatest impact.
In this report we indicate to which SDG each of our programs and CSR actions are contributing to in Mexico.

To develop our expanded global CSR framework, we undertook a materiality assessment to identify and prioritize our most significant ESG issues. Approximately 1,400 external and internal stakeholders from around the world took part in the assessment, giving us insight into what matters most to our people, our clients and our wider community. We also mapped our highest prioritized ESG issues against the UN SDGs and their 169 corresponding targets in order to identify which global goals the Firm is best positioned to support going forward.

If you wish to learn more about these goals, we invite you to visit the UN website dedicated to this subject.
Over the coming year, we will evaluate the management practices related to our highest prioritized ESG topics to identify gaps and areas for improvement. We anticipate that this will include setting targets and KPIs, where appropriate, with respect to our support of and engagement with the SDGs.

We believe that this bolder, more strategic approach will enable us to align sustainable practices across our business, more effectively focus and prioritize our efforts, and meet the expectations of our stakeholders, while creating shared value for our people, our business and society.
Our Firm
a) Baker McKenzie in the world

Our history began in 1949, when Russell Baker and John McKenzie decided to open the Firm’s first office in Chicago, U.S., with the intention of becoming the best legal team in the world. We understand that our responsibility as legal service providers goes beyond advising our clients.

We are a team of experts who are aware that diversity, respect and inclusion are essential values for the development of our stakeholders and the communities in which we operate.

i. General Information

Baker McKenzie in numbers

- 1994 Beginning
- 78 Offices
- 47 Countries
- 1,600 Partners
- 6,188 Fee earners
- 13,400 People
- $2.9 B Income

- 39% of the Firm’s revenue comes from the Americas.

b) Baker McKenzie in Mexico

i. Background

We are a Firm comprised of a comprehensive and highly specialized team, in constant innovation.

This is how Baker McKenzie expanded its presence in the country:

- 1961
  - Baker McKenzie establishes in Mexico City.
- 1986
  - Baker McKenzie inaugurates offices in Tijuana and Juarez.
- 1994
  - Baker McKenzie opens offices in Guadalajara.
- 2000
  - Baker McKenzie arrives to Monterrey.

Since 1961 we are one of the leading law firms in Mexico.
Different practices

Our range of expertise is broad and covers topics grouped in the following practices:

**Antitrust**
Concentrations; Investigations for absolute and relative monopolistic practices; Litigations; General advice; Analysis of commercial strategies; Distribution of policies that comply with antitrust laws.

**Banking & Finance**
Cross-border Lending; Project Financing; Structured Financing; Swaps and Derivatives; Capital Markets; Securitization; Trade Financing; Banking and Securities Regulation; Asset and Branch Sales; Acquisition Finance; Work-outs, Restructures, and Insolvency; E-Finance; Insurance and Bonding.

**Corporate/Mergers & Acquisitions**
General Corporate; Mergers; Acquisitions; Spin-offs; Corporate Reorganizations, Dissolutions and Liquidations; Joint-ventures.

**Dispute Resolution**
Civil, Commercial, Administrative and Constitutional Proceedings; Liability; Bankruptcy; Insolvency; Mediation; General Negotiation and Arbitration; Criminal; Collections; Claims before Bonding and Insurance Companies; Mortgages; Pledges; Collaterals.

**Intellectual Property & Information Technology**
Trademarks; Patents; Models; Industrial Rights; Copyrights; Electronic Commerce; Software and Internet.
Sectors and industries

At Baker McKenzie Mexico we have multinational clients in the industries in which we operate.

- Consumer Goods & Retail
- Energy, Mining & Infrastructure
- Financial Institutions
- Health and Life Sciences
- Manufacturing & Transportation
- Technology, Media & Telecommunications

Scope

With more than 470 people across 5 offices in Mexico, we cover the needs of our clients throughout the country.

As of June 2018, we had 472 people in all of Mexico, at our offices in Mexico City (1961), Tijuana (1986), Juarez (1986), Monterrey (1994) and Guadalajara (2000).
iii. Internal Organization

Every day we face challenges that require a specialized approach both for our clients and to run our business. Which is why, the structure we have as a Firm has allowed our talent to be the key enabler to walk through this path.

Our organizational structure is comprised of two large groups:

- **Time Keepers.** Those who provide legal services to our clients and are organized in each one of the Practice Groups mentioned above.
- **Business Professionals.** People who ensure the proper management of the Firm. On one hand, there is Compliance that, due to the nature of its activity, is separated from the other areas to ensure its independence; on the other hand, there is Operations, on which all the other management structures depend. Both are under the leadership of the Managing Partner.
iv. Stakeholders

The stakeholders are those organizations and people with whom we have ties and/or business relationships. We use proper communication channels with each one of these groups, which allow to cover their needs and have a close relationship.

**Firm Members**

*Relationship*

All people who directly collaborate in the Firm.

*Communication Channels*

- Baker Companion
- BakerYou
- Town Halls
- Internal Newsletters
- Periodic Communications
- Ethical Line
- Communications on screens
- Workplace

**Clients**

*Relationship*

Companies, organizations and/or governmental entities to whom we provide legal services.

*Communication Channels*

- Feedback surveys with clients
- Client Alerts
- Seminars
- Participation in events of common interest
- Social Network
- Website

**Environment**

*Relationship*

Decisions and actions that are a part of the Firm’s operation and that generate an environmental impact.

*Communication Channels*

- Programs and initiatives to reduce environmental impact
- CSR Report

**Clearing Houses**

*Relationship*

Intermediary Organizations between NGOs and the Firm, whose role is to assess the nature of the NGO and its needs to properly channel the pro bono work the Firm will carry out.

*Communication Channels*

- Regular meetings to discuss issues worked in collaboration.
- Participation in pro bono events.
- Participation in surveys for different pro bono studies.

**Universities**

*Relationship*

Educational Institutions that represent a pool of talent for the Firm and with whom there is a constant reciprocal representation and a commitment to contribute to talent development in Mexico.

*Communication Channels*

- Summer Internship Program, a way of supporting their formation and professional practices in general.
- Certain members of the Firm teach classes in law schools in different universities.
- Baker McKenzie Lecture at Universidad Panamericana.
- Lectures in offices for students.
**Government**

**Relationship**
State Institutions that manage, regulate and organize public and/or private social coexistence through regulations and laws, with which the Firm collaborates both to advise its clients, and for compliance issues.

**Communication Channels**
- In person
- External site
- CSR Report

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**Suppliers**

**Relationship**
Companies, organizations and/or governmental entities who provide us services and/or products.

**Communication Channels**
- In person
- External page
- CSR Report

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**Non profit Organizations**

**Relationship**
Organizations to whom we provide a free legal advice or with whom we participate through community service projects.

**Communication Channels**
- In person
- Social Network
- CSR Report
- Through clearing houses

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**Community**

**Relationship**
Organizations, companies and groups in general that are influenced by our legal vision, including pro bono advice.

**Communication Channels**
- Events related to CSR
- CSR Report
- Through clearing houses
- Media networks

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**Chambers and associations**

**Relationship**
Those with whom we participate and share common goals.

**Communication Channels**
- Social Network
- Client Alerts
- Active participation as members or in leadership positions.

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**Media**

**Relationship**
Specialized media where the Firm’s got presence.

**Communication Channels**
- Media agency
- Spokespeople
v. Awards and Recognitions

We are well known for the high level of specialization of our professionals. Partners and other members of the Firm are recognized as the top experts in their respective practice areas. Our advice is carried out by an integral highly specialized professional team in a wide variety of legal practices which includes: attorneys, accountants and economists, all of them focused on a variety of legal specializations.

Among the rankings that we participated in FY18 are:

**Chambers Latinoamérica / México**

**Leading Firm**
- Environment & Climate Change
- International Commercial & Trade
- Life Sciences
- IT/Communications
- General Business Law: Monterrey

**Highly Recommended Firm**
- Corporate/M&A
- Energy and Natural Resources
- Employment & Compensation
- Real Estate
- General Business Law: Guadalajara

**Recommended Firm**
- Tax
- Dispute Resolution: Litigation
- Dispute Resolution: Arbitration
- Compliance

**Recognized Firm**
- Banking and Finance
- Intellectual Property

**Legal 500 México**

**Leading Firm**
- Environmental
- Energy and Natural Resources
- International Commercial & Trade
- Employment & Compensation

**Highly Recommended Firm**
- Corporate / M&A
- Dispute Resolution
- Intellectual Property
- Real Estate
- Tax
- Telecommunications & IT

**Recommended Firm**
- Competition and Antitrust
- Projects & Infrastructure

**Recognized Firm**
- Banking and Finance

**IFLR 1000**

**Recommended Firm**
- Banking and Finance
- Corporate / M&A
- Energy and Natural Resources
- Managing IP, trademarks leader
- World Trademark Review, Recommended Firm
- Elite Firm by Latin Lawyer 250

**Others**
- Managing IP, copyright leader
- World Trademark Review, Recommended Firm
- Elite Firm Latin Lawyer 250
- HRC Foundation, Best Places to Work for LGBT Equality
- Expansión, Empresas Responsables 2018

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**c) Corporate Governance**

**Annual Meeting**

In FY18, the Assembly was comprised by 25 international partners.

The Annual Meeting is held once a year in which relevant topics related to the business are discussed by partners from all over the world. Throughout the year, they maintain a close relationship with the Regional Executive Committee, as well as with other Firm’s committees on a regional and global level.

The Assembly analyses topics such as the annual results report, which includes, among others: strategic planning, the achievement of the financial goals, business strategy and talent strategy.

Currently, Mexico is part of the North America region, where it collaborates in a joint and aligned manner in the implementation of the strategy of business services areas and practice groups.
d) Our culture of responsibility and integrity

Worldwide, the tendency is for companies to reach optimal levels of responsibility, integrity and compliance, in a broad sense, within their own business model, organizational culture, relationship with its business partners and stakeholders in general.

In Baker McKenzie, we work every day in the creation of specific programs that help us develop a culture of integrity and responsibility and all areas contribute to that purpose. Besides that global effort, in Mexico, there are two areas that have an even more direct incidence: Corporate Social Responsibility and Compliance.

i. Corporate Social Responsibility

During FY18, we created a CSR management model, which consists in developing programs and initiatives that aim for the organization’s contribution to sustainable development by delivering economic, social and environmental benefits for all stakeholders.

As part of the strategy, we worked alongside our members, clients, communities, but also with society, government, and other stakeholders with the purpose of solving the most pressing challenges.

Our CSR strategy is supported by a specialized area and a committee comprised by three pillars that represent the specific topics that define it. Each pillar is operated by a subcommittee made up by people of different areas.

Pillars:
1. Diversity and Inclusion
2. Pro Bono and Community Service
3. Sustainability

ii. Compliance

Its goal is to ensure that all members of the Firm carry out their activities with integrity to comply with their legal and ethical duties. Compliance programs help us in a way that integrity and responsibility don’t end up being just an abstract concept, but as part of the Firm’s culture at all levels, in all processes and areas.

To formalize this strategy, during FY18 the Firm in Mexico created a specific area of Compliance, being the only law firm in the country with a structure like this.

The formalization of Corporate Social Responsibility and Compliance areas allows us to strengthen an integrity and responsible business model within the Firm.
A Culture of Compliance
Currently, Compliance is one of the cutting edge areas with greatest impact and importance within organizations. This area is part of the organizational structure of many companies worldwide and its presence helps strengthen the business model through mechanisms for identification and mitigation of risks, taking root in a process of continuous improvement. To achieve it, it is essential that Compliance creates and integrates proper processes in the organization and daily activities to generate a culture of great impact.

At Baker McKenzie, we take the Compliance figure to a higher level, establishing a culture of integrity that transcends beyond the offices. For this reason, our services are carried out in strict adherence to our business model, which provides a competitive advantage, besides helping us guarantee legality, integrity and responsibility in each of our interactions.

Compliance is visualized as an umbrella within which there are seven essential pillars that ensure the implementation of the program with the purpose that the Firm complies with internal and external regulations, as well as to be in line with the global tendencies.

In FY18, we imparted more than 30 hours of training about Compliance matters.
i. Compliance Plan

The pillars that make Compliance culture a reality are the following.

1. **Leadership:** preservation of the independence and autonomy of the department.

2. **Risk:** analysis of the Firm’s current and future risks.

3. **Policies:** procedures that guarantee compliance with local and global regulations from all members of the Firm.

4. **Controls:** monitor the quality of the Firm’s work and registry of the implementation and maturity process of each program in accordance with the established policies.

5. **Communication:** socialization of information, conversations and advance a culture of compliance.

6. **Training:** methods to strengthen the culture and knowledge of the Firm’s members as to tools and Compliance programs.

7. **Monitoring:** quality and general scope controls of the progress and success factors of the programs that are being implemented.

ii. Risk Mitigation Program

Based on the risk analysis of the Firm’s business model and Compliance that was carried out during FY18, we created the Risk Mitigation Programs, with the purpose of addressing the subjects where the Firm is most vulnerable given the nature of our practice. Therefore, we established a Risk Committee to define and monitor each program.

Up to this moment, our programs are the following:

1. **Anti corruption:** regulates the interactions that we maintain with government agencies and public officials, as well as with our clients, suppliers and third parties that act in our name. It is based on the international and local regulations on corruption, bribery and gifts.
2. **Data Privacy**: our clients’ information is one of our most important assets, which is why we're strengthening the process of the program that regulates the way in which we receive, use, store and later, eliminate data. This also would apply to data in relation to the Firm’s members, suppliers and third parties.

In addition to the program described for Mexico, the Firm has a Global Privacy Committee, which is responsible for addressing and resolving cases related to data privacy, which contemplates the new provisions of the General Data Protection Regulation (GDPR). This committee also guides the implementation of the local programs.

3. **Anti Money Laundering**: contemplates the implementation of a process that allows to carry out business only with clients with a good reputation, that are involved in legitimate business activities and use funds derived from verified legitimate sources.

As part of the program, we carried out 34 hours of training.

4. **Professional Responsibility**: based on the global policies indicated in the Attorney Manual Guide and Code of Business Conduct we regulate the way in which the Firm’s members should behave within the Firm and outside.

### iii. Legal Matter Programs:

The programs on legal matters were created as another measure to regulate risk mitigation programs, which consider the following areas:

1. **Baker McKenzie as Supplier**: to give a better response to the clients at the time of completing their own Legal and Compliance programs and thus incorporate ourselves as suppliers in their systems.

2. **Corporate Governance**: to have control of the Firm’s corporate documents.

3. **Know Your Supplier**: to know with certainty the people and companies with whom we have a business with or any other relationship. This includes the design of a standardized process on how to hire our suppliers, the documentation we need from them, as well as the information we provide them.

4. **Record Retention**: to establish a standard process of internal files taking into account the information they contain and the security measures we apply in both physical and virtual documents.

During FY18, we dedicated 10 hours of training to Data Privacy and Know Your Supplier programs.

To reinforce the listed topics, in this period we launched 15 communications nationwide, which contemplated the topics of money laundering prevention and data privacy, among others.

For the following period (FY19), our goal is to continue strengthening an integrity culture, constantly analyzing the risks and regularly disseminating information about Compliance with all areas.
iv. Culture of Compliance

The following programs are responsible for creating, transforming and reinforcing the culture of compliance within the Firm, through socialization, organization and generating an accessible dynamic to all our members.

1. Local Policies List: establish a standardized process for the retention and distribution of the internal policies of the different areas. This includes security measures, organization and communication that incorporates policies both physically and electronically.

2. Ambassadors: strategy to involve the Firm’s key members in the process of creation and decision making regarding Compliance programs.

3. Risk Protocols: manage possible crisis and take into account the needs and specific risks of each of the five offices.

b) Code of Business Conduct

With the purpose of providing a guide for our members so they can make the right choices according to our culture and ethics, as well as provide guidelines that allow them to act in the best way when representing the Firm, we designed a Code of Business Conduct, which is publicly available on our website. The Code spells out our policies, legal and ethical obligations and responsibilities in a number of areas.
When It Comes to People: diversity and inclusion, harassment, development, health and safety.

When It Comes to Clients: quality, shared knowledge, time recording and billing, gifts, investments, fair competition, money laundering prevention (client/matter acceptance, directorships).

When It Comes to Dealing with Others: conflicts of interest, anti-corruption, purchasing policies and suppliers.

When It Comes to Financial and Other Information: accuracy of information, confidentiality and data privacy, document and record retention.

When It Comes to Technology and Communication: use of information systems and social media, as well as dealing with news media.

When It Comes to the World and Our Communities: environmental care, community service, political activities, pro bono legal services.

Knowing and understanding of the Code of Business Conduct

To ensure our Code of Business Conduct is known and respected in the Firm, we train each new member at the time of their arrival and the rest of the members were trained annually during a 1-hour session, so that everyone is familiar with the document and incorporate the same ethical standards.

The Code of Business Conduct can be consulted at: https://www.bakermckenzie.com/en/aboutus/code-of-business-conduct

c) Attorney Manual Guide

This document presents the policies and practices of the Firm in regards to a wide range of professional issues, practice areas and ethical matters that our attorneys should comply with. It is a very extensive document, made up by the following topics:
d) Compliance Hotline

On one hand, we created the Compliance Hotline, with the purpose of preventing cases of non-compliance addressing any concerns that a member of the Firm could have regarding the interpretation and application of the Code of Business Conduct.

Our commitment is to be an honest and responsible organization in compliance of internal and external standards, as well as with applicable legislations.
04
Organizational Communication
a) Internal Communications

At in-house level, thanks to technology, we implemented different tools that aim to distribute organizational messages at a local, regional and global level.

**E-mail**

Traditional electronic communication channel through which each one of the Firm’s members manages their activities and communicates with people within the organization and outside.

**Screens in the offices**

- **Internal**: institutional messages on important notices, birthdays, internal events, communications from the Firm, and so on are placed here.
- **External**: messages on awards and rankings obtained, Firm news, etc.

**Newsletters**

They are sent with different scopes and purposes:

- **At a global level**, to align programs and key topics newsletters from our Chairman and other members of the Executive Committee, practice group or areas are sent.
- **North America Connect**: monthly newsletter that includes the most relevant news, representative issues, events and other key messages about the offices of the region.

**BakerWorld**

At a global level we have an intranet platform, through which important information regarding the operation is placed: document electronic storage, key messages from the leaders and information in general. Besides, each country has its own space in said network segmented by business services areas.

**Workplace: corporate social network**

One of the most current tools is Workplace, through which all members interact, share photos, best practices between offices and information on events, seminars, courses, etc.

**Internal Events / Town Halls**

Town Halls are carried out periodically, where our managing partner participates by sharing important news with the members in Mexico.

- **Local**: 3 minutes to learn more: newsletter sent specifically to the partners and directors in Mexico to address relevant issues on CSR.
  
- **CSR News**: sent to all the members in Mexico in order to communicate the latest CSR news and its pillars of diversity and inclusion, pro bono, community service and sustainability.
b) External Communication

Towards our stakeholders, we have several communication channels in order to be in contact with our clients, suppliers, talent and market in general.

- Media: writing and preparing articles of public interest, interviews, videos and appearances on radio and TV shows, among others.

- External Events: members of the Firm in Mexico carry out events to promote some topic in particular (legal reforms, international treaties, new provision, etc.).
05 Talent Management
At Baker McKenzie we care about providing our talent with a full development that helps both their personal and professional growth, since we are convinced that they the most valuable asset we have.

a) Talent recruitment and retention

Currently, Mexico is mostly made up by a young population in search of new opportunities that challenge and develop them. We believe that new talent provides us with a fresh attitude and keeps us at the forefront.

Nevertheless, it is important to keep our talent, since it’s thanks to them we have gained experience and reputation over the years with our presence in the country.

As a firm, it is crucial we have the best talent, which is why we carefully select each person that we invite to collaborate with us.

One of the practices we are developing is to have a diversity approach in the selection process of our candidates, which is why we are preparing guidelines that help us formalize that vision and carry it out better each time.

Some of our Talent programs are:

i. Summer Internship Program

One of the talent programs we are most proud of is the Summer Internship Program. It began in 2000 at the Monterrey office and in 2010, it was implemented nationwide.

Each year, around 25 outstanding Law students from different universities collaborate in the Firm as interns for two months, accompanied by mentors and experts in different areas. In addition, they receive talks on different legal topics and on how the Firm operates.

This program allows students to experience working at a global firm and provides more elements for choosing their area of specialty. For us, it is a good opportunity to reinforce our presence with universities and thus support the formation of new generations of attorneys in Mexico.

At the end of the program, we choose the outstanding participants. In this period, we hired 21% of our Summer Interns.

ii. Baker Companion

In FY18 we created a follow-up program for all new hires, in order to ease their integration and, where appropriate, identify and timely address possible areas of improvement.

The program consists of carrying out periodic follow up interviews with the new joiner, as well as with their supervisor in order to see how the experience of incorporation is taking place during the first year at the Firm.
iii. Mobility Programs

Providing mobility programs for our people is part of our global culture. We were born with a multi-jurisdictional approach and these mobility programs take advantage of that strength so that the best talent, expand their knowledge and legal experience and above all, be enriched by other cultures and ways of thinking.

These programs involve the development of a series of strategic business cases for the Firm in different places around the world where the contribution of a multicultural team is relevant. These projects can last from a couple of months up to two years and are open to interns and associates that meet the profile that each case requires.

This year, 5% of interns and associates participated in some of these mobility programs.

iv. Internal Events

• **Baker McKenzie Race:**
  All of us who make up Baker McKenzie Mexico share the same philosophy. Which is why it is important to maintain spaces to share and get to know other teammates and thus promote its values. For the second time, the Firm’s members in Mexico City alongside their family and friends participated in a three or five kilometer race, in order to share a good time and reinforce ourselves as ONE team. The money raised was donated to the project “Una mano para Oaxaca” (A hand for Oaxaca), in order to support the economic reactivation in this state after the earthquakes of September 2017.

• **Cheese & Wine:** we organize events in the offices from time to time, in order to encourage a greater integration from the team.

• **Traditional events:** to celebrate the Day of the Dead, Candelaria and Dia de Reyes, get together were organized to promote our traditions. For example, at the Mexico City office, we bought Pan de Muerto (holiday bread) from the organization Sedac A.C., which supports single mothers in vulnerable situations. The next goal is to extend this practice of supporting social causes in our events.

• **End of the year event:** in December we organize a celebration where we carry out social activities between the members of each office. These are carbon neutral events, since we seek to compensate the footprint we generate through the acquisition of carbon offsets.
**Health Month:** we care about encouraging a healthy lifestyle, so each year, for a month, we invite nutritionists, gyms and optics, among others, so they can provide us with recommendations on how to care for our health both personally and professionally. As a medium term project, a wellness project is being designed at a global level to endorse this interest.

v. Compensation and Benefits

Our compensation and benefits approach is aligned with the talent strategy, which is a fundamental part of the Firm’s vision. Therefore, we offer benefits and compensations that are competitive in the market, some of them are:

- Grocery Vouchers
- Performance Bonus
- Savings Fund
- Additional Vacation Days
- Holiday Bonus
- Seniority Bonus
- Medical Insurance
- Disability Allowance
- Profit Sharing
- Flexibility Programs for Mothers
- Paternity Leave
- Discount programs (gym, restaurants, etc.)

The Medical Insurance we offer to our members has the benefit of extending coverage to the employee’s partner regardless of their gender, sexual orientation or marital status.

In addition to these benefits mentioned, each collaborator’s compensation (except for very recent new hires) is reviewed annually in order to make adjustments according to their performance and the compensation behavior in the market.

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**As a result of said analysis, during this fiscal year, 75% of our members received an increase in their compensation.**

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**b) Talent Development**

As we know, it’s not enough to attract the best talent, we have to offer the best learning opportunities. Now more than ever we need to continue to grow so we can give the best individual and collective experience to our clients.

i. Integral Development Plan

Central part of the commitment we have with our members is their professional development within the Firm. For it, we designed an Integral Development Plan (IDP), which is comprised of five elements:
The goal of the IDP is clear: growth and development of our professionals, according to their performance, taking into account factors such as: Key Performance Indicators (KPI) of each level, productivity, participation in trainings, among others.

During this period the first results of the IDP were analyzed in order to make adjustments and include other concepts. As for the Mentoring Program, it is being designed to be launched on a regional level during FY19.

ii. Training

This year we worked to strengthen the Training Program, which is why new courses were added to the learning and development catalog, among those that stand out:

**PD Weeklys:** the calendar of training sessions that are organized at a regional level are shared monthly, as well as the link to consult formation materials on intranet (BakerWorld).

**Brown Bag Lectures:** training sessions for attorneys on legal issues related to the Firm’s operation.

**Management:** sessions on different administrative topics for example: new accounting processes, team management, diversity and inclusion, new operating systems, etc.

**Baker Business New Joiner Series:** regional webinars for new hires, in which they study subjects like global strategy, client service, organizational culture and areas of the Firm.

In addition to the courses and specific sessions, we have a global newsletter that is shared every month with all the members and it includes training on particular topics. In addition, 10 virtual libraries were created on the Harmony platform for attorneys consultation, one for each practice group.

In the next period we will be working on strengthening training for business professionals through the Legal Mind project and strengthen the training of soft skills in general.

**Scholarship Program**

Because we are interested in the professional development of our members, we offer a scholarship program to carry out Masters and postgraduate studies abroad, which may include local and/or global support and are granted each year.

This program aims to expand the experience and legal knowledge of our key talent by offering the opportunity to study abroad and strengthen their professional career. This initiative is part of the global strategy of talent development.

During this period, three scholarships were granted. In the last five years, 28 people have benefited from the program to study abroad.

In total, during FY18, we trained 240 people in different sessions and trainings.
iii. Performance Evaluation and Promotion

All Firm members participate in a yearly performance evaluation process. The program is based on the Development Framework, a skills management tool developed by the Firm and that acts as a global guide to give clarity on what is expected of the people during their career at Baker McKenzie, in which different key performance areas (KPA) and personal qualities (PQ) are presented.

In the evaluation the evaluatee, their leader evaluator and the people with whom the collaborator has the most interaction with during the year participate.

Once the performance evaluation stage is concluded, feedback sessions take place. This with the purpose that each member can be aware about their strengths and what they might need to focus most on, taking into account clear examples on their performance throughout the year.

As a result of these processes, this year 37 people received a promotion, which represents 8% of our members.
Diversity and Inclusion
At Baker McKenzie Mexico we know that diversity makes us a stronger Firm. For this reason, we care about operating in a different way within a sector that historically has been considered to be conservative.

Currently, we work to reinforce our inclusive culture within the organization; nevertheless, we are aware that we are not able to tackle such a broad subject in all its aspects at once, which is why during FY18 we decided to focus on two topics: Gender and LGBT+.

For the FY19 period, we will continue with this commitment in order to multiply the actions in favor of gender equality and the inclusion of the LGBT+ community to make diversity a transversal and strategic subject. Likewise, we will start designing our first formal pilot for the inclusion of people with disabilities.

**a) Diversity and Inclusion Committee**

The Diversity and Inclusion Committee (D&I) is made up by partners, associates, and members of the Corporate Social Responsibility department.

Their main role is to be champions of the programs we carry out throughout the year, the forums and events in which we participate as well as the alliances with clients and organizations that allow us to ensure the good performance of the programs. For this purpose, the committee carries out periodic meetings.

**b) Context**

During FY18, the Firm was comprised of 51% women and 49% men. The following charts show the breakdown by gender and group (timekeepers and business professionals).

<table>
<thead>
<tr>
<th>Headcount as of June 30, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timekeepers</td>
</tr>
<tr>
<td>Under 30 years old</td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>31-50 years old</td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>Business Professionals</td>
</tr>
<tr>
<td>Under 30 years old</td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>31-50 years old</td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>Over 50 years old</td>
</tr>
<tr>
<td>Women</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Managers and Directors:</td>
</tr>
<tr>
<td>Women in lead positions</td>
</tr>
<tr>
<td>Directors</td>
</tr>
<tr>
<td>Managers</td>
</tr>
<tr>
<td>Men</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

Managers and Directors: Breaking down this general table, we see how women in lead positions within the Firm’s business professionals exceed the number of men with 67% being women directors and 63% managers.
Partnership:

In FY18, regarding timekeepers we had 12% female partners, which in our sector is a high percentage. Nonetheless, we recognize that we have important challenges to increase the number of women in leadership positions and diversify the roles that are currently being occupied by men and women.

BakerYou: Women

After conducting the global survey (BakerYou) in 2015, we discovered the concern of women attorneys regarding the difficulties and obstacles they mentioned for their professional development within the Firm and even their lack of motivation to advance in their career to become partners.

As a result, another survey called BakerYou Women was launched, focused exclusively on exploring this subject even further. Following this outcome, the Firm designed gender programs and initiatives that were carried out locally and globally.

In alignment with said programs and global initiatives, in Mexico we worked on role model projects, awareness and training. In the following period we will continue this work and implement other actions such as sponsorship and/or mentoring programs.

c) Gender Programs

To address gender equality, we’ve implemented different initiatives, which are shown next:

i. Parental Leave

In 2007 we launched the Productive Permanence Plan, with the purpose of supporting our female attorneys to have work life balance. This plan grants a period of maternity leave longer than what is mandatory by law, flexible working schemes, as well as a progressive return to their professional activities.

In FY18, 16% of the female Associates participated in this plan, which facilitated them to continue exercising their profession during pregnancy and motherhood.

Faced with the positive outcome of the plan, we decided to renew it according to the current needs of our talent. The Productive Permanence Plan will be replaced by a 360° family and parental leave policy, understanding the term ‘parental’ as a much broader concept covering anyone responsible for the caring of a new-child and encouraging the participation of men in such caring.

The policy will be extensive for all members of the Firm (regardless of their marital status, sexual preference or gender identity) and will include adoption processes, to make it a tool that strengthens inclusion and equality.

In addition to the policy, we designed a project for the creation of breast-feeding rooms, which will be launched in the FY19. The goal is to provide women who return from maternity leave with a dignified and private space for this purpose.
ii. LIFT Program

LIFT (Leaders Investing For Tomorrow) is a landmark sponsorship initiative for women at Baker McKenzie designed to support key talent to progress to senior roles. LIFT involves high potential women Partners (sponsees) and Principal sponsors working closely to accelerate opportunities for career and leadership advancement.

During 2018, one of our female partners in Mexico participated as sponsee in the first generation of the program, which gathered 23 female partners from Firm’s offices around the globe.

iii. Gender Equality Events

Both on an internal and external basis, we seek to create and/or participate in events that allow us to reinforce gender equality and address the issues that affect women in their professional development.

Internal Events

Women @ Baker McKenzie Program: to promote networking to advance on women empowerment. In May 2018 we organized the first edition of the event, which was addressed to our female Associates, Partners and leaders nationwide.

It was a successful event, with more than 85% assistance of the targeted audience and a high level of participation.

In order to guarantee high quality content and valuable learning for the participants, we invited our Global Director of D&I, Anna Brown, as well as experts on the subject, allies and clients.

B-Women Workshop: we held a first workshop developed by the Instituto de Liderazgo Simone de Beauvoir (Leadership Institute Simone de Beauvoir) on the different leadership styles and women empowerment for the first generation of female Associates of the program.

International Women’s Day: To encourage an inclusive culture, during the International Women’s Day we organized different activities:

1. A conference with the participation of Ximena Andión, director of the Instituto de Liderazgo Simone de Beauvoir, who spoke about Gender and Leadership.

2. A special newsletter with statistics of the Firm in terms of gender.

3. Round table with the legal team of Uber, with the purpose of sharing experiences on the role of female attorneys in Mexico, both in companies and law firms.

External Events

Abogadas MX Workshop: for the third year in a row, we were sponsors of the annual workshop Abogadas MX (Women Attorneys MX), under the subject of Resilience and Leadership. In this event, 12 women from the Firm participated.

Forbes Powerful Women 2018 Summit: for the second consecutive year, we were invited by Forbes to participate in their annual event in Mexico City, “Mujeres Poderosas”, which celebrates the empowerment of women and discusses the steps that need to be taken to reduce the gender gap and create equal opportunities. Anna Brown, Global Director of D&I, was one of the speaker and talked about the imperative need of diversity and inclusion in business.
d) LGBT+ Inclusion

At Baker McKenzie we are not neutral, our goal is to ensure the safety and respect towards all our members, maximizing integration in the work spaces and eliminating discrimination in any of its expressions.

**Global Policy LGBT+**
Globally, the Firm launched a policy that specifically supports this position and establishes the commitments to the inclusion of LGBT+ community and prevent any act of discrimination based on sexual orientation and gender identity/expression.

**Medical Insurance:** one of our first actions in Mexico in support of our LGBT+ community consisted in extending the medical insurance coverage to our employee’s partner, regardless of their sexual orientation and/or gender.

**Pride Connection Mexico:** as of January 2018, we are members of Pride Connection Mexico, a group of companies that gather to share and encourage best practices that generate an inclusive work culture for the LGBT+ community.

Since June 2018, we are a member of their Directors Committee. Additionally, we were sponsors of their annual event (Pride Connection Summit 2018) and we participate in the monthly meetings in order to share best practices.

**LGBT+ Pride Parade:** with the hashtag “We are not neutral” in June 2018 we participated for the first time, in the Pride Parade in Mexico City, publicly expressing our complete support of the LGBT+ community reaffirming our position against any act of discrimination for reasons of identity, orientation or sexual preference.

**Pro bono advice to OutRight International:** we participated in the global pro bono project to assist OutRight International (leading international organization in human rights dedicated to improve the life of people who suffer discrimination or abuse due to their sexual orientation and gender identity or expression) with an analysis that is explained in the following chapters of this report.

**Best Place to Work for the LGBT+ Community**
The actions we undertook during 2018 allowed us to obtain the “Best Places to Work for LGBT Equality” certification by participating in the survey Equidad MX by Human Rights Campaign Foundation (HRC), which evaluates the inclusive policies and practices for LGBT+ people in the work spaces according to three pillars:

- Adoption of non-discrimination policies.
- Creation of employee resource groups or diversity and inclusion committees.
- Participation in public activities/events to support LGBT+ inclusion.

By teaming with our clients and other stakeholders, we seek to constantly promote an inclusive culture in Mexico.

In the following months, we aim to continue working on gender issues, emphasizing the key areas of the business. We’ll continue strengthening our diversity and inclusion program for the LGBT+ community and we will create a work inclusion program for people with disabilities.
07

Sustainability
We are aware of the impact that the Firm’s operation generates on the environment, which is why we are committed to take measures to reduce our carbon footprint through policies, programs, and initiatives to encourage a culture of sustainability.

**a) Sustainability Committee**

In order to manage our initiatives in environmental matters, in Mexico we created a Sustainability Committee, which is composed of people from different areas, roles and duties including the Corporate Social Responsibility department.

Said committee is focused on proposing, revising, validating and communicating the initiatives related to sustainability matters.

The main goal is to reduce the environmental footprint the Firm’s operation generates on the environment, relying on technological and innovation means to produce a well being in our community.

**b) B-Green Program**

**i. What is B-Green?**

B-Green is the Firm’s program that was launched by the Global Sustainability Committee in FY17 with the purpose of helping the offices integrate sustainability in their operations and every day business practices.

The program consists of two main activities:

- Measuring the carbon footprint
- Development of strategies by modules: Paper Smart, Carbon Smart, Refit Smart, Meeting Smart, Waste Smart and Travel Smart.

**ii. Measuring our carbon footprint**

In order to measure our carbon footprint, we have an environmental management system in line developed by the company Thinkstep, which is internally managed by the global team of Corporate Social Responsibility. In this platform, we enter data on:

**Energy:** consumption of energy used in each office in terms of Kw/h.

**Paper:** reams of paper purchased in each office monthly, reporting its characteristics: size, type, environmental certifications, percentage of recycled material, etc.

**Business Travel:** carried out by the members in Mexico with the purpose of obtaining the kilometers traveled.
In the FY17, we made the first measurement of the mentioned scopes in order to obtain a baseline. The following data shows these results:

<table>
<thead>
<tr>
<th>Concept</th>
<th>tCO2e</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paper Use</td>
<td>14</td>
</tr>
<tr>
<td>Electricity Consumption</td>
<td>670</td>
</tr>
<tr>
<td>Emissions due to business travel</td>
<td>1,200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,884</strong></td>
</tr>
</tbody>
</table>

### iii. Development of strategies by modules

With the purpose of reducing the carbon footprint, the program has different modules, which include initiatives that each office must develop in order to make their operation more sustainable and move toward the reduction of carbon footprint.

Based on a self-assessment questionnaire, an initial score is assigned for each one of those modules, this is repeated annually with the purpose of monitoring the evolution of the environmental performance.

Based on this self assessment, we define initiatives to implement to increase the score initially obtained and in this way contribute to the reduction of our carbon footprint.

### Score Scheme:

- **4-Star Office** (70 Points or above)
  - Demonstrating leading practices and progress
- **3-Star Office** (35-69 Points)
  - Planning and managing performance, setting targets and action plans
- **2-star Office** (15-34 Points)
  - Measuring impact and setting baseline performance
- **1-Star Office** (14 Points or below)
  - Showing awareness with dedicated Green Team/Champion to lead environmental initiatives

**During FY18, the modules that comprised B-Green were Paper Smart and Carbon Smart.**
Paper Smart

The global demand of paper in recent years has increased substantially, putting increasing pressure on the world’s forests and resulting in deforestation which directly impacts global warming.

The Paper Smart module aims to address the issue through optimal management of paper use, and increase recycle of paper waste.

During FY18, we developed a project comprised of various actions in order to get closer to our goal:

1. Paper Consumption

To measure our use, we entered data on the amount of kilograms of paper purchased in each office on a monthly basis.

As a result to the initiatives described above, the amount of paper usage was reduced 9.72% for letter size and 9.98% for legal size.

<table>
<thead>
<tr>
<th>Kg of paper</th>
<th>FY17</th>
<th>FY18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter size</td>
<td>18,643</td>
<td>16,830</td>
</tr>
<tr>
<td>Legal size</td>
<td>2,879</td>
<td>2,595</td>
</tr>
<tr>
<td>Total</td>
<td>19,425</td>
<td></td>
</tr>
</tbody>
</table>

2. Paper Recycling

After hiring a supplier specialized in paper recycling, we managed to recycle 3,377 kilograms of paper during FY18, which represents 17% of purchased paper in the same year.

Purchased | Recycled
19,425 | 3,377

Duplex Printing
Double-sided printing by default in all of the printers in Mexico

Use of sustainable paper
We changed the paper for a recycled option representing 6% of the letter sized reams in the FY18

Printing Management and Paperless
We launched a first campaign to reduce printing where we shared some tips to print less.
During FY19 we will continue to carry out efforts to decrease the percentage of paper consumption and increase recycling. Some of the initiatives that we will carry out are:

**Personal Effort**
- Promote personal efforts to print only what is really needed through different campaigns.

**Corporate Effort**
- Identify those documents that each department prints to analyze which of them could become electronic.

**Printing Management and Reduction Campaign (phase 2)**
- Installation of double monitor to encourage digital consults
- Electronic forms

**Carbon Smart**

A key factor to measure the environmental impact the operation of an organization generates is to measure the carbon footprint, which is determined by the amount of greenhouse gas (GHG) that is released into the atmosphere as a result of its activities.

The Carbon Smart module includes the management of scopes such as paper and energy.

**1. Energy**

During FY17, the emissions due to energy consumption were 670 tons of CO2.

In FY18, some of the actions we carried out to reduce these emissions were:
- Reduction of office spaces.
- Use of printing equipment with energy efficiency labels.
- Use of telephones and monitors with energy saving labels.
- Programming our computer and printing equipment to be on stand by mode.
- Use of energy efficiency lighting in some offices.

Thanks to these initiatives and the effort of our members, the emissions in FY18 were 606 tons of CO2, which represents a reduction of 9%.

<table>
<thead>
<tr>
<th>tCO2 due to use of electricity</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY17 (base year) 670</td>
</tr>
<tr>
<td>FY18 606</td>
</tr>
</tbody>
</table>

**2. Carbon Offsets**

In addition to the previous initiatives, in alliance with MéxiCO2—the platform of environmental markets of the Mexican Stock Exchange—we participated in a project to neutralize the emissions caused by the year-end events. To do so, we calculated the environmental impact that these events generate and we purchased carbon offsets to support a forestry project in Chiapas, Nayarit and Tabasco, managing to neutralize seven tons total for the events of the five offices.
iv. Results on implemented actions during FY18

Based on the actions implemented in both modules —Paper Smart and Carbon Smart— we managed to reduce our carbon footprint 4.03% nationwide.

<table>
<thead>
<tr>
<th>Total Emissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY17 (base year)</td>
</tr>
<tr>
<td>FY18</td>
</tr>
</tbody>
</table>

v. Modules FY19

For the next fiscal year, besides continuing with the Paper Smart and Carbon Smart modules, the program plans on launching three new modules that offer initiatives designed on a global level so they can be implemented in the offices, without leaving aside the local needs.

- **Meeting Smart**: create and communicate guidelines to carry out sustainable meetings during internal and external events.

- **Travel Smart**: design a business travel policy that contemplates a reduction on the environmental impact.

- **Waste Smart**: implement a formal waste management program with the goal of reducing the amount of plastic and other waste.

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c) Other Initiatives

- **Earth Day**: we generated a global alliance with Plastic Oceans Foundation to carry out a screening of the documentary A Plastic Ocean, in order to raise awareness with our members about the issue of ocean pollution due to plastic consumption.

- **External Event**: In collaboration with one of our clients, we organized an additional screening of the documentary A Plastic Ocean, with members of both organizations and thus create a joint space of consideration on the issue.

- **Installation of water dispensers**: we increased the number of water dispensers in the offices with the goal of substantially reducing the consumption of PET bottles in the Firm in Mexico. Thanks to this practice, we went from purchasing 115,200 bottles a year to 28,800. Having a decrease of 86,400 bottles and a financial saving of 181,200 pesos.

Managing our environmental impact is one of the strategic goals of the Firm globally. Thanks to the initiatives that have been designed and implemented in each office we have reduced our carbon footprint and with it, we want to continue generating positive impact.

We will continue to implement B-Green, seeking to promote a sustainable culture to generate environmental awareness in each one of our members.
Pro Bono and Community Service
We understand that our responsibility as legal advisors goes beyond advising clients. In a globalized world, supporting communities and contributing to solve the challenges in our environment are imperative and go hand in hand with the Firm’s social commitment.

**In Mexico, we designed a structure aligned with what exists globally to develop two major programs:**

- **Pro Bono:** consists in providing free legal advice and training services to vulnerable groups, non-profit organizations and startups.

- **Community Service:** encompasses both volunteer initiatives that impact socially and culturally the communities where we operate, as well different donations we make to causes with social impact.

### a) Pro bono and Community Service Committee

From the beginning, the Firm’s attorneys have done a great variety of pro bono projects; nevertheless, these were done in an independent manner. In the past few years, it was decided to create an area that gave structure to the existing efforts and encourage participation in new projects.

### i. Timeline

Our commitment has evolved with time and has been strengthened over the years.

- **2009**
  - Creation of the Committee, formalization of pro bono work and community service through the development of the Pro Bono policy.

- **2010**
  - Establishment of the pro bono policy, 16 registered projects.

- **2011-2012**
  - Strengthening mechanisms for internal communication and administration of pro bono matters.

- **2013**
  - Awarded as “Best legal firm in Pro Bono matters” by Appleseed and as “Leading Firm in Pro Bono Work in Latin America” by Latin Lawyer.

- **2014**
  - Acknowledged, for a second time, as “Leading Firm in Pro Bono Work in Latin America” by Latin Lawyer.

- **2017**
  - Change of leadership in the Committee in alignment with the creation of the CSR department.

- **2018**
  - Split of pro bono and community service concepts to strengthen both programs.
ii. Structure and Operation

The Pro Bono and Community Service Committee works closely with the Diversity and Inclusion Committee and the Sustainability Committee; at the same time, it belongs to the Social Responsibility Committee. It is made up by partners, associates and members of the Corporate Social Responsibility department.

The committee’s main activities are the following:

- Design of policies and guidelines on pro bono and community service areas.
- Implementation of collaborations with different non profit organizations and clients.
- Approval of projects and beneficiaries in accordance with the established policies and guidelines.
- Development of metrics to follow-up pro bono and community service projects through monthly meetings.
- Preparation of reports and communication of results.

b) Pro Bono Program

Our mission is to provide free, high quality legal services to the people in most need through organizations and institutions that have programs of support and development of our community, encouraging a culture of public service.

In pro bono work, the Committee collaborates with clearing-houses to better focus the efforts and support we provide through legal advice. These instances refer pro bono cases to us to support the organizations previously evaluated by them.

We also encourage our members to present projects, which are submitted for the Committee’s approval. From its creation, more than 70 pro bono matters have been authorized.

The program’s main achievements during this period are:

- More than 1,000 pro bono hours worked compared to 500 hours in the previous period
- The number of participants in the program increased from 75 to 95 between the FY17 and FY18.
- The number of cases in FY18 was 18 compared to 10 in FY17.
The investment of pro bono work hours during this period represented more than 300,000 USD due to the time our attorneys provided to the matters detailed next.

As of this year, we are subscribers of the Pro Bono Declaration of the Americas, which is driven by the Cyrus R. Vance Center for International Justice in New York.

Likewise, we participated as reviewers of the Pro Bono Standards in Mexico created by the Centro Mexicano Pro Bono A.C., Fundación Appleseed México A.C. and Fundación Barra Mexicana A.C.

Thanks to these initiatives that seek to promote pro bono work under a concept and standardized norms, we are reinforcing the commitment of lending our expertise at the service of vulnerable groups based on standardized criteria and guidelines.

For the following period, we will work to expand the universe of matters in which we collaborate through the participation of a wider team, the investment of more hours per person on the projects and the increase of alliances.

During FY18 we collaborated on 18 pro bono cases among which we can highlight: consults on incorporating organizations, register as authorized grantor organizations, review labor contracts, consult on data privacy and trademark protection, among others.

With the aim of promoting pro bono work in the Firm, as well as in the sector, in March we sponsored the Pro Bono Conference 2018, an annual event where best practices on pro bono cases were shared and the state of free legal work in Latin America was analyzed.

Next, we list the most representative projects we participated in during this period:

### ii. Most Representative Projects

- **Legal Atlas for Street Children (Regional):** with the purpose of elaborating a legal reference framework on the population of children who depend on the streets in each participating country, we worked since 2016 in collaboration with the Consortium for Street Children (CSC), the UN’s Committee on the Rights of the Child (CRC), the Network for the Rights of Children in Mexico (Redim for its acronym in Spanish) and some clients that support the project with programs of high social impact. The first phase was a consult in Mexico City with street-connected children from Mexico and Central America to learn about their needs and concerns. In the FY18 we entered into the second phase, in which we mapped the existence of laws, policies and procedures in each country to help them to learn from each other, measure their own efforts and better devise ways to meet the expectations of the UN.

  It should be noted that more than 40 lawyers at Baker McKenzie worldwide collaborated on this pro bono project; more than 1,000 children around the world were consulted, and more than 100 million children on the streets around the world will benefit from greater protection thanks to this project.

- **Pro Bono support due to earthquake:** after the earthquake of September 19, 2017, we provided free legal advice to people who were affected. We participated in the review of the Legal Guide prepared by Appleseed, Centro Mexicano Pro Bono and Fundación Barra Mexicana, with the purpose of providing more information on different areas for the people whose property was damaged, or had concerns as a result of the earthquake.

- **Legal assistance on immigration matters:** we participated as Pro Bono Allies of the United Nations High Commissioner for Refugees (UNHCR).
• Corporate advice for the Cabañas Museum Patronage: we lent our support in the incorporation and corporate and tax aspects of the Patronage that is responsible for the conservation of this Jalisco institution.

• Webinar for the prevention of money laundering: we provide an online course to raise awareness for several non profit organizations and other organizations in the Appleseed Foundation.

• Workshop on intellectual property and employment contracts: we teach a course for entrepreneurs of the social incubator Ashoka. In addition, in collaboration with the Centro Mexicano Pro Bono, we help several institutions that have particular requirements with legal advice.

• Labor Law Workshop: through the alliance with Appleseed, we gave a workshop on labor issues (types of contracts and work relations) addressed to 17 non profit organizations affiliated to the Dakshina network, financial and fiscal strengthener for social projects.

• Legal Advice in benefit of the LGBT+ community: we participated in the global pro bono project to assist OutRight International (a leading international organization in human rights, dedicated to improving the lives of people who suffer discrimination or abuse due to their sexual orientation and gender identity or expression). It consisted of an analysis of the legal implications and consequences of the official registry for LGBT+ non profit organizations to promote the rights and welfare of the populations they serve.

All these pro bono work would not be possible without the support of our strategic partners.

iii. Partnerships

In some pro bono cases we have collaborated with clients, other Baker McKenzie offices, international networks, non profit organizations and other organizations. Some of our partners are:

• Fundación Appleseed México and Centro Mexicano Pro Bono are clearing-houses that identify and refer pro bono cases on different topics.

• Fundación Barra Mexicana, through an agreement, our interns may carry out their social service by addressing, pro bono, issues the foundation receives under the supervision of an attorney at the Firm.

iv. Pro Bono Celebration

Each year we have the Pro Bono Celebration, where we highlight the projects carried out, we encourage the participation of our attorneys, and form alliances with key stakeholders. This year, we carried out activities such as:

• Communication Campaign to promote the participation in the program.

• Ceremony to acknowledge the people who exceeded the annual goal of pro bono hours, 16 were awarded in the period.
c) Community Service Program

Our mission is to promote, organize, sponsor and participate in activities such as donations, volunteering, fundraisers, as well as events that provide collaboration opportunities for all the Firm’s members, regardless of their area of expertise and the responsibility level they have at Baker McKenzie, in order to contribute to the welfare of the communities in which we live in.

In order to involve each member and achieve the sustainability of the programs over time, this year we decided to consult them through a survey to learn of the topics they are most interested in. 57% of our members participated, and out of the 10 proposed topics, they chose to donate their time mainly to activities of environmental care, support for women and interaction with minors.

i. Volunteering

Some of the volunteering activities where the Firm’s members in Mexico participate in FY18 were:

Building houses in alliance with Construyendo: in April 2018, thanks to the donations we received from our offices in the North American region, we carried out a volunteering program in the State of Mexico to build two houses for families affected by the September 2017 earthquakes. The activity took place in a low-income community, which was severely impacted by the earthquake.

For three days, 42 members worked as a team to provide the families a home, showing the commitment the Firm has of working hand in hand with our communities.
The December collection receives a wide variety of articles that later are donated to institutions that support the community or specific populations. Since the creation of the Committee, more than 50 collections have been carried out at a national level.

On some occasions, the donations can be made under the scheme of matching funds, through which the Firm will double the amount raised by its members.

**Benefited Organizations FY18**

The following organizations have benefited from the collections we have carried out in Mexico during the period:

<table>
<thead>
<tr>
<th>Collection of</th>
<th>Benefited Organization</th>
<th>Cause</th>
<th>Office</th>
<th>Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toys</td>
<td>Dios con nosotros A.C.</td>
<td>Shelter for minors</td>
<td>Juárez</td>
<td>Minors</td>
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<tr>
<td>Blankets</td>
<td>Casa hogar Santa maría</td>
<td>Children’s home</td>
<td>Juárez</td>
<td>Minors</td>
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<tr>
<td>Pantry Items</td>
<td>Hospital Infantil</td>
<td>Health</td>
<td>Monterrey</td>
<td>Women</td>
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<tr>
<td></td>
<td>Sin violencia A.C.</td>
<td>Women in vulnerable situations</td>
<td>Juárez</td>
<td>Women</td>
</tr>
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<td>Centro integral de Salud mental</td>
<td>Mental Health</td>
<td>Guadalajara</td>
<td>Adults</td>
</tr>
<tr>
<td></td>
<td>Hospital Jesús Médico</td>
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<td>Mexico City</td>
<td>Adults</td>
</tr>
<tr>
<td></td>
<td>Comedor de los pobres</td>
<td>Food</td>
<td>Tijuana</td>
<td>Adults</td>
</tr>
</tbody>
</table>

**Community Service Day 2018:** each year, at a regional level, we celebrate the North America Corporate & Securities Community Service Day, where the members of the practice group participate in a community service activity. In June 2018, 10 members of this practice visited a hospital, where they shared and played with kids with cancer. In addition, they presented children who celebrated their birthday that month with gifts. This activity was done in collaboration with TrueqMX.

**ii. Collections**

We have an annual collection program in each of our offices, which includes an activity in December and others throughout the year to support emergency situations, or to contribute to the organizations with whom we collaborate.
iii. Fundraising and donation events

Throughout the year, we contributed financially with events carried out in support of different social causes, among which are:

**Post-earthquake donations**

Due to the state of emergency that was experienced because of the September 2017 earthquakes, several collection events took place in the five offices through contributions of the Firm’s members in Mexico, our partners and the Pro Bono and Community Service Committee.

With what was collected, we made donations to support rescue efforts, as well as items for community centers in Mexico City, Morelos and Puebla.

**Baker McKenzie Race**

Upon finishing the Baker McKenzie Race, the raised amount was donated to the organization Una Mano para Oaxaca (A Hand for Oaxaca). This resource allowed for the construction of bread ovens with the purpose of reactivating the local economy after the September 2017 earthquakes.

**Construyendo Project**

The offices in the North American region made a donation in order to have the necessary resources for the construction of two houses in the State of Mexico. This resource was transferred to the International Community Foundation who helped with logistics to make the project possible.

**Charity Golf Tournaments**

In Mexico City, we sponsored the IV Gran Copa Rotaria de Golf Solidaridad, a charity tournament organized by a Rotary Club that took place in Mexico Golf Club. With this sponsorship, we contributed to two causes: educational support with Montessori methodology to children in the process of adoption through the Fundación Quinta Carmelita I.A.P., as well as the sustainability and reconstruction of houses in the community of Tepexco, Puebla.

In the same way, in our offices in Juárez, we sponsored the XX Paul Harris Golf Tournament which took place in April. What was raised was destined for the program Con la vista en ti (With the sight on you), to operate on people of limited resources, mainly children, that suffer from cataracts, strabismus, diabetic retinopathy, or need cornea implant or transplant.

Total donations added up to roughly 600,000 pesos which were destined for the causes mentioned before.
Closing text

With the first edition of this report, we reaffirm our commitment to communicate to our stakeholders the actions we undertake in terms of integrity and responsibility.

We are aware that we have made good progress in relation to our Corporate Social Responsibility strategy, nevertheless, this period also has helped us identify those aspects on which we should focus even more.

As we presented in the report, our talent is the most important asset and we know that the challenges we face in this aspect represent a cultural change within the Firm, the sector and the community in general. Therefore, it will be a process in which we need to be disruptive and work every day to achieve our goals. On the other hand, we also know that in our engagement actions with the community, we must strengthen the strategy so that it is better aligned with our core business. In this way, the actions we carry out will be directed at a specific goal and their impact will be greater.

In the following period, we will work on giving continuity and strengthening the programs undertaken, as well as designing new programs and initiatives that will take us to a higher level of maturity as a Firm in terms of Corporate Social Responsibility.

Thank you very much to all those who have made these results possible, working together is the best way to generate a positive impact in our world.
Baker McKenzie has been global since inception. Being global is part of our DNA.

Our difference is the way we think, work and behave – we combine an instinctively global perspective with a genuinely multicultural approach, enabled by collaborative relationships and yielding practical, innovative advice. Serving our clients with more than 6,000 lawyers in over 46 countries, we have a deep understanding of the culture of business the world over and are able to bring the talent and experience needed to navigate complexity across practices and borders with ease.