

Sustainability Report

ESG 2026

ASQ & Associados SP,RL

Commitment to Sustainability

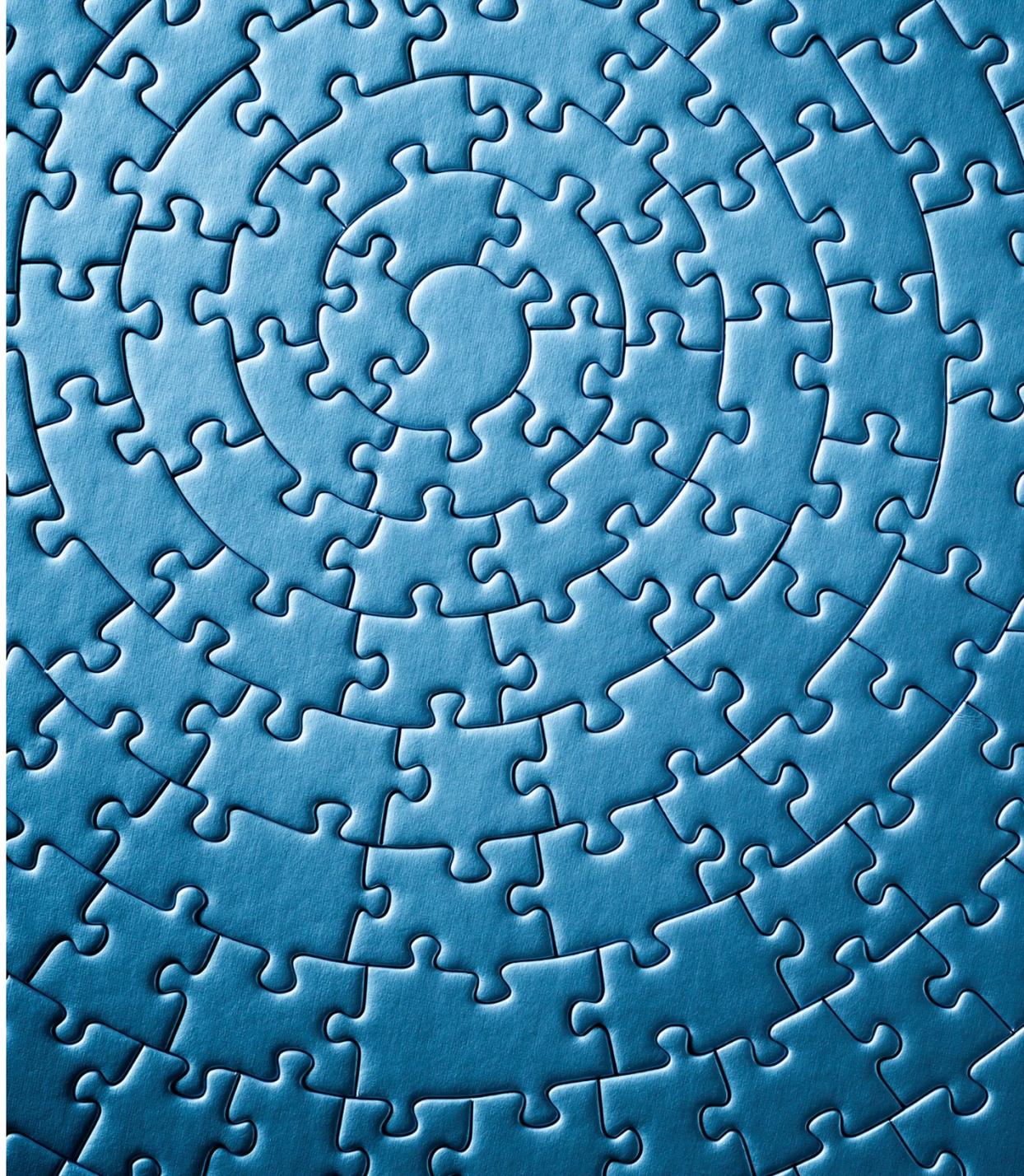




Introduction

This report represents the first structured initiative to integrate ESG principles into ASQ's management practices. It reflects the firm's commitment to responsible, transparent and forward-looking legal practice, creating value for its stakeholders.





ESG Framework

This report was developed based on the VSME (Voluntary Sustainability Reporting Standard for SMEs), ensuring an approach aligned with best practices in sustainability reporting for small and medium-sized enterprises.





ASQ: Law Firm

ASQ is a Portuguese law firm dedicated to providing specialized legal services, with a strong focus on quality, technical excellence and close client relationships.

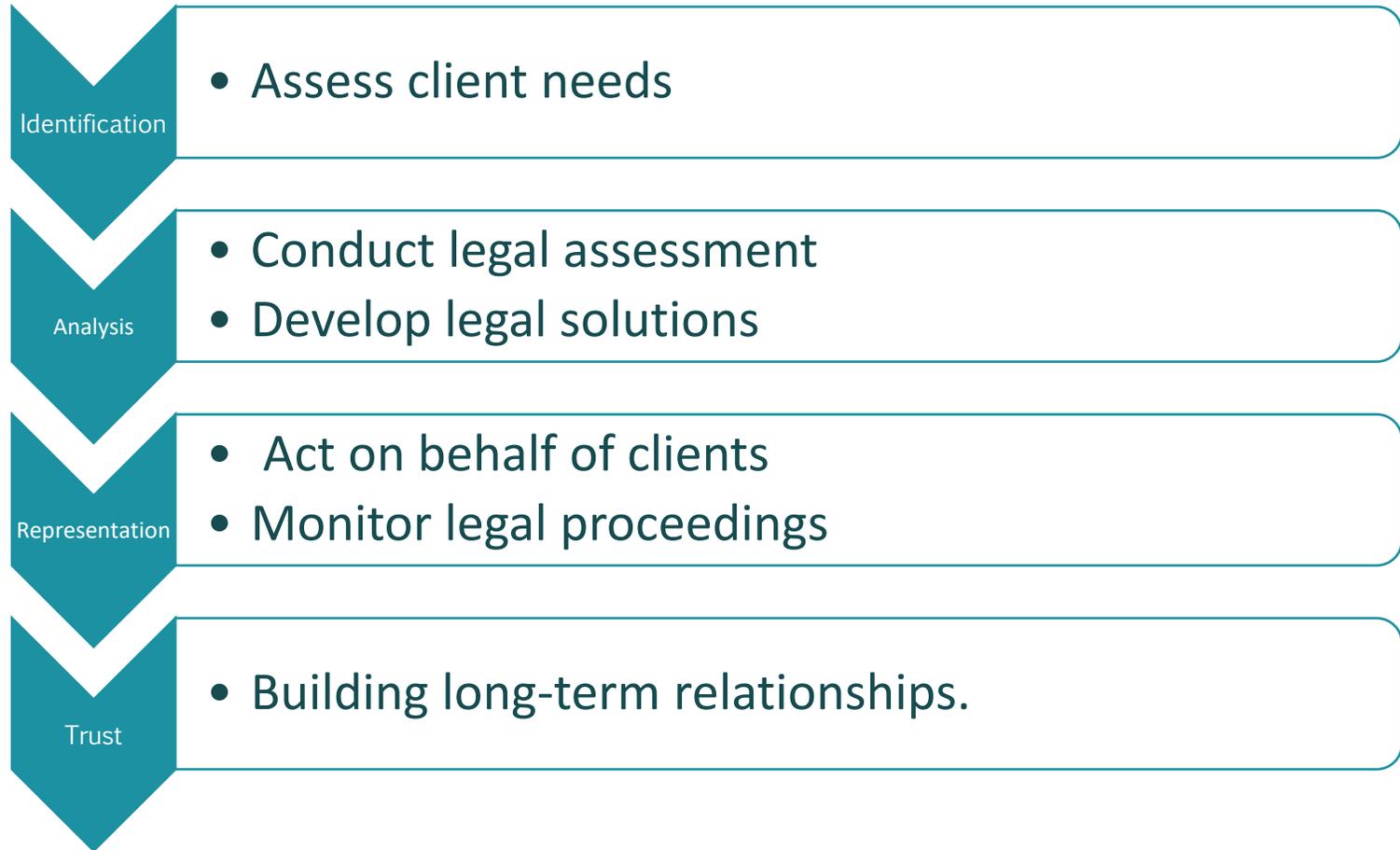


ISO 9001 certified, reflecting the firm's commitment to quality management and efficient organizational practices.



Value Creation Model

ASQ supports its clients throughout the entire legal lifecycle, from identifying their needs to the final resolution, building long-term relationships based on trust.



Main stakeholders

ASQ recognizes the essential role of its stakeholders in creating shared value and fostering a responsible legal practice.

Clients

Employees

Judicial and public institutions

Public and private partners

Community





Environmental Pillar

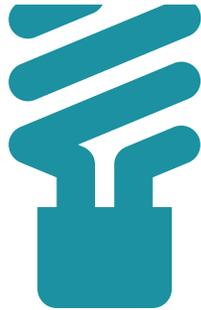
ASQ actively promotes responsible resource management practices and is committed to reducing the environmental impact of its activities, contributing to a more sustainable future.



Our Environmental Initiatives



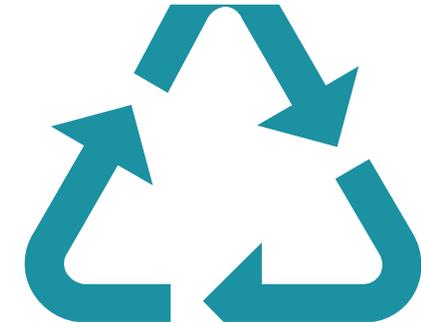
Gradual transition of the fleet to hybrid and electric vehicles, reducing emissions.



Optimization of energy consumption in facilities through efficient equipment.



Comprehensive digitalization of processes, minimizing the need for printing.



Significant reduction in paper consumption and promotion of recycling.





Social Pillar

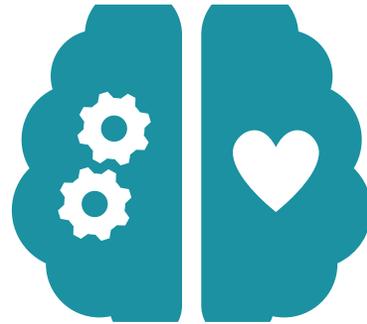
ASQ recognizes that human capital is the organization's most valuable asset and that employee well-being is a fundamental priority.



Our Social Initiatives



Personal and professional development. Promotion of continuous learning and the development of legal and organizational skills.



Promotion of healthy working conditions and support for the prevention of work-related stress..



Adoption of practices that ensure safe working conditions in both internal and external work environments.



Promotion of a workplace culture based on equal opportunities, equity, respect and diversity.





Governance Pillar

ASQ's governance framework is based on principles of ethics, transparency and professional responsibility, ensuring that the firm's activities are conducted in compliance with legal and professional standards, as well as best practices in organizational integrity.



Our Governance Initiatives



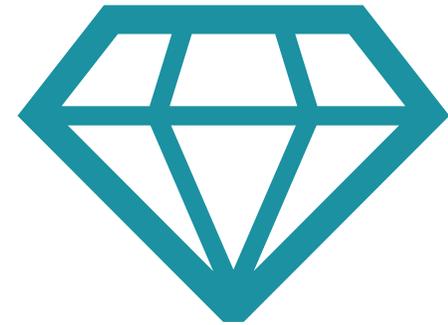
Ethics and professional conduct: promotion of high standards of integrity and compliance with professional ethical rules.



Prevention of corruption and conflicts of interest: adoption of practices aimed at preventing corruption, bribery and conflicts of interest.



Improvement Committee: establishment of a secure and confidential mechanism for reporting irregularities.



Institutional responsibility towards stakeholders: internal awareness and training to strengthen practices of integrity and institutional responsibility.



Sustainability is an ongoing commitment.

