

### **AND ACHIEVEMENTS** Always taking into account the most important

pillars of the Firm: Service to our Clients

A YEAR OF CHALLENGES

- Development and well-being of our collaborators Support to Society

UR SERVICES













ChevezTalks PODCAST

Virtual event attended by





**Recognized in the different Legal** 

**Directories of greater importance** 

worldwide

+3,500 people

**Novedades Fiscales 2022** 

Chambers

Latin America 👗 2021





Global









2021







SÚPER EMPRESAS

2021

TOP companies.

## COLLABORATORS We grew by 13% we are +640 already! • 270 collaborators promoted

2 scholarships for students of

14

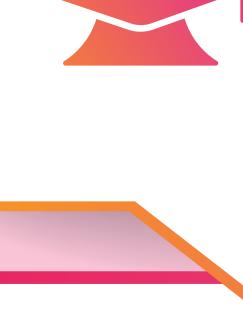
• +30 at management level

• 3 new Partners

• 2 Directors

Bachelor in Accounting and Law in collaboration with ITAM and the **Universidad Panamericana**.





selection process.

universities participated in the

from

both

students





Leader

leave.

6 webinars with topics related to EDI, life balance and professional

development, and a Working Mothers workshop.





**On-Demand Training** 

**Project Manager** 

**Maternity and Paternity** 

8 of our collaborators benefited

from the Maternity & Paternity

**Program** 



**Collaboration and** 

**Document Management** 



Implementation of

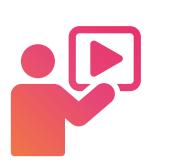
**Electronic Signature** 



Technological tool for

training





Adaptation of global

document manager

our collaborators • 4 wellness talks with specialists in prevention, nutrition

+113 hours of internal

training



CRZ

**CRZ Passport** 

+ 60 economic support

for English language



Línea de

apoyo CRZ

800 702 6701



Modelo de ::: CRZ

51 webinars aligned to the

Model and the Respect and

Recognition Commitments.

competencies of the Leadership



We take care of the

health and well-being of

and health.

• 123 flu vaccines.



| Establece y fomenta una relación de comunicación abierta

» (Sm) \*

Practica y promueve un ambiente de

Capacita, desarrolla y

empodera a tus

Pide y ofrece retroalimentación constante.

Leadership Program for Partners

oriented to innovation and creativity.

implementing an agile culture

• First Meditation and Mindfulness program for 3 months.



Sé flexible con las necesidades personales de tus

Planeación y organización del trabajo

OUR



**Detection** 

of Conflict of Interest

Rcesponsibility against corruption

**Webinar & Social Media Protocol:** The importance of policies for the correct use of social media

# ο π PYMO

Pro Bono

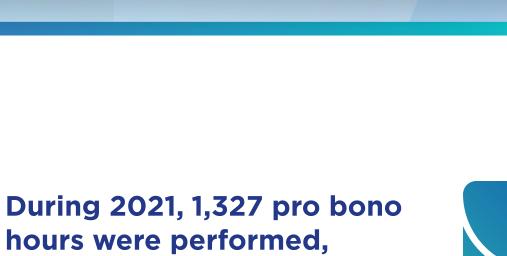
Work

We collected **2,833 kg** of

Tetrapak, for the construction of

sustainable roofs.

promesa



SOCIAL IMPACT

We donated to the Civil Organization "Meyalli

A.C." **162 computers** for its improvement in

education.



We maintained our social commitment through

Donations

Philanthropy

**Appleseed** 

**Recycling waste** 



trusting us during 2021.



which means 30% more

hours than in 2020.





We remain committed to our clients, collaborators and society, and for this we want to thank you once again for

**Zamarripa** Four decades being leaders