

# 2021

## A YEAR OF CHALLENGES AND ACHIEVEMENTS

Always taking into account the most important pillars of the Firm:

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

## OUR SERVICES

**+600 publications** on our social networks

31% increase in followers organically

Podcast - #ChevezTalks aired 12 episodes with +2000 views

**ChevezTalks** PODCAST

**+130 publications**

External Announcements  
News Flashes  
Highlights  
#InfoChevez  
#PerspectivaChevez

**Novedades Fiscales 2022**  
Virtual event attended by **+3,500 people**

TOP RANKED Chambers Latin America 2021

Chevez Ruiz Zamarripa S.C. S.C.

TOP RANKED Chambers Global 2021

Chevez Ruiz Zamarripa S.C. S.C.

LEGAL 500

Recognized in the different Legal Directories of greater importance worldwide

LATINLAWYER

INTERNATIONAL TAX REVIEW

SUPER ESCALOS DE EXCELENCIA 2021

network 2021

SUPER ESCALOS DE EXCELENCIA 2021

LATINLAWYER 250

WORLDWIDE TOP TIER FIRM 2021

WORLDWIDE LEADERSHIP 2021

## OUR COLLABORATORS

**We grew by 13% we are +640 already!**

- 270 collaborators promoted
- 3 new Partners
- 2 Directors
- +30 at management level

2 scholarships for students of **Bachelor in Accounting and Law** in collaboration with **ITAM** and the **Universidad Panamericana**.

14 students from both universities participated in the selection process.

**30 University degree bonuses**

**LeaderSHE**

6 webinars with topics related to EDI, life balance and professional development, and a Working Mothers workshop.

**Chevez Diversity**  
By LeaderSHE

*Subcomité de Mujeres*  
By LeaderSHE

**Maternity and Paternity Program**

8 of our collaborators benefited from the Maternity & Paternity leave.

**Technological tools - Change Management**

Collaboration and Document Management

Adaptation of global document manager

On-Demand Training

Implementation of Electronic Signature

Project Manager

Technological tool for training

Project management tools

**+113 hours of internal training**

**+ 60 economic support for English language**

**We take care of the health and well-being of our collaborators**

**Línea de apoyo CRZ**  
800 702 6701  
Bienestar en cuerpo y mente

- 4 wellness talks with specialists in prevention, nutrition and health.
- First Meditation and Mindfulness program for 3 months.
- 123 flu vaccines.

**Hybrid work schedule**

Reincorporation Program to the Offices, complying with the requirements established by the Authorities, guaranteeing the well-being and health of our collaborators

**CRZ Passport**

**Modelo de Liderazgo CRZ**

51 webinars aligned to the competencies of the Leadership Model and the Respect and Recognition Commitments.

**6 COMPROMISOS DE RESPETO y reconocimiento**

Leadership program for Partners implementing an agile culture oriented to innovation and creativity.

**ETHICS AND COMPLIANCE**

**Detection of Conflict of Interest**  
Rcesponsibility against corruption

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

## OUR SOCIAL IMPACT

**PT PYMO** **promesa**

We collected **2,833 kg** of Tetrapak, for the construction of sustainable roofs.

**meyalli**

We donated to the Civil Organization "Meyalli A.C.": **162 computers** for its improvement in education.

**Pro Bono Work**

During 2021, **1,327 pro bono hours** were performed, which means **30% more hours** than in 2020.

**We maintained our social commitment through**

Donations

El Rostro Humano de la Contaduría Pública, A.C.  
Comedor Santo Tomás

Philanthropy

Universidad con Mente  
Abogadas MX

Recycling waste

Gracias al Amor  
CINIF  
Appleseed  
Fundación JUCONI  
Aldeas Infantiles SOS  
Universidad ABC