



## About Us

### Focussing on what really matters

*A non-conventional approach in support of leadership.*

We are an independent law firm, dedicated to providing legal support for the international operations and investments of foreign companies in Brazil and the internationalization of Brazilian companies, from preparation to support in the destination countries.

Our Purpose is to identify and catalyze the best business opportunities, clearing the barriers that compromise our Clients' time and energy, so that they can focus on the work that really matters: exceeding the expectations of their shareholders.

The latest version of this doc. is available here 

### Innovation from the inside out

*Legal expertise with elegance, since 2001.*

The new markets are no longer the result of long-term transformations. They appear instantly, anywhere, in unpredictable and unimaginable ways. That's why we edited our DNA to make Innovation a cornerstone of our culture.

We believe that Innovation is possible, without undermining the integrity of our values and principles — without renouncing the legacy that brought us here. Therefore, we open our doors and Windows, letting all currents get to us. Nevertheless, we stand firmly on our feet.



*Vaz de Almeida Advogados, 2023.*

### Ethics and Compliance

*Either one has integrity, or one has nothing.*

Our company prides itself of the care it gives to every ethical aspect of human relations and of everyday work, ensuring that our team never crosses the line of no return. That is why we hold the highest standard of internal demand, guaranteeing that every deal is made only for the advantages of its terms.





*Os Escritórios e os Advogados Mais Admirados do Brasil pelas Maiores Empresas*  
2012, 2013, 2015, 2017, 2018, 2021

*Escritório Líder Regional*  
2021, 2022

*Paulo Reganin*  
DNA+Fenalaw Award 2022

*Caio Vaz de Almeida*  
Acritas Independently Rated Lawyers  
Análise Editorial, 2016 e 2017

*Amanda Duarte*  
Análise Editorial, 2021  
Análise Mulher, 2021 e 2022



**Caio Vaz de Almeida**  
Founder and Managing Partner

↓ v-Card



**Mauricio Ortega Vieira**  
Strategic Operations and Automotive Sector Relations Area

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**Amanda Pesciutti Duarte**  
Corporate Law & ESG

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**Alessandra Valenza**  
Administrative & Financial Management

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Tax

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**Julhi Almiron Bonespirito**  
Litigation & ADR

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*Alliances*



Deutsch-Brasilianische Industrie- und Handelskammer  
Câmara de Comércio e Indústria Brasil-Alemanha



## Markets and Fields of Practice

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### Economic Sectors

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Agrobusiness and Agrotechs  
Automotive and Autoparts

Bank, Financial and Monetary  
Basic Industry  
Biotechnology and Biosafety  
Business Restructuring and Salvage

Compliance Risk Assessment  
Corporate Crimes  
Cryptoactives

Emerging Companies  
Engineering and Construction  
Entertainment and Leisure

Facilities  
FinTechs

Goods and Services Industry  
Governmental Relations

High Performance Sports

Infrastructure  
Insurance and Reinsurance  
International Trade and Customs Law

Investment Funds and Asset Management

Legal Controllorship  
Legal Representation for Shareholders

Life Sciences and Healthcare  
Logistics and Transportation of Cargo and  
People

Luxury Market

Media, Marketing and Advertising  
Mining

Oil and Gas

Private Clients, Family and Successions

Programs for Corporate Integrity and  
Ethics

Public and Administrative Law

Real Estate Transactions  
Renewable Energy  
Retail and E-commerce

Startups  
Structural Operations  
Sustainability

Tech- and Manufacturing Hubs  
Technologies  
Telecommunications  
Third Sector and Social Businesses  
Tourism, Events and Hotel Trade

Urbanization and Allotment



## What We do

Corporate Law & ESG

Innovation, Digital Law, Cybersecurity and Intellectual property

Tax Law

Strategic Operations

and Automotive Sector Relations Area

Litigation and ADR

Labour Relations, Global Mobility and People Management



## Corporate Law & ESG

Negotiating and drafting of complex contracts

Societal Constitution and Restructuring  
Sale and purchase of companies  
Defense against hostile takeovers

Acquisitions, swaps or combinations of participations

Minutes, statutes, articles of incorporation, MoUs, Shareholder Agreements, Control Divestments, Transfer of Minority Interests

Share Offers (IPO, Follow-on and OPA)

Mergers and Acquisitions (M&A)  
Project Finance, Trade Finance, Acquisition Finance

Foreign investments in Brazil  
Legal Support for foreigners

International trade operations  
Global supply chains

Manufacturing, distribution and retail  
Sales representations and Franchising

Global supply chains

Succession  
Wealth Management  
Legal representation for foreign enterprises

## Innovation, Digital Law & Cybersecurity

Compliance with the Protection of Personal Data

Big Data and Artificial Intelligence  
Internet of Things

Cloud Computing  
Software Engineering and Mobile APPs  
IT-Systems

Block Chain and Cryptoactives  
Techs and Emerging Companies  
Gaming

e-Commerce and Marketplaces  
Digital media entertainment

Social Media

Hiring of digital influencers  
Streaming platforms

## Intellectual Property

Protection, registration and management of IP-assets

Consortia, joint ventures and M&A involving strategic IP-assets

Brands and e Brand Protection  
Legality of Marketing Strategies  
Trade Secrets  
Industrial Designs  
Food engineering  
Geographical Indications  
Designatns of Origin

Cultivars, pharmaceuticals and Biotechnology

Chemicals and agricultural inputs  
Materials and nanomaterials



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### *Administrative and Judicial Tax Law Strategic Consultancy and Tax Planning*

Drafting of administrative objections arising from infraction notices and appeals due to non-approved tax compensations

Defense and appeal in cases of tax foreclosures and precautionary tax measures

Reduction of tax incidence and reimbursement of overpaid taxes via legal measures

Drafting of Writs of Mandamus against abusive acts by fiscal authorities

Legal support during inspections and audits

Limitation of tax liability for partners and managers

Leading Cases

Management of Tax Clearance Certificates

Recuperation of accumulated tax credits (ICMS)

Recuperation ICMS ST credits — including due to price gaps

Recuperation of federal tax credits

Tax benefits and special tax regimes

Tax impact mitigation on logistics networks

Consultancy on direct and indirect taxes, as well as social security and customs tariffs

Consultancy on Cross Border operations, multilateral treaties and interactions with foreign law firms

Tax models for infrastructure projects

Legal advice during inspections and audits

Workshops, trainings and lectures

Analysis and preparation of legal opinions on installment plans

Drafting of plans to eradicate or mitigate tax liabilities

Due Diligence in M&A operations

Domestic and international tax planning

Structuring of foreign investments in Brazil

Support for societal planning

Support for corporate constitutions abroad, subsidiaries or otherwise

Tax advice on remittances and receipts from abroad

Tax aspects of financial operations

Tax incidence optimization projects





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### Strategic Operations & Automotive Sector Relations Area

Negotiation and preparation of technical-industrial service contracts, Facilities, Tiers and manufacturers

Shareable contract management platform (Contract Lifecycle Management)

Legal analysis of trade proposals

Price gaps / Cost Breakdown

Relations with head offices Strategic communication

Interlocution with the Tiers Conflict resolution

Product Liability Automotive Recalls Crises management

Drafting of notices Structured strategies

Documentation, negotiation and resolution of Claims

Specialized tax consultancy

Legal aid for businesses

*Our firm is acknowledged — by our clients as well as by specialized publications — as a benchmark in Legal Support to the players of the Automotive and Auto Parts Industries, a sector of great economic relevance with a long supply chain.*

*Relations are not always smooth, given that technical service suppliers, Tiers and assemblers are all extremely sensitive to economic circumstances, not to mention the rising competitiveness on all levels of the chain.*

*Our experts know this scenario well and have both the experience and the skills needed to handle demanding negotiations, to develop or analyze contracts and to manage the vast and complex contractual documentation of these relations.*



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Strategic  
Operations

and Automotive Sector  
Relations Area

Litigation and  
ADR

Labour Relations,  
Global Mobility and  
People Management

## Litigation and Alternative Dispute Resolution

Conflict resolution in Brazilian and  
international arbitral courts

Mediation and conciliation

Examination of evidence and risk  
assessment in disputes

Procedural Strategies  
Petitions, defenses,  
edicts and oral arguments

Commercial and corporate disputes  
Conflictive corporate dissolutions  
Judicial recoveries

Bet-the-Company Litigation  
Corporate criminal law

Civil Liability

Protection of interests and  
exercise of rights

Legal opinions and reports on the  
validity of legal affairs

Compliance with obligations  
Contract related disputes  
Strategic recuperation of credits

Possession, ownership and  
shared ownership and rights  
Asset Management  
related disputes

Disputes over  
succession planning  
Due Diligence  
transdisciplinary projects

*We are always headed towards the best solutions and alternative means for resolving conflict — in the most intelligent, agile and least costly way for our clients — favoring negotiations over legal actions*

*Nonetheless, when negotiations are not possible, we have an experienced team, that specializes in legal disputes, highly qualified to act under pressure with agility, like an «offensive line».*

*The oldest department of our firm upholds a precious tradition of technical excellence in legal writing, procedural strategy, edicts and oral arguments in court and lodgment of appeals in all instances, with the aim of assuring the discharge or transfer of obligations, the fulfillment of civil liabilities, the observance of contracts, possession and ownership, as well as consortia of goods and rights.*



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## Labour Relations

### Global Mobility and People Management

New technologies and labor relations

New markets and professions

Assistance in the preparation of Offer Letters

Special working arrangements

Assistance in recruiting, selection and integration

Onboarding / Offboarding protocols

Downsizing protocols  
Crises management

Assistance for outsourcing models

Intellectual capital management and succession planning

Internal rules, codes of ethics, codes of conduct and People Management policies

Leadership development

Performance assessment models

Benefit packages, advantages and complementary pensions, variable pay, bonuses, commissions and participation on results

Remuneration of executives and Stock Options

Work time regimes and vacations

Internship and training programs  
Special talents programs  
Workplace inclusion programs

Affirmative actions on human rights  
Health and workplace security programs  
Quality of life programs

Home Office  
Anywhere Office

Consultancy for employers  
Negotiation of collective bargaining agreements

Disputes involving labor relations

### Immigration and Mobility of professionals

Business and working visa, visa for investors, family visa, visa for temporary or permanent residence, visa extensions

Citizenship and naturalization for executives

International Mobility of professionals





## Community

*Sharing needs in order to share the meaning of life.*

Doing good might simply be smiling, listening carefully, be silent, speak with sincere affection or donating a little of our time.

We believe, that doing our job with passion is also a way of doing good, intervening positively in society and building a legacy. Donating oneself is a structural demand of the human condition, and when we fail to do it, we fail to fulfill ourselves.

### Looking to real people

When we recognize something beautiful, something that matches our desire for happiness, we feel compelled to communicate it to others. And when we see someone's dignity violated, their integrity compromised or their potential ignored, something in us demands that we shift some of our energy to «do something». Sometimes it's just being available.

## Inclusion, diversity and civic engagement

*Our way of living, embracing, leading and endeavor.*

We celebrate diversity and defy every form of prejudice, because we want everyone to be proud of what they are and want to be.

Furthermore, we believe that a truly inclusive culture shows itself in an open space for everybody, dissolves barriers and unleashes each person's natural potential.



### Women

Vaz de Almeida Advogados is proud of its uninterrupted history of respect for women and the facts speak for themselves: in our Firm, 50% of leadership roles are played by women, including the Strategic Committee of Leaders (2023).

### He For She

Since March 2021, we have formally committed to the global #HeForShe movement, becoming its signatories (#2221499) aswell as promoters.



## Pro Bono Legal Support & Agenda 2030

*Guidelines for the selection of partnerships.*

We are signatories of the 2030 Agenda, the ambitious appeal to solve humanity's main challenges, signed by the 193 Member States of the UN.



