

# Social Impact Report



São Paulo

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## General Partner's Message

As a socioeconomic agent in the financial sector, we understand our role in building a fair, egalitarian, and prosperous society. We have been encouraging for some years all companies in our portfolio to strengthen their commitment to social impact initiatives while fostering equal hiring and personnel management policies. We believe that we should all worry about society and create conditions for personal and professional development, without neglecting financial results and the responsibility towards our investors and partners.

In response to our growing concern about responsibility and social impact, we chose to join forces and, in partnership with our investees, develop our first Social Impact Report to measure and assess the impact generated and identify new ways to maximize this goal.

Invest Tech thanks all those involved in preparing this report and all those who ethically fight every day for a more prosperous and egalitarian society, both economically and socially. We also give special thanks to those who do so within the corporate environment and public agencies, since we believe that dialogue between sectors is crucial for a harmonious and inclusive socioeconomic development.

We give our last thanks to our investors, the teams of our investees, and our internal team. The interaction between these three pillars enables our performance and encourages Invest Tech to constantly seek the highest standards of excellence.

We will present in this report the social impact arising from the performance of Invest Tech and our investees, as well as the practices that sustain it.

We hope this action can be extended and expanded over the years as one of the main foundations for the company's growth.

Good reading,

Invest Tech Team

# Invest Tech

## About Us

Invest Tech is an investment management company focused on Venture Capital and Private Equity funds. Its managers have over 20 years of experience in acquisition, merger, and fundraising transactions – and the same number of years in the management of companies in the IT and Telecommunication segments –, helping innovative companies and entrepreneurs maximize the value of their business and thus contribute to an economically more dynamic and solid society.

We invest exclusively in scalable companies in the technology and telecommunication sectors, where technology is a critical factor for the improvement of processes, productivity, efficiency, and longevity of the business, without limitations of the sector of operation.

We use the experience of our partners and management team in targeting, advising, supporting, and monitoring companies to guide the efforts of our investee companies, so as to maximize the growth and positive impact generated by them.

## History

2004	2008	2012	2013	2016	2017	2018
Advisory services for middle market companies	Early-stage investment fund: R\$ 31.4 mm (USD 20 mm*).	End of Investment Period of Fund I  6 companies invested with revenue between R\$ 6 and 20 million  End of advisory services with more than 30 successful deals	Growth Fund (CT II): R\$ 209 mm (USD 115 mm*) raised  High profile local and international investors	Strategic sale of 30% stake in the GP to a premier Spanish investor	7 companies invested with revenue between R\$ 10 and 100 million	Extensive & complementary experience in investing, entrepreneurship and management  End of Fund II Investment Period, last investment in January  New VC Fund: R\$ 46,5 mm (USD 12 mm)

## Funds

### Capital Tech Inovação

- › **Year:** 2007
- › **Vintage:** 8 + 2 years
- › **Current period:** Divested
- › **Committed capital:** R\$ 31,4 million
- › **Targets:** Revenue from R\$ 6 to 20 million
- › **Status:** 6 investments / 6 exits
- › **Investees:**



### Capital Tech II

- › **Year:** 2013
- › **Vintage:** 8 + 2 years
- › **Current period:** Divesting
- › **Committed Capital:** R\$ 209 million
- › **Targets:** Revenue from R\$ 10 to 100 million
- › **Status:** 8 investments
- › **Investees:**



### Invest Tech VC

- › **Year:** 2018
- › **Vintage:** 8 + 2 years
- › **Current period:** Investment/ Fundraising
- › **Size:** R\$ 46,3 million
- › **Targets:** Revenue from R\$ 0 to 16 million
- › **Status:** 2 investments / lead generation
- › **Investees:**



## Impact Thesis

On a planet with exponential population growth and limited resources, there is a growing concern about resource shortages, be them essential for human survival or necessary for socioeconomic development. Global dialogues on sustainable development alternatives have intensified among the most diverse organizations around the world for the most diverse purposes, but it is common knowledge that the current government and philanthropy-based care structure is not sufficient to meet human needs in developing or underdeveloped nations.

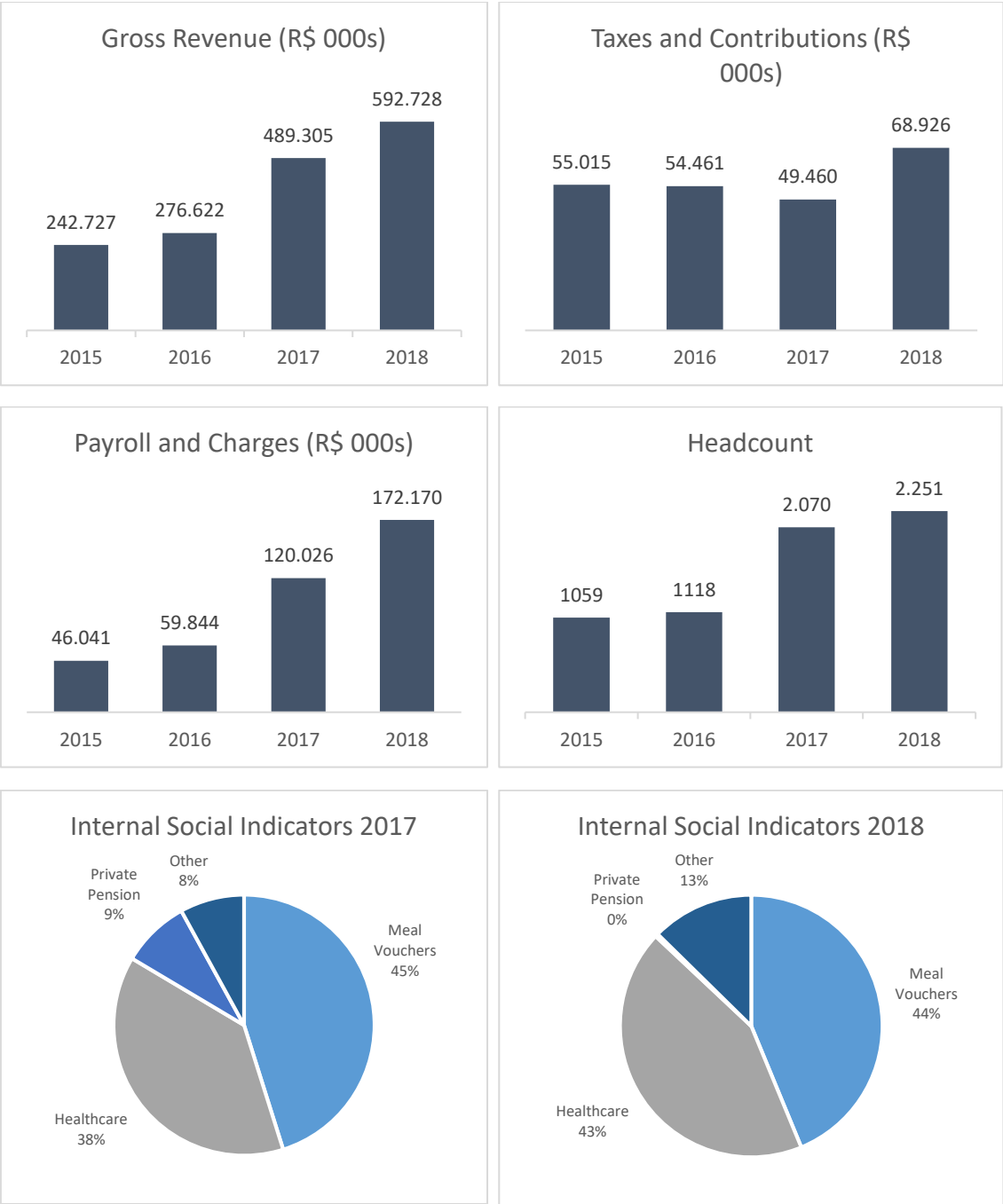
Impact investing initiatives bring a direct relationship between impact and return, with a greater impact generating a greater return for investors. Thus, the most attractive markets for this new investment class are those that present large opportunities for economic, social, and environmental development and a large population contingent, characteristics identified in countries such as China, India, and Brazil.

With the gaze of investors focused on the southern portion of the globe, we can find a great opportunity for developing the Brazilian society and economy by the injection of foreign and domestic capital into infrastructure and technology initiatives, which can bring drastic improvements in social conditions by increasing production and productivity. We started to recognize the need to measure the impact generated by our investee companies and to identify opportunities for maximizing the impact generated, in order to plant seeds that will bear good fruits for Brazilian society.

This is our commitment to increasingly continue seeking alternatives that develop the national market and improve the living conditions of citizens from Brazil and the rest of the world. To do so, we have the support of our investors, team, investees, and other stakeholders interested in adopting this commitment towards society, and we hope to continue establishing partnerships that help us achieve these objectives.

# Investees and Social Results of 2018

## Capital Tech II Fund General Statistics



## Companies

### Acesso

**Investment Date:**

> August 2017

**Industry:**

> Financial Services

**Website:**

> [www.meuacesso.com.br](http://www.meuacesso.com.br)

**SDG – UN 2030 Agenda**

Acesso was born eight years ago as a solution of the financial sector for the Brazilian unbanked population by the issuance and management of prepaid cards. It is currently the leader in issuing prepaid cards, with more than 500,000 individual active accounts, in addition to providing B2B services as a tool for managing corporate expenses and incentive payment. Its team is made up of experienced entrepreneurs and its technology is replicable and highly scalable.

By promoting access to financial services, Acesso aims to improve the lives of more than 60 million Brazilians in unbanked situation, opening the range of opportunities of purchasing, saving, and investing for classes B, C, and D, which are the most harmed by the lack of proof of income attributed to informal work.

As a company in the financial sector, it has great concern about the origin and destination of the resources transacted by it and about compliance with current legislation. Therefore, it has exclusive departments and committees to prevent and mitigate the topics in question and it works for the integrity in data records and Know Your Client processes, seeking greater operational efficiency and effectiveness and security for its clients, partners, and society as a whole. In addition, all employees of the company hold annual courses on Prevention of Money Laundering and Terrorism Financing.

Next, we present Acesso's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update		
1. General info		
Firm Name:	Acesso Soluções de Pagamentos s/A	
Industry:	Fintech - Payment	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 51.246.832	R\$ 42.883.158
Taxes and Contributions	R\$ 5.080.902	R\$ 4.404.690
Payroll	R\$ 13.646.646	R\$ 17.296.030
3. Governance and Ethics Indicators		
# of law suits and sanctions	156	156
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	-	-
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
	2017	2018
Headcount	105	121
# of hires	35	81
# of layoffs	28	67
# of third party workers	6	8
# of interns	6	3
# of employees with age over 45	3	6
# of women in the company	43	54
# of employees who consider themselves black	2	4
# of people with disabilities	-	-
# of trainings applied	N/A	N/A
# of work accidents	-	-
# of employees on sick leave	-	1
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	30%	30%
Water consumption (L)	N/A	400 (use of own well)
Energy consumption (kW ou kWh)	115.000	162.000
6. Internal Social Indicators		
Meal Allowance	R\$ 459.124	R\$ 822.251
Healthcare expenses	R\$ 358.196	R\$ 612.688
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	R\$ 92.163	R\$ 25.115
Training and empowerment expenses	R\$ 89.112	R\$ 47.069
Nursery and day-care expenses	R\$ 8.610	-
Other	-	-
7. External Social Indicators		
Philanthropic activity	-	-
# benefited people	-	-
# benefited entities	-	-
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	-	-
Regarding employees participation in social programs, the company:	(x) Don't get involved ( ) Support ( ) Organizes and motivates	(x) Don't get involved ( ) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by:	( ) Executives ( ) Employees	( ) Executives ( ) Employees
Does the company adopts any profit sharing policy?	(x) No ( ) Yes	(x) No ( ) Yes



## Ahgora Sistemas



### Investment Date:

› August 2016

### Industry:

› Human Capital Management (HCM)

### Website:

› [www.ahgora.com.br](http://www.ahgora.com.br)

### SDG – UN 2030 Agenda



Ahgora is an IoT and Big Data solution company with a technology platform that performs dynamic analyses and reports for real-time decision making, with scalability to work in various sectors of the economy. Currently, the company focuses on HCM (Human Capital Management), with solutions in presence management, employee control, and remote management. It has more than 2,500 active contracts this year and it performs over 64 million clock ins per month.

Ahgora's performance strengthens labor relationships and confidence in the employment bonds established in client institutions. Through real-time presence management and anti-fraud solutions, Ahgora creates conditions for a human and fair labor market, minimizing failures in the labor compensation system, whether fraudulent or accidental.

Good practices are rooted in the company, and the various policies governing Ahgora's activity prove this. From data storage to waste disposal, the company works with institutionalized and well-defined policies aimed at excellence in the delivery of its products and services and minimization of negative externalities resulting from its performance, positively affecting its employees, clients, society, and the environment.

Next, we present Ahgora's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update		
1. General info		
Firm Name:	Ahgora Sistemas S.A.	
Industry:	Software Development	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 16.939.884	R\$ 23.014.012
Taxes and Contributions	R\$ 1.880.705	R\$ 1.853.733
Payroll	R\$ 12.013.184	R\$ 14.938.793
3. Governance and Ethics Indicators		
# of law suits and sanctions	1	1
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	Yes	Yes
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	146	174
# of hires	74	96
# of layoffs	27	76
# of third party workers	4	5
# of interns	8	24
# of employees with age over 45	13	14
# of women in the company	38	75
# of employees who consider themselves black	10	15
# of people with disabilities	-	3
# of trainings applied	N/A	N/A
# of work accidents	-	2
# of employees on sick leave	6	5
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	60%	60%
Water consumption (L)	785.560	958.000
Energy consumption (kW ou kWh)	58.977	65.531
6. Internal Social Indicators		
Meal Allowance	R\$ 574.494	R\$ 871.699
Healthcare expenses	R\$ 600.468	R\$ 817.600
Private Pension expenses	-	-
Work safety expenses	N/A	N/A
Education expenses	N/A	N/A
Training and empowerment expenses	R\$ 46.910	R\$ 57.252
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
Philanthropic activity	-	-
# benefited people	-	-
# benefited entities	-	-
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	34x	34x
Regarding employees participation in social programs, the company:	(x) Don't get involved ( ) Support ( ) Organizes and motivates	(x) Don't get involved ( ) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by:	( ) Executives ( ) Employees	( ) Executives ( ) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

## Americanet



### Investment Date:

› February 2017

### Industry:

› Telecom

### Website:

› [www.americanet.com.br/](http://www.americanet.com.br/)

### SDG – UN 2030 Agenda



Americanet is a landline operator and telecommunication service provider for the corporate market, with all the licenses required by regulators to act as an operator. With code 85, it offers local and long-distance calls, high-speed data transmission, and higher value-added services (virtual PABX, firewall, distributed extensions, peer-to-peer integration, among others) from its own infrastructure and state-of-the-art technology based on a proprietary fiber optic and radio frequency network with more than 17,000 km in the main Brazilian markets.

The company uses its fiber network to deliver quality telephony and internet services to cities underserved by large providers working in Brazil. Over 200 employees work for the development and delivery of products and services highly demanded by the population, even in areas peripheral to the country's large economic centers.

The company publicly makes available its Codes of Ethics and Corporate Governance, in addition to working only with third-party service providers who follow the good practices developed by the company, ensuring compliance with socially responsible practices in the performance of their activities.

Next, we present Americanet's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update		
1. General info		
Firm Name:	America Net	
Industry:	Telecom Provider	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 192.461.965	R\$ 236.823.993
Taxes and Contributions	R\$ 18.113.627	R\$ 22.281.549
Payroll	R\$ 13.049.467	R\$ 22.426.173
3. Governance and Ethics Indicators		
# of law suits and sanctions	61	110
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	1	4
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	223	211
# of hires	84	110
# of layoffs	88	113
# of third party workers	N/A	N/A
# of interns	-	2
# of employees with age over 45	26	24
# of women in the company	58	68
# of employees who consider themselves black	17	24
# of people with disabilities	-	4
# of trainings applied	N/A	N/A
# of work accidents	1	1
# of employees on sick leave	8	28
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	N/A	N/A
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	N/A	N/A
6. Internal Social Indicators		
Meal Allowance	R\$ 2.101.450	R\$ 5.997.430
Healthcare expenses	R\$ 2.489.159	R\$ 7.725.000
Private Pension expenses	-	-
Work safety expenses	R\$ 94.919	R\$ 522.286
Education expenses	R\$ 363.754	R\$ 1.456.811
Training and empowerment expenses	R\$ 363.754	R\$ 1.456.811
Nursery and day-care expenses	R\$ 13.284	R\$ 129.405
Other	N/A	N/A
7. External Social Indicators		
Philanthropic activity	-	R\$ 1.254.984
# benefited people	-	N/A
# benefited entities	-	4
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	N/A	N/A
Regarding employees participation in social programs, the company:	( ) Don't get involved (X) Support ( ) Organizes and motivates	( ) Don't get involved (X) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by:	(X) Executives ( ) Employees	(X) Executives ( ) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

**Investment Date:**

› June 2016

**Industry:**

› E-Commerce & Logistics

**Website:**

› [www.brasilct.com.br](http://www.brasilct.com.br)

**SDG – UN 2030 Agenda**



BrasilCT is an independent e-commerce platform (White Label), offering an end-to-end solution for online retail, enabling consumer goods manufacturers to build their online environment, whether it is oriented to their reseller network (B2B) or aimed at their final consumer (B2C).

Through a white-label platform, BrasilCT performs the disintermediation of the traditional Retail chain, managing the digital sales channels of the Industry and generating direct sale opportunities to the final consumer. In addition, BrasilCT is a leader in the fulfillment management of products and services for loyalty and incentive programs.

Ensuring security in the payment process and the data provided by final consumers are essential foundations for the operation of BrasilCT. Statistical intelligence, technology, and people are the bases that make up the structure to deliver the best Fraud Risk Management, generating security and better customer experience and ensuring the financial health of the company. Information security is directly related to users' data protection, with the premises of integrity, availability, authenticity, and confidentiality always guiding the best way to use the confidential network of the company.

Next, we present BrasilCT's Social Indicators.



## **E-Construmarket**



### **Investment Date:**

› December 2015

### **Industry:**

› Real Estate

### **Website:**

› [www.e-construmarket.com.br](http://www.e-construmarket.com.br)

### **SDG – UN 2030 Agenda**



E-Construmarket is a company focused on offering online solutions to the construction sector. Through its own platform, the company provides tools of Information and Content and of Collaboration and Management to integrate companies and people from the several links of the construction chain.

Through its platforms, E-Construmarket can increase productivity and reduce costs for small and large construction companies, besides giving visibility to small manufacturers of building materials by its online price quotation platform. Such services are important to increase the competitiveness of the sector as a whole and prevent oligopoly practices.

Since it is a company with high demand for human capital, E-Construmarket has to provide an environment framed in the highest standards of governance and ethics, as well as inviting and safe for its employees. To ensure such a standard, the company provides an anonymous communication tool, e-Comunica, which allows employees to make suggestions and complaints in a completely anonymous way. In addition, E-Construmarket offers an on-site cafeteria and a relaxed and playful atmosphere, always trying to ensure a healthy and productive coexistence among employees.

Next, we present E-Construmarket's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update		
1. General info		
Firm Name:	E-CONSTRUMARKET TECNOLOGIA E SERVIÇOS S.A	
Industry:	IT fo Civil Construction	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 19.402.000	R\$ 20.721.000
Taxes and Contributions	R\$ 2.296.343	R\$ 1.800.410
Payroll	R\$ 5.968.714	R\$ 7.735.718
3. Governance and Ethics Indicators		
# of law suits and sanctions	3	5
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	No	No
Is the manual distributed to all employees?	No	No
# of auditing processes	1	1
Does the firm have a report channel?	No	Yes
4. Employees and Work Conditions Indicators		
Headcount	144	132
# of hires	34	59
# of layoffs	54	73
# of third party workers	1	1
# of interns	27	35
# of employees with age over 45	5	7
# of women in the company	51	45
# of employees who consider themselves black	13	15
# of people with disabilities	-	-
# of trainings applied	3	4
# of work accidents	-	-
# of employees on sick leave	1	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	-	-
Water consumption (L)	602.225	852.000
Energy consumption (kW ou kWh)	53.691	75.960
6. Internal Social Indicators		
Meal Allowance	R\$ 203.579	R\$ 288.014
Healthcare expenses	R\$ 724.696	R\$ 865.374
Private Pension expenses	-	-
Work safety expenses	R\$ 11.638	R\$ 18.917
Education expenses	-	R\$ 15.000
Training and empowerment expenses	R\$ 64.136	R\$ 9.445
Nursery and day-care expenses	R\$ 24.000	R\$ 26.000
Other	-	-
7. External Social Indicators		
Philanthropic activity	-	-
# benefited people	-	-
# benefited entities	-	-
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	1.170,00 x 19.038,34	1.199,25 x 19.514,30
Regarding employees participation in social programs, the company:	( ) Don't get involved (X) Support ( ) Organizes and motivates	( ) Don't get involved (X) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by:	( ) Executives ( ) Employees	( ) Executives ( ) Employees
Does the company adopts any profit sharing policy?	(X) No ( ) Yes	(X) No ( ) Yes





**Investment Date:**

› December 2015

**Industry:**

› Cyber Security

**Website:**

› [www.ogasec.com](http://www.ogasec.com)

**SDG – UN 2030 Agenda**



Ogasec is an information security company focused on the development of hardware and software, marketing, implementation, and provision of services focused on data and information protection.

Through the proprietary development of solutions in information security technology, Ogasec seeks to provide integrated diagnostic and defense solutions, aiming to deliver advanced projects against digital threats, network connectivity, and maximum data protection for customers of various sizes and segments. Being ahead of the threats of the virtual world with innovative ideas, the company provides convenience, reliability, and security to its clients.

Information is one of Ogasec's largest assets. As a company in the information security industry, the creation, maintenance, and manipulation of accurate, reliable, and consistent information, with protected access, are essential factors for the company, especially because it is its business end. Efforts to ensure the best practices to protect the company's information assets are defined by criteria such as confidentiality, integrity, and availability, through its Information Security Policy. This policy and code of ethics and conduct are applied to all Ogasec's employees, service providers, and controlled companies.

Next, we present Ogasec's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update		
1. General info		
Firm Name:	AKER CONSULTORIA E INFORMATICA SA	
Industry:	Cybersecurity	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 16.077.118	R\$ 16.765.329
Taxes and Contributions	R\$ 1.260.019	R\$ 1.402.825
Payroll	R\$ 6.248.030	R\$ 10.124.054
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	-
Has the company suffered popular actions, campaigns or boycotts?	-	-
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	Yes	Yes
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	75	59
# of hires	24	23
# of layoffs	64	36
# of third party workers	-	-
# of interns	1	4
# of employees with age over 45	14	9
# of women in the company	17	20
# of employees who consider themselves black	1	1
# of people with disabilities	-	-
# of trainings applied	4	10
# of work accidents	-	-
# of employees on sick leave	-	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	No	No
Water consumption (L)	464.000	526.000
Energy consumption (kW ou kWh)	121.267	109.219
6. Internal Social Indicators		
Meal Allowance	R\$ 592.499	R\$ 465.158
Healthcare expenses	R\$ 686.012	R\$ 597.178
Private Pension expenses	N/A	N/A
Work safety expenses	6.852	6.852
Education expenses	43.505	25.911
Training and empowerment expenses	5.305	21.874
Nursery and day-care expenses	N/A	N/A
Other	-	-
7. External Social Indicators		
Philanthropic activity	-	-
# benefited people	-	-
# benefited entities	-	-
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	3800%	3120%
Regarding employees participation in social programs, the company:	(X) Don't get involved ( ) Support ( ) Organizes and motivates	(X) Don't get involved ( ) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by:	( ) Executives ( ) Employees	( ) Executives ( ) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

## Quality Software



### Investment Date:

> March 2016

### Industry:

> Information Technology

### Website:

> [www.quality.com.br](http://www.quality.com.br)

### SDG – UN 2030 Agenda



Quality Software is a company focused on providing solutions for the management and monitoring of the information technology infrastructure environment, as well as smart applicabilities for business.

Quality seeks to deliver to its customers the best digital transformation solutions, so they can focus on their core business. Through the outsourcing of IT support, business, and auditing, Quality provides a good service to users, suppliers, and end consumers of its customers at the lowest average possible incident cost and within the best practices and compliance with corporate regulations.

As a company that operates in different states of Brazil and intensive in human capital, with more than 1200 employees, it adopts practices of respect for all differences and repudiates any type of discrimination, believing that the synergistic environment is favored by the integration of all people and their differences. The company also adopts all common market practices for job security, information security, governance, and ethics.

Next, we present Quality's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update		
1. General info		
Firm Name:	Quality Software S/A	
Industry:	Information Technology Infrastructure	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 101.060.765	R\$ 134.272.361
Taxes and Contributions	R\$ 10.567.271	R\$ 14.763.787
Payroll	R\$ 54.645.684	R\$ 74.834.301
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	-
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	No	No
Is the manual distributed to all employees?	N/A	N/A
# of auditing processes	N/A	N/A
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	1.191	1.283
# of hires	625	740
# of layoffs	488	655
# of third party workers	-	-
# of interns	6	3
# of employees with age over 45	67	71
# of women in the company	181	223
# of employees who consider themselves black	123	157
# of people with disabilities	6	34
# of trainings applied	-	-
# of work accidents	8	6
# of employees on sick leave	10	15
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	N/A	N/A
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	3.3940 kWh	3.1429 kWh
6. Internal Social Indicators		
Meal Allowance	R\$ 3.993.024	R\$ 4.550.434
Healthcare expenses	R\$ 1.670.739	R\$ 2.098.989
Private Pension expenses	R\$ 169.332	R\$ 119.242
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	-	-
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
Philanthropic activity	R\$ 18.615	R\$ 17.700
# benefited people	200	200
# benefited entities	1	1
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	R\$ 66.276	R\$ 69.035
Regarding employees participation in social programs, the company:	( ) Don't get involved (X) Support ( ) Organizes and motivates	( ) Don't get involved (X) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by:	(X) Executives ( ) Employees	(X) Executives ( ) Employees
Does the company adopts any profit sharing policy?	(X) No ( ) Yes	(X) No ( ) Yes

**Sky.One**



**Investment Date:**

› January 2018

**Industry:**

› Cloud Computing

**Website:**

› [www.skyone.solutions](http://www.skyone.solutions)

**SDG – UN 2030 Agenda**



Sky.One is a company that assists its customers in migrating software from the client-server model to the cloud model. By providing the “SaaSification” or “Cloudification” of software, the company positions itself as a platform that allows not only the virtualization of cloud applications, but also the feasibility of the SaaS (Software as a Service) model for its customers. Through its technology, Sky.One generates flexibility, security, and scalability for all agents in the chain.

With a few years of existence, Sky.One already has remarkable features of social responsibility in its organizational culture. By structured training and policies to guide activities, the company promotes an environment based on respect for others, laws, and the community, in addition to fostering projects related to sustainability and social support.

It holds monthly follow-up meetings and discussions about the work environment, as well as periodic examinations to ensure the health of employees and excellence in the organizational atmosphere.

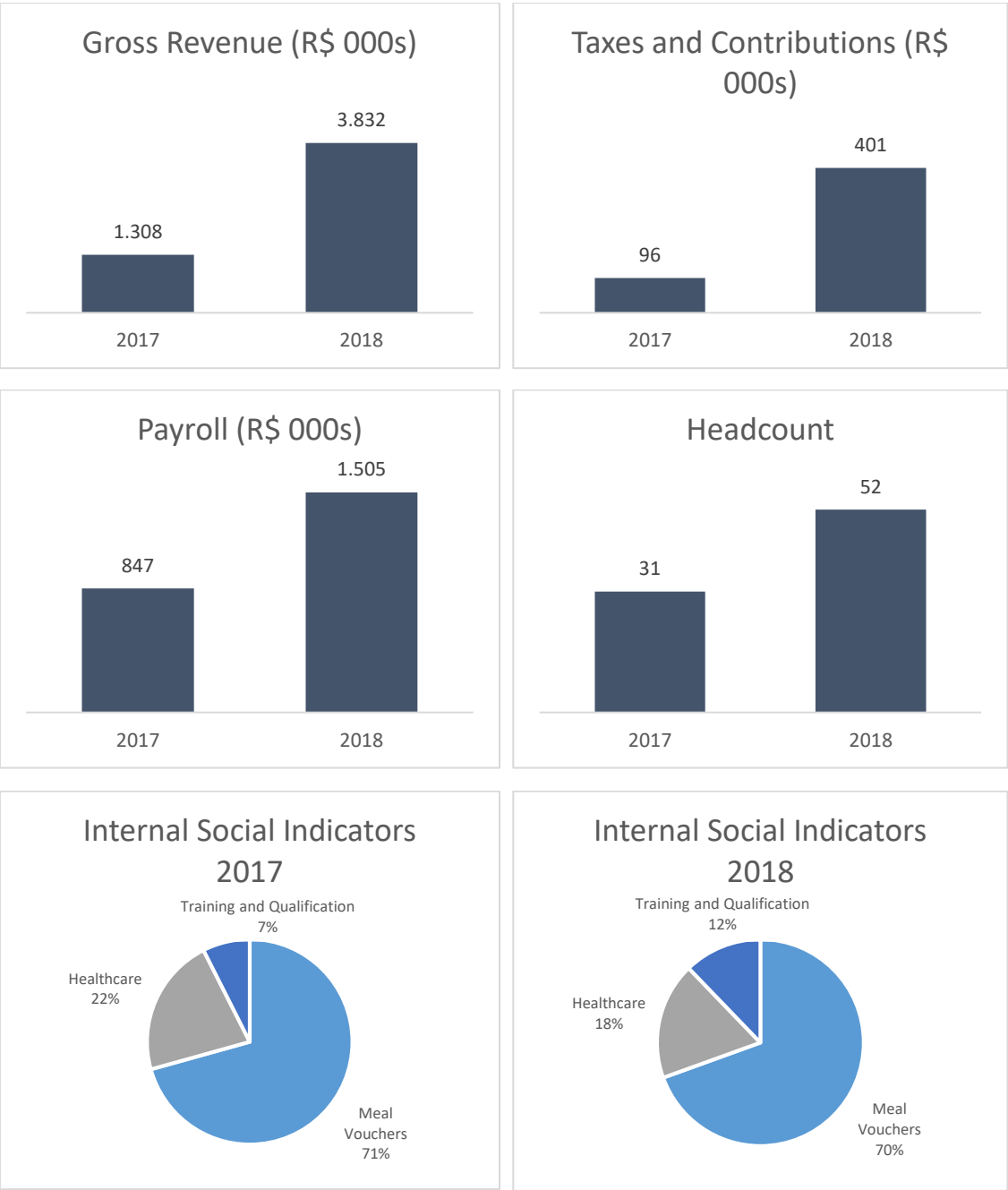
In 2018, Sky.One was involved with a project to train and assist low-income young people, developing care and educational activities, which culminated in the hiring of young people from the project by the company.

Next, we present Sky.One’s Social Indicators.

**Social Impact Report Update**

1. General info		
Firm Name:	SKY ONE TECNOLOGIA EM SOFTWARE S.A.	
Industry:	Cloud Computing	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 13.574.619	R\$ 29.251.042
Taxes and Contributions	R\$ 777.718	R\$ 1.869.152
Payroll	R\$ 5.530.739	R\$ 13.732.182
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	1
Has the company suffered popular actions, campaigns or boycotts?	-	-
Does the firm have a formal ethics manual?	No	Yes
Is the manual distributed to all employees?	No	Yes
# of auditing processes	-	-
Does the firm have a report channel?	No	Yes
4. Employees and Work Conditions Indicators		
Headcount	50	96
# of hires	12	68
# of layoffs	15	23
# of third party workers	-	2
# of interns	1	-
# of employees with age over 45	4	5
# of women in the company	13	25
# of employees who consider themselves black	3	7
# of people with disabilities	-	1
# of trainings applied	15	126
# of work accidents	-	-
# of employees on sick leave	1	2
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	Yes
% of trash recycled	100%	100%
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	N/A	N/A
6. Internal Social Indicators		
Meal Allowance	R\$ 15.500	R\$ 457.856
Healthcare expenses	R\$ 72.394	R\$ 421.359
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	R\$ 186.587	R\$ 195.145
Nursery and day-care expenses	R\$ 27.978	R\$ 91.240
Other	R\$ 58.181	R\$ 129.843
7. External Social Indicators		
Philanthropic activity	Yes	Yes
# benefited people	1.000	1.600
# benefited entities	1	2
Volunteer work initiatives	No	No
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	No	No
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	No	Yes
# benefited people	-	80
# benefited entities	-	2
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	R\$ 7.500	R\$ 18.002
Regarding employees participation in social programs, the company:	( ) Don't get involved ( ) Support (X) Organizes and motivates	( ) Don't get involved ( ) Support (X) Organizes and motivates
The social impact projects developed by the company were led by:	( ) Executives (X) Employees	( ) Executives (X) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

*Invest Tech VC Fund*  
General Statistics



## Companies

### ClipEscola

**Investment Date:**

› February 2019

**Industry:**

› Basic Education

**Website:**

› [www.clipescola.com](http://www.clipescola.com)

**SDG – UN 2030 Agenda**

ClipEscola offers a digital transformation platform for schools, centralizing all communication through technology, ranging from more frequent communications, such as lessons and messages, to issues such as monthly payment and attendance at events. With the platform, schools can have greater control and predictability over their management, while improving student performance and the institution's relationship with parents.

Communication failures within the triad parents, teachers, and employees lead to great difficulties in information management, and may cause risks and financial losses to the school, as well as great dissatisfaction for parents and employees.

Through the feasibility of a close and effective monitoring of the student, ClipEscola maximizes the impact on education by the alignment between school and family, assisting in the identification of potential failures in the educational process, whether within the house or the school.

Next, we present ClipEscola's Social Indicators.



**Social Impact Report Update**

1. General info		
Firm Name:	ClipEscola Ltda	
Industry:	EdTech	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 788.000	R\$ 1.605.000
Taxes and Contributions	R\$ 60.000	R\$ 186.000
Payroll	R\$ 684.000	R\$ 1.366.000
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	-
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes, Culture Code	Yes, Culture Code
Is the manual distributed to all employees?	Sim	Sim
# of auditing processes	-	-
Does the firm have a report channel?	Yes, HR channel to general topics	Yes, HR channel to general topics
4. Employees and Work Conditions Indicators		
Headcount	18	32
# of hires	7	20
# of layoffs	4	6
# of third party workers	-	-
# of interns	1	1
# of employees with age over 45	0	0
# of women in the company	14	22
# of employees who consider themselves black	1	1
# of people with disabilities	-	-
# of trainings applied	Daily...	Daily...
# of work accidents	1	-
# of employees on sick leave	1	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	70%	70%
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	N/A	N/A
6. Internal Social Indicators		
	Vouchers R\$ 60.000 + Refectory R\$ 3.500	Vouchers R\$ 113.000 + Refectory R\$ 27.000
Meal Allowance		
Healthcare expenses	Health Insurance R\$ 20.000	Health Insurance R\$ 39.000
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	R\$6.800	R\$26.000
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
Philanthropic activity	R\$1.000	R\$3.000
# benefited people	N/A	N/A
# benefited entities	1	2
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	5X	5X
Regarding employees participation in social programs, the company:	( ) Don't get involved ( ) Support (X) Organizes and motivates	( ) Don't get involved ( ) Support (X) Organizes and motivates
The social impact projects developed by the company were led by:	( ) Executives (X) Employees	( ) Executives (X) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

**Skore**



**Investment Date:**

› February 2019

**Industry:**

› Corporate Education

**Website:**

› [www.skore.io](http://www.skore.io)

**SDG – UN 2030 Agenda**



Skore is the company that has developed the ultimate technology for digital learning. On its platform, one can embed any content format from any source (video, audio, text, images, links, or any other extension). The customer decides how to consume this content: mapping all links exchanged via communication applications, formatting knowledge trails, onboarding of new employees, and even delivery of content via chatbot. All this content exchange is managed and monitored by the client, because the ability to learn, disseminate learning, and adapt to changes is the company's main competitive differential.

Skore has in its history the free supply of the platform to several impact agents of the 3<sup>rd</sup> sector, as a way to repay society the fruits of its production. In addition, as an international company, it complies with all existing laws in the countries in which it is inserted about data protection and information security.

Next, we present Skore's Social Indicators.

**Social Impact Report Update**

Social Impact Report Update

1. General info		
Firm Name:	Skore Technologies Inc	
Industry:	EdTech	
2. Financial Indicators		
Revenue	2017	2018
	R\$ 520.250	R\$ 2.227.205
Taxes and Contributions	R\$ 36.047	R\$ 215.169
Payroll	R\$ 162.929	R\$ 139.090
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	-
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	No	No
Is the manual distributed to all employees?	No	No
# of auditing processes	Yes	Yes
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	13	20
# of hires	0	10
# of layoffs	7	3
# of third party workers	10	17
# of interns	0	0
# of employees with age over 45	0	0
# of women in the company	1	7
# of employees who consider themselves black	1	1
# of people with disabilities	0	0
# of trainings applied	0	0
# of work accidents	0	0
# of employees on sick leave	0	1
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	Yes, Google's project for Startups
% of trash recycled	N/A	N/A
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	N/A	N/A
6. Internal Social Indicators		
Meal Allowance	R\$ 1.100	R\$ 8.000
Healthcare expenses	-	-
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	-	-
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
Philanthropic activity	Free Skore licensing	Free Skore licensing
# benefited people	-	-
# benefited entities	5	15
Volunteer work initiatives	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in cultural development and artistic projects	-	-
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	-	-
# benefited people	-	-
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	R\$17.000 - R\$1.800	R\$17.000 - R\$2.000
Regarding employees participation in social programs, the company:	( ) Don't get involved (X) Support ( ) Organizes and motivates	( ) Don't get involved (X) Support ( ) Organizes and motivates
The social impact projects depeloped by the company were led by:	( ) Executives (X) Employees	( ) Executives (X) Employees
	(X) No ( ) Yes	(X) No ( ) Yes
Does the company adopts any profit sharing policy?	( ) Yes	( ) Yes

## Closing

The year of 2018 marked Invest Tech, among other things, by the insertion of new policies for measuring and maximizing impact on the investment and monitoring processes of our investee companies. We know that there will always be new measures and processes to be adopted to achieve excellence in maximizing the positive impact, and we are committed to constant innovation in search of this objective.

We expect 2019 to be marked by even greater improvements in the indicators of this report and by the deepening in the measurement of the impact generated.

We finish our first Social Impact Report with proud. We thank all parties involved for the collaboration and the opportunity to work together for a healthier and more prosperous society. We hope to be able to count on this contribution in the coming years.

Best regards,  
Invest Tech Team