

# Social Impact Report



São Paulo

March/2020

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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 the past years every company 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, our investees' teams, 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 over the years as one of the main foundations for the company's growth.

Good Reading,

Equipe Invest Tech

# Invest Tech

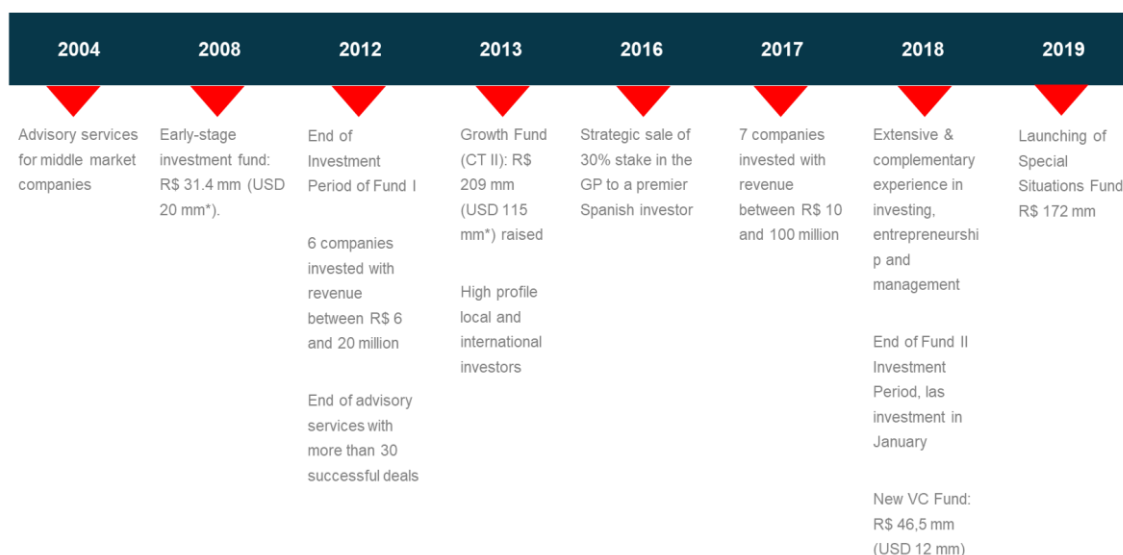
## About Us

Invest Tech is an investment manager focused on Venture Capital and Private Equity funds. Our managers have over 20 years of experience in merger, acquisition and fundraising transactions – and the same number of years in the management of companies in the IT and Telecommunication industries –, helping innovative companies and entrepreneurs to 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 IT and telecommunication sectors, where technology is a key factor for improving processes, productivity, efficiency, and longevity of the business, without sector limitations for operation.

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

## History



## 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:**



### Invest Special Situations

- › **Year:** 2019
- › **Vintage:** 5 + 2 years
- › **Current Period:** Invested
- › **Size:** R\$ 172 million
- › **Targets:** Telecom
- › **Status:** Invested
- › **Investees:**



## Impact Thesis

On a planet with exponential population growth and limited resources, there is a growing concern about resource shortages, resources which are essential for human survival or necessary for socioeconomic development. Global dialogues on sustainable development alternatives have intensified among different 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. The private sector's positioning and actions on the matter are extremely important.

Impact investing initiatives bring a direct relation between impact and return, in which the best ESG practices bring the higher return to investors, especially in the long term. In this context, 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.

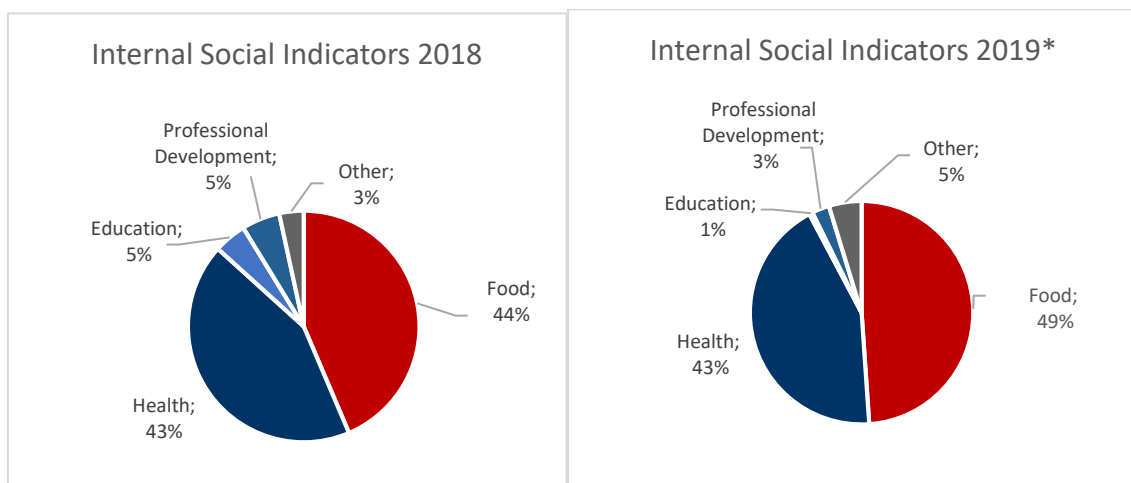
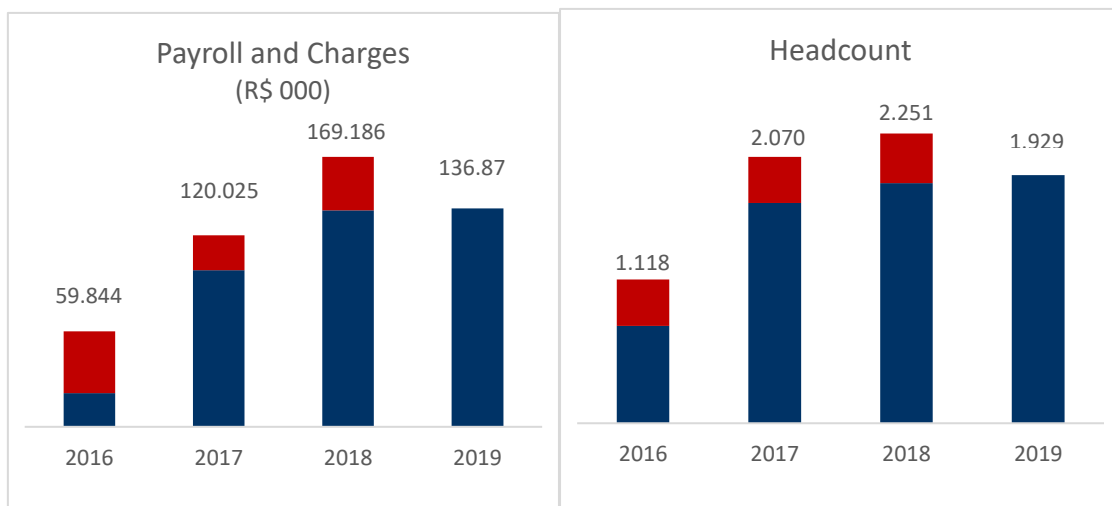
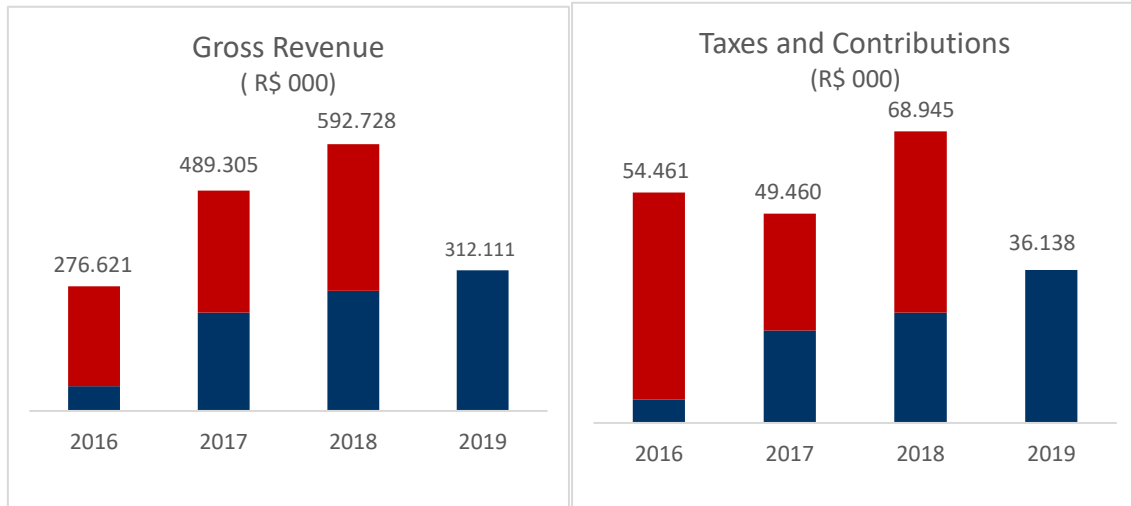
# Investees and Social Balance 2019

## Capital Tech II Fund General Statistics

LEGEND Bars:

■ Portfolio at the time

■ Current Portfolio



\*Considers current Portfolio

## 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 nine years ago as a solution of the financial sector for the Brazilian unbanked population through 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 composed 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 financial sector player, Acesso has great concern about the origin and destination of the resources transacted by the company and compliance with current legislation. Therefore, it has exclusive departments and committees to prevent and mitigate the topics mentioned and it works for the integrity in data records and *Know Your Client* processes, seeking greater operational efficiency, 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.

Below, we present Acesso's Social Indicators.

**Social Balance 2019**

1. General Info		
Company Name:	Acesso Soluções de Pagamentos s/A	
Industry:	Financial Institution - Fintech	
2. Financial Indicators		
Revenue	2018	2019
	R\$ 42.883.158	R\$ 52.481.191
Taxes and Contributions	R\$ 4.404.690	R\$ 5.065.591
Payroll	R\$ 17.296.030	R\$ 14.912.322
3. Governance and Ethics Indicators		
# of law suits and sanctions	156	195
Has the company suffered popular actions, campaigns or boycotts?	No	não
Does the firm have a formal ethics manual?	Yes	sim
Is the manual distributed to all employees?	Yes	sim
# of auditing processes	N/A	N/A
Does the firm have a report channel?	No	sim
4. Employees and Work Conditions Indicators		
	2018	2019
Headcount	121	150
# of hires	81	98
# of layoffs	67	69
# of third party workers	8	6
# of interns	3	2
# of employees with age over 45	6	10
# of women in the company	54	65
# of employees who consider themselves black	4	10
# of people with disabilities	-	0
# of trainings applied	N/A	Não Mensurado
# of work accidents	-	0
# of employees on sick leave	1	1
5. Environmental Impact Indicator		
	2018	2019
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	30%	30%
Water comsumption (L)	400k (use of own well)	350k (use of own well)
Energy consumption (kW ou kWh)	162.000	192.976
6. Internal Social Indicators		
	2018	2019
Meal Allowance	R\$ 822.251	R\$ 1.001.146
Healthcare expenses	R\$ 612.688	R\$ 552.560
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	R\$ 25.115	R\$ 13.590
Training and empowerment expenses	R\$ 47.069	R\$ 16.425
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
	2018	2019
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		
	2018	2019
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 depeloped by the company were led by:	( ) Executives (X) Employees	( ) Executives (X) 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 technologic 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 and 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.

Below, we present Ahgora's Social Indicators.

**Social Balance 2019**

1. General Info		
Company Name	Ahgora Sistemas S.A.	
Industry:	Software Development	
2. Financial Indicators		
	2018	2019
Revenue	R\$ 23.014.012	R\$ 32.191.192
Taxes and Contributions	R\$ 1.853.733	R\$ 3.727.852
Payroll	R\$ 14.938.793	R\$ 15.653.917
3. Governance and Ethics Indicators		
# of law suits and sanctions	1	2
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	N/A	N/A
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	174	161
# of hires	96	89
# of layoffs	76	90
# of third party workers	5	11
# of interns	24	14
# of employees with age over 45	14	9
# of women in the company	75	82
# of employees who consider themselves black	15	5
# of people with disabilities	3	1
# of trainings applied	N/A	N/A
# of work accidents	2	2
# of employees on sick leave	5	1
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	60%	62%
Water consumption (L)	958.000	780.000
Energy consumption (kW ou kWh)	65.531	80.676
6. Internal Social Indicators		
Meal Allowance	R\$ 871.699	R\$ 996.597
Healthcare expenses	R\$ 817.600	R\$ 620.194
Private Pension expenses	-	-
Work safety expenses	N/A	N/A
Education expenses	N/A	N/A
Training and empowerment expenses	R\$ 57.252	R\$ 62.754
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	25X
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

## 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 platforms, 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 friendly 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.

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

**Social Balance 2019**

1. General Info		
Company Name:	E-CONSTRUMARKET TECNOLOGIA E SERVIÇOS S.A	
Industry:	IT for Civil Construction	
2. Financial Indicators	2018	2019
Revenue	R\$ 20.721.000	R\$ 22.879.573
Taxes and Contributions	R\$ 1.800.410	R\$ 2.125.978
Payroll	R\$ 7.735.718	R\$ 7.064.758
3. Governance and Ethics Indicators		
# of law suits and sanctions	5	4
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	No	In final phase
Is the manual distributed to all employees?	No	No
# of auditing processes	1	1
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	132	142
# of hires	59	86
# of layoffs	73	78
# of third party workers	1	0
# of interns	35	24
# of employees with age over 45	7	6
# of women in the company	45	59
# of employees who consider themselves black	15	8
# of people with disabilities	-	-
# of trainings applied	4	10
# 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)	852.000	1.044.000
Energy consumption (kW ou kWh)	75.960	84.000
6. Internal Social Indicators		
Meal Allowance	R\$ 288.014	R\$ 507.652
Healthcare expenses	R\$ 865.374	R\$ 890.614
Private Pension expenses	-	-
Work safety expenses	R\$ 18.917	R\$ 6.040
Education expenses	R\$ 15.000	R\$ 21.190
Training and empowerment expenses	R\$ 9.445	R\$ 30.000
Nursery and day-care expenses	R\$ 26.000	R\$ 44.101
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	-	Christmas campaign
# benefited people	-	37
# benefited entities	-	1
8. Other Relevant Indicators		
Spread between higher and lower salaries	16,3x	16,7x
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 industries. 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.

Below, we present Ogasec's Social Indicators.

**Social Balance 2019**

1. General Info		
Company Name:	AKER CONSULTORIA E INFORMATICA SA	
Industry:	Cybersecurity	
2. Financial Indicators	2018	2019
Revenue	R\$ 16.765.329	R\$ 8.058.341
Taxes and Contributions	R\$ 1.402.825	R\$ 401.791
Payroll	R\$ 10.124.054	R\$ 2.997.647
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	-
Has the company suffered popular actions, campaigns or boycott	-	-
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	N/A	N/A
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	59	29
# of hires	23	11
# of layoffs	36	40
# of third party workers	-	-
# of interns	4	2
# of employees with age over 45	9	3
# of women in the company	20	9
# of employees who consider themselves black	1	2
# of people with disabilities	-	-
# of trainings applied	10	11
# of work accidents	-	-
# of employees on sick leave	-	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	Yes
% of trash recycled	No	No
Water consumption (L)	526.000	240.000
Energy consumption (kW ou kWh)	109.219	55.027
6. Internal Social Indicators		
Meal Allowance	R\$ 465.158	R\$ 463.811
Healthcare expenses	R\$ 597.178	R\$ 473.543
Private Pension expenses	N/A	N/A
Work safety expenses	6.852	R\$ 5.654
Education expenses	25.911	R\$ 3.060
Training and empowerment expenses	21.874	R\$ 0
Nursery and day-care expenses	N/A	N/A
Other	-	R\$ 33.834
7. External Social Indicators		
Philanthropic activity	-	R\$ 14.088
# 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	3120%	1268%
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 Softwares



### 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 initiatives 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 clients 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, Quality 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.

Below, we present Quality's Social Indicators.

**Balanco Social 2019**

<b>1. General Info</b>		
Company Name:	Quality Software S/A	
Industry:	Information Technology	
<b>2. Financial Indicators</b>	<b>2018</b>	<b>2019</b>
Revenue	R\$ 134.272.361	R\$ 149.281.123
Taxes and Contributions	R\$ 14.763.787	R\$ 20.624.900
Payroll	R\$ 74.834.301	R\$ 73.748.589
<b>3. Governance and Ethics Indicators</b>		
# 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
<b>4. Employees and Work Conditions Indicators</b>		
Headcount	1.283	1.319
# of hires	740	752
# of layoffs	655	757
# of third party workers	-	0
# of interns	3	3
# of employees with age over 45	71	120
# of women in the company	223	201
# of employees who consider themselves black	157	352
# of people with disabilities	34	49
# of trainings applied	-	-
# of work accidents	6	2
# of employees on sick leave	15	9
<b>5. Environmental Impact Indicator</b>		
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)	3.1429 kWh	3.3429 kWh
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 4.550.434	R\$ 3.376.309
Healthcare expenses	R\$ 2.098.989	R\$ 2.868.285
Private Pension expenses	R\$ 119.242	-
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	-	-
Nursery and day-care expenses	-	R\$ 82.126
Other	-	-
<b>7. External Social Indicators</b>		
Philanthropic activity	R\$ 17.700	-
# benefited people	200	-
# benefited entities	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	-	-
<b>8. Other Relevant Indicators</b>		
Spread between higher and lower salaries	Diference of R\$ 69.034,63	Diference of R\$ 71.035
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	( ) No (X) Yes

**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.

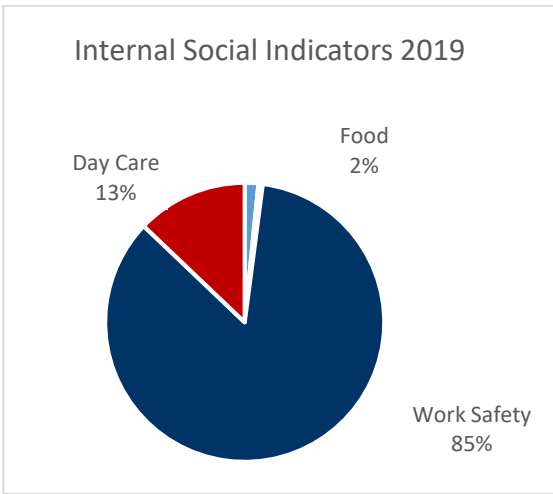
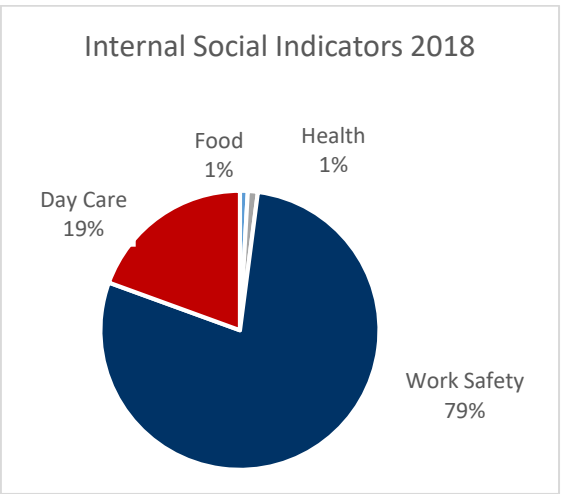
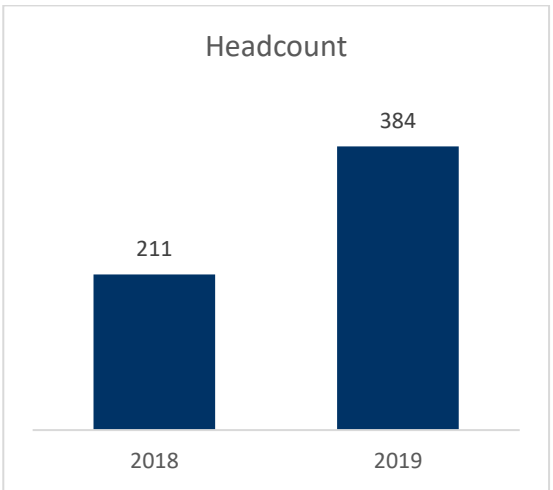
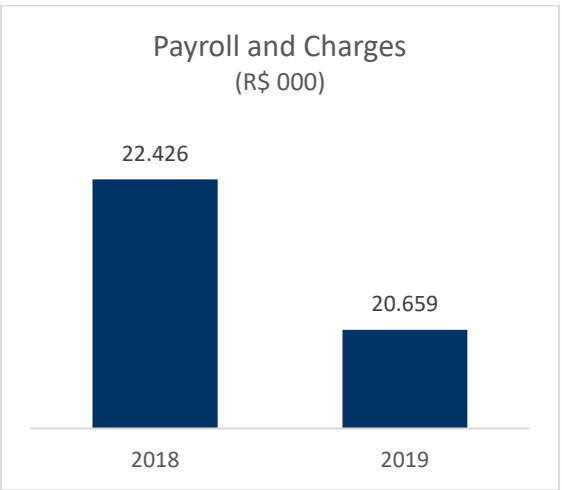
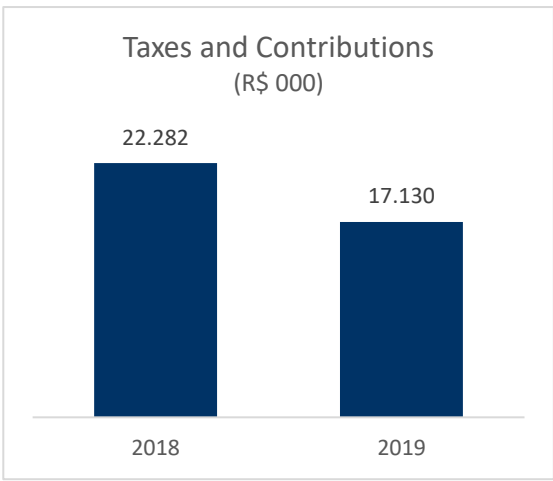
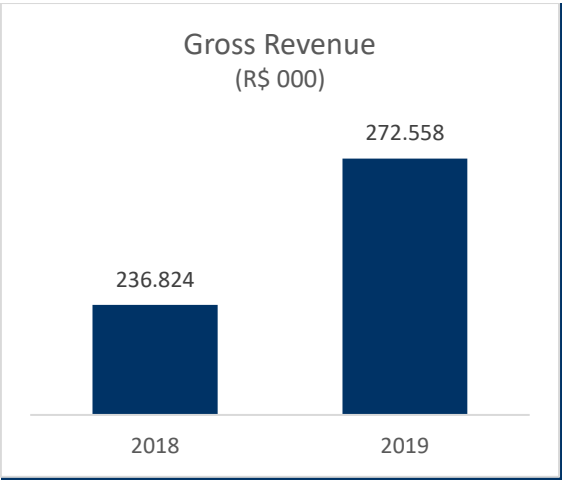
In 2018, Sky.One was involved with a project to train and assist low-income young people, developing care and educational activities, which culminated in the hiring of young people from the project by the company.

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

**Social Balance 2019**

1. General Info		
Company Name:	SKY ONE TECNOLOGIA EM SOFTWARE S.A.	
Industry:	Cloud Computing	
2. Financial Indicators		
	2018	2019
Revenue	R\$ 29.251.042	47.219.711
Taxes and Contributions	R\$ 1.869.152	4.191.404
Payroll	R\$ 13.732.182	22.494.994
3. Governance and Ethics Indicators		
# of law suits and sanctions	1	1
Has the company suffered popular actions, campaigns or b	-	-
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?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	96	128
# of hires	68	93
# of layoffs	23	47
# of third party workers	2	2
# of interns	-	8
# of employees with age over 45	5	6
# of women in the company	25	35
# of employees who consider themselves black	7	5
# of people with disabilities	1	2
# of trainings applied	126	293
# of work accidents	-	-
# of employees on sick leave	2	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	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\$ 457.856	R\$ 676.532
Healthcare expenses	R\$ 421.359	R\$ 693.484
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	R\$ 195.145	R\$ 78.485
Nursery and day-care expenses	R\$ 91.240	R\$ 146.405
Other	R\$ 129.843	R\$ 128.305
7. External Social Indicators		
Philanthropic activity	Yes	Yes
# benefited people	1.600	2.200
# benefited entities	2	2
Volunteer work initiatives	No	Yes
# benefited people	-	10
# benefited entities	-	1
Investments in cultural development and artistic projects	No	No
# benefited people	-	-
# benefited entities	-	-
Investments in education and literacy	Yes	Yes
# benefited people	80	130
# benefited entities	2	2
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	R\$ 18.002	16.800,00
Regarding employees participation in social programs, the company:	( ) Don't get involved ( ) Support (X) Organizes and motivates	( ) Don't get involved (X) Support ( ) Organizes and motivates
The social impact projects developed by the company were	( ) Executives (X) Employees	( ) Executives (X) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

Special Situations Fund  
General Statistics



## Company

### America Net



#### Investment Date:

› August 2019

#### Industry:

› Telecom

#### Website:

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

#### SDG – UN 2030 Agenda



America Net 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 19,000 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 380 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.

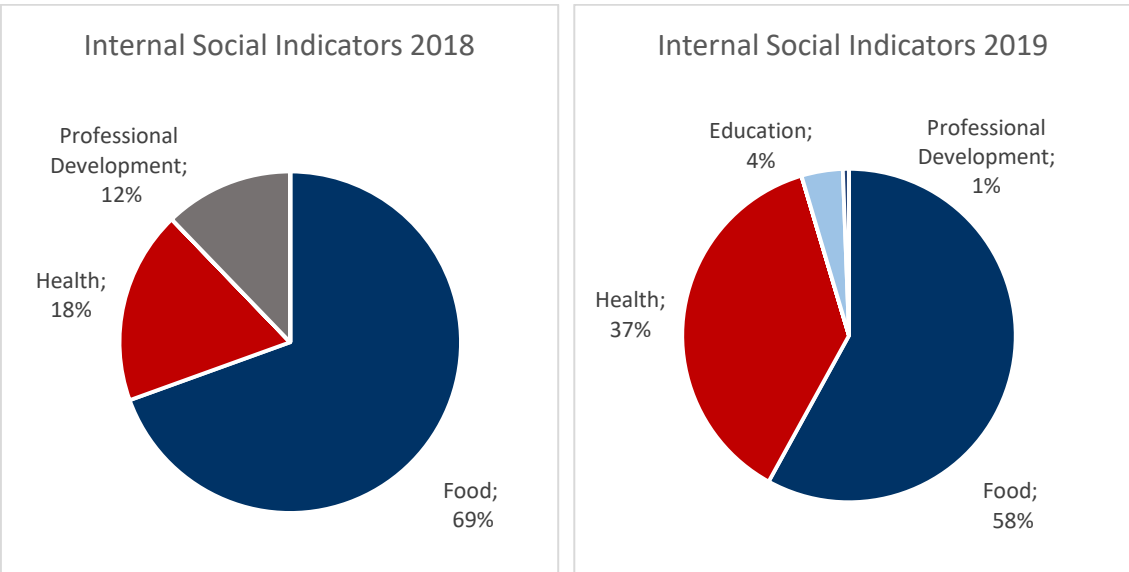
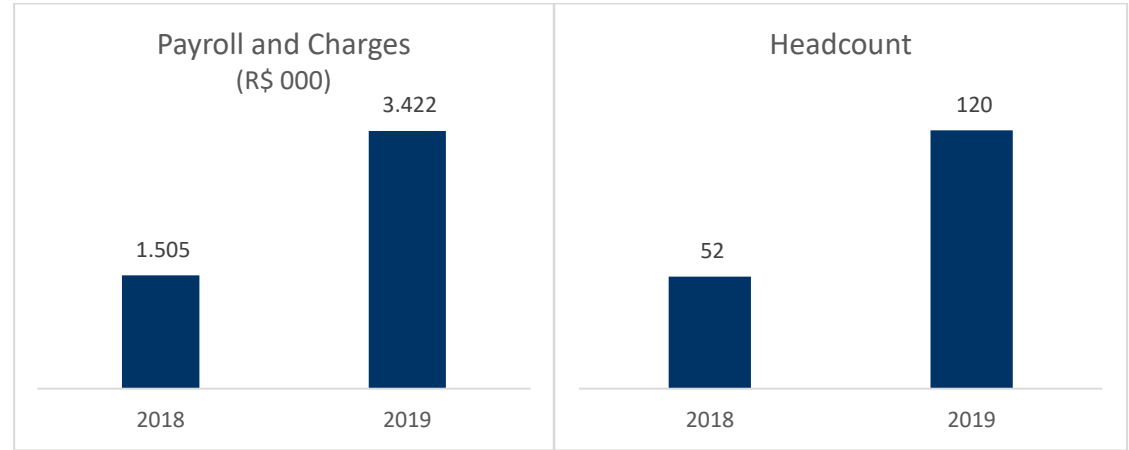
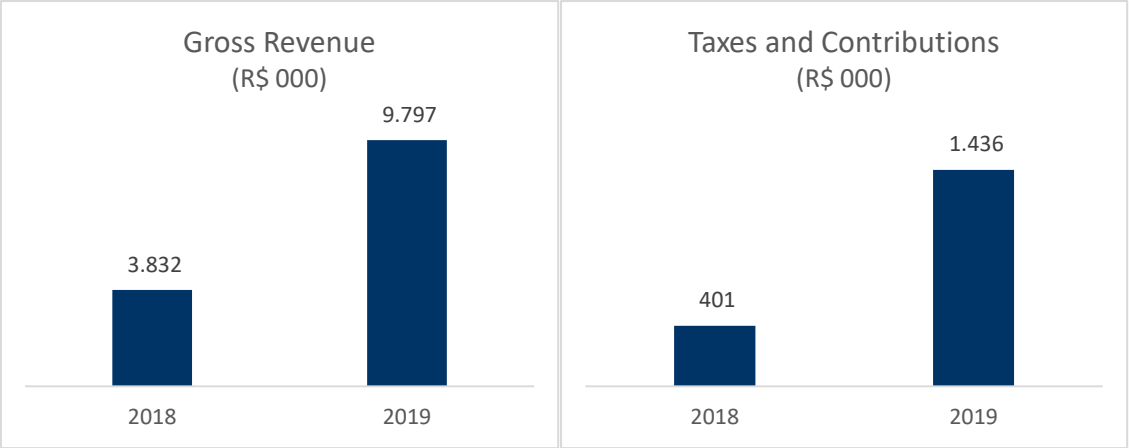
The company publicly makes available its Codes of Ethics and Corporate Governance, in addition to working only with third-party service providers who follow the good practices developed by the company, ensuring compliance with socially responsible practices in the performance of their activities.

Below, we present America Net's Social Indicators.

**Social Balance 2019**

1. General Info		
Company Name:	America Net	
Industry:	Telecom Provider	
2. Financial Indicators	2018	2019
Revenue	R\$ 236.823.993	R\$ 272.558.373
Taxes and Contributions	R\$ 22.281.549	R\$ 17.129.881
Payroll	R\$ 22.426.173	R\$ 20.659.278
3. Governance and Ethics Indicators		
# of law suits and sanctions	110	149
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	4	5
Does the firm have a report channel?	No	No (In Development)
4. Employees and Work Conditions Indicators		
Headcount	211	384
# of hires	110	151
# of layoffs	113	317
# of third party workers	N/A	N/A
# of interns	2	2
# of employees with age over 45	24	67
# of women in the company	68	139
# of employees who consider themselves black	24	49
# of people with disabilities	4	6
# of trainings applied	N/A	N/A
# of work accidents	1	1
# of employees on sick leave	28	11
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	Não
% 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\$ 5.997.430	R\$ 2.128.482
Healthcare expenses	R\$ 7.725.000	R\$ 672.550
Private Pension expenses	-	-
Work safety expenses	R\$ 522.286	R\$ 114.818
Education expenses	R\$ 1.456.811	N/A
Training and empowerment expenses	R\$ 1.456.811	N/A
Nursery and day-care expenses	R\$ 129.405	R\$ 17.399
Other	N/A	N/A
7. External Social Indicators		
Philanthropic activity	R\$ 1.254.984	N/A
# benefited people	N/A	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 ( ) Support (X) Organizes and motivates
The social impact projects developed by the company were	(X) Executives ( ) Employees	(X) Executives ( ) Employees
Does the company adopts any profit sharing policy?	( ) No (X) Yes	( ) No (X) Yes

Invest Tech VC Fund  
General Statistics



## Companies

### Clip Escola

**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, 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 Balance 2019**

Social Balance 2019		
1. General Info		
Company Name:	ClipEscola Ltda	
Industry:	SAAS B2B platform for educational marketing and communication - Edtech	
2. Financial Indicators		
	2018	2019
Revenue	R\$ 1.605.000	R\$ 2.965.919
Taxes and Contributions	R\$ 186.000	R\$ 455.966
Payroll	R\$ 1.366.000	R\$ 2.628.397
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	32	57
# of hires	20	44
# of layoffs	6	22
# of third party workers	-	-
# of interns	1	-
# of employees with age over 45	0	-
# of women in the company	22	31
# of employees who consider themselves black	1	1
# of people with disabilities	-	-
# of trainings applied	Daily...	Daily...
# of work accidents	-	-
# of employees on sick leave	-	-
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	36.394
6. Internal Social Indicators		
Meal Allowance	Vouchers R\$ 113.000 + Refectory R\$ 27.000	Vouchers R\$260.596,84 + Refectory R\$ 18.433,95
Healthcare expenses	Health Insurance R\$ 39.000	Health Insurance R\$ 166.511,59
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	-	-
Training and empowerment expenses	R\$26.000	-
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
Philantropic activity	R\$3.000	R\$3.000
# benefited people	N/A	N/A
# benefited entities	2	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:**

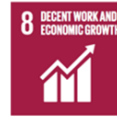
› February 2019

**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 operates about data protection and information security.

Next, we present Skore's Social Indicators.

**Social Balance 2019**

1. General Info		
Company Name:	Skore Technologies Inc	
Industry:	Software - Edtech	
2. Financial Indicators		
	2018	2019
Revenue	R\$ 2.227.205	R\$ 3.922.465
Taxes and Contributions	R\$ 215.169	R\$ 495.701
Payroll	R\$ 139.090	R\$ 144.584
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	N/A	N/A
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	20	35
# of hires	10	23
# of layoffs	3	10
# of third party workers	17	-
# of interns	-	3
# of employees with age over 45	-	-
# of women in the company	7	13
# of employees who consider themselves black	1	4
# of people with disabilities	-	-
# of trainings applied	-	1
# of work accidents	-	-
# of employees on sick leave	1	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes, Google´s project for Startups	Yes
% 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\$ 8.000	R\$ 8.269
Healthcare expenses	-	-
Private Pension expenses	-	-
Work safety expenses	-	-
Education expenses	-	R\$ 20.280
Training and empowerment expenses	-	-
Nursery and day-care expenses	-	-
Other	-	-
7. External Social Indicators		
Philanthropic activity	Free Skore licensing	-
# benefited people	-	-
# benefited entities	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	-	13
# benefited entities	-	-
Other	-	-
# benefited people	-	-
# benefited entities	-	-
8. Other Relevant Indicators		
Spread between higher and lower salaries	R\$17.000 - R\$2.000	R\$ 14.000 - R\$ 2.500
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 (X) Employees	( ) Executives (X) Employees
Does the company adopts any profit sharing policy?	(X) No ( ) Yes	(X) No ( ) Yes

## Dattos



### Investment Date:

› September 2019

### Industry:

› SaaS/Data reconciliation

### Website:

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

### SDG – UN 2030 Agenda



Dattos is a data reconciliation platform that provides technology solutions to enable companies to achieve simpler and more productive processes. The platform allows the client to carry out any type of reconciliation process: accounting, banking, tax, investments, registration or data of any nature, since it allows the creation and modification of reconciliation rules.

Companies spend an average of 10 business days per month performing manual reconciliation processes of financial data in spreadsheets, commonly a slow error-prone process that allow free handling of sensitive information, is unable to process high volumes of data and, above all, costly. Dattos simplifies and automates any reconciliation process, reducing the time spent on reconciliations by up to 80%.

Below, we present the Dattos Social Report.

**Social Balance 2019**

1. General Info	
Company Name:	Novum It Solutions Tecnologia da Informação Ltda
Industry:	Software
2. Financial Indicators	
	2019
Revenue	R\$ 2.908.830
Taxes and Contributions	R\$ 483.980
Payroll	R\$ 648.721
3. Governance and Ethics Indicators	
# of law suits and sanctions	None
Has the company suffered popular actions, campaigns or boycott	No
Does the firm have a formal ethics manual?	No
Is the manual distributed to all employees?	No
# of auditing processes	1
Does the firm have a report channel?	No
4. Employees and Work Conditions Indicators	
Headcount	28
# of hires	14
# of layoffs	6
# of third party workers	13
# of interns	1
# of employees with age over 45	1
# of women in the company	5
# of employees who consider themselves black	1
# of people with disabilities	-
# of trainings applied	2
# of work accidents	-
# of employees on sick leave	-
5. Environmental Impact Indicator	
Does the company have a recycling policy?	No
% of trash recycled	-
Water consumption (L)	Around 15.000L
Energy consumption (kW ou kWh)	10.662
6. Internal Social Indicators	
Meal Allowance	R\$ 6.349
Healthcare expenses	R\$ 22.820
Private Pension expenses	R\$ 0
Work safety expenses	R\$ 0
Education expenses	R\$ 0
Training and empowerment expenses	Around R\$ 3000,00
Nursery and day-care expenses	R\$ 0
Other	R\$ 0
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	7
Regarding employees participation in social programs, the company:	(X) Don't get involved ( ) Support ( ) Organizes and motivates
The social impact projects developed by the company were led by	( ) Executives ( ) Employees
Does the company adopts any profit sharing policy?	(X) No ( ) Yes

## Closing

2019 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 metrics and processes to be adopted to achieve excellence in maximizing the positive impact, and we are committed to constant innovation in the search of this objective.

We expect 2020 to be marked by even greater improvements in the indicators of this report and by the deepening when measuring the impact generated.

We proudly present our Social Impact Report for 2019. 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