

# Social Balance Report 2020



March/2021

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## General Partner's Message

In 2020, a relevant and unexpected fact completely changed the operational plans of our portfolios and company: the Covid-19 pandemic. We readily allocated our efforts to adjust and restructure the work dynamics of our team to deal with this adversity in the safest way possible, as well as encouraged the portfolio companies to do the same, always focusing on the safety and health of our employees and their families. For 2021, we hope this situation will improve, but we remain with our structure adequate to the pandemic and we strongly encourage the investees to maintain their work structures respecting social distance and the best practices of health and safety at work, as recommended by regulatory bodies and the World Health Organization.

As a socioeconomic agent in the financial sector, we understand our role in building a fair, equal, and prosperous society. Since 2016, we have monitored the social contribution of Invest Tech and each of the investees, and we encourage them to implement best practices and adopt policies for sustainability, diversity, and social inclusion. We believe that we should all be concerned with society and create conditions for personal and professional development, without neglecting financial results and responsibility towards our investors and partners.

We monitor the Sustainable Development Goals (according to the UN classification) in each of the investees, and indicators such as taxes and contributions, diversity, incentive programs for development, training hours, inclusion and sustainability policies, and social support programs. We believe that our investees can and should contribute to the development of an egalitarian and balanced society, and we apply these principles from the moment of prospecting and evaluating investment opportunities to the monitoring and management of the portfolio for the effective exit of companies.

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

We extend our last thanks to our investors, our investee teams, and internal staff. The interaction between these three pillars makes our work feasible and encourages Invest Tech to constantly seek the highest standards of excellence.

We hope that 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. Our managers have more than 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 Telecommunications segments –, helping innovative companies and entrepreneurs to maximize the value of their business, thus contributing to a more economically dynamic and solid society.

We are the main vehicle for investment in the digital future of Brazil. We identify unique and scalable companies that operate in different sectors of the economy by digitizing processes or creating new business models that accelerate operational performance, improve control and management of operations, or create disruptive offers of new products and services to end customers. We invest in companies that develop business models or technological offers that leverage the use of Information Technology and Telecommunications to create disruption in mature markets and accelerate the digitization of business between companies.

Our goal as management company is to make companies more efficient by using information technology and telecommunications continually and to their limits, so as to make society more efficient, balanced, and equal. We use the experience of our partners and management team in directing, advising, supporting, and monitoring companies to guide the efforts of our investee companies, to maximize the growth and positive impact 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 / 2 exits
- › **Investees:**



### Invest Tech VC

- › **Year:** 2018
- › **Vintage:** 8 + 2 years
- › **Current period:** Investment/ Fundraising
- › **Size:** R\$ 46,3 million
- › **Targets:** Revenue up to R\$ 16 million
- › **Status:** 5 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 the scarcity of resources, whether those are essential for human survival or required for socioeconomic development. The global dialogues about sustainable development alternatives have been intensified in organizations from different sectors around the globe with the most diverse purposes, but it is widely known that only the current assistance structure based on Governments and Philanthropic Entities is not enough to meet human needs in developing or underdeveloped nations. The private sector's position on the subject is extremely important.

Impact investment initiatives bring a direct relationship between good practices and return, in which the best ESG practices bring the greatest return for investors, especially in the long run. In this context, we have as the most attractive markets for this new class of investments those with great opportunities for economic, social, and environmental development and a large population, characteristics identified in countries such as China, India, and Brazil.

With the eyes of investors focused on the southern portion of the globe, we find a great opportunity for the development of Brazilian society and economy by the injection of foreign and domestic capital in infrastructure and technology initiatives, which can bring drastic improvements to 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 to maximize the impact generated, for planting seeds that will generate good fruits for Brazilian society.

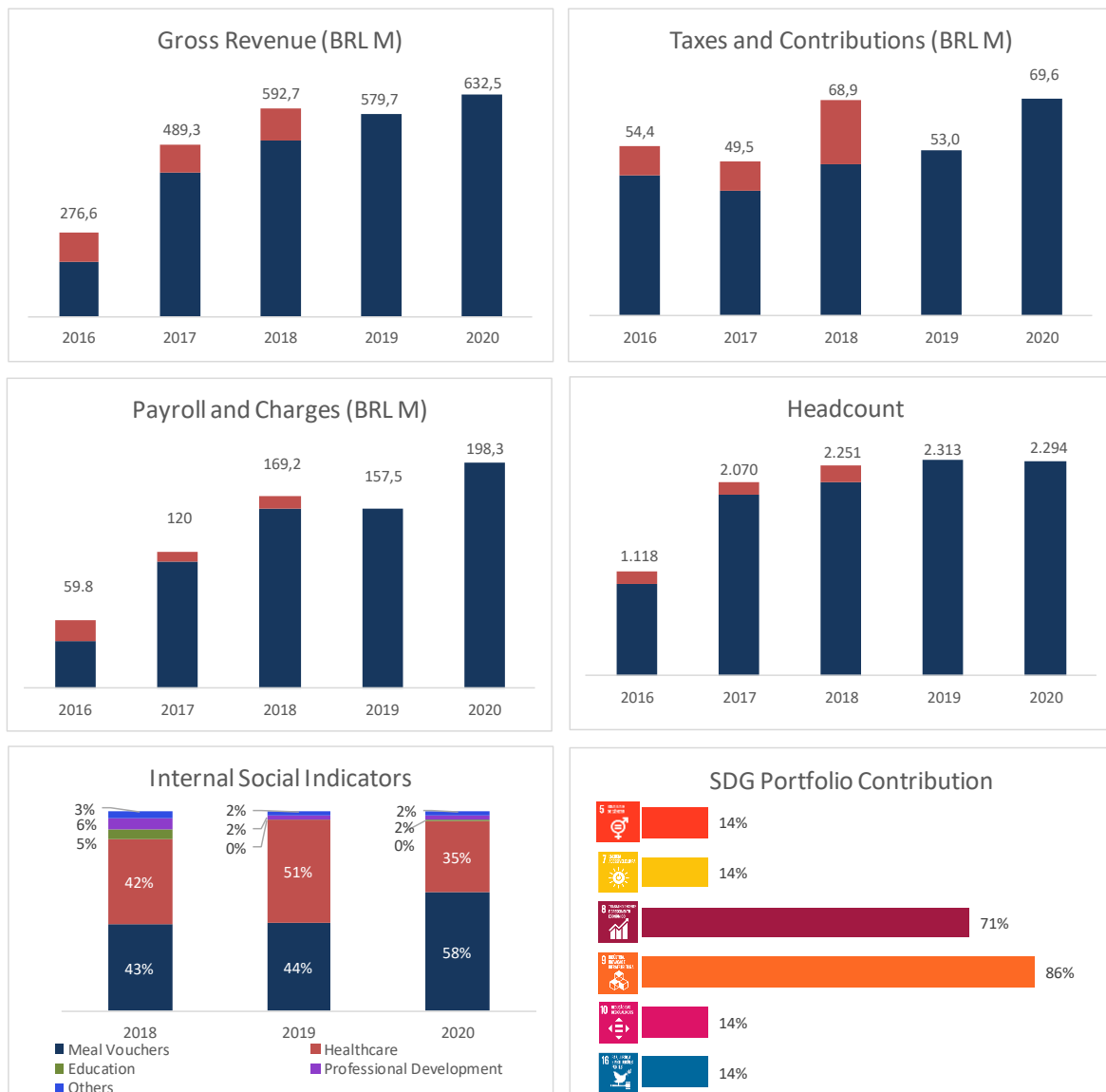
This is our commitment: to continue looking every day for alternatives that develop the national market and improve the living conditions of citizens from Brazil and the rest of the world. To this end, we rely on the support of our investors, staff, and investees in adopting a commitment to society, and we hope to continue establishing partnerships that help us achieve these long-term objectives and contribute to society, always looking for extraordinary returns in our investments.

# Investees and Social Results of 2020

## Growth Funds - Capital Tech II and Special Situations

### General Statistics

■ Portfolio at the time ■ Current Portfolio



## Acesso



### Investment Date:

- › August 2017

### Industry:

- › Financial Services

### Website:

- › [www.meuacesso.com.br](http://www.meuacesso.com.br)
- › [www.acessobank.com.br](http://www.acessobank.com.br)
- › [www.bankly.com.br](http://www.bankly.com.br)

### SDG – UN 2030 Agenda



Acesso was founded 11 years ago as a solution in the financial sector for the Brazilian unbanked population, offering digital accounts and issuing and managing prepaid cards. Since its foundation, it has undergone a constant evolution in its offer of financial services, ranging from an independent card issuer to a complete banking infrastructure platform in 2020. Today, the company has prepaid cards with Meu Acesso, digital accounts with Acesso Bank, and Banking as a Service with Bankly. Despite its evolution, the company has never abandoned its main mission, which is to democratize banking access in Brazil, whether in the direct offer of products in retail or helping other companies to provide quality financial services at a competitive price.

Currently with more than 500 thousand prepaid cards active in the past three months, and R\$ 6 billion of loads accumulated since its foundation, the company promotes the financial, technological, and social inclusion of the unbanked Brazilian population, without access to credit and with needs for innovative prepaid solutions that are easy to use and have low cost, with total security and convenience.

For Acesso, the concern with the origin and destination of the resources transacted by the company and with the compliance with the current legislation is essential. To this end, it has exclusive departments and committees for preventing and mitigating the issues in question, and it works for the integrity in the data records and judicious processes of *Know Your Client*, seeking greater security and credibility for its customers, partners, and society as a whole. When it comes to security and data use, the company has policies and processes reviewed at least once a year, in addition to internal information security controls, aiming to protect data throughout their entire life cycle and to comply with the Brazilian General Data Protection Act (LGPD).

Regarding the Covid-19 pandemic, the company developed an action and communication plan with all employees, to adapt the workplace with the best practices, reduced capacity, and prior planning of the teams, in addition to adopting remote work effectively and without prejudice to the operation.

The company has a corporate governance developed to manage and make the best decisions concerning its principles and guidelines, achieving its strategic objectives and ensuring the continuity of the business. Thus, Acesso holds committees and forums throughout the year to ensure the highest level of institutional governance, organized by decision-making levels of operational and technical competences, aligned with the strategic level. We highlight its Policies of Corporate Governance, Compliance, Risk Management, Information Security, Third-Party Information Security, Privacy Policy, and Money Laundering Prevention.

1. General Info		
Company	Acesso Soluções de Pagamento	
Industry	Financial Solutions	
# Countries	Brazil	
# Cidades	São Paulo	
# Offices	São Paulo	
# Clients	3.751.834	
# Suppliers	28	
2. Financial Indicators (BRL M)	2019	2020
Revenue	R\$ 52,5	R\$ 53,6
Taxes and Contributions	R\$ 5,1	R\$ 5,5
Payroll	R\$ 14,9	R\$ 22,5
3. Governance and Ethics Indicators		
# of law suits and sanctions	195	2
Has the company suffered popular actions, campaigns or boycotts?	No	0
Does the firm have a formal ethics manual?	Yes	No
Is the manual distributed to all employees?	Yes	No
# of auditing processes	0	2
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicator		
Headcount	150	178
# of hires	98	93
# of layoffs	69	73
# of third party workers	6	14
# of interns	2	1
# of employees over 45 years of age	10	12
# of women in the company	65	74
# of employees who consider themselves black	10	Not accounted
# of people with disabilities	-	1
# of employees on sick leave	1	1
Employees Average Age	-	32
# of trainings applied	Not measured	0
# of work accidents	-	0
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	No
% of trash recycled	30%	0%
Water consumption (L)	350.000 (use of own well)	468.000
Energy consumption (kW ou kWh)	192.976	50 a 100 MWK/Month
6. Internal Social Indicators		
Meal Allowance	R\$ 1.001.146	R\$ 1.644.000
Healthcare expenses	R\$ 552.560	R\$ 1.080.000
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 0	R\$ 192.000
Education expenses	R\$ 13.590	R\$ 0
Training and empowerment expenses	R\$ 16.425	R\$ 0
Nursey and day-care expenses	R\$ 0	R\$ 1.200
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators	2019	2020
Spread between higher and lower salaries	-	40x
Regarding employees participation in social programs, the company:	Don't get involved	Suport
The social impact projects depeloped by the company were led by:	All employees	Direction
Does the company adopts any profit sharing policy?	No	Yes

## Ahgora Sistemas



### Investment Date:

› August 2016

### Industry:

› Human Capital Management (HCM)

### Website:

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

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

### SDG – UN 2030 Agenda



boostLAB

Ahgora is an intelligence company for people management, with solutions in IoT, Cloud Computing, Machine Learning, and Facial ID, whose technological platform performs analyses and dynamic reports for real-time decision making with scalability for operating in several sectors of the economy. The company focuses on HCM (Human Capital Management) with solutions in presence management, employee control, and remote management. The company has more than 850 thousand employees on its platforms and makes more than 64 million clock-ins per month. In 2020, the company delivered the Ahfin platform, which consists of educational solutions and financial benefits, such as payroll loans, insurance, and investment guidance. In 2020, it presented a Net Promoter Score of 74.

Ahgora's performance strengthens work relationships and confidence in the employment relationships established at client institutions. By real-time presence management and anti-fraud solutions, its solutions create conditions for a humane and fair labor market, minimizing flaws in the labor remuneration system, whether fraudulent or accidental. In 2020 in particular, the company's solutions were very well evaluated and adopted by its customers for the remote monitoring of the teams in Home Office regime, in line with the best practices of pandemic prevention.

The company adopts a vision based on the guiding principles of transparency, equity, accountability, and corporate responsibility, which, when converted into corporate governance practices, allow the improvement of management, harmonization of interests, business sustainability, and generation of value for the Company's longevity. Good practices are rooted in the company, both in the externalities produced by it and in the management of its employees. Ahgora recognizes its responsibilities in the areas of health, safety, and environment, taking these aspects as priorities, and thus adopting an approach that helps to minimize the risks generated by its economic activities, in addition to creating opportunities.

Regarding the externalities generated from possible risks arising from data protection and use, in 2020 the company adopted a data protection and security committee, besides implementing policies to mitigate risks linked to LGPD, with the adequacy of its Privacy Policy, disclosure of the cookie policy, inclusion of the data protection clause, and advanced features for protecting the information of its users and services.

Below, we present the Social Report of Ahgora.

<b>1. General Info</b>		
Company	Ahgora Sistemas S.A.	
Industry	Software Development	
# Countries	Brazil	
# Cidades	National	
# Offices	2	
# Clients	2.965	
# Suppliers	165	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 32,3	R\$ 36,8
Taxes and Contributions	R\$ 3,7	R\$ 3,8
Payroll	R\$ 15,7	R\$ 12,4
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	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	-	Yes
Does the firm have a report channel?	Yes	Yes
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	161	181
# of hires	89	87
# of layoffs	90	65
# of third party workers	11	11
# of interns	14	7
# of employees over 45 years of age	9	19
# of women in the company	82	88
# of employees who consider themselves black	5	10
# of people with disabilities	1	1
# of employees on sick leave	1	1
Employees Average Age	-	30
# of trainings applied	Not measured	16
# of work accidents	2	0
<b>5. Environmental Impact Indicator</b>		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	62%	Not measured
Water consumption (L)	780.000	29.000
Energy consumption (kW ou kWh)	80.676	1.933
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 996.597	R\$ 1.627.567
Healthcare expenses	R\$ 620.194	R\$ 1.087.549
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 0	R\$ 19.598
Education expenses	R\$ 0	R\$ 0
Training and empowerment expenses	R\$ 62.754	R\$ 0
Nursey and day-care expenses	R\$ 0	R\$ 11.138
Other	R\$ 0	R\$ 0
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	25X	23x
Regarding employees participation in social programs, the company:	Don't get involved	Don't get involved
The social impact projects developed by the company were led by:	N/A	N/A
Does the company adopts any profit sharing policy?	Yes	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 offers a set of digital platforms, content website, marketplace infrastructure, and connection between professionals from the civil construction sector and facility operation. By its own platforms, the company operates in different phases of the life cycle of buildings, with solutions ranging from project management and material quotations to construction inspection, facility management, and industrial maintenance. It also offers tools of Information and Content and of Collaboration and Management, aiming to integrate companies and people from the various links in the civil construction chain.

By its platforms, E-Construmarket is able to increase productivity and reduce costs for small and large construction companies, besides giving visibility and scalability to small manufacturers, retailers, and distributors of construction materials through its online quotation platform. Such services are important for increasing the competitiveness of the sector as a whole and preventing oligopoly practices.

Since it is a company that demands human capital, it is of the utmost importance that E-Construmarket provides an environment that meets the highest standards of governance and ethics, in addition to being inviting and safe for its employees. To ensure this standard, the company provides an anonymous communication tool, *e-Comunica*, which allows employees to make suggestions and reports completely anonymously. The safety and health of employees is a concern of the company, thus, in addition to providing structural, financial, and psychological support during the pandemic period (including internet help), the company also has periodic medical monitoring programs for its employees, offering both monitoring exams and guidance from nutritionists and psychologists.

Cybersecurity and LGPD policies are key factors in its operation, which the company seeks to improve each year. 2020 marked the company by the adoption of privacy and cookie policies, adaptation for entering contracts, changes in internal infrastructure, processes, and communication, and training of employees regarding the adoption of best practices in the framework of the LGPD.

Below, we present the Social Report of E-Construmarket.

<b>1. General Info</b>		
Company	E-CONSTRUMARKET TECNOLOGIA E SERVIÇOS S.A.	
Industry	Development and licensing of non-customizable computer programs	
# Countries	Brazil	
# Cidades	São Paulo	
# Offices	1	
# Clients	1.777	
# Suppliers	122	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 22,9	R\$ 23,9
Taxes and Contributions	R\$ 2,1	R\$ 2,6
Payroll	R\$ 7,1	R\$ 7,3
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	4	1
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Finalizing	Yes
Is the manual distributed to all employees?	No	(coming soon)
# of auditing processes	1	1
Does the firm have a report channel?	Yes	Yes
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	142	122
# of hires	86	26
# of layoffs	78	30
# of third party workers	-	3
# of interns	24	17
# of employees over 45 years of age	6	4
# of women in the company	59	50
# of employees who consider themselves black	8	14
# of people with disabilities	-	-
# of employees on sick leave	1	3
Employees Average Age	-	31
# of trainings applied	10	14
# of work accidents	-	-
<b>5. Environmental Impact Indicator</b>		
Does the company have a recycling policy?	No	No
% of trash recycled	-	-
Water consumption (L)	1.044.000 L	960.000 L
Energy consumption (kW ou kWh)	84.000 kWh	54.280 kWh
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 507.652	R\$ 135.699
Healthcare expenses	R\$ 890.614	R\$ 1.041.149
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 6.040	R\$ 0
Education expenses	R\$ 21.190	R\$ 0
Training and empowerment expenses	R\$ 30.000	R\$ 25.677
Nursey and day-care expenses	R\$ 44.101	R\$ 43.679
Other	R\$ 0	R\$ 0
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	16,7x	17,2x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	N/A	direction
Does the company adopts any profit sharing policy?	No	No

**Data de Investimento:**

› Dezembro/2015

**Setor:**

› Software: Segurança da Informação

**Site:**

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

**ODS – ONU Agenda 2030**

Ogasec is an information security company focused on the development of hardware and software, commercialization, implementation, and provision of services focused on data and information protection, vulnerability management, remote work security, and perimeter security. In addition, Ogasec also has representation from renowned international manufacturers for the distribution of its products in Brazil.

The company seeks to provide integrated solutions, from business diagnosis to defense, aiming to develop solutions to make the world safer before cyber threats, by eliminating the maximum vulnerability as possible from systems and supporting its customers from the most diverse sizes and segments to reach their goals. Being at the forefront against cyber threats with innovative ideas, the company provides convenience, reliability, and tranquility to its customers.

Information is one of Ogasec's greatest assets. As an enterprise in the information security sector, the creation, maintenance, and manipulation of accurate, reliable, and consistent information, with protected access, are essential factors for the company, especially since this is its core business. Efforts to ensure best practices to protect the company's information assets are defined using criteria such as confidentiality, integrity, and availability through its Information Security Policy. Currently, the company's portfolio includes security solutions for the cloud, data center, remote work and against data breaches, helping its clients in the adequacy and best practices regarding LGPD.

The correct disposal of computer waste and materials is also a concern of the company. In the search to reduce externalities resulting from its operation, Ogasec has a partnership with companies specialized in the disposal of computer materials, as well as environmental certificates of destination.

Below, we present the Social Report of Ogasec.

<b>1. General Info</b>		
Company	Ogasec	
Industry	Distribution of Computer Products	
# Countries	Brazil	
# Cidades	Brasilia	
# Offices	1	
# Clients	602	
# Suppliers	5	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 8,1	R\$ 6,7
Taxes and Contributions	R\$ 0,4	R\$ 0,0
Payroll	R\$ 3,0	R\$ 33,2
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	-	-
Has the company suffered popular actions, campaigns or boycotts?	-	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	-	1
Does the firm have a report channel?	Yes	Yes
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	29	16
# of hires	11	2
# of layoffs	40	19
# of third party workers	-	3
# of interns	2	-
# of employees over 45 years of age	3	4
# of women in the company	9	3
# of employees who consider themselves black	2	2
# of people with disabilities	-	-
# of employees on sick leave	-	-
Employees Average Age	-	36
# of trainings applied	11	-
# of work accidents	-	-
<b>5. Environmental Impact Indicator</b>		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	-	-
Water consumption (L)	240.000	-
Energy consumption (kW ou kWh)	55.027 KWh	4.860 KWh
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 463.811	R\$ 88.080
Healthcare expenses	R\$ 473.543	R\$ 73.649
Private Pension expenses	N/A	R\$ 0
Work Safety expenses	R\$ 5.654	R\$ 4.048
Education expenses	R\$ 3.060	R\$ 0
Training and empowerment expenses	R\$ 0	R\$ 0
Nursey and day-care expenses	N/A	R\$ 0
Other	R\$ 33.834	R\$ 0
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	13,7x	11,7x
Regarding employees participation in social programs, the company:	Don't get involved	Don't get involved
The social impact projects developed by the company were led by:	direction	direction
Does the company adopts any profit sharing policy?	No	No

## Quality Softwares



### Investment Date:

› March 2016

### Industry:

› Information Technology

### Website:

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

### SDG – UN 2030 Agenda



Quality is one of the main Brazilian suppliers of Digital Platform Development, Software Automation and Integration, GRC (Governance, Risk Management, and Compliance), and Technology Outsourcing. The company helps its clients to have a better operational performance, governance, and communication with its customers using digital platforms, specialized teams, and methodologies to promote an internal digital culture, to transform data into value, and to improve the end customer's experience.

Being a company that is intensive in human capital, with +1,200 employees, it has a diverse staff and, at the beginning of the pandemic, it set up a specific crisis committee to deal with the issue on several fronts of action, creating a policy focused on preventive measures and active communication with its employees and client companies in which its employees were allocated.

Quality understands that data security is of paramount importance, since it has intangible value for its customers and for Quality itself. Thus, the company uses the required tools to provide the company and its customers with the necessary security. In 2020, Quality started to adapt to LGPD, in addition to implementing new policies such as the Code of Ethics and Conduct, Ethics Channel, Labor Relations Policy, Donation Policy, Policy of Sustainability and Management and Disposal of Electronic Items.

As a publicly traded company, listed on *Bovespa Mais*, it has the highest governance standards, with public information available on its IR website. The management of Quality understands that the Company's administration should be carried out by ethical values, thus creating a healthy, just, and transparent environment, with long-lasting relationships and easy access for its employees, suppliers, shareholders, and other related parties.

In terms of direct social contributions, Quality has been supporting Instituto Musical Beethoven since 2014. In April 2020, it worked directly on the *Caça Fome* (Project, an emergency campaign to help people at risk or vulnerability by the distribution of food and protective masks against Covid-19, developing a specific management system for the institute as a way of donation. This benefited 61 thousand families in 502 communities, equivalent to 620 tons of food delivered.

Below, we present the Social Report of Quality Softwares.

<b>1. General Info</b>		
Company	Quality Softwares S.A.	
Industry	Provision of Technology Services, Software Licensing	
# Countries	16	
# Cidades	Rio de Janeiro/RJ - São Paulo/SP - Curitiba/PR	
# Offices	Rio de Janeiro/RJ - São Paulo/SP - Curitiba/PR	
# Clients	366	
# Suppliers	487	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 144,1	R\$ 144,9
Taxes and Contributions	R\$ 20,6	R\$ 22,9
Payroll	R\$ 73,7	R\$ 65,2
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	-	43
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	No	Yes
Is the manual distributed to all employees?	N/A	Yes
# of auditing processes	N/A	No
Does the firm have a report channel?	No	Yes
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	1.319	1.291
# of hires	752	550
# of layoffs	757	561
# of third party workers	-	8
# of interns	3	1
# of employees over 45 years of age	120	134
# of women in the company	201	232
# of employees who consider themselves black	352	367
# of people with disabilities	49	49
# of employees on sick leave	9	6
Employees Average Age	-	33
# of trainings applied	-	8
# of work accidents	2	1
<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)	4.066.375	1.731.994
Energy consumption (kW ou kWh)	314.124	135.847
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 6.668.107	R\$ 6.240.569
Healthcare expenses	R\$ 3.449.992	R\$ 2.939.828
Private Pension expenses	R\$ 218.712	R\$ 178.293
Work Safety expenses	R\$ 157.961	R\$ 142.900
Education expenses	R\$ 0	R\$ 0
Training and empowerment expenses	R\$ 435.188	R\$ 275.227
Nurse and day-care expenses	R\$ 83.293	R\$ 51.717
Other	R\$ 0	357 people trained
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	Difference of R\$ 71.034,63	61x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	direction	direction
Does the company adopts any profit sharing policy?	Yes	Yes

**Investment Date:**

› January 2018

**Industry:**

› Cloud Computing

**Website:**

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

**SDG – UN 2030 Agenda**

Sky.One specializes in the transformation, automation, and optimization of Cloud Computing technologies, assisting its customers in migrating software from the on-premise model to the cloud. By providing software “SaaSification” or “Cloudification,” the company is able to position itself as a platform that allows not only the virtualization of cloud applications, but also the viability of the SaaS (Software as a Service) model for its customers. By its technology, Sky.One generates flexibility, security, and scalability for all agents in the chain.

Founded in 2014, Sky.One already has striking social responsibility traits in its organizational culture, and consider human capital to be its most valuable asset, which is why it develops programs to improve health and the development of its employees. Sky is among the top 15 in the Ranking of Top Brazilian Startups on LinkedIn, and it was certified *Great Place to Work* for the third consecutive year, in addition to offering leadership programs, career plan, and other benefits, encouraging its employees to evolve in an ethical and collaborative way. The company monthly holds monitoring meetings and discussions on the work environment, as well as periodic examinations to ensure the health of employees and excellence in the organizational environment. In response to the impacts of the pandemic, it adopted the safety and prevention protocols disclosed by the regulatory agencies, providing conditions and structure for the best remote performance of its activities.

Since 2018, the company has been involved in a project to support training and assistance to low-income young people, developing assistance and educational activities, culminating in the hiring of young people from the project to the company’s staff. In addition, in 2020, it took part in several philanthropic activities on celebratory dates such as Christmas and Easter, besides specific activities to support families affected by the Covid-19 crisis.

In addition, Sky operates with the best practices in terms of IT governance, processes, and tools that ensure security in internal and external data and information protection. In 2020, the company implemented policies for management, privacy, data protection, and cyber security.

Below, we present the Social Report of Sky.One.

1. General Info		
Company	SKY ONE TECNOLOGIA EM SOFTWARES S.A.	
Industry	Software development and Cloud services	
# Countries	Brazil, USA	
# Cidades	São Paulo	
# Offices	2	
# Clients	1.100	
# Suppliers	65	
2. Financial Indicators (BRL M)		
	2019	2020
Revenue	R\$ 47,2	R\$ 78,0
Taxes and Contributions	R\$ 4,2	R\$ 5,5
Payroll	R\$ 22,5	R\$ 21,2
3. Governance and Ethics Indicators		
# of law suits and sanctions	1	3
Has the company suffered popular actions, campaigns or boycotts?	-	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	-	1
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicator		
Headcount	128	162
# of hires	93	76
# of layoffs	47	33
# of third party workers	2	4
# of interns	8	17
# of employees over 45 years of age	6	11
# of women in the company	35	48
# of employees who consider themselves black	5	7
# of people with disabilities	2	3
# of employees on sick leave	-	2
Employees Average Age		35
# of trainings applied	293	665
# of work accidents	-	1
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	No
% of trash recycled	100%	-
Water consumption (L)	-	-
Energy consumption (kW ou kWh)	-	-
6. Internal Social Indicators		
Meal Allowance	R\$ 676.532	R\$ 764.699
Healthcare expenses	R\$ 693.484	R\$ 718.470
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 0	R\$ 7.800
Education expenses	R\$ 0	R\$ 0
Training and empowerment expenses	R\$ 78.485	R\$ 125.221
Nursey and day-care expenses	R\$ 146.405	R\$ 175.002
Other	R\$ 128.305	R\$ 154.571
7. Other Relevant Indicators		
Spread between higher and lower salaries	Difference of R\$ 16.800,00	18,9x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects depeloyed by the company were led by:	All employees	All employees
Does the company adopts any profit sharing policy?	Yes	Yes

## Special Situations Fund

### 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 one of the largest telecommunications operators in Brazil, focusing on high quality fiber-optic internet for residential and corporate customers. The company uses its proprietary fiber-optic network of more than 21,000 km to deliver high-quality telephone and internet services to cities that are underserved by the major providers operating in Brazil. With code 85, it offers local and long-distance calls, high-speed data transmission, and higher added value services (virtual PABX, firewall, distributed extensions, point-to-point integration, among others) from its own infrastructure and cutting-edge technology.

America Net makes its Codes of Ethics and Corporate Governance publicly available, in addition to working only with third-party service providers that comply with the good practices developed by the company, ensuring compliance with socially responsible practices in the exercise of its activities. The company follows operational practices to guarantee the best service to its customers, with a very strict selection process of people, trainings, and documentation of the best operational practices.

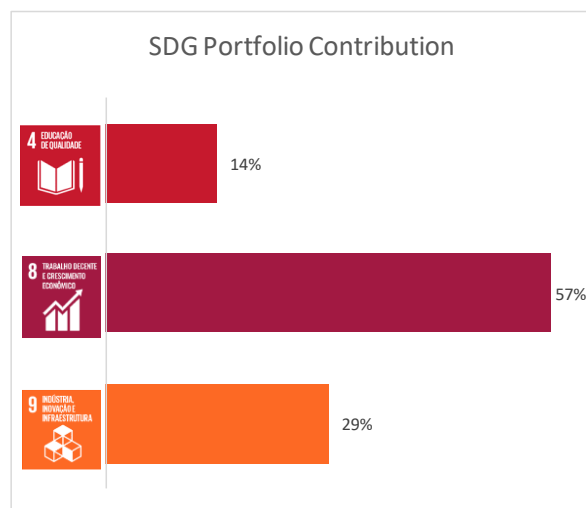
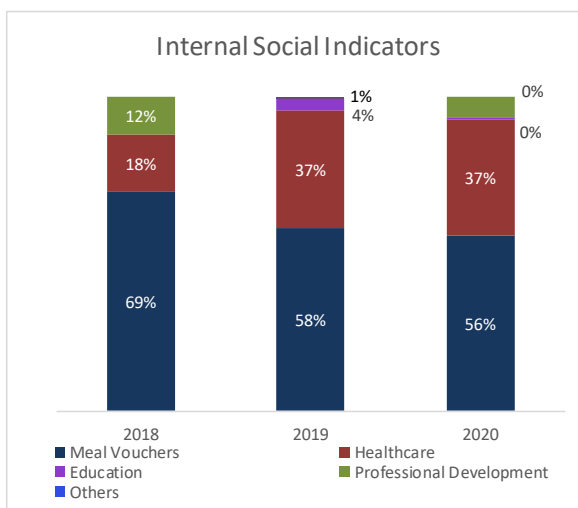
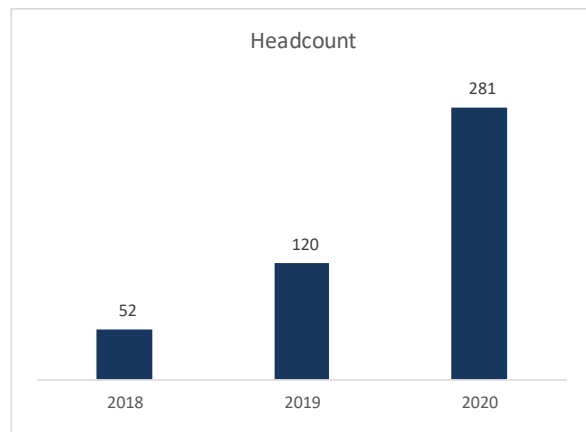
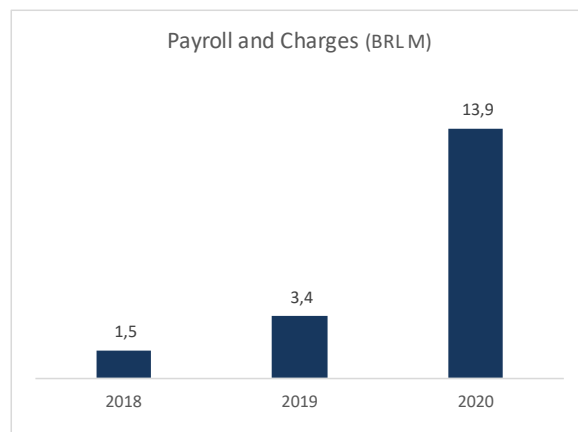
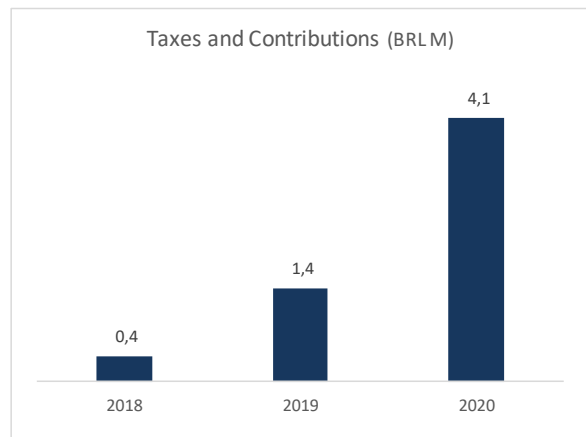
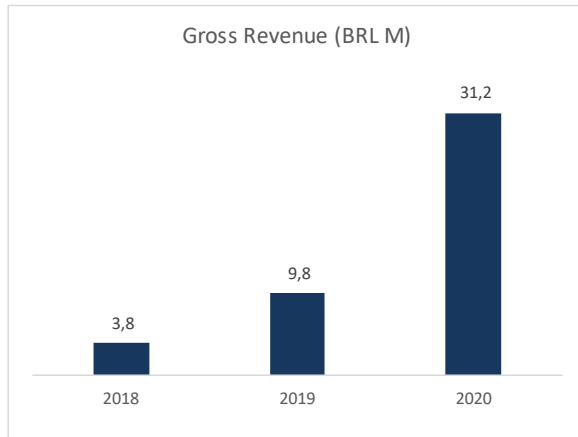
Regarding mitigations and adaptation to the Covid-19 pandemic, the company worked well with a detailed contingency and risk mitigation plan in the office and with its field teams, also adapting its operation to remote work. In addition, in 2020, America Net started adapting to LGPD, to commit itself to the best practices of customer information use, complying with its policies and national laws.

Next, we present the Social Report of America Net.

<b>1. General Info</b>		
Company	Americanet S.A.	
Industry	Telecom Operator	
# Countries	Brazil	
# Cidades	17	
# Offices	10	
# Clients	99.111	
# Suppliers	2.260	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 272,6	R\$ 288,5
Taxes and Contributions	R\$ 16,9	R\$ 29,3
Payroll	R\$ 20,7	R\$ 36,5
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	149	275
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	4
Does the firm have a report channel?	No (project under development)	Yes, through HR
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	384	344
# of hires	151	157
# of layoffs	317	201
# of third party workers	-	28
# of interns	2	1
# of employees over 45 years of age	67	33
# of women in the company	139	84
# of employees who consider themselves black	49	27
# of people with disabilities	6	-
# of employees on sick leave	11	4
Employees Average Age	-	36
# of trainings applied	-	1636 h
# of work accidents	1	8
<b>5. Environmental Impact Indicator</b>		
Does the company have a recycling policy?	No	Yes
% of trash recycled	-	-
Water consumption (L)	-	-
Energy consumption (kW ou kWh)	-	-
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 2.128.482	R\$ 3.085.458
Healthcare expenses	R\$ 672.550	R\$ 813.510
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 114.818	R\$ 56.000
Education expenses	N/A	R\$ 83.231
Training and empowerment expenses	N/A	R\$ 6.000
Nursey and day-care expenses	R\$ 17.399	R\$ 28.635
Other	N/A	R\$ 0
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	N/A	140,5x
Regarding employees participation in social programs, the company:	organizes and encourages	Supports
The social impact projects developed by the company were led by:	direction	direction
Does the company adopts any profit sharing policy?	Yes	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, ranging from more frequent communications, such as lessons and messages, to subjects such as monthly fees and attendance at events. With the platform, schools are able to have greater control and predictability over their management, while improving student performance and the institution's relationship with parents.

Communication failures in the triad between parents, teachers, and employees lead to great difficulties in information management, which may cause financial risks and losses for the school and great dissatisfaction for parents and employees. By enabling close and effective monitoring of the student, ClipEscola maximizes the impact of education by the alignment between school and family, helping to identify potential flaws in the educational process, whether at home or at school.

In 2020, ClipEscola hired a consultancy that has been helping the company through a process of adapting to LGPD in all departments.

With the Covid-19 pandemic, all employees were instructed to work from home, receiving support from the company, which provided all types of necessary equipment (including chairs and tables) to ensure the best possible performance. The office was also an option for those who wanted to work from there, with alcohol gel and masks available to those who needed it.

From the point of view of pollution and waste disposal, it is worth highlighting the company's attitude:

- Internally, it separates recyclable from organic waste;
- Externally, it replaces physical planners for digital ones, resulting from the company's activities with its more than 1500 customers, greatly reducing the amount of paper consumed.

Below, we present the Social Report of ClipEscola.

1. General Info		
Company	ClipEscola Ltda	
Industry	SaaS B2B Plataforma	
# Countries	Brazil	
# Cidades	1	
# Offices	1	
# Clients	1.546	
# Suppliers	N/A	
2. Financial Indicators (BRL M)	2019	2020
Revenue	R\$ 3,0	R\$ 4,8
Taxes and Contributions	R\$ 0,5	R\$ 0,3
Payroll	R\$ 2,6	R\$ 4,9
3. Governance and Ethics Indicators		
# of law suits and sanctions	-	0
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	-	2
Does the firm have a report channel?	Yes, through HR	No
4. Employees and Work Conditions Indicator		
Headcount	57	50
# of hires	44	8
# of layoffs	22	7
# of third party workers	-	0
# of interns	-	0
# of employees over 45 years of age	-	2
# of women in the company	31	30
# of employees who consider themselves black	1	-
# of people with disabilities	-	0
# of employees on sick leave	-	1
Employees Average Age	-	32
# of trainings applied	Daily	Daily
# of work accidents	-	0
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	70%	0,7
Water consumption (L)	N.M	N/A
Energy consumption (kW ou kWh)	36394	N/A
6. Internal Social Indicators		
Meal Allowance	VA - R\$260.596,84 + Refectory R\$ 18.433,95	316.244
Healthcare expenses	Health plan R\$ 166.511,59	275.918
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 0	R\$ 0
Education expenses	R\$ 0	R\$ 0
Training and empowerment expenses	R\$ 0	R\$ 0
Nurse and day-care expenses	R\$ 0	R\$ 0
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	5X	10,0
Regarding employees participation in social programs, the company	organizes and encourages	Supports
The social impact projects developed by the company were led by	All employees	All employees
Does the company adopts any profit sharing policy?	Yes	No

## Configr

**Investment Date:**

› September 2020

**Industry:**

› Cloud Computing

**Website:**

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

**SDG – UN 2030 Agenda**

Configr is a Cloud platform for SMEs, dynamically managed by robots. Configr's software solution automates cloud migration and the management of its customers' technical cloud demands.

SMEs tend to have difficulty taking their applications to the cloud, given that this is a costly process and requires specialized technical labor. Configr's solution allows companies to use robust cloud technology to host and manage their online applications, without the need for a specialized technical staff, either internal or outsourced, thanks to robots that automate the demands for migration and management of the cloud infrastructure.

At the beginning of the pandemic, all employees were transferred to the remote work model, which continues until today. Configr provided financial support to all employees so that they could create their respective workplaces at home, and always reinforces the need for health care.

About LGPD, the company is concluding its adaptation to the legislation, having already adjusted most of its operations.

Below, we present the Social Report of Configr.

<b>1. General Info</b>	
Company	Config Administração de Sistemas SA
Industry	Information Technology
# Countries	Brazil
# Cidades	1
# Offices	1
# Clients	2.315
# Suppliers	45
<b>2. Financial Indicators (BRL M)</b>	
	<b>2020</b>
Revenue	R\$ 3,9
Taxes and Contributions	R\$ 0,3
Payroll	R\$ 1,4
<b>3. Governance and Ethics Indicators</b>	
# of law suits and sanctions	0
Has the company suffered popular actions, campaigns or boycotts?	No
Does the firm have a formal ethics manual?	No
Is the manual distributed to all employees?	No
# of auditing processes	0
Does the firm have a report channel?	No
<b>4. Employees and Work Conditions Indicator</b>	
Headcount	42
# of hires	33
# of layoffs	6
# of third party workers	26
# of interns	2
# of employees over 45 years of age	0
# of women in the company	12
# of employees who consider themselves black	10
# of people with disabilities	0
# of employees on sick leave	0
Employees Average Age	26
# of trainings applied	0
# of work accidents	0
<b>5. Environmental Impact Indicator</b>	
Does the company have a recycling policy?	N/A
% of trash recycled	N/A
Water consumption (L)	N/A
Energy consumption (kW ou kWh)	N/A
<b>6. Internal Social Indicators</b>	
Meal Allowance	R\$ 0
Healthcare expenses	R\$ 0
Private Pension expenses	R\$ 0
Work Safety expenses	R\$ 0
Education expenses	R\$ 0
Training and empowerment expenses	R\$ 0
Nurse and day-care expenses	R\$ 0
Other	R\$ 0
<b>7. Other Relevant Indicators</b>	
Spread between higher and lower salaries	12,0x
Regarding employees participation in social programs, the	Supports
The social impact projects developed by the company were led by:	N/A
Does the company adopts any profit sharing policy?	No

## 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, registrations, or data of any nature, since it allows the creation and modification of reconciliation rules.

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

With Covid-19, Dattos adopted the home office regime from the beginning and, since then, the company has operated 100% digitally. To monitor operations, it established weekly virtual meetings with the entire team, in addition to meetings between the teams.

To comply with LGPD, the company created the information security committee, whose objective is to ensure compliance with the new law. In addition, they have started studies to obtain ISO-270001.

Below, we present the Social Report of Dattos.

<b>1. General Info</b>		
Company	Novum It Solutions Tecnologia da Informação Ltda	
Industry	Licensing or assignment of right to use computer programs	
# Countries	Brazil	
# Cidades	São Paulo	
# Offices	1	
# Clients	35	
# Suppliers	20	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 2,9	R\$ 3,4
Taxes and Contributions	R\$ 0,5	R\$ 0,6
Payroll	R\$ 0,6	R\$ 2,4
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	-	1
Has the company suffered popular actions, campaigns or boycotts?	No	-
Does the firm have a formal ethics manual?	No	Yes
Is the manual distributed to all employees?	No	Yes
# of auditing processes	1	1
Does the firm have a report channel?	No	No
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	28	26
# of hires	14	8
# of layoffs	6	9
# of third party workers	13	15
# of interns	1	-
# of employees over 45 years of age	1	-
# of women in the company	5	6
# of employees who consider themselves black	1	1
# of people with disabilities	-	-
# of employees on sick leave	-	-
Employees Average Age		29
# of trainings applied	2	-
# of work accidents	-	-
<b>5. Environmental Impact Indicator</b>		
Does the company have a recycling policy?	No	N/A
% of trash recycled	-	N/A
Water consumption (L)	15000L	N/A
Energy consumption (kW ou kWh)	10662	N/A
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 6.349	R\$ 0
Healthcare expenses	R\$ 22.820	R\$ 0
Private Pension expenses	R\$ 0	R\$ 0
Work Safety expenses	R\$ 0	R\$ 0
Education expenses	R\$ 0	R\$ 0
Training and empowerment expenses	R\$ 3.000	R\$ 0
Nurse and day-care expenses	R\$ 0	R\$ 0
Other	R\$ 0	R\$ 0
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	6,5x	7,3x
Regarding employees participation in social programs, the company:	Don't get involved	Don't get involved
The social impact projects developed by the company were led by:	N/A	N/A
Does the company adopts any profit sharing policy?	No	Yes

**Investment Date:**

› March 2020

**Industry:**

› Logistics

**Website:**

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

**SDG – UN 2030 Agenda**

LogComex is a big data, analysis, automation, and tracking platform for foreign trade. With its solution, the company makes the process of companies such as Randon, Honda, Santos Brasil, among others, more productive and intelligent by collecting, processing, and monitoring the operation data in real time.

It is also able to monitor various imports and exports, contributing to market intelligence studies, reducing costs, and giving more transparency to risk and compliance areas of large companies and banks, in the analysis of foreign trade operations.

The company has also been working hard on its data privacy policy, being in compliance with LGPD. Regarding the care of its employees, LogComex received the prestigious *Great Place To Work* certification, and has been working to make the lives of its more than 104 employees increasingly better.

Since the beginning of Covid-19, it has advised its employees to stay home, implementing a 100% home office, but kept their office available, whenever permitted by local authorities and following all health and safety rules.

Next, we present the Social Report of LogComex.

<b>1. General Info</b>	
Company	Logcomex S/A
Industry	Technical support, maintenance and other IT services
# Countries	Brazil
# Cidades	Curitiba
# Offices	1
# Clients	4
# Suppliers	4
<b>2. Financial Indicators (BRL M)</b>	
	<b>2020</b>
Revenue	R\$ 13,3
Taxes and Contributions	R\$ 2,0
Payroll	R\$ 3,9
<b>3. Governance and Ethics Indicators</b>	
# of law suits and sanctions	-
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?	-
# of auditing processes	-
Does the firm have a report channel?	No
<b>4. Employees and Work Conditions Indicator</b>	
Headcount	104
# of hires	66
# of layoffs	13
# of third party workers	36
# of interns	0
# of employees over 45 years of age	2
# of women in the company	41
# of employees who consider themselves black	0
# of people with disabilities	0
# of employees on sick leave	0
Employees Average Age	30
# of trainings applied	0
# of work accidents	0
<b>5. Environmental Impact Indicator</b>	
Does the company have a recycling policy?	No
% of trash recycled	No
Water consumption (L)	-
Energy consumption (kW ou kWh)	-
<b>6. Internal Social Indicators</b>	
Meal Allowance	R\$ 353.917
Healthcare expenses	R\$ 231.898
Private Pension expenses	R\$ 0
Work Safety expenses	R\$ 0
Education expenses	R\$ 4.020
Training and empowerment expenses	R\$ 96.622
Nursey and day-care expenses	R\$ 0
Other	R\$ 0
<b>7. Other Relevant Indicators</b>	
Spread between higher and lower salaries	15,9x
Regarding employees participation in social programs, the	Supports
The social impact projects developed by the company were led t	direction
Does the company adopts any profit sharing policy?	No

## Skore



### Investment Date:

› February 2019

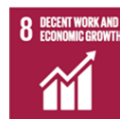
### Industry:

› Corporate Education

### Website:

› [www.skore.io](http://www.skore.io)

### SDG – UN 2030 Agenda



Skore has developed the ultimate technology for digital learning. In its platform, it is possible to incorporate 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 new employees, and even delivering the content via chatbot. All this content exchange is managed and monitored by the client, since the ability to learn, disseminate learning, and adapt to changes is the main competitive differential of the company.

Skore has in its history the free supply of the platform to several impact agents in the 3rd sector, as a way of giving back to society the fruits of its production. In addition, as an international company, it complies with all legislation in force in the countries in which it operates regarding data protection and information security.

Concerning LGPD, Skore developed an adequacy project, in which it seeks to understand what are its sensitive data, the obligations it has, where the company is under the law, and what needs to be changed. The activities were divided between some groups (contracts, privacy policies, and compliance reports), which have been treated by the company in accordance with the provisions of LGPD.

From the point of view of diversity, the company has a diversity academy, which holds periodic meetings to share knowledge and best practices. They also have policies for equality and diversity and against harassment and discrimination.

With the Covid-19 pandemic, Skore adopted the home office regime from the beginning, and, since then, the company has operated 100% digitally. They also established weekly virtual meetings to accompany employees and highlight the need for health care.

Below, we present the Social Report of Skore.

<b>1. General Info</b>		
Company	Skore Technologies	
Industry	Development and licensing of customizable computer programs	
# Countries	Brazil	
# Cidades	São Paulo	
# Offices	1	
# Clients	67	
# Suppliers	72	
<b>2. Financial Indicators (BRL M)</b>	<b>2019</b>	<b>2020</b>
Revenue	R\$ 3,9	R\$ 5,8
Taxes and Contributions	R\$ 0,5	R\$ 0,9
Payroll	R\$ 0,1	R\$ 1,2
<b>3. Governance and Ethics Indicators</b>		
# of law suits and sanctions	-	1
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	No	Yes
Is the manual distributed to all employees?	No	Yes
# of auditing processes	N/A	Yes
Does the firm have a report channel?	No	Yes
<b>4. Employees and Work Conditions Indicator</b>		
Headcount	35	59
# of hires	23	36
# of layoffs	10	16
# of third party workers	-	-
# of interns	3	5
# of employees over 45 years of age	-	-
# of women in the company	13	17
# of employees who consider themselves black	4	6
# of people with disabilities	-	-
# of employees on sick leave	-	-
Employees Average Age		28
# of trainings applied	1	1
# of work accidents	-	-
<b>5. Environmental Impact Indicator</b>		
Does the company have a recycling policy?	Yes	N/A
% of trash recycled	N/A	N/A
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	N/A	N/A
<b>6. Internal Social Indicators</b>		
Meal Allowance	R\$ 8.269	R\$ 90.228
Healthcare expenses	-	R\$ 0
Private Pension expenses	-	R\$ 0
Work Safety expenses	-	R\$ 0
Education expenses	R\$ 20.280	R\$ 0
Training and empowerment expenses	-	R\$ 0
Nursey and day-care expenses	-	R\$ 0
Other	-	R\$ 0
<b>7. Other Relevant Indicators</b>		
Spread between higher and lower salaries	5,60	14,0x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	All employees	All employees
Does the company adopts any profit sharing policy?	No	No

## Closing

2020 was a challenging and atypical year given the developments of the Coronavirus pandemic crisis. Invest Tech and its investees were able to adapt their operations to the context and adopt best practices, always aiming at the health of employees and their families, the prevention of the spread of the virus in society, and the smooth running of their operational activities, so that they were all able to develop, mature, and grow. This growth is not only specifically linked to the economic aspect, but also to their social, environmental, and governance responsibilities towards society.

In 2020, the companies also implemented important policies on ESG issues, especially for social and governance, contributing to the maximization of positive impacts of their operations.

In terms of the report, this year we have evolved in the depth and measurement of impacts, and we know that there will always be new measures and processes to be adopted to achieve excellence in maximizing positive externalities, and we are committed to constant innovation in search of such objective.

We expect that 2021 will still be affected by the consequences of the pandemic, and we understand that our portfolio is more mature and prepared for market challenges. In addition, we expect it to be a year marked by even greater improvements in the indicators of this report and by a deepening in the measurement of the generated impact.

We proudly conclude our Social Impact Report. We thank all parties involved for their 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.

Sincerely,

Invest Tech Team