

Social Impact Report



May/2022

Table of Contents

General Partner's Message	2
Invest Tech	3
About Us	3
History	3
Impact Thesis	5
Investees and Social Results of 2021	6
Growth Funds - Capital Tech II and Special Situations	6
General Statistics	6
Companies	7
Ahgora	7
Construmarket	9
Ogasec	11
Quality Softwares	13
Sky.One	15
Special Situations Fund	17
America Net	17
Invest Tech VC Fund	19
General Statistics	19
Companies	20
Clip Escola	20
Configr	20
Dattos	23
GoBots	25
LogComex	27
Uello	29
Closing	30

General Partner's Message

The challenge imposed by Covid-19 put the sustainability of several sectors of the economy to the test, and this also occurred with the technology sector. We went through adaptations and, after a year of uncertainty and caution, we faced 2021 with a look of resilience. Side by side with our investees, we followed the changes in the way of working, the adaptations of environments and processes for the health of our teams and partners, we created adaptations for the requirements and security of data and, above all, we shared the mission of continuing to grow to generate more value for our investors, entrepreneurs, and employees. This journey was important to reinforce our influence and responsibility to society, our stakeholders, and those who place confidence in our investments.

As a socioeconomic agent of the financial sector, we have the role of accompanying and guiding companies' actions towards a more just, equal, and prosperous society. To measure such impact, since 2016 we have monitored the social contribution of Invest Tech and each of the investees, and encouraged them to implement the best practices and adopt policies on sustainability, diversity, and social inclusion. We believe that we should all care about creating good conditions for personal and professional development, bringing prosperity to those who invest in business, financially or with dedication of time.

In this report, we identify and compile the Social Development Goals (according to the UN classification) in each of the investees, as well as indicators such as taxes and contributions, diversity, development incentive programs, training hours, inclusion and sustainability policies, and social support programs. We believe that our investees can and should contribute to social development, 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 the companies.

Invest Tech thanks everyone 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 give special thanks to those who do so within the corporate environment and public agencies; we believe that dialogue between sectors is crucial for a harmonious and inclusive socioeconomic development.

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

We 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 managing companies in the IT and telecommunications segments –, helping innovative companies and entrepreneurs maximize the value of their business and thus contribute 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 operating in various 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.

Our goal as management company is to make enterprises more efficient by the continued and optimized use of technology and telecommunications. We believe this makes society more efficient, balanced, and prosperous. We use the experience of our partners and management team in directing, advising, supporting, and monitoring companies to guide the efforts of our investees, in order to maximize the growth and positive impact generated by them.

History

2004	2008	2012	2013	2016	2017	2018	2019	2020	2021
Advisory services for middle market companies	Early-stage investment fund: R\$ 31.4 mm (USD 20 mm)	End of Investment Period of Fund I 6 companies invested with revenue between R\$ 6 and 20 million End of advisory services with more than 30 successful deals	Growth Fund (CT II): R\$ 209 mm (USD 115 mm) raised High profile local and international investors	Strategic sale of 30% stake in the GP to a premier Spanish investor	7 companies invested with revenue between R\$ 10 and 100 million	Extensive & complementary experience in investing. entrepreneurs hip and management End of Fund II Investment Period, last investment in January New VC Fund: R\$ 46.5 mm (USD 12 mm)	Launching of Special Situations Fund: R\$ 172 mm	12 companies invested with revenues between R\$ 3 and 300 mm + 7 M&As in the portfolio	12 companies invested with revenues between R\$ 4 and 600 mm + 2 Exits + 2 New Investments R\$ 840 mm AUM

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:** 7 investments / 2 Exits¹ / lead generation
- › **Investees:**



Invest Special Situations

- › **Year:** 2019
- › **Vintage:** 5 + 2 years
- › **Current Period:** Invested
- › **Size:** R\$ 222,8 million
- › **Targets:** Telecom
- › **Status:** Invested
- › **Investees:**



¹Uello's exit in April 2022

Impact Thesis

On a planet with exponential population growth, deforestation, global warming, limited resources, and inequality, there is growing concern about resource scarcity, social inclusion, and a change in behavior about global sustainability, human survival, or socioeconomic development. Global dialogues on Sustainable Development have intensified among organizations and institutions from different sectors in the world, but it is common knowledge that the current assistance structure based on governments and philanthropic entities is not sufficient to meet human needs in developing or underdeveloped nations. The private sector also has a role in responsibility and power of influence of utmost importance.

Impact investment initiatives bring a direct relationship between good practices and return, namely, where there are ESG best practices, there is the greatest return for investors, especially in the long run. In this line, Brazil is positioned as an attractive market for this investment analysis due to the great opportunities for economic, social, and environmental development and its large population contingent.

With the eyes of investors focused here, we find a great opportunity to develop Brazilian society and economy by the injection of foreign and domestic capital into infrastructure and technology initiatives, with the potential to bring significant improvements in social conditions by increasing production and productivity, in addition to our power of influence as manager to encourage and adapt our investees and stakeholders with the best practices in governance and ESG as a whole.

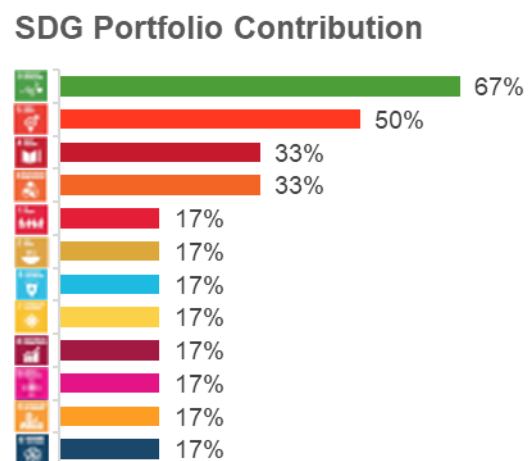
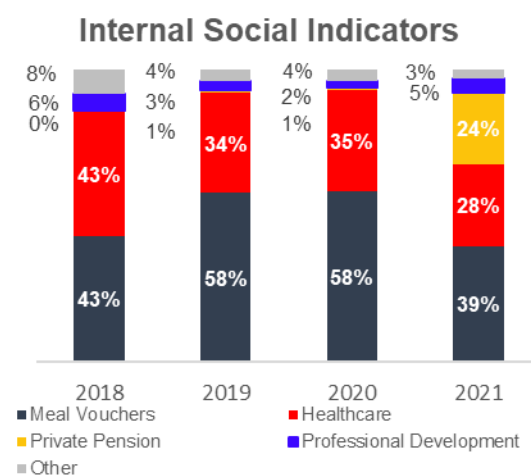
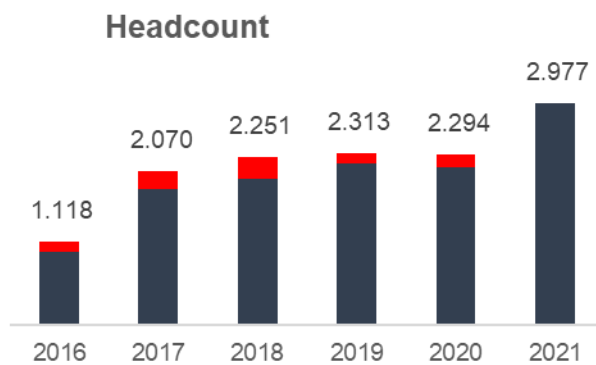
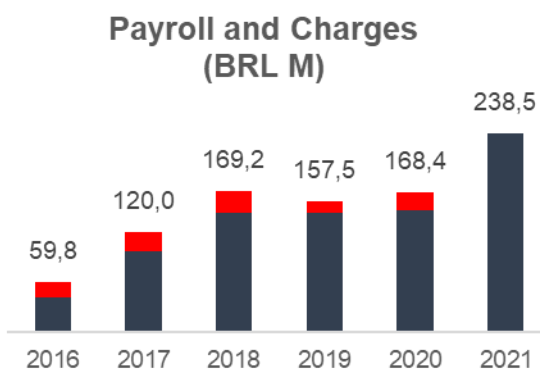
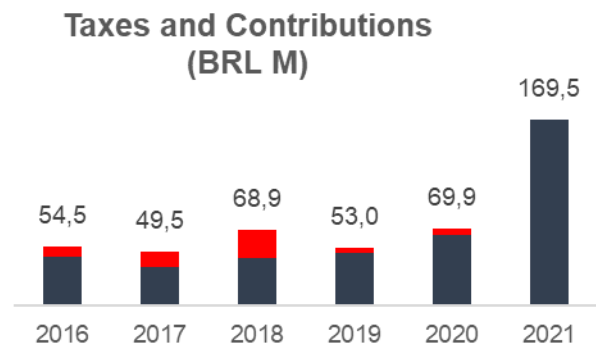
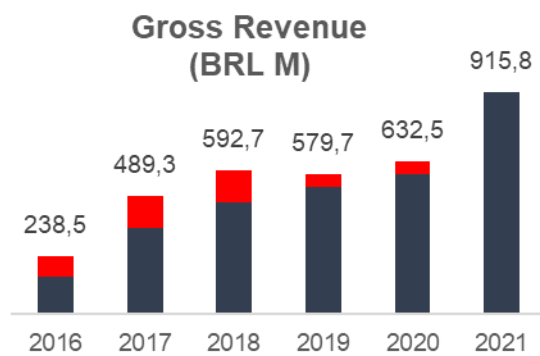
This is our commitment: to invest in search of alternatives that develop the national market and improve the living conditions of Brazilian citizens and of the rest of the world. To this end, we have the support of our investors, team, and investees in the adoption of the commitment to society, and we hope to continue establishing partnerships that help us achieve these long-term goals and contribution to society, always seeking extraordinary returns on our investments.

Investees and Social Results of 2021

Growth Funds - Capital Tech II and Special Situations

General Statistics

■ Portfolio at the time ■ Current Portfolio



Companies

Ahgora

**Investment Date:**

› August 2016

Industry:

› Human Capital Management (HCM)

Website:

› www.ahgora.com.br

› www.ahfin.com.br

SDG – UN 2030 Agenda

Ahgora is an intelligence company for people management, with solutions in Internet of Things (IoT), Cloud Computing, Machine Learning, and Facial ID, whose technological platform performs dynamic analysis and reports for real-time decision-making, with scalability to act in various sectors of the economy. The company focuses on HCM (Human Capital Management), with solutions in presence management, employee control, and remote management. It has more than 2 million employees on its platforms and performs more than 176 million clocking system readings per month. In 2021, in the movement to consolidate the human resources ecosystem, Ahgora acquired two companies: Web Training and Velti. With these acquisitions, the company entered the corporate education management market and expanded its customer base, respectively.

Ahgora's performance strengthens Labor Relations and the confidence in employment relationships established in the client institutions. By real-time presence management and Anti-Fraud solutions, their solutions create conditions for a human and fair labor market, minimizing failures in the labor remuneration system, whether fraudulent or accidental. In addition, with its financial health platform, Ahfin, the company has a thesis of financial inclusion by making available payroll credit and financial education and planning for the employees of its clients.

The company adopts a vision based on principles of transparency, equity, accountability, and corporate responsibility. Converted into governance practices, they allow the improvement of management, the harmonization of interests, the sustainability of the business, and the generation of value for the company's permanence. In the line of environmental sustainability, in 2021, the company invested in solar panels to power its headquarters in Florianópolis. In less than a year, it has generated 78 MWH of clean energy, which is equivalent to 4,300 preserved trees. Currently, about 70% of the company's energy is supplied by solar generation.

On the externalities generated of possible risks arising from data protection and use, the company reviews information security risks every six months and carries out monthly follow-ups. Given the sensitivity of employee data on its platform, teams do not have direct access to customer data, and security tests are applied to the infrastructure periodically. Third party software and services are reviewed and authorized only if they are in accordance with current legislation.

Below, we present the Social Report of Ahgora.

1. General Info		
Company	Ahgora Sistemas S.A.	
Industry	Software Development	
Country	Brasil	
Cities	Florianópolis, São Paulo, Curitiba	
# Offices	3	
# Clients	6.000	
# Suppliers	485	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 36,8	R\$ 55,7
Taxes and Contribution	R\$ 3,8	R\$ 5,5
Payroll and Charges	R\$ 12,4	R\$ 28,1
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	-	46
Has the company suffered popular actions, campaigns or boycotts?	Não	No
Does the firm have a formal ethics manual?	Sim	Yes
Is the manual distributed to all employees?	Sim	Yes
# of auditing processes	1	4
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	181	312
# of hires	87	159
# of layoffs	65	91
# of third party workers	11	13
# of interns	7	29
# of employees over 45 years of age	19	32
# of women in the company	88	142
# of women in the company C-Level	2	2
# of women in the company Board	0	0
# of employees who consider themselves black	10	12
# of people with disabilities	1	2
# of employees on sick leave	1	2
Employees Average Age	30	29
# de treinamentos aplicados	16	34
# de acidentes de trabalho	0	1
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	n/a	n/a
Water consumption (L)	29.000	436.000
Energy consumption (kW ou kWh)	1.933	78.000
6. Internal Social Indicators		
Meal Vouchers	R\$ 1.627.567	R\$ 1.297.768
Healthcare Expenses	R\$ 1.087.549	R\$ 885.492
Private Pension Expenses	R\$ 0	R\$ 0
Work Safety Expenses	R\$ 19.598	R\$ 0
Education Expenses	R\$ 0	R\$ 31.200
Training and Empowerment Expenses	R\$ 0	R\$ 616.647
Nursery and day-care Expenses	R\$ 11.138	R\$ 16.088
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	23x	21x
Regarding employees participation in social programs, the company:	Don't get involved	Support
The social impact projects developed by the company were led by:	N/A	Executives
Does the company adopts any profit sharing policy?	Yes	Yes

Construmarket



Investment Date:

› December 2015

Industry:

› Real Estate

Website:

› www.construmarket.com.br

SDG – UN 2030 Agenda



Construmarket offers a set of digital platforms, content portal, marketplace infrastructure, and connection of professionals in the sector of construction and operation of facilities. By its own platforms, the company operates in different phases of the life cycle of buildings, with solutions that range from project management with BIM technology and material quotations to construction inspection, facilities management, and industrial maintenance with IoT devices. It also offers Information and Content and Collaboration and Management tools with the aim of integrating companies and people from the various links of the construction chain.

By its platforms, Construmarket is able to increase productivity and reduce costs for small and large construction companies, in addition to giving visibility and scalability to small manufacturers, shopkeepers, and distributors of building materials by its online quotation platform. Such services are important to increase the competitiveness of the sector as a whole, prevent oligopoly practices, and include the smaller players in the ecosystem.

As a company with a demand for human capital, it is of paramount importance that Construmarket can provide an environment framed in the highest standards of governance and ethics, as well as inviting and safe for its employees. To ensure this standard, the company provides an anonymous communication tool, e-Comunica, which allows the employee to make suggestions and complaints completely anonymously.

The safety and health of employees is a concern of the company, so, in addition to providing structural, financial, and psychological support in the pandemic period (including internet assistance), it also has periodic medical monitoring programs for its employees, offering both monitoring tests and guidance from nutritionists and psychologists. Since 2021, the company adopted the hybrid working model and won the seal of Great Place To Work. In addition, in 2021, about 40% of its workforce was made up of women, including important leadership positions on the board.

Cybersecurity and LGPD (General Personal Data Protection Law) policies are key factors in its operation, which the company seeks to improve every year. In 2021, with the support of specialized consulting and lawyers, the company carried out a project of best practices to be adapted to the General Personal Data Protection Law.

Below, we present the Social Report of Construmarket.

1. General Info		
Company	E-CONSTRUMARKET TECNOLOGIA E SERVIÇOS S.A.	
Industry	Development and licensing of non-customizable computer programs	
Country	Brasil	
Cities	São Paulo	
# Offices	1	
# Clients	1.857	
# Suppliers	479	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 23,9	R\$ 27,4
Taxes and Contribution	R\$ 2,6	R\$ 3,4
Payroll and Charges	R\$ 7,3	R\$ 14,3
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	1	1
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	No	No
# of auditing processes	1	1
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	122	168
# of hires	26	109
# of layoffs	30	79
# of third party workers	3	4
# of interns	17	15
# of employees over 45 years of age	4	7
# of women in the company	50	67
# of women in the company C-Level	0	1
# of women in the company Board	0	0
# of employees who consider themselves black	14	15
# of people with disabilities	-	0
# of employees on sick leave	3	0
Employees Average Age	31	32
# de treinamentos aplicados	14	0
# de acidentes de trabalho	-	0
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	-	-
Water consumption (L)	960.000 L	15000
Energy consumption (kW ou kWh)	54.280 kWh	10.000 kWh
6. Internal Social Indicators		
Meal Vouchers	R\$ 135.699	R\$ 572.548
Healthcare Expenses	R\$ 1.041.149	R\$ 1.164.682
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\$ 25.677	R\$ 76.550
Nursery and day-care Expenses	R\$ 43.679	R\$ 47.257
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	17,2x	16,8x
Regarding employees participation in social programs, the company:	Organizes and Motivates	Supports
The social impact projects developed by the company were led by:	Executives	n/a
Does the company adopts any profit sharing policy?	No	No

**Investment Date:**

› December 2015

Industry:

› Cyber Security

Website:› www.ogasec.com**SDG – UN 2030 Agenda**

Ogasec is a Brazilian company that develops information security products and it is also a security solutions provider. The company currently operates in the distribution, commercialization, implementation, and provision of services focused on data and information protection, vulnerability management, remote work security, and perimeter security. Besides, Ogasec also has representation of renowned international manufacturers for the distribution of its products in Brazil to its public and corporate clients of different sizes.

Ogasec seeks to provide integrated defense diagnostics solutions for business, with the vision of developing solutions to make the world safer in the face of cyber threats, eliminating the vulnerability of systems as much as possible and supporting its customers of the most diverse sizes and segments to achieve this goal. Being ahead of the threats of the virtual world with innovative ideas, the company provides convenience, reliability, and peace of mind for its customers.

Information is one of the largest assets of Ogasec. As a company in the information security sector, the creation, maintenance, and handling of accurate, reliable, and consistent information with Protected Access are essential factors for Ogasec, especially since this is its business end. Efforts to ensure best practices to protect the information assets of the company and its customers are defined by criteria such as confidentiality, integrity, and availability through its Information Security Policy and the adoption of the best practices in security. Currently, the company includes in its portfolio application security solutions, vulnerability management, testing and training, cloud security, data center, remote work, and protection against data breach, helping its customers in the adequacy and best practices regarding the General Personal Data Protection Law.

The correct disposal of waste and computer materials are also concerns of the company. Searching to reduce the externalities resulting from its operation, Ogasec has partnered with companies specialized in the disposal of computer materials, and also has environmental certificates of destination. In 2021, the company adapted to 100% remote work, providing all necessary assistance to its employees, a measure that was effective and established as a work policy for the coming years.

Below, we present the Social Report of Ogasec.

1. General Info		
Company	Ogasec	
Industry	Distribution of computer programs	
Country	Brasil	
Cities	Brasilia	
# Offices	1	
# Clients	360	
# Suppliers	113	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 6,7	R\$ 6,4
Taxes and Contribution	R\$ 0,4	R\$ 0,5
Payroll and Charges	R\$ 3,3	R\$ 3,1
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	-	-
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	1	4
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	16	13
# of hires	2	4
# of layoffs	19	5
# of third party workers	3	3
# of interns	-	-
# of employees over 45 years of age	4	-
# of women in the company	3	7
# of women in the company C-Level	-	-
# of women in the company Board	-	-
# of employees who consider themselves black	2	1
# of people with disabilities	-	-
# of employees on sick leave	-	-
Employees Average Age	36	36
# de treinamentos aplicados	-	1
# de acidentes de trabalho	-	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	Yes	Yes
% of trash recycled	n/a	n/a
Water consumption (L)	n/a	Home office
Energy consumption (kW ou kWh)	4.860 KWh	Home office
6. Internal Social Indicators		
Meal Vouchers	R\$ 88.080	R\$ 148.760
Healthcare Expenses	R\$ 73.649	R\$ 111.510
Private Pension Expenses	R\$ 0	R\$ 0
Work Safety Expenses	R\$ 4.048	R\$ 2.232
Education Expenses	R\$ 0	R\$ 0
Training and Empowerment Expenses	R\$ 0	R\$ 0
Nursery and day-care Expenses	R\$ 0	R\$ 0
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	11,7x	19,5x
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:	Executives	n/a
Does the company adopts any profit sharing policy?	No	No

Quality Softwares

**Investment Date:**

› March 2016

Industry:

› Information Technology

Website:

› www.quality.com.br

SDG – UN 2030 Agenda

Quality is one of the leading suppliers in Brazil focused on Digital Platform Development, Software Automation and Integration, GRC (Governance, Risk, and Compliance), and Technology Outsourcing. The company helps its customers achieve better operational performance, governance, and communication with their clients using digital platforms, specialized teams, and methodologies to foster an internal digital culture, transform data into value, and change the end customer experience.

Being a human capital-intensive company, with + 1,500 employees working in different states of Brazil, it naturally has great ethnic diversity, repudiating any type of discrimination, and adopts practices of respect for all differences, because it believes that the synergistic environment is favored with the integration of all people and their differences.

The company seeks to support educational projects and philanthropic activities in search of a less unequal Brazilian society. The projects selected by Quality mainly consider the following aspects: scope, impact, effectiveness, economic feasibility, and time for implementation. In 2021 the company continued to support the Caça Fome (Hunger Hunt) 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 form of donation.

In the subject of data security, Quality finalized in 2021 the LGPD adequacy project they had started in 2020. Its employees are trained to avoid operational errors and the company has insurance to cover errors and omissions, as well as civil liability by its employees and administrators. In addition, since 2020 the company has implemented a Code of Ethics and Conduct; an Ethics Channel; a Labor Relations Policy; a Donation Policy; and a Sustainability and Management/Disposal of Electronic Items Policy.

As a publicly traded company, regulated by CVM and B3, it has the highest levels of governance applied in Brazil, with independent advisor, specific committees, external audit, Shareholders Agreement, and risk management.

Below, we present the Social Report of Quality Software.

1. General Info		
Company	Quality Softwares S.A.	
Industry	Technology Services, Software Licensing	
Country	Brasil, Mexico, United Estates / Spain	
Cities	Rio de Janeiro/RJ - São Paulo/SP - Curitiba/PR	
# Offices	7	
# Clients	451	
# Suppliers	5.555	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 144,9	R\$ 162,7
Taxes and Contribution	R\$ 22,9	R\$ 17,6
Payroll and Charges	R\$ 65,2	R\$ 85,0
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	43	-
Has the company suffered popular actions, campaigns or boycotts?	No	No
Does the firm have a formal ethics manual?	Yes	Yes
Is the manual distributed to all employees?	Yes	Yes
# of auditing processes	1	4
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	1.291	1.598
# of hires	550	894
# of layoffs	561	792
# of third party workers	8	-
# of interns	1	2
# of employees over 45 years of age	134	144
# of women in the company	232	348
# of women in the company C-Level	-	-
# of women in the company Board	-	-
# of employees who consider themselves black	367	100
# of people with disabilities	49	53
# of employees on sick leave	6	10
Employees Average Age	33 years of age	33 to 37 years of age
# de treinamentos aplicados	8	-
# de acidentes de trabalho	1	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	n/a	n/a
Water consumption (L)	1.731.994	n/a
Energy consumption (kW ou kWh)	135.847	n/a
6. Internal Social Indicators		
Meal Vouchers	R\$ 6.240.569	R\$ 600.000
Healthcare Expenses	R\$ 2.939.828	R\$ 250.000
Private Pension Expenses	R\$ 178.293	R\$ 4.123
Work Safety Expenses	R\$ 142.900	R\$ 15.000
Education Expenses	R\$ 0	R\$ 0
Training and Empowerment Expenses	R\$ 275.227	R\$ 0
Nursery and day-care Expenses	R\$ 51.717	R\$ 3.175
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	61x	24x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	Executives	Executives
Does the company adopts any profit sharing policy?	Yes	Yes

Sky.One



Investment Date:

› January 2018

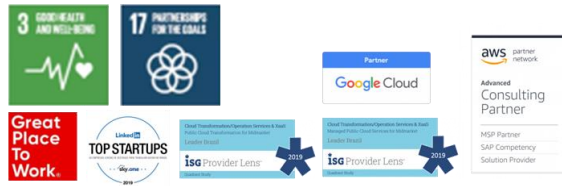
Industry:

› Cloud Computing

Website:

› 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 on-premise software to the cloud. By providing the "SaaSification" or "clouding" of software, the company is able to position itself as a platform that allows not only the virtualization of cloud applications, but also the feasibility of the SaaS model (Software as a Service) 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 marked traits of social responsibility in its organizational culture and considers human capital its most valuable asset. Therefore, it develops leadership programs and career plans, among other benefits, encouraging its employees to evolve ethically and collaboratively. The company 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 climate. As a result, for the third consecutive year Sky.One has been a certified Great Place to Work.

Aiming at better governance in Information Technology, the operational processes are aligned with practices determined by the National Institute of Standards and Technology (NIST). Sky.One is constantly implementing and evolving the processes and tools that ensure greater security, data protection, and risk mitigation in internal and external relations. In this sense, the company has LGPD, Cybersecurity, and Governance Committees. In addition, it raises the awareness of its employees by intensive training programs.

In 2021, Sky.One contributed to several fundraising campaigns for clothing, food, school material, and personal hygiene supplies. All this material was donated to charities and to social action projects, such as IpiRango, action by volunteers from the Ipiranga neighborhood that aims to provide food for homeless people, and PAC (Child Care Program), which welcomes children and young people in situation of vulnerability and helps their insertion in the labor market. With the support of employees, partners, and customers, Sky.One has exceeded its social contribution target for the year and plans to continue with the agenda for 2022. See more about Sky.One's social responsibility actions in <https://skyone.solutions/responsabilidade-social/>.

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	
Country	2	
Cities	4	
# Offices	2	
# Clients	2.000	
# Suppliers	66	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 78,0	R\$ 92,4
Taxes and Contribution	R\$ 5,5	R\$ 7,5
Payroll and Charges	R\$ 21,2	R\$ 47,2
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	3	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	1	4
Does the firm have a report channel?	Yes	Yes
4. Employees and Work Conditions Indicators		
Headcount	162	297
# of hires	76	55
# of layoffs	33	25
# of third party workers	4	1
# of interns	17	15
# of employees over 45 years of age	11	22
# of women in the company	48	111
# of women in the company C-Level	-	-
# of women in the company Board	-	-
# of employees who consider themselves black	7	11
# of people with disabilities	3	3
# of employees on sick leave	2	2
Employees Average Age	35	32
# de treinamentos aplicados	665	6
# de acidentes de trabalho	1	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	Yes
% of trash recycled	-	1
Water consumption (L)	-	-
Energy consumption (kW ou kWh)	-	-
6. Internal Social Indicators		
Meal Vouchers	R\$ 764.699	R\$ 1.364.218
Healthcare Expenses	R\$ 718.470	R\$ 1.849.321
Private Pension Expenses	R\$ 0	R\$ 4.372.157
Work Safety Expenses	R\$ 7.800	R\$ 0
Education Expenses	R\$ 0	R\$ 0
Training and Empowerment Expenses	R\$ 125.221	R\$ 174.732
Nursery and day-care Expenses	R\$ 175.002	R\$ 245.758
Other	R\$ 154.571	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	18,9x	16,7x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	All Employees	Executives
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/

SDG – UN 2030 Agenda

America Net is one of the largest telecommunications operators in Brazil, focusing on high-quality fiber internet for residential and corporate customers. The company uses its proprietary fiber optic network of more than 32 thousand km to deliver high-quality telephony and internet services to cities little served by major providers operating in Brazil. With code 85, it offers local and long-distance calls, high-speed data transmission, and higher value-added services (virtual PBX, firewall, distributed extensions, point-to-point integration, among others) from its own infrastructure and state-of-the-art technology.

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

In 2021, continuing the work of adequacy to the General Personal Data Protection Law, the company addressed the main risk points in order to commit to the best practices of using customer information within compliance, as well as within company policies and national legislation.

America Net is always looking for new and best technologies to provide quality internet access to cities and populations with less telecommunication infrastructure. It also works in smart city projects, in partnership with local municipalities, which use the company's services to optimize the use of public resources by minimizing their cost with transportation and public security. In addition, the company offers connectivity services to state and municipal schools, bringing quality internet to different regions of the country and fostering education.

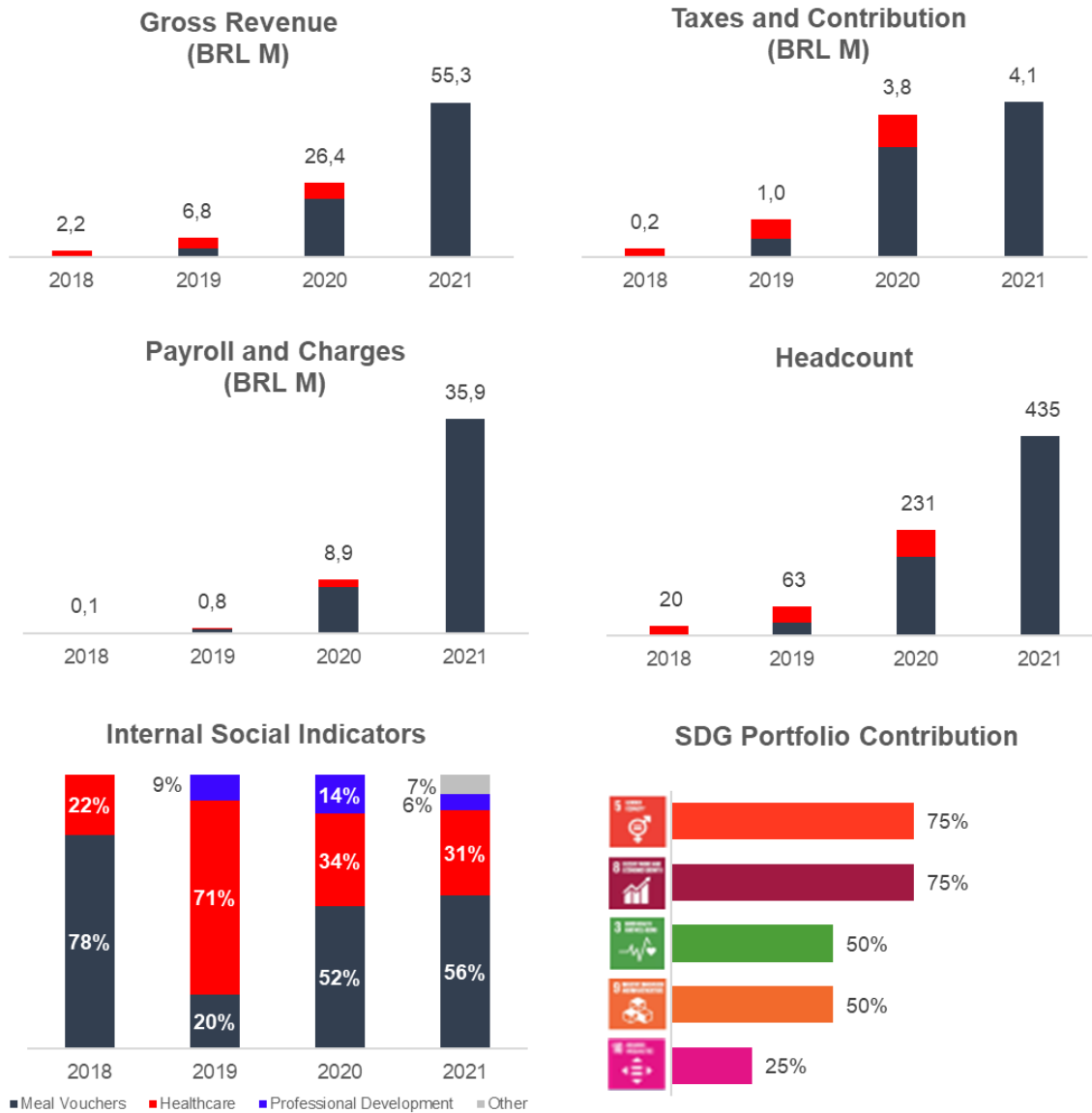
Below, we present the Social Report of America Net.

1. General Info		
Company	Americanet S.A.	
Industry	Telecom Operator	
Country	Brasil	
Cities	65	
# Offices	10	
# Clients	313.646	
# Suppliers	562	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 288,5	R\$ 571,2
Taxes and Contribution	R\$ 29,3	R\$ 135,1
Payroll and Charges	R\$ 36,5	R\$ 60,9
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	275	335
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?	Yes, internal through HR ou Governance	Yes, Internal through HR ou Governance and External through specialized third party hired, with ethics committee acting if necessary
4. Employees and Work Conditions Indicators		
Headcount	344	589
# of hires	157	179
# of layoffs	201	263
# of third party workers	28	120
# of interns	1	4
# of employees over 45 years of age	33	35
# of women in the company	84	156
# of women in the company C-Level	1	1
# of women in the company Board	1	1
# of employees who consider themselves black	27	35
# of people with disabilities	-	-
# of employees on sick leave	4	9
Employees Average Age	36	33
# de treinamentos aplicados	1.636 hours	aprox. 5.664 hours
# de acidentes de trabalho	8	1
5. Environmental Impact Indicator		
Does the company have a recycling policy?	recycling in Cotia / materials	recycling in Cotia / materials
% 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 Vouchers	R\$ 3.085.458	R\$ 388.688
Healthcare Expenses	R\$ 813.510	R\$ 101.308
Private Pension Expenses	R\$ 0	R\$ 0
Work Safety Expenses	R\$ 56.000	R\$ 9.051
Education Expenses	R\$ 83.231	R\$ 83.231
Training and Empowerment Expenses	R\$ 6.000	R\$ 149.574
Nursery and day-care Expenses	R\$ 28.635	R\$ 3.487
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	140,5x	179,3x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	Executives	Executives
Does the company adopts any profit sharing policy?	Yes	Yes

Invest Tech VC Fund

General Statistics

■ Portfolio at the time ■ Current Portfolio¹



¹Considers only information referred to Configr, Dattos, GoBots and Logcomex

Companies

Clip Escola

**Investment Date:**

› February 2019

Industry:

› Basic Education

Website:

› www.clipescola.com

SDG – UN 2030 Agenda

ClipEscola offers a digital transformation platform for schools, centralizing all communication by technology, ranging from more frequent announcements, such as lessons and errands, to subjects 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.

The failures of communication between parents, teachers, and employees lead to great difficulties in the management of information, and can cause risks and financial losses for the school, as well as great dissatisfaction for parents and employees. By enabling close and effective monitoring of students, ClipEscola maximizes the impact of education by the alignment between school and family, helping them to identify potential failures in the educational process, whether at home or at school. ClipEscola is present in more than 1500 educational institutions, of sizes ranging from 20 to 20 thousand students.

Configr

**Investment Date:**

› September 2020

Industry:

› Cloud Computing

Website:

› www.configr.com

SDG – UN 2030 Agenda

Configr is a cloud platform for Small and Medium Enterprises (SMEs), dynamically managed by robots. Configr's software solution automates the migration to the cloud and the management of cloud technical demands from its customers.

SMEs often have difficulty taking their applications to the cloud, since this is a costly process that requires specialized technical labor. Configr's solution enables businesses to leverage robust cloud technology to host and manage their online applications, without requiring specialized technical staff, neither internal nor outsourced, thanks to robots that automate the demands of migration and management of the cloud infrastructure.

At the beginning of the pandemic, all employees were shifted to the remote work model, which has proven to be efficient and continues to this day. Configr helped and financially supported all employees so that they could create their respective workplaces at home, and reinforces the need for their health and well-being.

At Configr, an important part of delivery is providing security for both systems and customers. The company employs the best security practices in its infrastructure and that of its customers, using multiple levels of firewall, automatic intrusion detection systems (IDS), as well as technologies and configurations adhering to the highest levels of security on the market. From the point of view of data protection, it maintains its servers and systems in compliance with LGPD policies.

Regarding diversity, in 2021 the company achieved one of its goals by reaching a 61% percentage in its internal diversity indicator – showing that most of its employees identify with some diversity group mapped by the company.

Below, we present the Social Report of Configr.

1. General Info		
Company	CONFIGR Administração de Sistemas S.A	
Industry	Data processing, application service providers and internet hosting services	
Country	Brasil	
Cities	1	
# Offices	1	
# Clients	2.961	
# Suppliers	85	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 3,9	R\$ 4,1
Taxes and Contribution	R\$ 0,3	R\$ 0,4
Payroll and Charges	R\$ 1,4	R\$ 3,0
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	0	0
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	0	1
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	42	48
# of hires	33	38
# of layoffs	6	28
# of third party workers	26	23
# of interns	2	5
# of employees over 45 years of age	-	-
# of women in the company	12	19
# of women in the company C-Level	1	1
# of women in the company Board	2	2
# of employees who consider themselves black	10	5
# of people with disabilities	-	-
# of employees on sick leave	-	-
Employees Average Age	26	27
# de treinamentos aplicados	-	3
# de acidentes de trabalho	-	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	not applicable / remote work	not applicable / remote work
% of trash recycled	not applicable / remote work	not applicable / remote work
Water consumption (L)	not applicable / remote work	not applicable / remote work
Energy consumption (kW ou kWh)	not applicable / remote work	not applicable / remote work
6. Internal Social Indicators		
Meal Vouchers	R\$ 0	R\$ 260.548
Healthcare Expenses	R\$ 0	R\$ 238.836
Private Pension Expenses	R\$ 0	R\$ 0
Work Safety Expenses	R\$ 0	R\$ 0
Education Expenses	R\$ 0	R\$ 5.522
Training and Empowerment Expenses	R\$ 0	R\$ 13.080
Nursery and day-care Expenses	R\$ 0	R\$ 0
Other	R\$ 0	R\$ 224.361
7. Other Relevant Indicators		
Spread between higher and lower salaries	12,0x	8,4x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	n/a	Executives
Does the company adopts any profit sharing policy?	No	Yes

Dattos



Investment Date:

- › September 2019

Industry:

- › SaaS/Data reconciliation

Website:

- › 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, investment, registration, or data of any nature, since it enables 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. This is a slow process, subject to errors, to free handling of sensitive information, to the inability of processing a high volume of data, and, above all, it is costly. Dattos simplifies and automates any reconciliation process, reducing the time spent by up to 80%. In 2021, as a result of the care and quality in serving its customers, the company achieved an NPS of 80.6.

The nature of Dattos' operations is to work with data, and mitigating possible risks inherent in the information they provide is the foundation of Dattos' Information Security Management System. As a reference, Dattos follows the best practices provided by ISO 27.001, as well as the recommendations from NIST and BACEN for cyber protection.

Below, we present the Social Report of Dattos.

1. General Info		
Company	Novum It Solutions Tecnologia da Informação Ltda	
Industry	Technology	
Country	Brasil	
Cities	São Paulo	
# Offices	1	
# Clients	55	
# Suppliers	35	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 3,4	R\$ 5,4
Taxes and Contribution	R\$ 0,6	R\$ 0,7
Payroll and Charges	R\$ 2,4	R\$ 1,6
3. Governance and Ethics Indicators		
# of lawsuit and sanctions	1	0
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	1
Does the firm have a report channel?	No	No
4. Employees and Work Conditions Indicators		
Headcount	26	32
# of hires	8	22
# of layoffs	9	10
# of third party workers	15	15
# of interns	-	-
# of employees over 45 years of age	-	-
# of women in the company	6	7
# of women in the company C-Level	1	1
# of women in the company Board	2	2
# of employees who consider themselves black	1	2
# of people with disabilities	-	-
# of employees on sick leave	-	-
Employees Average Age	29	31
# de treinamentos aplicados	-	2
# de acidentes de trabalho	-	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	not applicable	not applicable
% of trash recycled	not applicable	not applicable
Water consumption (L)	not applicable	not applicable
Energy consumption (kW ou kWh)	not applicable	not applicable
6. Internal Social Indicators		
Meal Vouchers	R\$ 0	R\$ 17.696
Healthcare Expenses	R\$ 0	R\$ 20.992
Private Pension Expenses	R\$ 0	R\$ 0
Work Safety Expenses	R\$ 0	R\$ 3.517
Education Expenses	R\$ 0	R\$ 0
Training and Empowerment Expenses	R\$ 0	R\$ 0
Nursery and day-care Expenses	R\$ 0	R\$ 0
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	7,3x	15,5x
Regarding employees participation in social programs, the company:	Don't get involved	Supports
The social impact projects developed by the company were led by:	N/A	All Employees
Does the company adopts any profit sharing policy?	Yes	Yes

GoBots



Investment Date:

› June 2021

Industry:

› Artificial Intelligence

Website:

› <https://gobots.ai/>

SDG – UN 2030 Agenda



GoBots, investee by the Invest Tech VC fund since June 2021, is a plug and play Artificial intelligence (AI) solution company for online stores, with applications in service, communication, and sales performance. Present in large marketplaces, the company operates as a SaaS (Software as a Service) and makes it easy, smart, and convenient to automate responses to consumers by its proprietary NLP (Natural Language Processing) technology.

Its products include solutions of (i) AI chat that performs customer service and Q&A module to increase sales, (ii) customized artificial intelligence integrated with the marketplaces, and (iii) data analysis for optimization in sales conversions. The company is currently present in more than 500 online stores in 8 different countries. Its customers transact more than R\$ 1 billion every year.

Adherent to good corporate governance practices, GoBots is audited annually and holds a board meeting twice a month. Concerning the care for its employees, in 2021 the company registered an eNPS of 84, ranking in a position of excellence. In constant improvement, GoBots also seeks to improve its diversity indicators with its talent database specific for black and LGBTQIA+ people, it has a reporting channel to ensure well-being and harmony in the work environment, in addition to having the seal of Great Place To Work.

Moreover, the company values maintaining the trust established with its customers and, due to the large volume of data operated, it quickly implemented good data security practices. Currently, the company complies with all the guidelines of the General Personal Data Protection Law (LGPD).

Below, we present the Social Report of GoBots.

1. General Info	
Company	GoBots Soluções Inteligentes Ltda
Industry	Development and licensing of customizable computer programs
Country	2
Cities	2
# Offices	0
# Clients	435
# Suppliers	38
2. Financial Indicators (BRL M)	
	2021
Gross Revenue	R\$ 3,8
Taxes and Contribution	R\$ 0,6
Payroll and Charges	R\$ 3,7
3. Governance and Ethics Indicators	
# of lawsuit 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?	N/A
# of auditing processes	1
Does the firm have a report channel?	Yes
4. Employees and Work Conditions Indicators	
Headcount	72
# of hires	32
# of layoffs	15
# of third party workers	2
# of interns	12
# of employees over 45 years of age	-
# of women in the company	28
# of women in the company C-Level	-
# of women in the company Board	-
# of employees who consider themselves black	2
# of people with disabilities	-
# of employees on sick leave	-
Employees Average Age	25,7
# de treinamentos aplicados	44
# de acidentes de trabalho	-
5. Environmental Impact Indicator	
Does the company have a recycling policy?	No
% of trash recycled	Do not produce garbage
Water consumption (L)	-
Energy consumption (kW ou kWh)	-
6. Internal Social Indicators	
Meal Vouchers	R\$ 418.720
Healthcare Expenses	R\$ 122.139
Private Pension Expenses	R\$ 0
Work Safety Expenses	R\$ 0
Education Expenses	R\$ 1.093
Training and Empowerment Expenses	R\$ 0
Nursery and day-care Expenses	R\$ 0
Other	R\$ 6.941
7. Other Relevant Indicators	
Spread between higher and lower salaries	15,0x
Regarding employees participation in social programs, the company:	Supports
The social impact projects developed by the company were led by:	N/A
Does the company adopts any profit sharing policy?	No

LogComex



Investment Date:

› March 2020

Industry:

› Logistics

Website:

› www.logcomex.com

SDG – UN 2030 Agenda



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

Logcomex's solution also makes it possible to monitor several imports and exports, contributing to market intelligence studies and cost reduction, as well as giving more transparency to risk and compliance areas of large companies and banks, in the analysis of foreign trade operations.

Internally, the company constantly works on internal actions for improvements and incentives. In the evaluation of satisfaction of its employees, which, in 2021, had a participation rate of 68% of employees, the company obtained an eNPS of 89.4. As a result of these efforts, it received, for the third consecutive year, the seal of Great Place To Work. Currently, Logcomex is among the 60 Best Companies to work in Paraná.

Regarding occupational safety, all positions and functions are covered by PPRA and PCMSO, and the respective occupational examinations are carried out according to said program.

The company has also improved its data privacy policy, being in compliance with the LGPD. It adopts the market's best practices for access segmentation, to limit information traffic only between the application layers that should actually access it. It also adopts secure authentication methods (Two-Factor Authentication, Single Sign On) for all users of the company whenever available. Moreover, it implemented security policies that are presented to all employees during their onboarding process and made available to employees whenever reviewed.

In 2021, Logcomex held two philanthropic events: (i) donation of staple food at Easter and (ii) donation of breakfast kits and blankets in the winter to the socially vulnerable population in Curitiba, with direct impact on the local community.

Below, we present the Social Report of Logcomex.

1. General Info		
Company	LogComex Ltda.	
Industry	Consulting in information technology; development of custom computer programs; development and licensing of customizable computer programs; development and licensing of non-customizable computer programs; technical support, maintenance and other information technology services	
Country	Brasil	
Cities	Curitiba	
# Offices	1	
# Clients	1.105	
# Suppliers	247	
2. Financial Indicators (BRL M)	2020	2021
Gross Revenue	R\$ 13,3	R\$ 42,0
Taxes and Contribution	R\$ 2,0	R\$ 2,4
Payroll and Charges	R\$ 3,9	R\$ 27,6
3. Governance and Ethics Indicators		
# of lawsuit 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?	-	Yes
# of auditing processes	-	4
Does the firm have a report channel?	No	Yes
4. Employees and Work Conditions Indicators		
Headcount	104	283
# of hires	66	221
# of layoffs	13	52
# of third party workers	36	28
# of interns	-	-
# of employees over 45 years of age	2	7
# of women in the company	41	154
# of women in the company C-Level	-	-
# of women in the company Board	1	1
# of employees who consider themselves black	-	69
# of people with disabilities	-	3
# of employees on sick leave	-	1
Employees Average Age	30	30
# de treinamentos aplicados	-	43
# de acidentes de trabalho	-	-
5. Environmental Impact Indicator		
Does the company have a recycling policy?	No	No
% of trash recycled	No	50%
Water consumption (L)	N/A	N/A
Energy consumption (kW ou kWh)	N/A	N/A
6. Internal Social Indicators		
Meal Vouchers	R\$ 353.917	R\$ 1.193.550
Healthcare Expenses	R\$ 231.898	R\$ 662.819
Private Pension Expenses	R\$ 0	R\$ 0
Work Safety Expenses	R\$ 0	R\$ 11.727
Education Expenses	R\$ 4.020	R\$ 1.200
Training and Empowerment Expenses	R\$ 96.622	R\$ 192.130
Nursery and day-care Expenses	R\$ 0	R\$ 0
Other	R\$ 0	R\$ 0
7. Other Relevant Indicators		
Spread between higher and lower salaries	15,9x	30,0x
Regarding employees participation in social programs, the company:	Supports	Supports
The social impact projects developed by the company were led by:	Executives	Executives
Does the company adopts any profit sharing policy?	No	No

Uello

**Investment Date:**

› April 2021

Industry:

› Logistics

Website:

› www.uello.com.br

SDG – UN 2030 Agenda

n/a



Uello is a logistics startup, which, by its own optimization algorithms, synchronizes the resources of the chain, thus enabling more efficient, customizable, and low-cost express deliveries, using a collaborative network of drivers.

The company is focused on a superior customer experience, simplifying a complex logistics network in serving medium and large corporate customers via Same Day Shipping, Next Day Shipping, reverse logistics, Ship-from-store, and B2B deliveries. In addition, all delivery is done with real-time management, access of information in one click, and notifications via SMS, email, and Whatsapp enabled.

The company was invested by FIP Invest VC in the second quarter of 2021 and sold in April 2022 to Lojas Renner (LREN3), thus it is no longer part of Invest Tech's portfolio in 2022.

Closing

In 2021, the investees adapted to the new world after the peak of the pandemic, adopted important ESG policies and practices that were already mapped and in the wake of their implementation, and were in a certain way recognized for their internal initiatives – such as the five investees that received the seal of Great Place To Work.

Accelerated throughout 2020, good governance practices helped these companies grow consistently in 2021 and sustainably generate new jobs and increased productivity for their customers. In addition, new Sustainable Development Goals (SDGs) have been identified by companies as drivers of internal policies and practices, aligning private efforts with the UN's 2030 Agenda.

Throughout the year, the companies also strengthened their commitments to data security, recording important advances in information protection policies and regulatory certifications, with the help of specialized outsourcers. Overall, we draw attention to important ESG policies, especially in governance and social issues, adopted by the investees, contributing to maximize the positive impacts on their operations and on the ecosystem in which they operate.

We annually share in this report the successes in the sustainable growth goals, and we are aware that it is not an easy path and that there will always be new measures and processes to be adopted to achieve excellence in maximizing positive externalities. However, we follow the evolution of the portfolio and are committed to constant innovation in pursuit of this goal, hoping to continue the success stories communicated in this report.

For 2022, we consider that our portfolio is more mature and prepared for market challenges, and we will continue to encourage the adoption of good practices towards business sustainability and generating positive impacts for society.

We proudly finish 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 look forward to counting on this contribution in the coming years.

Sincerely,

Invest Tech Team