

Social Impact Report



Jul/2023

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Message from Management

2022 was marked by the end of restrictions arising from the Covid-19 pandemic. In this context, the invested companies had the opportunity to review their organizational policies implemented during the health crisis. Alongside the companies, we actively participated in this review process, analyzing the results obtained by the companies, the lessons learned during the pandemic, and the best practices for the future, seeking to adapt them to the new reality and take advantage of new growth opportunities. This process was important for Invest Tech to reinforce its influence and responsibility towards society, our stakeholders, and those who place their trust in our investments.

As a socioeconomic agent of the financial sector, we have the role of monitoring and guiding the actions of companies towards a more just, egalitarian, and prosperous society. To measure this impact, since 2013 we have monitored the social contribution of Invest Tech and each of the companies in which we have invested, and we have encouraged them to implement best practices and adopt sustainability, diversity, and social inclusion policies. We believe that everyone should worry about creating good conditions for personal and professional development, bringing prosperity to those who invest in business, financially or dedicating their time.

In this report, we identified and compiled 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 invested companies can and should contribute to social development, and we apply these principles from the moment of prospecting and evaluating investment opportunities to monitoring and managing the portfolio for the effective exit of companies.

Invest Tech thanks everyone involved in the preparation of this report and all those who fight daily ethically 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. We believe that dialogue between sectors is crucial for a harmonious and inclusive socioeconomic development.

We extend our final thanks to our investors, our investee teams, and our internal team. The interaction between these three pillars enables our performance and stimulates Invest Tech to constantly seek the highest standards of excellence.

We hope to build on this foundation and further expand our commitment to social development in the coming years.

Good reading,
Invest Tech Team

Invest Tech

About Us

Invest Tech is an investment managing company focused on Venture Capital and Private Equity funds dedicated to investing in B2B Tech in Brazil. 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 Telecommunication segments –, helping innovative companies and entrepreneurs to maximize the value of their business and thus contribute to a more dynamic and economically sound society.

We are the main vehicle for investing in Brazil's digital future. We identify unique and scalable companies that operate in various sectors of the economy. These companies are either digitizing processes or creating new business models that accelerate operational performance, improve control and management of operations, or offer disruptive products and services to end customers.

Our goal as a managing 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 invested companies, so as to maximize the growth and positive impact generated by them.

Funds

Capital Tech Inovação

- › **Year:** 2007
- › **Duration:** 8 + 2 years
- › **Stage:** Harvest
- › **Size:** R\$ 31,4 million
- › **Targets:** Companies with revenue up to R\$ 10 million
- › **Status:** 6 Investments / 6 exits
- › **Investees:**



Capital Tech II

- › **Year:** 2014
- › **Duration:** 8 + 2 years
- › **Stage:** Harvest
- › **Size:** R\$ 209 million
- › **Targets:** Companies with revenue up to R\$ 150 million
- › **Status:** 8 investments / 6 exits
- › **Investees:**



Invest Tech Growth III

- › **Year:** 2023
- › **Duration:** 5 years
- › **Stage:** Investment
- › **Size:** R\$ 209 million
- › **Targets:** Assets from the Capital Tech II Fund still in stage of growth acceleration
- › **Status:** 3 investments
- › **Investees:**



Invest Special Situations

- › **Year:** 2019
- › **Duration:** 5 + 2 years
- › **Stage:** Investment
- › **Size:** R\$ 222,8 million
- › **Targets:** Telecom
- › **Status:** 1 investment
- › **Investees:**



Invest Tech VC

- › **Year:** 2018
- › **Duration:** 8 + 2 years
- › **Stage:** Investment / Fundraising
- › **Size:** R\$ 46,3 million
- › **Targets:** Companies with revenue up to R\$ 16 million
- › **Status:** 9 investments/ 2 exits / prospection
- › **Investees:**

skore^{EXIT}

ClipEscola

logcomex

U E L L O^{EXIT}

C configr

dat-tos

GoBots

Intuitive^{@are}

RUMINA

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, either for human survival or for socioeconomic development. Global dialogues on sustainable development have intensified among organizations and institutions from different sectors worldwide, 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 a power of influence of extreme importance.

Impact investing initiatives bring a direct relationship between best practices and return, in which where there are the best ESG practices, there is the greatest return for investors, especially in the long term. In this line, we have Brazil as an attractive market for this investment analysis due to the great opportunities for economic, social, and environmental development and due to the large population in the country.

With investors' eyes focused here, we have found a great opportunity for the development of Brazilian society and economy by the injection of foreign and domestic capital into infrastructure and technology initiatives, with the potential to generate significant improvements in social conditions by increasing production and productivity, in addition to the power of influence as a 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 the rest of the world. Therefore, we count on the support of our investors, team, and investees in adopting this 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.

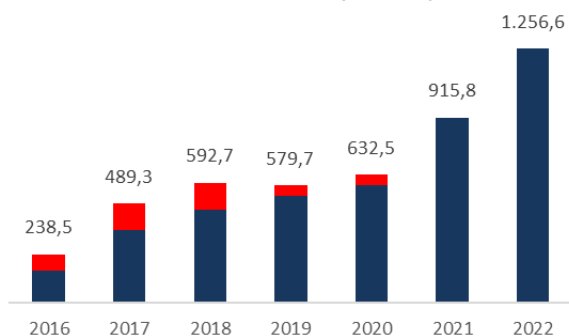
Investees and Social Results of 2022

Growth Funds – Capital Tech II, Invest Tech Growth III, and Special Situations

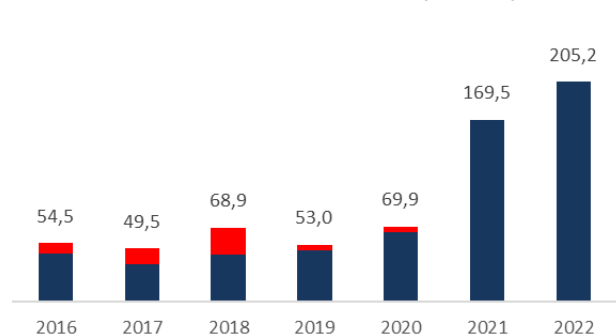
General Statistics

■ Portfolio in the period ■ Current portfolio

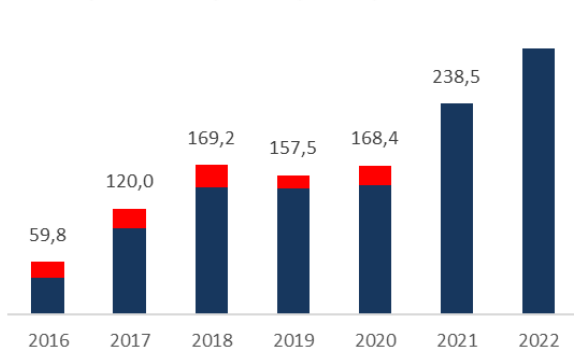
Gross Revenue (BRL M)



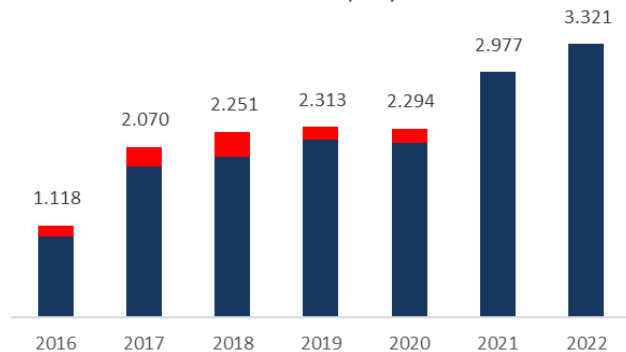
Taxes and Contributions (BRL M)



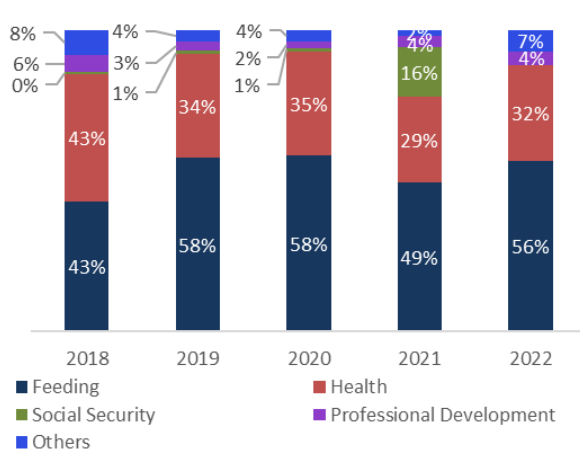
Payroll and Expenses (BRL M)



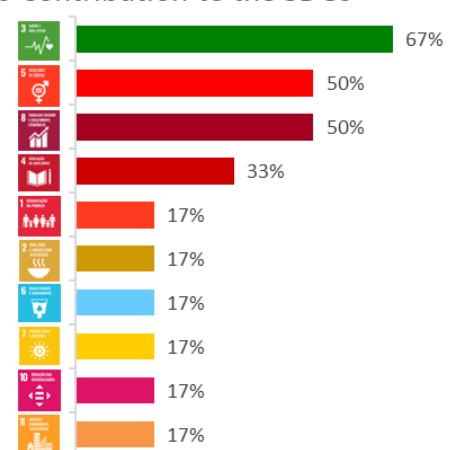
Number of Employees



Internal Social Indicators



Portfolio's Contribution to the SDGs



Companies

Ahgora

**Investment Date:**

› August 2016

Industry:

› Human Capital Management (HCM)

Website:

› www.ahgora.com.br
› www.ahfin.com.br

SDG – UN 2030 Agenda

boostLAB



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 analyses and reports for real-time decision making with scalability to operate in various sectors of the economy. The company focuses on HCM (Human Capital Management), with solutions in attendance management, employee control, and remote management. The company has more than 1.8 million employees on its platforms and performs more than 70 million clocking in records per month. In 2021, in the consolidation movement of the human resources ecosystem, the company 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 trust in the employment links established in client institutions. By real-time attendance management and anti-fraud solutions, its solutions create conditions for a humane and fair labor market, minimizing failures in the labor compensation system, whether fraudulent or accidental. Moreover, with its financial health platform, Ahfin, the company has a thesis of financial inclusion by the availability of payroll credit, financial education and planning for its clients' employees.

The company adopts a vision based on the guiding 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 continuity. In line with environmental sustainability, in 2021, Ahgora invested in solar panels to power its headquarters in Florianópolis. Since then, the company has generated 170 MWH of clean energy, which is equivalent to 9,408 preserved trees. Currently, about 65% of its energy is supplied by solar generation.

Regarding the externalities generated by possible risks arising from data protection and use, Ahgora reviews information security risks on a semi-annual basis 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 comply with applicable laws.

Next, we present the Social Balance of Ahgora.

Social Balance 2022

1. Identification

Company	Ahgora Sistemas SA	
Economic activity	26.52-3-00 Manufacture of chronometers and watches	
Country	Brazil	
Cities	Florianópolis, São Paulo, Curitiba	
# Offices	Florianópolis, São Paulo, Curitiba	
# Customers	6181	
# Suppliers	485	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 55.7	R\$ 82.8
Taxes and Contributions	R\$ 5.5	R\$ 16.1
Payroll and social expenses	R\$ 28.1	R\$ 33.9

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	46	46
Has the company undergone popular actions, capangings, oy boycotts?	Não	0
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	Yes	Yes
# of audit lawsuits and accountability	4	0
Does the company have a reporting channel?	No	0

4. Employee and Working Conditions Indicators

# of employees	312	297
# of admission in the year	159	96
# of dismissals in the year	91	145
# of outsourced employees	13	23
# of interns	29	14
# of employees above 45 years old	32	33
# of women employees	142	135
# of women employees in the C-level/Board	2	2
# of women employees in the Administration Council	0	0
# of black employees	12	10
# of PwD employees	2	0
# of employees in sick leave	2	1
Average age of of employees	29	32
# of applied trainings	34	66
# of work accidents	1	0

5. Environmental Impact Indicators

Are there recycling policies?	Yes	Yes
Percentage of garbage that is recycled	N/A	Yes
Use of water (L)	436,000	481
Use of electricity (kWh)	78,000	46,642

6. Internal Social Indicators

Expenses with Feeding	R\$ 1,297,768	R\$ 1,996,333
Expenses with Health	R\$ 885,492	R\$ 1,301,760
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 0	R\$ 0
Expenses with Education	R\$ 31,200	R\$ 276,000
Professional training and development	R\$ 616,647	R\$ 616,647
Daycare or childcare assistance	R\$ 16,088	R\$ 77,954
Others	R\$ 0	R\$ 1,363,506

7. Relevant Information

Ratio between the highest and lowest wage in the company	21x	68x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	Board	Board
The company adopts a regular policy of profit participation	Yes	Yes

Construmarket



Investment Date:

› December 2015

Industry:

› Real Estate

Website:

› www.construmarket.com.br

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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, management of facilities, and industrial maintenance with IoT devices. It also offers tools of Information and Content and Collaboration and Management with the aim of integrating companies and people from the various links in the construction chain.

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

As a company with a demand for human capital, it is of paramount importance that Construmarket lives in an environment framed by 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 employees to make suggestions and complaints completely anonymously.

The safety and health of employees is a concern of the company. Thus, in addition to providing structural, financial, and psychological support in the pandemic period (including internet assistance), Construmarket also has periodic medical follow-up programs for its employees, offering both examinations for monitoring and guidance from nutritionists and psychologists. The company maintains its policy of hybrid work model and remains, in 2022, with the seal of Great Place To Work earned in 2021. Furthermore, Construmarket has a diverse workforce, and in 2022, about 44% of its workforce was made up of women, including in important leadership positions on the board.

Cybersecurity and LGPD policies are key factors in its operation, which the company seeks to improve every year. The company has a diligent routine in which it changes and updates its specific software and hardware for the protection of its data every 45 days. In 2022, with the support of specialized consulting and lawyers, Construmarket carried out a project of best practices to be adapted to the General Data Protection Law.

Next, we present the Social Balance of Construmarket.

Social Balance 2022**1. Identification**

Company	E-CONSTRUMARKET TECNOLOGIA E SERVIÇOS S.A.	
Economic activity	62.03100 Development and licencing of non-customizable computer programs	
Country	1	
Cities	1	
# Offices	1	
# Customers	1857	
# Suppliers	479	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 27.4	R\$ 32.2
Taxes and Contributions	R\$ 3.4	R\$ 4.2
Payroll and social expenses	R\$ 14.3	R\$ 17.7

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	1	1
Has the company undergone popular actions, capaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	No	No
# of audit lawsuits and accountability	1	1
Does the company have a reporting channel?	Yes	Yes

4. Employee and Working Conditions Indicators

# of employees	168	176
# of admission in the year	109	73
# of dismissals in the year	79	74
# of outsourced employees	4	4
# of interns	15	13
# of employees above 45 years old	7	6
# of women employees	67	77
# of women employees in the C-level/Board	1	1
# of women employees in the Administration Council	0	0
# of black employees	15	47
# of PwD employees	0	0
# of employees in sick leave	0	0
Average age of employees	32	31
# of applied trainings	0	2
# of work accidents	0	0

5. Environmental Impact Indicators

Are there recycling policies?	No	No
Percentage of garbage that is recycled	-	-
Use of water (L)	15000	15000
Use of electricity (kWh)	10.000 kWh	10000 kWh

6. Internal Social Indicators

Expenses with Feeding	R\$ 572.548	R\$ 1.201.679
Expenses with Health	R\$ 1.164.682	R\$ 1.324.747
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 0	R\$ 0
Expenses with Education	R\$ 0	R\$ 0
Professional training and development	R\$ 76.550	R\$ 111.418
Daycare or childcare assistance	R\$ 47.257	R\$ 97.836
Others	R\$ 0	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	16.8x	16.8x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	N/A	N/A
The company adopts a regular policy of profit participation	No	No

**Investment Date:**

› December 2015

Industry:

› Cyber Security

Website:

› www.ogasec.com

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

Ogasec seeks to provide integrated defense diagnostic solutions for businesses, with the vision of developing solutions to make the world safer from 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. Ahead of the threats of the virtual world with innovative ideas, the company provides convenience, reliability, and security for its customers.

Information is one of Ogasec's greatest assets. As a company in the information security sector, the creation, maintenance, and manipulation of accurate, reliable, and consistent information, with protected access, are essential factors for Ogasec, especially since it 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 adoption of best practices in security. Currently, Ogasec has in its portfolio application security solutions, vulnerability management, testing and training, security for cloud, data center, remote work and against data breach, helping its customers in the adequacy and best practices regarding the General Data Protection Law.

The correct disposal of waste and computer materials are also concerns of the company. In the search to reduce the 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. In 2022, the company maintained its team in the remote work model, a practice started in 2021, where all necessary assistance is provided to its employees so that they practice their activities in a safe and healthy way. The current work model has been effective and has been established as a work policy for the coming years.

Next, we present the Social Balance of Ogasec.

Social Balance 2022**1. Identification**

Company	Ogasec Cyber Security S/A	
Economic activity	Distribution of Informatics products	
Country	Brasília	
Cities	Brasília	
# Offices	2	
# Customers	389	
# Suppliers	204	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 6.4	R\$ 7.4
Taxes and Contributions	R\$ 0.5	R\$ 0.6
Payroll and social expenses	R\$ 3.1	R\$ 2.5

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	-	0
Has the company undergone popular actions, campaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	Yes	Yes
# of audit lawsuits and accountability	4	1
Does the company have a reporting channel?	Yes	Yes

4. Employee and Working Conditions Indicators

# of employees	13	15
# of admission in the year	4	7
# of dismissals in the year	5	6
# of outsourced employees	3	3
# of interns	-	0
# of employees above 45 years old	-	2
# of women employees	7	7
# of women employees in the C-level/Board	-	0
# of women employees in the Administration Council	-	0
# of black employees	1	0
# of PwD employees	-	0
# of employees in sick leave	-	0
Average age of employees	36	36
# of applied trainings	1	1
# of work accidents	-	0

5. Environmental Impact Indicators

Are there recycling policies?	Yes	Yes
Percentage of garbage that is recycled	N/A	N/A
Use of water (L)	Home office	Home office
Use of electricity (kWh)	Home office	Home office

6. Internal Social Indicators

Expenses with Feeding	R\$ 148.760	R\$ 145.009
Expenses with Health	R\$ 111.510	R\$ 67.378
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 2.232	R\$ 5.862
Expenses with Education	R\$ 0	R\$ 0
Professional training and development	R\$ 0	R\$ 0
Daycare or childcare assistance	R\$ 0	R\$ 0
Others	R\$ 0	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	19.5x	21.1x
Regarding the participation of employees in social programs	Is not involved	Is not involved
The company's social projects were developed by	N/A	N/A
The company adopts a regular policy of profit participation	No	No

Quality Software



Investment Date:

› March 2016 – March 2023

Industry:

› Information Technology

Website:

› www.quality.com.br

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

Being a human capital-intensive company, with more than 1,800 employees working in different states of Brazil, it naturally has great ethnic diversity, repudiates any type of discrimination, and adopts practices of respect for all differences, since it believes that a synergetic 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 the company mainly consider the following aspects: scope, impact, effectiveness, economic viability, and time to implementation. In 2022, Quality continued to support the Caça Fome project, an emergency campaign to help people at risk or vulnerable situation by food distribution, developing a specific management system for the institute as a form of donation.

Concerning data security, Quality understands that data security is of paramount importance, as it has intangible value for customers and for the company itself. Therefore, the company makes use of tools and applications to ensure the security of its operation, being completely adherent to the LGPD. Additionally, its employees are trained to avoid operational failures and the company has insurance to cover errors and omissions, as well as civil liability of its employees and administrators. In addition, since 2020 Quality has diligently implemented and reinforced its Code of Ethics and Conduct, Ethics Channel, Labor Relations Policy, Donation Policy, Sustainability Policy, and Management and Disposal of electronic items.

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

Next, we present the Social Balance of Quality Software.

Social Balance 2022

1. Identification

Company	Quality Software S.A	
Economic activity	Technology Service Provision, Software Licencing	
Country	Brazil/Mexico/United States/Spain	
Cities	Pinhais/São Paulo/Rio de Janeiro/Nova Iorque/Madrid/Assunção/Salttillo	
# Offices	8	
# Customers	559	
# Suppliers	7162	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 162.7	R\$ 250.1
Taxes and Contributions	R\$ 17.6	R\$ 35.7
Payroll and social expenses	R\$ 85.0	R\$ 135.5

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	-	24
Has the company undergone popular actions, capaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	Yes	Yes
# of audit lawsuits and accountability	4	No
Does the company have a reporting channel?	Yes	Yes

4. Employee and Working Conditions Indicators

# of employees	1.598	1,865
# of admission in the year	894	1214
# of dismissals in the year	792	1081
# of outsourced employees	-	28
# of interns	2	21
# of employees above 45 years old	144	157
# of women employees	348	445
# of women employees in the C-level/Board	-	0
# of women employees in the Administration Council	-	0
# of black employees	100	126
# of PwD employees	53	62
# of employees in sick leave	10	9
Average age of employees	33 to 37 years old	33 to 37 years old
# of applied trainings	-	162
# of work accidents	-	2

5. Environmental Impact Indicators

Are there recycling policies?	No	No
Percentage of garbage that is recycled	N/A	N/A
Use of water (L)	N/A	760000 L
Use of electricity (kWh)	N/A	169.722 kW

6. Internal Social Indicators

Expenses with Feeding	R\$ 7,138,915	R\$ 10,908,930
Expenses with Health	R\$ 3,070,854	R\$ 5,225,356
Expenses with Social Insurance	R\$ 148,293	R\$ 181,232
Expenses with Work Safety	R\$ 40,192	R\$ 41,990
Expenses with Education	R\$ 0	R\$ 0
Professional training and development	R\$ 142,989	R\$ 573,498
Daycare or childcare assistance	R\$ 50,992	R\$ 193,654
Others	R\$ 0	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	24x	23x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	Board	Board
The company adopts a regular policy of profit participation	Yes	Yes

Sky.One



Investment Date:

› January 2018 – February 2023

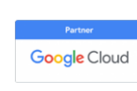
Industry:

› 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 clients in the migration of software from the on-premise model to the cloud. By providing "SaaSification" or "Cloudification" of software, 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 to 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 traces of social responsibility in its organizational culture and has as its guiding principle that human capital is its most valuable asset. That is why it develops leadership programs, career plans, among other benefits, encouraging its employees to evolve ethically and collaboratively. The company holds monthly follow-up meetings and discussions on the work environment, as well as periodic examinations to ensure the health of employees and excellence in the organizational environment. As a result, Sky.One has been certified Great Place to Work for the fourth consecutive year. Since its foundation, Sky.One operates with the highest ethical standards in the treatment of its affairs, and, in 2022, it was certified by ABES (Brazilian Association of Software companies) as an Ethical Company.

To achieve better governance in Information Technology, its operational processes are aligned with the practices determined by NIST (National Institute of Standards and Technology). The company 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, Sky.One presents LGPD, Cybersecurity, and Governance Committees. In addition, in 2022 the company has initiated the adequacy processes for ISO 27001 and ISO 27701 certification, both focused on information security management.

In 2022, Sky.One remained extremely active with its social responsibility actions, contributing to various blood donation campaigns, collecting clothes, money, and school supplies. These actions generated funds donated to charity institutions and social action projects, such as SAICA (Institutional Childcare Service for Children and Adolescents), an institution that operates as a shelter for children aged 3 to 16 years, and PAC (Child Assistance Program), which welcomes children and young people in need and helps them enter the labor market.

Next, we present the Social Balance of Sky.One.

Social Balance 2022**1. Identification**

Company	SKY ONE TECNOLOGIA EM SOFTWARE S.A.	
Economic activity	Software Development and Cloud Services	
Country	14	
Cities	4	
# Offices	2	
# Customers	2130	
# Suppliers	66	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 92.4	R\$ 144.8
Taxes and Contributions	R\$ 7.5	R\$ 11.3
Payroll and social expenses	R\$ 47.2	R\$ 68.5

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	0	0
Has the company undergone popular actions, campaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	Yes	Yes
# of audit lawsuits and accountability	4	4
Does the company have a reporting channel?	Yes	Yes

4. Employee and Working Conditions Indicators

# of employees	297	361
# of admission in the year	55	234
# of dismissals in the year	25	144
# of outsourced employees	1	0
# of interns	15	17
# of employees above 45 years old	22	24
# of women employees	111	95
# of women employees in the C-level/Board	-	2
# of women employees in the Administration Council	-	0
# of black employees	11	18
# of PwD employees	3	3
# of employees in sick leave	2	3
Average age of employees	32	43
# of applied trainings	6	25
# of work accidents	-	0

5. Environmental Impact Indicators

Are there recycling policies?	Yes	Yes
Percentage of garbage that is recycled	1	1
Use of water (L)	-	Included in the property
Use of electricity (kWh)	-	

6. Internal Social Indicators

Expenses with Feeding	R\$ 1,364,218	R\$ 2,268,915
Expenses with Health	R\$ 1,849,321	R\$ 2,876,927
Expenses with Social Insurance	R\$ 4,372,157	R\$ 0
Expenses with Work Safety	R\$ 0	R\$ 0
Expenses with Education	R\$ 0	R\$ 0
Professional training and development	R\$ 174,732	R\$ 138,305
Daycare or childcare assistance	R\$ 245,758	R\$ 563,583
Others	R\$ 0	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	16.7x	289x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	Board	HR
The company adopts a regular policy of profit participation	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 50 thousand km to deliver high-quality telephony and internet services to cities little served by the large 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 compliance with socially responsible practices in the exercise of its activities. It follows operational practices to ensure the best service to its customers, with a strict staff selection process, training, and documentation of the best operational practices.

In 2022, the company completed its adaptation process to the General Data Protection Law, addressing the main risk points to commit to the best practices for the use of customer information within the *compliance*, company policies, and national legislations.

America Net is always looking for new and better 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 transport and public safety. In addition, the company offers connectivity services for state and municipal schools, bringing quality internet to different regions of the country and promoting education.

Going beyond its main operation, America Net supports communities by its philanthropic efforts, having carried out Christmas, Pink October, and Blue November actions in 2022, as a way to raise awareness among its employees and raise donations for institutions to support the elderly and children in need, breast cancer, and prostate cancer, respectively.

Next, we present the Social Balance of America Net.

Social Balance 2022

1. Identification

Company	America Net	
Economic activity	Telecommunication Operator	
Country	1	
Cities	262	
# Offices	15	
# Customers	596,993	
# Suppliers	841	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 571.2	R\$ 739.3
Taxes and Contributions	R\$ 135.1	R\$ 137.3
Payroll and social expenses	R\$ 60.9	R\$ 83.6

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	335	497
Has the company undergone popular actions, capaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	Yes	Yes
# of audit lawsuits and accountability	4	4
Does the company have a reporting channel?	Yes, internal via RH or Governance and external via specialized hired outsourced professional, with ethics committee if needed	Yes, internal via RH or Governance and external via specialized hired outsourced professional, with ethics committee if needed

4. Employee and Working Conditions Indicators

# of employees	589	607
# of admission in the year	179	230
# of dismissals in the year	263	144
# of outsourced employees	120	1523
# of interns	4	3
# of employees above 45 years old	35	105
# of women employees	156	170
# of women employees in the C-level/Board	1	1
# of women employees in the Administration Council	1	1
# of black employees	35	37
# of PwD employees	-	9
# of employees in sick leave	9	11
Average age of employees	33	33
# of applied trainings	Approx. 5664 hours	Approx. 6719 hours
# of work accidents	1	10

5. Environmental Impact Indicators

Are there recycling policies?	Recycling in Cotia, Bauru, Birigui, and Andradina / Materials	
Percentage of garbage that is recycled	N/A	N/A
Use of water (L)	N/A	N/A
Use of electricity (kWh)	N/A	N/A

6. Internal Social Indicators

Expenses with Feeding	R\$ 4,664,262	R\$ 6,148,020
Expenses with Health	R\$ 1,215,696	R\$ 1,862,382
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 9,051	R\$ 150,406
Expenses with Education	R\$ 83,231	R\$ 88,000
Professional training and development	R\$ 149,574	R\$ 350,000
Daycare or childcare assistance	R\$ 3,487	R\$ 10,041
Others	R\$ 0	R\$ 0

7. Relevant Information

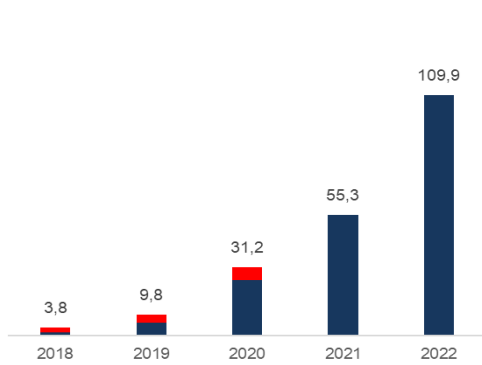
Ratio between the highest and lowest wage in the company	179.3x	183.6x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	Board	Board
The company adopts a regular policy of profit participation	Yes	Yes

Invest Tech VC Fund

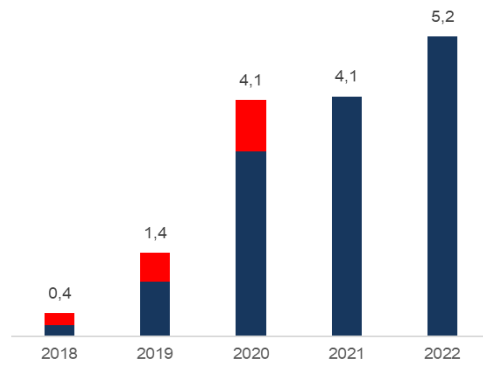
General Statistics

■ Portfolio in the period ■ Current portfolio¹

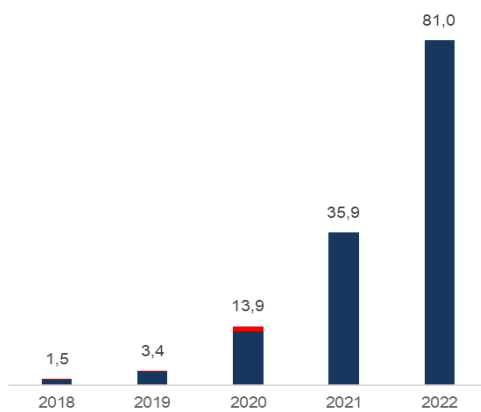
Gross Revenue
(BRL M)



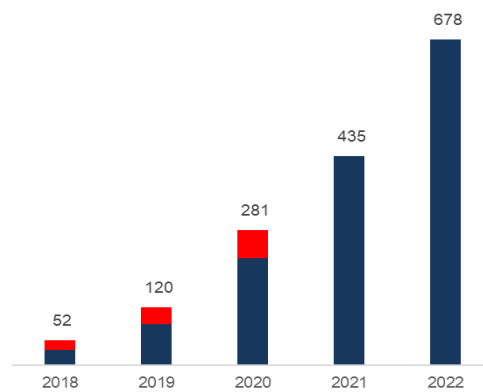
Txes and Contributions
(BRL M)



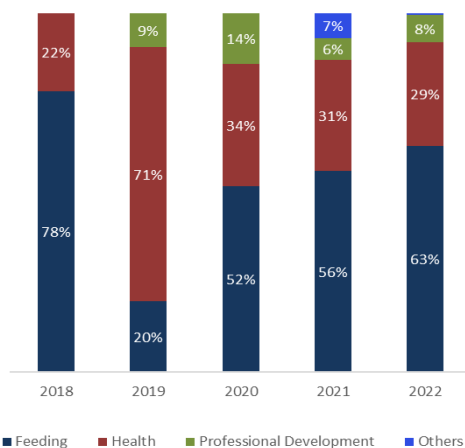
Payroll and Expenses
(BRL M)



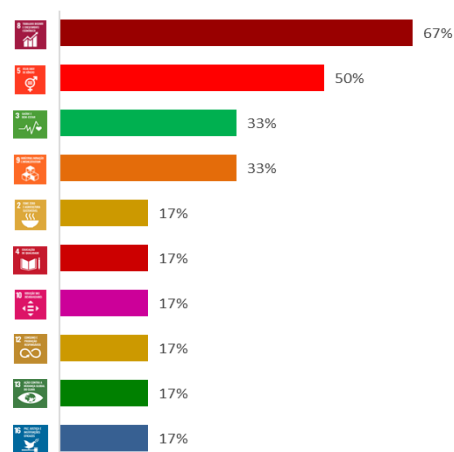
Number of Employees



Internal Social Indicators



Portfolio's Contribution to the SDG's



¹Considers only information regarding ClipEscola, Configr, Dattos, GoBots, Logcomex, and Rúmina

Companies

ClipEscola

**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 communications, such as lessons and errands, to matters such as tuition 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. In 2022, with the release of its financial products, schools can now automate the process of receiving their tuition fees, as well as obtain credit to better manage their operation.

Communication failures in the tripod between parents, teachers, and employees lead to great difficulties in managing information, which may cause risks and financial losses for the school and great dissatisfaction for parents and employees. By enabling a close and effective follow-up of the student, ClipEscola maximizes the impact of education by the alignment between the school and the family, helping to identify potential failures in the educational process, whether they are at home or at school. In 2022, ClipEscola ended the year being present in more than 1500 educational institutions, ranging in size from 20 to 20 thousand students.

Next, we present the Social Balance of ClipEscola.

Social Balance 2022

1. Identification

Company	Clipescola S.A
Economic activity	SAAS B2B platform for Educational Communication and Marketing
Country	1
Cities	1
# Offices	1
# Customers	1513
# Suppliers	N/A

2. Economic Indicators (BRL M)

Gross Revenue	R\$ 7.5
Taxes and Contributions	R\$ 0.4
Payroll and social expenses	R\$ 6.4

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	0
Has the company undergone popular actions, campaigns, oy boycotts?	No
Does the company have a code of conduct and ethics?	Yes
Is the code distributed to all the employees?	Yes
# of audit lawsuits and accountability	0
Does the company have a reporting channel?	No

4. Employee and Working Conditions Indicators

# of employees	90
# of admission in the year	22
# of dismissals in the year	35
# of outsourced employees	8
# of interns	0
# of employees above 45 years old	3
# of women employees	50
# of women employees in the C-level/Board	0
# of women employees in the Administration Council	9
# of black employees	Data not collected
# of PwD employees	Data not collected
# of employees in sick leave	0
Average age of employees	31.88
# of applied trainings	120
# of work accidents	0

5. Environmental Impact Indicators

Are there recycling policies?	Yes
Percentage of garbage that is recycled	70%
Use of water (L)	N/A
Use of electricity (kWh)	N/A

6. Internal Social Indicators

Expenses with Feeding	473,422
Expenses with Health	381,734.81
Expenses with Social Insurance	R\$ 0
Expenses with Work Safety	R\$ 0
Expenses with Education	R\$ 0
Professional training and development	R\$ 0
Daycare or childcare assistance	R\$ 0
Others	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	12.8x
Regarding the participation of employees in social programs	Supports
The company's social projects were developed by	All the employees
The company adopts a regular policy of profit participation	No

Configr



Investment Date:

› September 2020

Industry:

› Cloud Computing

Website:

› www.configr.com

SDG – UN 2030 Agenda



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

SMEs often have difficulty moving their applications to the cloud, since this is a costly process that requires specialized technical labor. Configr's solution enables enterprises to use robust cloud technology to host and manage their applications online, without needing 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 moved to the remote work model, which has proven to be efficient and continues to this day. Configr assisted and financially supported all employees so that they could create their respective workplaces from home, and reinforces the need for their healthcare and well-being.

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

One of the company's main pillars is its commitment to inclusion and diversity. In 2022, it maintained its internal diversity indicator at 61% – showing that most of its employees identify with some diversity group mapped by the company. Moreover, Configr seeks to engage its employees in solidarity actions, having carried out campaigns for blood donation throughout the year.

Next, we present the Social Balance of Configr.

Social Balance 2022**1. Identification**

Company	CONFIGR Administração de Sistemas S.A	
Economic activity	Data treatment, provision of services of internet hosting and application	
Country	1	
Cities	1	
# Offices	1	
# Customers	2978	
# Suppliers	64	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 4.1	R\$ 4.8
Taxes and Contributions	R\$ 0.4	R\$ 0.3
Payroll and social expenses	R\$ 3.0	R\$ 2.3

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	0	0
Has the company undergone popular actions, campaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	No	No
Is the code distributed to all the employees?	No	No
# of audit lawsuits and accountability	1	Annually audited
Does the company have a reporting channel?	No	No

4. Employee and Working Conditions Indicators

# of employees	48	38
# of admission in the year	38	22
# of dismissals in the year	28	42
# of outsourced employees	23	0
# of interns	5	5
# of employees above 45 years old	-	1
# of women employees	19	16
# of women employees in the C-level/Board	1	1
# of women employees in the Administration Council	2	0
# of black employees	5	7
# of PwD employees	-	0
# of employees in sick leave	-	0
Average age of employees	27	28
# of applied trainings	3	3
# of work accidents	-	0

5. Environmental Impact Indicators

Are there recycling policies?	N/A	N/A
Percentage of garbage that is recycled	N/A	N/A
Use of water (L)	N/A	N/A
Use of electricity (kWh)	N/A	N/A

6. Internal Social Indicators

Expenses with Feeding	R\$ 260,548	R\$ 269,646
Expenses with Health	R\$ 238,836	R\$ 222,276
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 0	R\$ 0
Expenses with Education	R\$ 5,522	R\$ 600
Professional training and development	R\$ 13,080	R\$ 13,080
Daycare or childcare assistance	R\$ 0	R\$ 0
Others	R\$ 224,361	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	8.4x	7.2x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	Board	Board
The company adopts a regular policy of profit participation	Yes	Yes

GoBots



Investment Date:

› June 2021

Industry:

› Artificial Intelligence

Website:

› <https://gobots.ai/>

SDG – UN 2030 Agenda



GoBots is a plug and play Artificial Intelligence (AI) solution company for online stores, with applications in customer service, communication, and sales performance. Present in large marketplaces, the company operates as a SaaS (Software as a Service) and makes it easier, smarter, and more convenient to automate responses to consumers by its proprietary NLP (Natural Language Processing) technology.

Its products include solutions of (i) *chat* with AI that performs customer service and Q&A module to increase sales; (ii) personalized Artificial Intelligence integrated with the marketplaces; and (iii) data analysis for optimization in sales conversions. Currently, the company is present in more than 500 online stores, in eight different countries. Its clients transact more than R\$ 1 billion every year.

Adhering to good corporate governance practices, GoBots is audited annually and holds a board meeting twice a month. In constant improvement, the company also seeks to improve its diversity indicators, by creating its specific talent bank for black and LGBTQIA+ people, and has a complaint channel to ensure well-being and harmony in the work environment.

In addition, GoBots values the maintenance of the trust established with its customers and, due to the large volume of data operated by the company, it has quickly implemented good data security practices. The company currently complies with all the guidelines of the General Data Protection Law (LGPD).

Next, we present the Social Balance of GoBots.

Social Balance 2022

1. Identification

Company	GoBots Soluções Inteligentes Ltda	
Economic activity	62.02-3-00 – Development and licensing of customizable computer programs	
Country	3	
Cities	3	
# Offices	0	
# Customers	498	
# Suppliers	83	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 3.8	R\$ 7.0
Taxes and Contributions	R\$ 0.6	R\$ 0.8
Payroll and social expenses	R\$ 3.7	R\$ 6.8

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	0	1
Has the company undergone popular actions, campaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	No	Yes
Is the code distributed to all the employees?	N/A	Yes
# of audit lawsuits and accountability	1	1
Does the company have a reporting channel?	Yes	Yes

4. Employee and Working Conditions Indicators

# of employees	72	59
# of admission in the year	32	9
# of dismissals in the year	15	19
# of outsourced employees	2	3
# of interns	12	6
# of employees above 45 years old	-	0
# of women employees	28	21
# of women employees in the C-level/Board	-	0
# of women employees in the Administration Council	-	0
# of black employees	2	4
# of PwD employees	-	0
# of employees in sick leave	-	1
Average age of employees	25.7	25.7
# of applied trainings	44	44
# of work accidents	-	0

5. Environmental Impact Indicators

Are there recycling policies?	No	No
Percentage of garbage that is recycled	We do not produce garbage	We do not produce garbage
Use of water (L)	-	0
Use of electricity (kWh)	-	0

6. Internal Social Indicators

Expenses with Feeding	R\$ 418,720	R\$ 619,899
Expenses with Health	R\$ 122,139	R\$ 166,319
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 0	R\$ 0
Expenses with Education	R\$ 1,093	R\$ 7,853
Professional training and development	R\$ 0	R\$ 0
Daycare or childcare assistance	R\$ 0	R\$ 0
Others	R\$ 6,941	R\$ 33,244

7. Relevant Information

Ratio between the highest and lowest wage in the company	15.0x	20.4x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	N/A	N/A
The company adopts a regular policy of profit participation	No	No

Logcomex



Investment Date:

› March 2020

Industry:

› Logistics

Website:

› www.logcomex.com

SDG – UN 2030 Agenda



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

The solution also enables to monitor imports and exports, contributing to market intelligence studies and cost reduction, and giving more transparency to risk areas and *compliance* of large companies and banks, in the analysis of foreign trade operations.

Internally, the company is constantly working on internal improvement and incentive actions. As a result of these efforts, it earned the Great Place To Work seal in 2022 again, for the fourth consecutive year. It is currently among the 60 best companies to work for in Paraná.

Regarding work safety, all positions and functions are covered by the 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. Logcomex adopts market best practices for access segmentation to limit information traffic only between the application layers that should actually access it. It adopts secure authentication methods (Two-factor Authentication, *Single Sign On*) to all company users whenever available. The company also implemented security policies that are presented to all employees during their *onboarding* and made available to employees whenever reviewed.

Next, we present the Social Balance of Logcomex.

Social Balance 2022

1. Identification

Company	LogComex Ltda.	
	Technical support, maintenance, and other information technology services; development of custom computer programs; development and licensing of customizable computer programs; development and licensing of non-customizable computer programs; consulting in information technology	
Economic activity	technology	
Country	Brazil	
Cities	Curitiba	
# Offices	1 - Curitiba	
# Customers	1819	
# Suppliers	176	

2. Economic Indicators (BRL M)

	2021	2022
Gross Revenue	R\$ 42.0	R\$ 66.3
Taxes and Contributions	R\$ 2.4	R\$ 1.1
Payroll and social expenses	R\$ 27.6	R\$ 52.0

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	1	1
Has the company undergone popular actions, campaigns, oy boycotts?	No	No
Does the company have a code of conduct and ethics?	Yes	Yes
Is the code distributed to all the employees?	Yes	Yes
# of audit lawsuits and accountability	4	4
Does the company have a reporting channel?	Yes	Yes

4. Employee and Working Conditions Indicators

# of employees	283	324
# of admission in the year	221	163
# of dismissals in the year	52	123
# of outsourced employees	28	21
# of interns	-	0
# of employees above 45 years old	7	6
# of women employees	154	150
# of women employees in the C-level/Board	-	1
# of women employees in the Administration Council	1	0
# of black employees	69	6
# of PwD employees	3	6
# of employees in sick leave	1	2
Average age of employees	30	30
# of applied trainings	43	20
# of work accidents	-	0

5. Environmental Impact Indicators

Are there recycling policies?	No	No
Percentage of garbage that is recycled	0.5	0.5
Use of water (L)	N/A	N/A
Use of electricity (kWh)	N/A	N/A

6. Internal Social Indicators

Expenses with Feeding	R\$ 1,193,550	R\$ 2,897,938
Expenses with Health	R\$ 662,819	R\$ 837,190
Expenses with Social Insurance	R\$ 0	R\$ 0
Expenses with Work Safety	R\$ 11,727	R\$ 0
Expenses with Education	R\$ 1,200	R\$ 0
Professional training and development	R\$ 192,130	R\$ 511,222
Daycare or childcare assistance	R\$ 0	R\$ 0
Others	R\$ 0	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	30.0x	30.0x
Regarding the participation of employees in social programs	Supports	Supports
The company's social projects were developed by	Board	Board
The company adopts a regular policy of profit participation	No	No

Rúmina



Investment Date:

› July 2022

Industry:

› Agribusiness

Website:

› www.rumina.com.br

SDG – UN 2030 Agenda



Rúmina is the largest ecosystem of digital solutions for dairy and beef cattle in Brazil. By its five services, the company seeks to increase productivity and reduce the incidence of diseases in Brazilian cattle.

Rúmina's services include solutions for: (i) livestock health that assists the producer in the detection and treatment of mastitis and consequently in the reduction of milk disposal resulting from the disease; (ii) dairy livestock management; (iii) beef livestock management; (iv) volumetry for the dairy livestock market; and (v) anticipation of receivables and property credit aimed at dairy producers. Currently the company has more than 7 thousand farms and more than 2 million animal units in its ecosystem.

Rúmina products have a specific ESG appeal in that they help the producer work more efficiently and avoid milk waste. It is estimated that in 2022, Rúmina's solutions helped producers avoid the disposal of 7 million liters of milk, by anticipating the detection of mastitis, as well as reducing antibiotic costs by 40% (mastitis accounts for 80% of antibiotic spending in the industry), thus improving the quality of the milk produced and the health of the herd.

Next, we present the Social Balance of Rúmina.

Social Balance 2022

1. Identification

Company	Rúmina S.A.
Economic activity	Holding of Technology companies for Livestock
Country	6
Cities	
# Offices	2
# Customers	4104
# Suppliers	240

2. Economic Indicators (BRL M)

2022

Gross Revenue	R\$ 16.5
Taxes and Contributions	R\$ 2.0
Payroll and social expenses	R\$ 11.7

3. Governance and Ethics Indicators

# of lawsuits, court action, and sanctions	0
Has the company undergone popular actions, campaigns, oy boycotts?	No
Does the company have a code of conduct and ethics?	Yes
Is the code distributed to all the employees?	No
# of audit lawsuits and accountability	1 external complete annual audit
Does the company have a reporting channel?	No

4. Employee and Working Conditions Indicators

# of employees	95
# of admission in the year	37
# of dismissals in the year	57
# of outsourced employees	48
# of interns	0
# of employees above 45 years old	8
# of women employees	50
# of women employees in the C-level/Board	2
# of women employees in the Administration Council	2
# of black employees	9
# of PwD employees	0
# of employees in sick leave	0
Average age of employees	32
# of applied trainings	201
# of work accidents	0

5. Environmental Impact Indicators

Are there recycling policies?	No
Percentage of garbage that is recycled	0
Use of water (L)	Not recorded
Use of electricity (kWh)	Not recorded

6. Internal Social Indicators

Expenses with Feeding	R\$ 188,679
Expenses with Health	R\$ 95,391
Expenses with Social Insurance	R\$ 0
Expenses with Work Safety	R\$ 0
Expenses with Education	R\$ 0
Professional training and development	R\$ 70,000
Daycare or childcare assistance	R\$ 0
Others	R\$ 0

7. Relevant Information

Ratio between the highest and lowest wage in the company	25.8x
Regarding the participation of employees in social programs	Is not involved
The company's social projects were developed by	N/A
The company adopts a regular policy of profit participation	No

Closing

In 2022, with the end of the restrictions resulting from the pandemic, the invested companies returned their operations to normal, and implemented important ESG policies and practices that were already mapped, as well as reinforced existing ones. With this, they were in some way recognized for their internal initiatives – as in the case of the four invested companies that maintained their Great Place To Work seals of approval in the year.

Good governance practices, encouraged by the fund, helped companies grow consistently in 2022 and sustainably generate new jobs and increased productivity for their customers. Furthermore, new Sustainable Development Goals (SDGs) were identified by companies as drivers of internal policies and practices, aligning private efforts with the UN 2030 Agenda.

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

Every year, we share in this report the successes in the objectives of sustainable growth, and we are aware this 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 2023, we will continue to encourage the adoption of good practices towards the sustainability of our investees' businesses, aiming to generate positive impacts for society and for the organizations.

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

Best regards,

Invest Tech Team