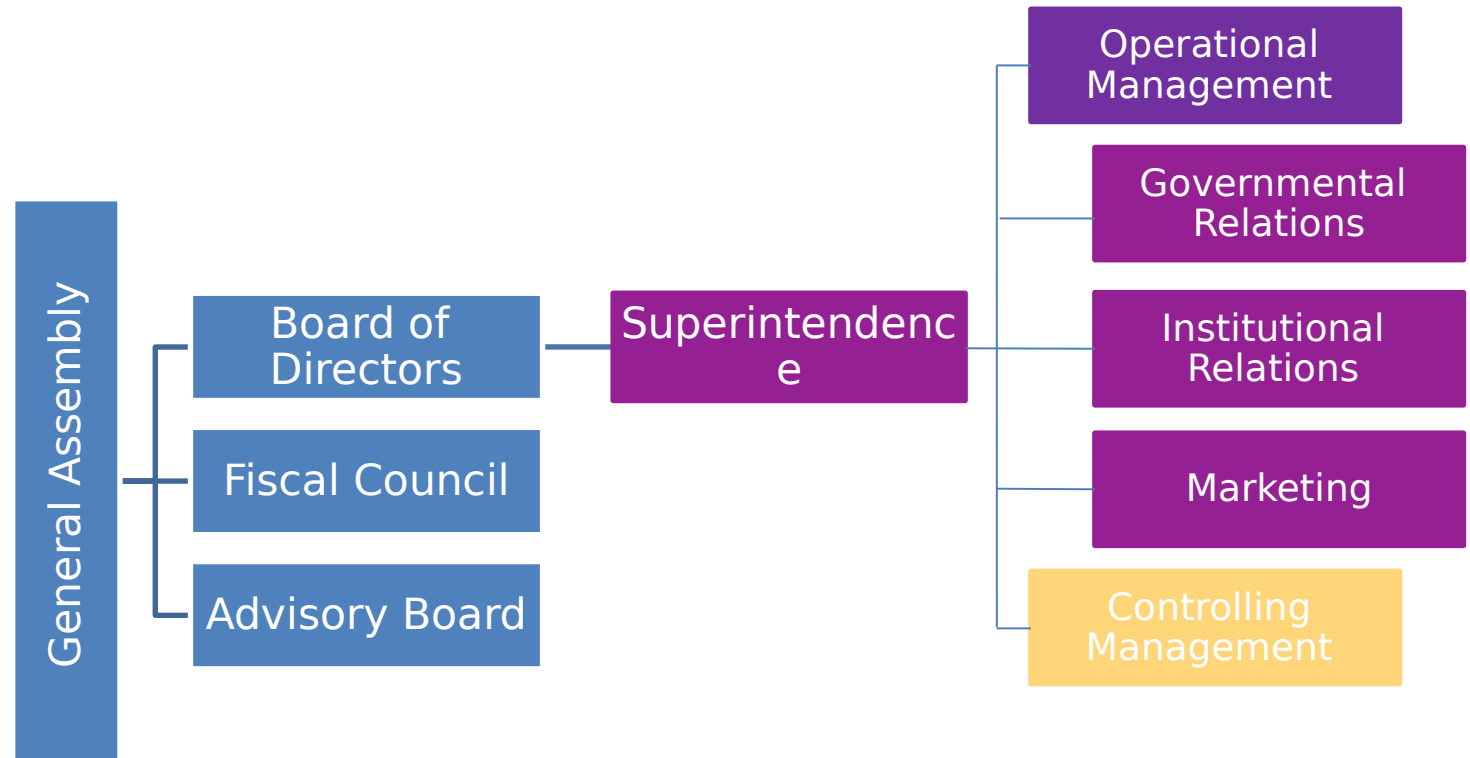


IOS Management Structure

Organizational Chart

- **General Assembly:** (sovereign body of IOS)
- **Founders:** TOTVS, Laércio Cosentino e Ernesto Haberkorn
- **Supporters:**
 - TOTVS
 - Other non-elected sponsors
- **Staff:**
 - Not elected



Responsibilities of the **General Assembly:**

- Elect and remove the Board of Directors, the Advisory Board and the Fiscal Council;
- Decide on amendments to the Statute;
- Decide on the extinction of the Institute;
- Decide on the convenience of alienating, transacting, mortgaging or exchanging assets;
- Approve the Internal Rules; and
- Approving the admission of new members.



Founders

The private social investment made by TOTVS allows the IOS to exist. The company is the founder and main maintainer of the Institute.

With TOTVS support, IOS has a professional management, aligned with robust corporate concepts, involving back office structure, processes, measurement of indicators and evaluation of results.

The proximity to the company connects IOS with new technologies that have a direct impact on the quality of young people's professional training and on the inclusion of those in the current labour market.

TOTVS' strategic relationship with IOS is set to reaffirm its purpose, and generate impact in society and its value chain.



Laércio Cosentino

Founder of IOS and Chairman of the Advisory Board



www.linkedin.com/in/lcosentino

Laércio Cosentino is the founder and chairman of the Board of Directors of TOTVS, the largest technology company in Brazil. Graduated in Electrical Engineering from the Polytechnic School of the University of São Paulo (USP), his career and history were consolidated in the IT sector, especially with the founding of TOTVS in 1983. The company is the absolute leader in Brazil and is present in 41 countries.

Laércio Cosentino is Chairman of the Deliberative Council of the Brazilian Association of Information and Communication Technology Companies (Brasscom), member of the Advisory Board of Cristália, chairman of the Board of Mendelics, advisor to Brain4care, among other activities.

Today, Cosentino is one of the main leaders in the Brazilian technology market, active in defending and strengthening the IT industry.

Main Contributions to the Company: Entrepreneurship; Human Capital Strategy in Technology; Innovative Vision in Technology; and a reference entrepreneur in the Technology sector and in Brazil.

Ernesto Haberkorn

Founder of IOS



www.linkedin.com/in/ernestohaberkorn

Businessman in the IT area, Co-Founder of TOTVS, one of the Founders of IOS, Creator of ERPFLEX and the NETAS Group.

Former President of ASSESPRO Nacional – Association of Brazilian Information Technology, Software and Internet Companies.

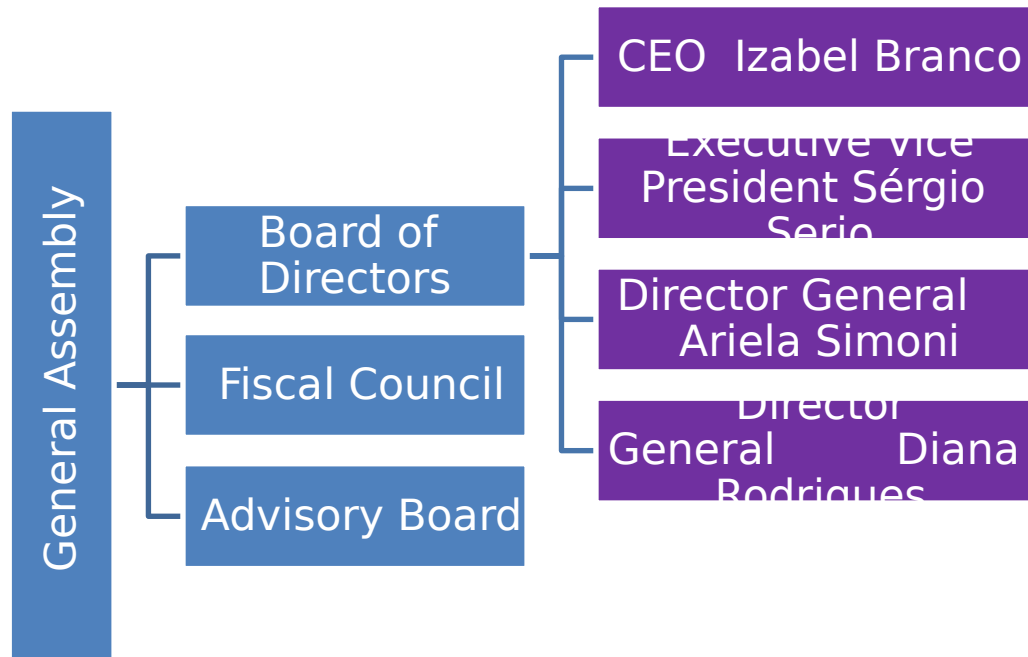
Graduated from Fundação Getúlio Vargas School of Business Administration. Master in Computer Engineering at IPT – Technological Research Institute.

Author of fourteen books in the IT area. Professor at several Business Administration and Information Systems faculties in the Business Management with ERP subject.

He is currently managing partner of TI Educacional – Cursos e Sistemas, a company that offers courses in Information Technology and implements ERPflex – a management system that runs on the Web and SPAventura, a farm hotel located in Ibiúna.

Board of Directors

Directoria



The Board of Directors is a collegiate body that defines, guides and supervises the general and administrative policy of the IOS. It is composed of 4 members, appointed by the General Assembly, with a term of 3 (three) years, reelection being allowed for the same function.

Izabel Branco

CEO



With more than 20 years of experience in business and human resources management, customer segmentation, marketing and strategic communication, Izabel has been Vice President of Human Relations at TOTVS since August 2019.

Between 2015 and 2019, she worked at Via Varejo as Executive Director of Human Resources and Management and also as Executive Director of Fundação Via Varejo.

Between 2014 and 2015 she was Customer Value Superintendent at SulAmérica Seguros.

Previously, she developed her career in communication, marketing and business at companies such as Banco Santander, Banco Real and Banco Itaú.

Izabel holds a degree in Translation and Interpretation from Ibero Americana, a postgraduate degree in Positive Psychology from PUC-RS, Business Administration from FGV and in Marketing from ESPM.

www.linkedin.com/in/izabel-branco-6a2194

Sérgio Serio

Executive Vice President



www.linkedin.com/in/sergio-serio-filho-66113b16

Sérgio Serio is the Executive Manager of Investor Relations at TOTVS. At the company for eleven years, he worked in the area of Government and Institutional Relations, Strategic Planning, and at TOTVS Consulting, the company's business consulting unit.

He served as CEO of IOS for the last six years, where under his leadership the Institute achieved the best indicators of professional training and employability of young people and people with disabilities served, as a result of increased opportunities via project sponsoring companies, with or without tax incentives, and the strengthening and recognition of the IOS brand before Municipal and State Funds for the Defense of Children and Adolescents' Rights. Sérgio also strengthened the structure of the Institute's Leadership team, and also managed to move the Headquarters Unit to a new, wider space with more opportunities for students and sponsoring companies. Sérgio holds an MBA in Government Relations from FGV, a specialization in Corporate Finance from Fundação Instituto de Administração (FIA) and a degree in Business Administration from Fundação Armando Álvares Penteado (FAAP).

Ariela Simoni

Director General



www.linkedin.com/in/arielasimoni

Graduated in International Relations with Emphasis in Marketing and Business (ESPM-2014) and Master in Business Strategy (FGV/SP-2018), she is leader of the Institutional and Governmental Relations area at TOTVS, leader of the Working Group on Talent Development at Brasscom and Co-Coordinator of the Abes Future of Work Committee.

She transits through agendas such as Fiscal/Tax Affairs, Education and Employability, Innovation, LGPD, Political Scenarios, Brazilian Legislative Process, Artificial Intelligence, Labor Relations and Financial Matters.

She worked for 5 years as a Government / Institutional Relations Professional at ÁPICE- Associação Pela Indústria e Comércio Esportivo, where she worked on the agendas of International Trade, Combating the Illegal Market, Sustainability / Corporate Responsibility and Governmental and Institutional Relations.

Diana Rodrigues

Director General



www.linkedin.com/in/dianadiasrodrigues

Director of Marketing and Communication at TOTVS, with 20 years of experience in the area of marketing and communication, she has worked for major national brands such as Grupo Silvio Santos, Unibanco and Itaú-Unibanco.

Graduated in Public Relations from Faculdade de Comunicação Social Cásper Líbero, she studied MBA at Escola Superior de Propaganda e Marketing and specialized in Consumer Behavior and Branding at the same institution.

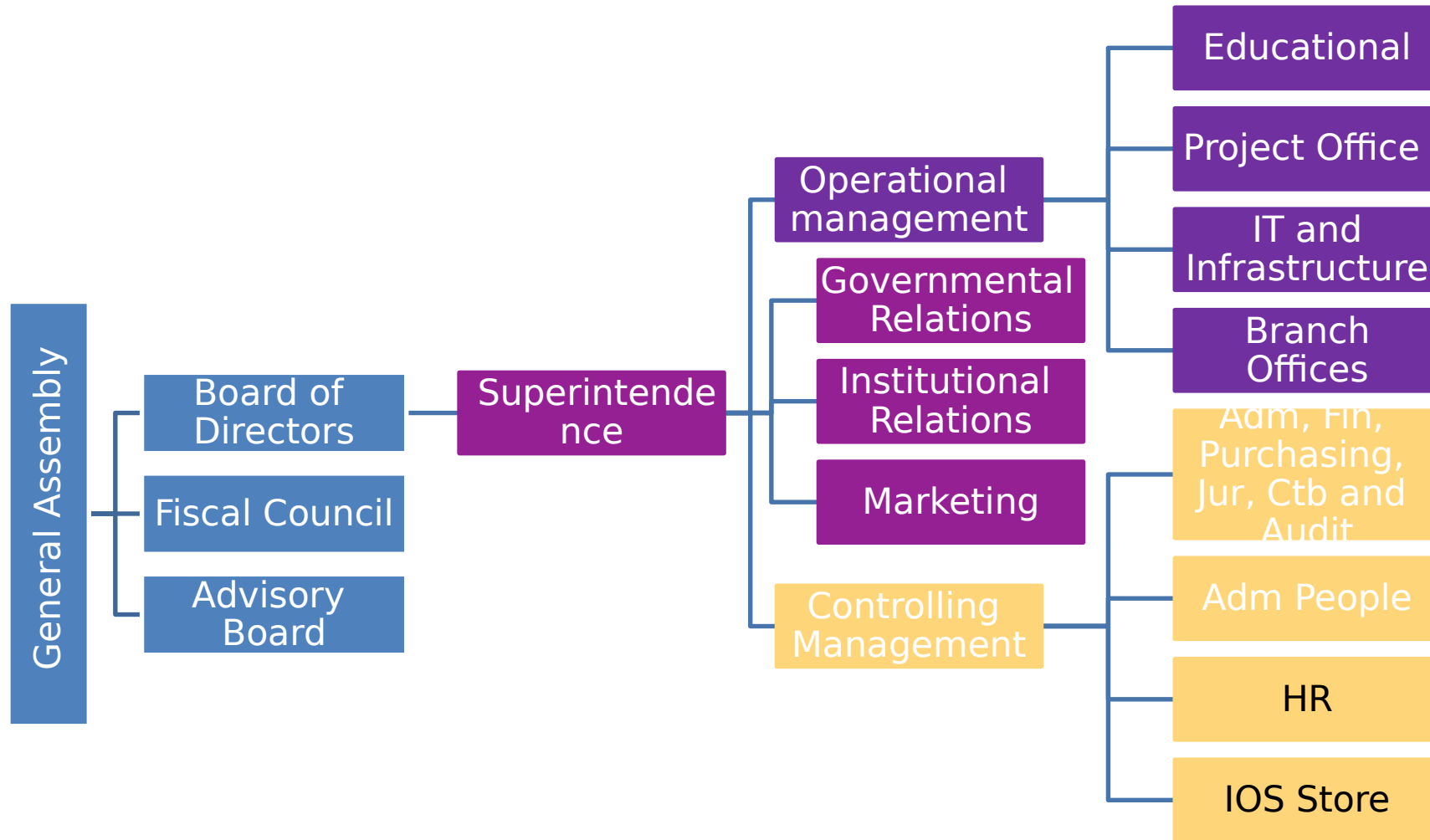
She began her career in the communication area at Grupo Silvio Santos, where she participated in important projects such as the creation of the Centro Cultural Grupo Silvio Santos and Teatro Imprensa.

For eight years, she worked in the financial market, at Itaú-Unibanco, where she participated in major branding and positioning projects, designing cultural projects and major events. The executive was also responsible, for 4 years, for Itaú's corporate marketing strategy.

For 9 years, she has been in charge of Marketing and Communication for Brazil and Latin America at TOTVS.

IOS leadership

Leadership at IOS



Kelly Christine Lopes

Superintendent

Kelly is a Social Entrepreneur, Administrator in the 3rd Sector, Teacher, People Management and Development and Specialist in Corporate Social Responsibility. She worked for 16 years as an IT professional, with the last eight years at TOTVS.

She took the leadership of IOS in 2008, where she restructured the Institute's entire operating model, making IOS a benchmark Social Organization in the Sector. She has an MBA in Business Management from FGV and an MBA in Human Resources Management from FMU.

She has specializations in Social Responsibility and Sustainability from FGV and Marketing for the 3rd Sector from ESPM.



Alecsandra Neri de Almeida

Operations Manager

Alecsandra Graduated in Business Administration from FGV and graduated in Mathematics. She is also certified in Project Management for Development Professionals - PMD Pro1. She worked for ten years in the Financial Administration area in private companies.

She joined IOS in 2005 as a trainee teacher, coordinated the Educational area, and implemented projects in partnership with private companies and the public sector focused on Education for young people and income generation. She is currently the Operations Manager, responsible for the project execution strategy and resource management in the business areas.



Renata Aureli Mendes

Controlling Manager

Renata holds a Bachelor of Science in Accounting and is post-graduated in Corporate Finance from Mackenzie and MBA in Human Resources from Universidade Paulista. She has more than ten years of professional experience in the financial management area.

She has been a member of the IOS team since 2014 and currently leads the areas: Administrative, Financial, Accounting, IOS Store, People and HR.

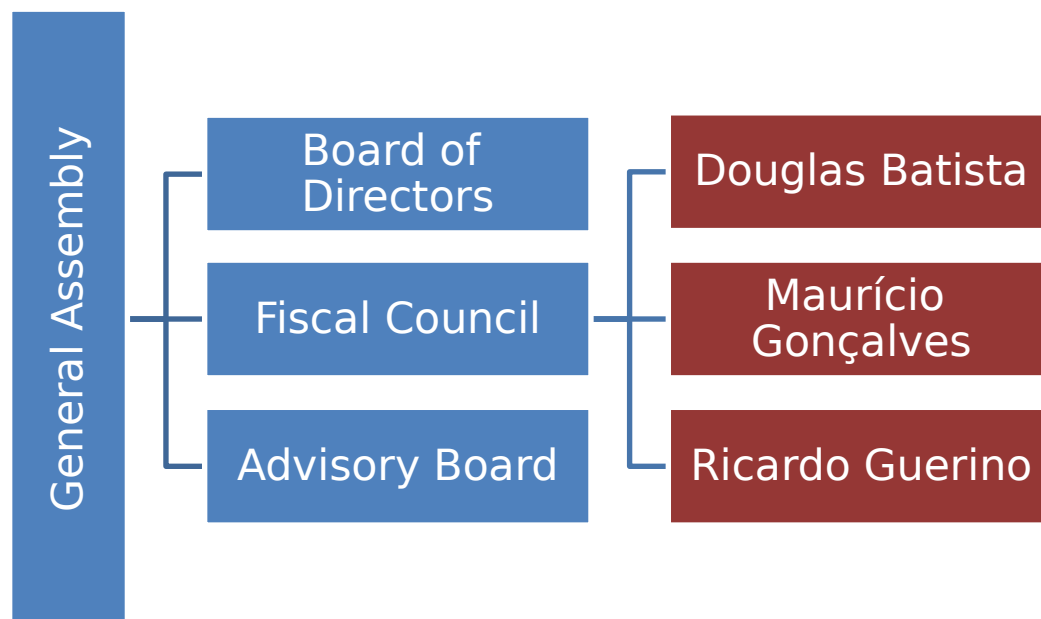
During her tenure, we implemented our People Management policies and carried out our first External

Audit. She ensures the Institute's credibility and <https://www.linkedin.com/in/renata-aureli-mendes-4354ba18a/> transparency.



Fiscal Council

Fiscal Council



- Examine the institution's bookkeeping books;
- Opine on the balance sheets and report on financial and accounting performance and on the equity operations carried out, issuing opinions to the entity's superior bodies;
- Request, at any time, supporting documentation of the economic and financial operations carried out by the Institution;
- Hire and monitor the work of any independent external auditors;
- Call an extraordinary General Meeting.

Douglas Batista

Fiscal Councilor



Douglas Batista is currently Executive Manager of Shared Services | Accounting | Taxes Revenue Recognition | TOTVS Customer Agreements.

He has over 16 years of experience in the accounting and tax field.

As a tax manager at KPMG, he was responsible for serving clients from the most diverse market segments and for preparing important internal and external tax publications, as well as an instructor in internal seminars.

www.linkedin.com/in/douglas-batista-67557a26

Maurício Gonçalves

Fiscal Councilor



Currently Executive Manager of Internal Audit at TOTVS, Maurício has 20 years of experience in internal auditing and risk assessment, with expertise acquired in large publicly traded companies in retail, industry and IT.

He has international experience acquired in audits carried out in affiliated companies abroad; Experience in conducting investigations into fraud and complaints through the Ethics Channel; Experience as a tax advisor in a non-profit association.

Graduated in Economics from Universidade Paulista and in Accounting from PUC, he has an MBA in Administrative Management from FGV.

He has already worked as an Internal Auditor at the GPA Group, as Internal Audit Coordinator at JBS.

www.linkedin.com/in/mauricio-goncalves-4b912935

Currently, he is a member of the Audit Committee of Rede Agro.

Ricardo Guerino

Fiscal Councilor



Ricardo Guerino is Director of Financial Planning, Controllership, Controls and Risks at TOTVS.

He has over 20 years of experience in Accounting, Auditing, Financial and Tax Planning, Business Management and Strategies Implementation.

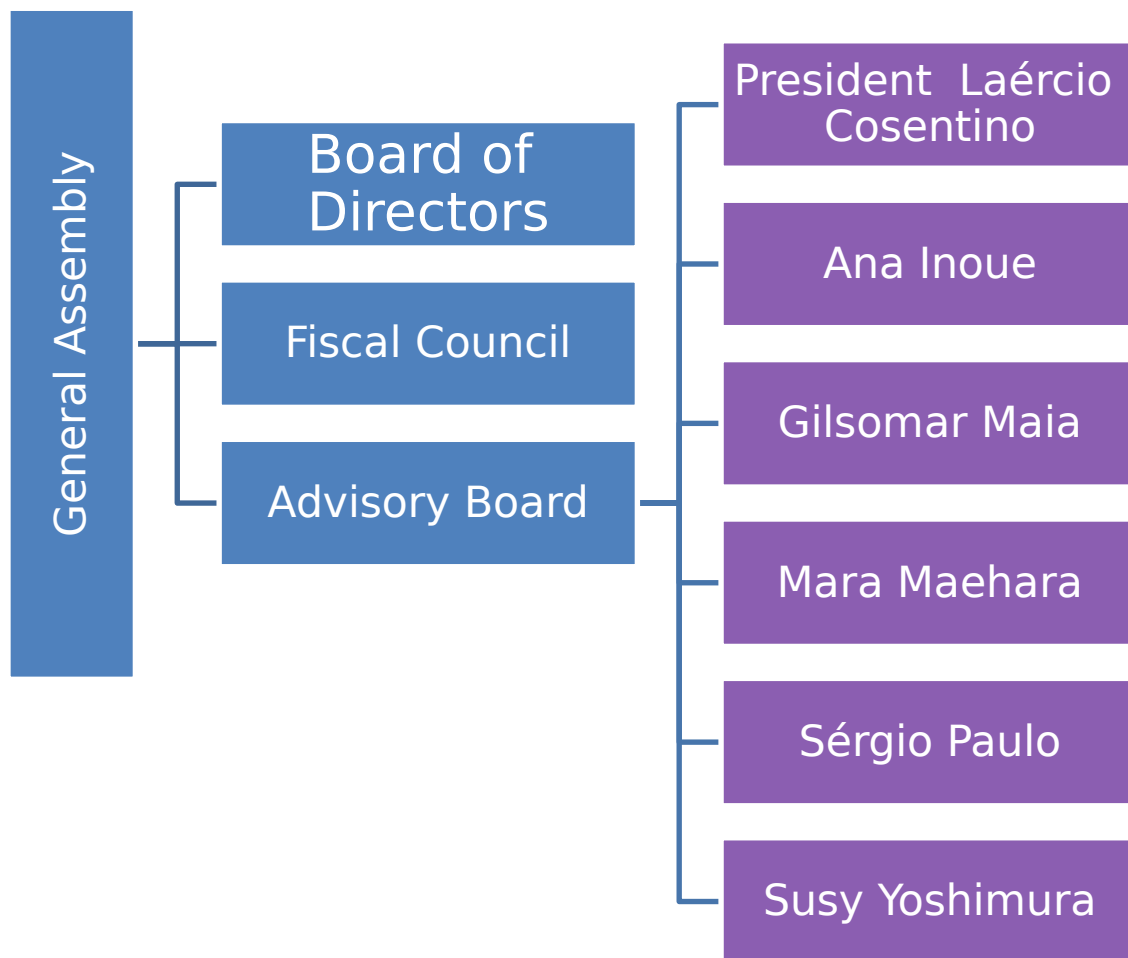
He has served as Chief Financial Officer at Ogilvy and Controller Brasil at ESPN. He also developed a career at Galdino Consultoria e Controladoria, Kimberly-Clark, Suzano Papel e Celulose and Ernst & Young.

He has an MBA in Controllership from FGV and a degree in Accounting from Fundação Escola de Comércio Álvares Penteado.

www.linkedin.com/in/ricardo-guerino-9b108510

Advisory Board

Conselho Consultivo



- The Advisory Board is an optional advisory body for the achievement of the purposes of the IOS, establishing guidelines for the preparation and implementation of actions, campaigns and projects of the IOS.
- The Advisory Board will be elected by the General Meeting, when it deems convenient and necessary.
- It is incumbent upon the Advisory Board to prepare opinions, setting goals for the IOS' performance in a given area, proposing means and indications for achieving its purposes, as well as contributing to the enhancement of the public image and reputation of the Institute.
- The opinions of the Advisory Board will be taken by a simple majority of its members, with the Chairman of the Advisory Board having the casting vote, and its conclusions will not be compulsory.
- The meetings of the Advisory Board will be called by the Chief Executive Officer and will be installed with the presence of the majority of its members.

Laércio Cosentino

Founder of IOS and Chairman of the Advisory Board



www.linkedin.com/in/lcosentino

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Main Contributions to the Company: Entrepreneurship; Human Capital Strategy in Technology; Innovative Vision in Technology; and a reference entrepreneur in the Technology sector and in Brazil.

Ana Inoue

Advisory Board Member



www.linkedin.com/in/ana-inoue-98574857

Ana Inoue is a psychologist graduated from PUC-SP.

Since January 2020, she has been the superintendent of Itaú Educação e Trabalho at Fundação Itaú para Educação e Cultura. From 2005 to 2019, she was an advisor to Banco Itaú BBA in the design and development of education projects supported by the bank.

Since 2005, she has directed the Centro de Estudar Acaia Sagarana, at the Instituto Acaia, where she develops services for high school students from public schools who wish to continue their studies in institutions of higher education of excellence.

She is an adviser to the Padre Anchieta Foundation/TV Cultura, the Rodrigo Mendes Institute, the Parceiros da Educação Association, Todos Pela Educação, the Coca Cola Brasil Institute, the advisory board of the State Department of Education of SP and the advisory board of the Department of Development Economy of the State of São Paulo, among others.

She was president of Todos Pela Educação, advisor to the State Council of Education of SP and advisor to Instituto Natura. She was an adviser to the Ministry of Education from 1995 to 2001. She was a teacher, advisor and coordinator in kindergarten and elementary schools and teacher trainer in several municipal and state networks.

She was part of the team that advised Vale on implementing

Gilsomar Maia

Advisory Board Member



In the last 5 years, he served as Vice President, Planning Director, Corporate Finance Director, Investor Relations Director and Director of Mergers and Acquisitions at TOTVS. Previously, he was Manager of Processes and Risks at TOTVS, between 2006 and 2007.

He served as a controller at Coimex Trading S.A. between 2004 and 2006. He made his career at Ernst & Young Auditores Independentes as an audit manager, where he worked on external audit projects between 1996 and 2004.

He graduated in Accounting from Mackenzie University in 2000 and has an MBA in Capital Markets from FIPECAFI.

www.linkedin.com/in/gilsomar-maia-a123842

Mara Maehara

Advisory Board Member



www.linkedin.com/in/maramaehara

Mara Maehara is the Chief Information Officer (CIO) at TOTVS, responsible for the solutions, security and infrastructure that support the operations of the TOTVS Group inside and outside Brazil.

Graduated in Systems Analysis from Universidade Presbiteriana Mackenzie, she has a postgraduate degree in Business Administration from Fundação Armando Álvares Penteado (FAAP) and an MBA in Project Management from Fundação Getúlio Vargas (FGV). In addition, she holds specializations in E-commerce from the University of California Irvine and in Finance for Executives from Insper.

With more than 30 years of experience in IT, Maehara's professional career counts passages, all in leadership positions, by companies of global scope such as Ambev, Grupo BRF (Sadia), Carrefour and Grupo Pão de Açúcar (GPA).

Sérgio Paulo Gallindo

Advisory Board Member



[www.linkedin.com/in/sergio-paulo-](http://www.linkedin.com/in/sergio-paulo-gallindo-38b373)

[gallindo-38b373](http://www.linkedin.com/in/sergio-paulo-gallindo-38b373)

Sergio Paulo Gallindo, President of Brasscom, Brazilian Association of Information and Communication Technology Companies, since 2014, is a Lawyer and Engineer; Master in Political and Economic Law from Universidade Presbiteriana Mackenzie; Master (M.Sc.) in Computer Science from the University of Texas at Austin, USA, supported by the Fulbright International Fellowship Program; Bachelor of Laws from USP, University of São Paulo, Largo de São Francisco; and Electronic Engineer from UFRJ, Federal University of Rio de Janeiro.

He is a member of the Economic and Social Development Council (Conselhão) of the Presidency of the Republic; member of the Executive Committee of the National Council for Debureaucratization - Brasil Eficiente; member of CONIC, Superior Council of Innovation and Competitiveness of FIESP; member of the Advisory Board of BETT Educar; and associated with the Interwork Angels, Chapter Brazil since 1980, in technical and business areas. In law, he focuses on Economic Law of Technological Innovation, Tax Law, Law & Economics, Commercial Law and M&A. Gallindo was CEO of BT (British Telecom) in Brazil, Vice President of Nortel in Brazil and Executive Director of Corporate Business at GVT (currently Telefonica/Vivo).

Susy Yoshimura

Advisory Board Member



www.linkedin.com/in/susyyoshimura

Currently Director of Sustainability, Compliance and Diversity of the controller of the companies GPA, Assai and Grupo Exito.

She has been with the Group since 2013, leading the Sustainability, Compliance, Diversity and Social Investment topics.

She holds a degree in Public Administration from Fundação Getulio Vargas' School of Business Administration in SP (EAESP-FGV).

With more than 15 years of experience in sustainability, investment and socio-cultural impact, her previous professional experiences include Via Varejo, Ashoka Brasil and Natura Cosméticos.

She is also a member of the deliberative council of the Brazil Human Rights Fund.