

Social Balance Sheet		
Period: January to December 2020		
FOUNDATION FOR SCIENTIFIC AND TECHNOLOGICAL DEVELOPMENT IN HEALTH - FIOTEC		
1. Identification		
Legal Nature: Non-profit private law foundation with administrative and financial autonomy and with own equity		
Re-accredited by the Ministry of Education (MEC) and the Ministry of Science, Technology and Innovations and Communications (MCTI) to act as a support foundation for Fiocruz in accordance with Law 8.958/94 and regulated by Decree 7.423/10		
It has a State Public Utility Title by the Government of the State of Rio de Janeiro		
Qualified as a Social Organization by the City of Rio de Janeiro		
Audited by the Prosecution Office		
Our goal is to participate in the scientific, technological and health innovation development, through the shared management of programs and projects, for society's quality of life.		
Vision: To be recognized by 2021 by the coordinators as a reference institution in the management of programs and projects, through the best governance practices, and be a reason of pride for our employees.		
Values: We respect life, human dignity, and the environment; We value people and encourage proactivity; We encourage an integrated, participatory, collaborative, and innovative environment; We believe in the strength of our work to perform our actions with excellence; We act ethically and transparently in organizational processes; Our institutional relationship is based on respect for diversity, trust, cordiality, and a responsible attitude.		
2. Origin of Financial Resources	2020	2019
Total Revenue (a+b)	R\$ 71.812.356,42	R\$ 51.793.128,59
a) Total resources	R\$ 69.387.649,85	R\$ 48.228.096,71
a.1) Income from activities	R\$ 59.789.076,60	R\$ 34.875.997,77
a.2) Other Operating Income	R\$ 9.598.573,25	R\$ 13.352.098,94
b) Income from financial investments	R\$ 2.424.706,57	R\$ 3.565.031,88
3. Application of Financial Resources	2020	2019
Total Expenses (a+b)	R\$ 60.954.237,03	R\$ 45.335.250,97
a) personnel (salaries, benefits, and charges)	R\$ 26.813.390,23	R\$ 24.282.698,82
b) general expenses	R\$ 34.140.846,80	R\$ 11.097.917,82
b.1) tax and fees	R\$ 1.003.817,57	R\$ 96.229,30
b.2) financial	R\$ 324.692,71	R\$ 365.085,21
c) others	R\$ 32.812.336,52	R\$ 9.493.319,82
Surplus	R\$ 10.858.119,39	R\$ 6.457.887,62
4. Investment in Human Resources	2020	2019
Total investment in Human Resources	R\$ 4.955.026,56	R\$ 3.903.337,70
a) Food (food and meal)	R\$ 2.454.105,05	R\$ 1.614.432,76
b) Educational assistance (college, post graduate studies and foreign language)	R\$ 10.631,70	R\$ 9.287,15
c) Training and professional development (training and courses)	R\$ 114.430,27	R\$ 34,054,98
d) Daycare aid	R\$ 37.516,30	R\$ 44,696,70
e) Health (Dentistry and Fiosaúde)	R\$ 2.138,765,51	R\$ 1,889,668,22
f) Life insurance	R\$ 106,208,65	R\$ 98,463,81
g) Transportation	R\$ 51.478,58	R\$ 172,862,58
h) Internship scholarships	R\$ 41.890,50	R\$ 39,871,50
5. Technology investment	Value (R\$)	
Indicators and Reports	R\$ 308.885,92	
Safety	R\$ 176.647,65	
E-Social	R\$ 218.857,85	
Single sheet	R\$ 355.313,17	
Information Access Portal	R\$ 307.918,01	

Coordinator Portal	R\$ 1.291.965,09	
Electronic Admission	R\$ 535.916,55	
Voetur	R\$ 179.217,52	
Projects Total	R\$ 3.374.721,77	
Support	R\$ 712.438,71	
Software Licenses	R\$ 644.041,01	
Infrastructure	R\$ 2.084.275,36	
Infrastructure and Support Total	R\$ 3.440.755,08	
Overall Total	R\$ 6.815.476,85	
6. Data on staff		
	2020	2019
Employees at the end of the period	291	251
Interns	2	2
Young Apprentice	23	23
Persons with disabilities	12	12
Employees aged between 18 and 45 years old	78%	77%
Employees over 45 years old	22%	23%
Female employees	57%	54%
Male employees	43%	46%
Women in leadership positions	63%	69%
Men in leadership positions	37%	31%
Black employees	10%	4%
Employees with more than 10 years of employment agreement	27%	20%
7. Qualification of staff		
	2020	2019
a) Postgraduate studies (complete)	98	89
b) Graduation (complete)	111	99
c) High school/technical education (complete)	53	43
8. Functional indicators		
	2020	2019
a) Turnover rates	Turnover reduction of 11.19%	Turnover reduction of 4.90%
b) Absenteeism rate	4.02%	3.61%
c) Number of workplace accidents	0	16
9. Young Apprentice Program		
9.1 Young Apprentice Program	Number of participants benefited people	Investment
2020	23	R\$ 400.695,85
2019	23	R\$ 431.086,00
10. Relevant information regarding Social Responsibility		
10.1 Campaigns performed		
	2020	2019
10.1.1. Solid Waste Collection Action Plan of the Campus Administration Directorship/Fiocruz		
Used vegetable oil	5L	10L
Writing supplies	1 Kg	3 kg
Batteries and alkaline batteries	10 Kg	23 kg
Technological waste	49 Kg	174 kg

Long life packaging	16 Kg	27 kg
Cartridges and tonners for printing	17 kg	38 kg
Paper	239 Kg	1.071 kg
Metal	8 Kg	15 kg
Cardboard	91 Kg	940 kg
Plastic	115 Kg	273 kg
Plastic lid	65 Kg	33 kg
Long life packaging	16 Kg	27 kg
Glass	35 Kg	41 kg
10.1.2 Donation campaigns		
	Benefitted Institution	Donated items
Solidarity june party, Donate Happiness, Donation for Christmas, Good Socks Project, Small Kindness Project	Campaigns paralyzed due to telework	
10.2. Goods donated for obsolescence		
	2020	2019
Goods donated for obsolescence	paralyzed	16 items for Fiocruz
10.3 Investments in Social Responsibility		
	2020	2019
Contribution of investments made	R\$ 12.300,00	R\$ 40.204,00
11. Ethics and transparency		
Information		
11.1 Internal citizenship policies		
Does the organization have a career incentive plan?	() no (x) yes, which one: Performance Evaluation, Job Plan and Wage Plan and Training and Qualification Policy.	
The employee admission process is:	0% per referral 100% per selection	
Is there a profit or bonus distribution policy?	(x) no () yes	
Does the organization encourage voluntary employee participation?	() no (x) yes, how? Through various solidarity campaigns.	
Does the organization have a Code of Ethics?	() no (x) yes	
Does the organization have different salaries for men and women?	(x) no () yes	
11.2 Complaints and lawsuits (Fiotec and supported projects)		
	2020	Values (R\$)
11.2.1 Labor proceedings	67	R\$ 7.123.893,97
11.2.2 Environmental proceedings/offences	0	0
11.2.3 Complaints with Consumer Protection Agencies		
	0	0
11.2.4 Civil proceedings	49	R\$ 232.648.641,61

12. United against Covid-19 (Data until 06/15/2021)

Revenues	Investment	In process for execution
R\$ 444.312.501,92	R\$ 443.768.612,08	R\$ 543.889,84

13. Corporate Governance

The Foundation is managed by: Board of Trustees, Board of Statutory Auditors and Executive Board

Institutional Policies:

* Registered Bylaws of the Foundation

* Ethics and Information Security Policy

* Purchasing Regulation

* Benefits Policy

* Employee Performance Evaluation Policy

* Career Progression Policy

* Public Hearing for accountability

* External audit performed by an auditor registered with the Prosecution Office of Rio de Janeiro and with the Brazilian Securities Commission

14. Explanatory Notes and Comments

This Foundation does not use child labor or slave labor, is not involved in prostitution or sexual exploitation of children or teenagers.

Statement: Fiotec is committed not to employ people under eighteen years old in night work, dangerous and unhealthy and does not employ people under sixteen years old, unless as a young apprentice.

Young Apprentice Program: is aimed at the preparation and insertion of young people aged between 16 and 22 in the world of work, in accordance with Law No. 10,097/2000, who are hired for a 17-month period.

The Information Access Portal implemented in 2014 discloses information about supported projects that used public funds. In 2020, 7,587 files were downloaded.

Coordinator Portal: Interaction system between Fiocruz's project coordinators and Fiotec's support team, allowing all requests to be sent electronically and financial, accounting, and operational information to be made available to projects.

Indicators and Reports encompasses B1/Qlikview projects. The Business Intelligence Tool is a system that aims to improve the quality of Fiotec's information, as it allows consolidating, researching, visualizing, and analyzing different data sources for issuing management reports.

The collection of technological waste has been developed at the institution since 2013, a permanent campaign for the collection of technological waste, including monitors, cabinets, keyboards, mouse, cards, hard drives, memory, fonts, drivers, and speakers for computers delivered by employees. The conscious disposal action aims to preserve the environment and reinforce Fiotec's commitment to sustainability. It is worth noting that even in the midst of the pandemic, employees who were at Fiotec in person continued to contribute to selective collection actions.

Goods donated due to obsolescence: Fiotec has the practice of donating unused items and in perfect condition to institutions indicated by Fiocruz's Social Cooperation area, or to the Foundation's own units, but due to the situation of telework and new hires, the Institution reused all items that could be donated.

In April 2020, the Oswaldo Cruz Foundation (Fiocruz) launched the United against Covid-19 program, with the goal of enhancing the foundation's actions in the face of the new coronavirus pandemic, through the joint efforts of the public and private sectors, enabling interested companies, organizations, and individuals to make their donations, integrating the network of supporters. The donations received are being applied to initiatives to expand the testing capacity; health care; research and vaccine; and support to vulnerable populations. In addition to supporting and strengthening the aforementioned activities, the resources supported the construction of the Hospital Center for the Covid-19 Pandemic – National Institute of Infectious Diseases, which serves patients with serious conditions of the disease and will be a legacy for society. Fiotec is responsible for the fund's financial execution, which is coordinated by the Vice-Presidency of Management and Institutional Development (VPGDI/Fiocruz), through its Fundraising Office. The accountability of donations is available on the United against Covid-19 website, with information on who donated, the amount of the resource and the initiatives supported under the contract. In addition, investments made are informed, with descriptions of each one of them (<https://unidos.fiocruz.br/transparencia.html>).

Fiotec does not measure the amounts of donations made by employees but identifies the amount of personnel involved and accounts for the hours invested in carrying out these actions and these amounts of indirect contributions are recorded in the item Investments in Social Responsibility. The institution is always looking for new sustainable practices, but in 2020 the remote work modality paused its actions and support to the institution's social campaigns but kept the investment in Libras' interpreters in its online lectures to promote the inclusion of people with disabilities.

Carlos Alberto Dias Mesquita

Hayne Felipe da Silva

CRC (REGIONAL ACCOUNTING COUNCIL):

Chief Executive Officer

RJ 093.838-O/0

Name	Subscription Status	Action Date
Carlos Alberto Dias de Mesquita	Signed	01/07/2021 08:30:19
Hayne Felipe da Silva	Signed	01/07/2021 14:37:59



Document signed electronically.



Assinador de
Documentos

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DESENVOLVIMENTO CIENTIFICO
E TECNOLÓGICO EM SA
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