



Social Balance Sheet

Period: January to December 2021

FOUNDATION FOR SCIENTIFIC AND TECHNOLOGICAL DEVELOPMENT IN HEALTH - FIOTEC

1. Identification

Legal Purpose: Private non-profit foundation with administrative and financial autonomy and with its own equity

Accredited by the Ministry of Education (MEC) and Ministry of Science, Technology, Innovation and Communications (MCTI) to act as a supporting foundation of Fiocruz under Law 8.958/94 and regulated by Decree 7.423/10

It has the title of State Public Service by the Government of the State of Rio de Janeiro

Audited by the Public Ministry

Our mission is to participate in the scientific and technological development and innovation in health, through shared management of programs and projects, for life quality of society.

Perspective: To be recognized by 2021, by the supervisors, as a reference institution in program and project management through the best governance practices, and to be a source of pride for our collaborators.

Values: We respect life, human dignity, and the environment; We value people and stimulate proactivity; We encourage an integrated, participative, collaborative, and innovative environment; We believe in the strength of our work to accomplish our actions with excellence; We act ethically and transparently in our organizational processes; Our institutional relationship is based on respect for diversity, trust, cordiality, and a responsible attitude.

2. Origin of Financial Resources	2021	2020
Total Revenue (a+b)	R\$ 122,054,397.63	R\$ 71,812,356.42
a) Total resources	R\$ 114,014,846.71	R\$ 69,387,649.85
a.1) Revenue from activities	R\$ 102,211,299.61	R\$ 59,789,076.60
a.2) Other Operating Revenues	R\$ 11,803,547.10	R\$ 9,598,573.25
b) Income from financial investments	R\$ 8,039,550.92	R\$ 2,424,706.57
3. Investment of Financial Resources	2021	2020
Total Expenses (a+b+c)	R\$ 69,622,058.26	R\$ 60,954,237.03
a) personnel (wages, benefits and charges)	R\$ 33,047,460.60	R\$ 26,813,390.23
b) general expenses	R\$ 12,636,339.74	R\$ 13,500,382.07
b.1) tax and fees	R\$ 436,079.60	R\$ 1,003,817.57
b.2) financial	R\$ 2,029,175.40	R\$ 324,692.71
c) other	R\$ 21,473,002.92	R\$ 19,311,954.45
Surplus	R\$ 52,432,339.37	R\$ 10,858,119.39
4. Investment in Human Resources	2021	2020
Total investment in Human Resources	R\$ 8,103,333.23	R\$ 4,955,026.56
a) Food (food, meal, Christmas benefit)	R\$ 3,447,356.63	R\$ 2,454,105.05
b) Education Allowance (college, post-graduation and foreign language allowance)	R\$ 71,696.35	R\$ 10,631.70
c) Qualification and professional development (training and courses)	R\$ 188,552.51	R\$ 114,430.27
d) Day-care	R\$ 161,120.82	R\$ 37,516.30
e) Health (Occupational Health, Dentistry and Fiosaúde)	R\$ 2,837,758.21	R\$ 2,138,765.51
f) Life insurance	R\$ 137,995.10	R\$ 106,208.65
g) Transportation (Transportation voucher and corporate transportation) h) Internship grants	R\$ 200,628.61	R\$ 51,478.58
i) Remote Work Allowance	R\$ 1,058,225.00	-



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5. Investment in technology	Value (R\$)
Hiring of freelancers for improvements to the Space of Individuals (EPF) and the Project Management Portal (PAP)	R\$ 41,891.00
EPF + PAP (SCHOLARSHIP STUDENTS REPORT)	R\$ 171,057.00
PACTO (Development of a new version of the Document Signer)	R\$ 179,785.00
Improvements to the Fiotec Coordinator Portal (PCF) and Project Management Portal (PAP) for changing procurement processes	R\$ 281,753.00
ELECTRONIC REGISTER (Development of an electronic documents traffic control system)	R\$ 61,092.00
Improvements in the Fiotec Coordinator Portal (PCF) and the Project Management Portal (PAP) for inclusion of the daily rate payment process	R\$ 118,693.00
Improvements to the Fiotec Coordinator Portal (PCF) and the Project Management Portal (PAP) for the inclusion of an Initiation process. Creation of a new version of the QlikSense (BI) Initiation application	R\$ 170,852.00
Improvements in EPF (vocational education and training), SAP (development of programs for system analysis), and BI for generation of DIRF (withholding income tax), vacation calculus, and provisions	R\$ 286,834.00
Development of solutions for E- Social service	R\$ 137,901.00
Deployment of an information integration system for automatic generation of the Fiotec budget (JEDOX)	R\$ 28,979.00
Implementation of a log analysis system for SAP audit and process control (CELONIS)	R\$ 290,840.00
Deployment of Microsoft cloud file system and virtual desktop (AVD): AZURE (FILE SYSTEM, VDI)	R\$ 554,407.00
Deployment of the telephone exchange by IP	R\$ 108,056.00
Purchase of laptops for use by all Fiotec employees.	R\$ 2,082,522.00
Total Projects	R\$ 4,514,662.00
Support	R\$ 3,311,108.84
Software Licenses	R\$ 864,992.88
Infrastructure	R\$ 1,816,289.74
Total Infrastructure and Support	R\$ 5,992,391.46
General Total	R\$ 10,507,053.46



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6. Workforce data	2021	2020
Employees at the end of the period	316	291
Interns	0	2
Young Apprentice	23	23
People with disabilities	13	12
Employees between 18 and 45 years old	76%	78%
Employees over 45 years old	24%	22%
Female employees	58%	57%
Male employees	42%	43%
Women in management positions	61%	63%
Men in management positions	39%	37%
Black employees	9%	10%
Employees with over than 10 years of contract	36%	27%
7. Workforce background	2021	2020
a) Post-graduation (complete)	106	98
b) Graduation (complete)	123	111
c) High school/technical education (complete)	57	53
8. Functional indicators	2021	2020
a) Turnover rate	1.37%	Reduction in turnover of 11.19%
b) Absenteeism rate	Not calculated due to Fiotec being at teleworking	4.02%
c) Number of occupational work accidents	0	0
9. Young Apprentice Program		
9.1 Young Apprentice Program	Number of participants profited	Investment
2021	23	R\$ 315,196.76
2020	23	R\$ 400,695.85
10. Relevant information regarding Social Responsibility		
10.1 Campaigns conducted	2021	2020
10.1.1. Collection of Solid Waste Residue Action Plan of the Campus Administration Board/ Fiocruz		
Used vegetable oil	0L	5L
Writing material	5 kg	1 Kg
Cells and batteries	3 kg	10 Kg
Technological waste	0 kg	49 Kg
Long-life packaging	0 kg	16 Kg
Print cartridges and toners	0 kg	17 kg
Paper	139 kg	239 Kg
Metal	4 kg	8 Kg
Cardboard	225 kg	91 Kg
Plastic	56 kg	115 Kg
Plastic lid	9 kg	65 Kg
Long-life packaging	0 kg	16 Kg
Glass	0 kg	35 Kg



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10.1.2 Donation campaigns	Benefited Institution	Donated Items
Children's Day	Neighborhood Amorim Residents Community Association	300 toys
Christmas	Menos Fome, Mais Alegria Project	R\$ in cash
Food staples for the community	Marias Project	6,300 food staples
10.2. Goods donated due to obsolescence	2021	2020
Goods donated due to obsolescence	paralyzed	paralyzed
10.3 Investments in Social Responsibility	2021	2020
Investments fulfilled	R\$ 422,140.00	R\$ 12,300.00
11. Ethics and transparency	Information	
11.1 Internal citizenship constituencies		
Does the organization have a career incentive plan?	() no (x) yes, which: Performance Evaluation, Job and Wage Plan, and Training and Qualification Policy.	
The employee hiring process is:	0 % by indication 100 % by selection	
Is there a profit distribution or bonus policy?	(x) no () yes	
Does the organization encourage voluntary engagement by employees?	() no (x) yes, how? Through various 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 Claims and lawsuits (Fiotec and the supported projects)	2021	Values (R\$)
11.2.1 Labor lawsuits	76	R\$ 8,082,550.89
11.2.2 Environmental prosecutions/infractions	R\$ 0.00	R\$ 0.00
11.2.3 Claims along with Consumer Protection Agencies	R\$ 0.00	R\$ 0.00
11.2.4 Civil lawsuits	35	R\$ 232,386,533.10
12. United against Covid-19 (Data up to Last Update 06/14/22)		
Website: https://unidos.fiocruz.br/transparencia.html		
Revenue	Investment	In the execution process
R\$ 460,537,750.18	R\$ 459,291,730.64	R\$ 1,246,019.54
13. Corporate governance		
The Foundation is managed by: Trustees Council, the Finance Committee and the Executive Board		
Institutional Policies:		
* Registered Foundation By-laws		
* Ethics and Information Security Policy		
* Purchasing Regulation		
* Benefits Policy		
* Employee Performance Evaluation Policy		
* Career Progression Policy		
* Public Hearing for Rendering Accounting		
* External audit conducted by an auditor registered on Rio de Janeiro State Public Prosecutor's Office and the Securities and Exchange Commission		



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14. Explanatory Notes and Comments

This Foundation does not use child labor or slavery-like labor and has no involvement with prostitution or sexual exploitation of children or adolescents.

Statement: Fiotech has the commitment of not employing people under eighteen years old on night shift, dangerous and unhealthy work, and does not employ people under sixteen years old, except as young apprentices.

Young Apprentice Program: it is geared toward the preparation and insertion of young people aged between 16 to 22 into the labor market, under Law No. 10.097/2000, who are hired for 17 months.

Throughout the year Fiotech, contributed to teleworking by offering teleworking allowance and hybrid work to all its administrative employees.

The Information Access Portal implemented in 2014 discloses information on supported projects that used public resources and 91,520 documents accessed on the Information Access Portal (PAI).

Coordinator Portal: System of interaction between the coordinators of Fiocruz projects and Fiotech's support team, allowing all requests to be sent electronically and financial, accounting, and operational information to be made available to the projects.

Indicators and Reports encompasses the BI/qlikview projects. The Business Intelligence Tool is a system that aims to improve the quality of Fiotech's information since it allows for consolidation, search, visualization, and analyze different data sources to issue management reports.

The collection of technological waste has been developed in the Institution since 2013, a permanent campaign to collect technological waste, among them monitors, form factors, keyboards, mice, boards, HDs, memory, fonts, drivers and speakers for computers delivered by employees. The action of conscious disposal aims to preserve the environment and reinforce Fiotech's commitment to sustainability. It is worth pointing out that even during the pandemic, the employees who were at Fiotech in person continued to contribute to the selective collection actions.

Goods donated due to obsolescence: Fiotech has the practice of donating unused items in perfect condition to institutions indicated by the area of Social Cooperation of Fiocruz or to the Foundation's units. However, due to the situation of teleworking and new hires, the institution reused all the items that could have been donated.

In April of 2020, the Oswaldo Cruz Foundation (Fiocruz) launched the program United against Covid-19 to enhance the foundation's actions against the new coronavirus pandemic by joining the efforts of the public and private sectors, enabling companies, organizations, and interested individuals to make donations, integrating the network of supporters. The donations received are being applied to initiatives to expand testing capacity; health care; research and vaccine; and support for vulnerable populations. Besides supporting and strengthening the activities mentioned above, the resources supported the construction of the Hospital Centre for the Covid-19 Pandemic - National Institute of Infectology, which treats patients with severe cases of the disease and will stay as a legacy to society. Fiotech is responsible for the financial execution of the fund, which is managed by the Vice-Presidency of Management and Institutional Development (VPGDI/Fiocruz), through its Fundraising Office. The accounting rendering of the donations is made available on the United against Covid-19 website, with information on who donated, the value of the resource, and the initiatives supported according to the contract. In addition, the investments made are informed, with descriptions of each one of them (<https://unidos.fiocruz.br/transparencia.html>).

Investments in Social Responsibility included a financial contribution in sign language interpreters to promote the inclusion of employees with disabilities; 300 toys were purchased and delivered to the Neighborhood Amorim Residents Community Association for Children's Day; a donation in kind was made to the project "Menos Fome, Mais Alegria" and throughout the year a monthly distribution of food staples to residents of the Manguinhos neighborhood community and to the Marias Project (a community women's collective made up of mothers of children with disabilities) with 6.300 food staples delivered, details of which can be found in the 2021 Activities Report available on the Website.

Name	Signature Status	Action Date
Carlos Alberto Dias de Mesquita Accounting Manager Registration Number: 00000155	Signed	07/13/2022 11:25:49 A.M.



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Name	Signature Status	Action Date
Hayne Felipe da Silva Executive Director CPF: ***.234.187-**	Signed	13/07/2022 04:21:15 P.M.



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