AGENDA

Alexandre Apendino

icz Technology is Slides 2 to 1

ulsomar Maia Potential market Slides 14 t FO and IRO Human Capital

Data science

business growth Eduardo Neubern





AND WE WORK **TOGETHER** TO MAKE THAT HAPPEN!







AND INNOVATIVE 3D ECOSYSTEM

THAT, THROUGH TECHNOLOGY, COMBINES MANAGEMENT SOFTWARE, BUSINESS PERFORMANCE APPLICATIONS AND FINANCIAL SERVICES

BUILDING AN UNIQUE







MANAGEMENT







WHAT WILL OUR







8 4 4 8 4 4







WHY WE CAN BUILD THAT? AND MAYBE NO ONE ELSE CAN





we are verticalized









WHAT ARE OUR GOALS?



To multiply our Addressable

Market















New Names Sales with Cloud and Cloud Attach Rate 179 Cloud grew

4020

2,8x L3Y 140 100

New names Sales with Cloud - Corporate Groups

- . Segment-specific Data Lakes: Retail, Logistics and Hospitality . IMG - Management Maturity Index
- Telemetry Initiatives
- . Predictive Models for Churn and Client Favorability
- Analytical models for evaluating sales opportunities
- . Transactional information fueling credit models

· specific insights into support topics

ALERP - Evolution of ERP platforms with Al incorporation. making them even more sophisticated and assertive.

Roadmaps between 2023 and 2026.

Internal pilots aimed at automation, assertiveness and

productivity gain:

· generating documentation

· code review among developers

















We value good professionals who are good people TO MAKE THAT HAPPEN



We are driven by results



that makes it

We build long-term relationships with our clients



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colaborate we become stronger



A BRAND MORE AND MORE FOR TALENTS

 Employer Brand Reputation 4.3 / 5 Glassdoor

• +700k CVs in our talent pool on LinkedIn and

...

• +2k TOTVERS hired in the year. with eNPS of 98 Onboarding

 Advances: 39% of 2022 vacancies filled with Women and 36.5% with Human Rights and Diversity Seal: 3rd place in Employer Branding Brazil for attraction and selection strategy: "Student Most Attractive Employers Brazil" at Universum Research

2022 awards: São Paulo City Hall

. . .

A BRAND MORE AND MORE FOR TALENTS

4th consecutive year.

...

 Highlight for RD Station as the 1st best place to work for Women (medium business) and in the Ethnic Racial

 Launch of the TOTVS Diversity and Inclusion Policy and Video Manifesto

Speed to Hero for PWDs (2023)



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resignation versus 2021

TOTVS turnover: 76% of Brazil (As of: Dec/22 LTM -Source Talent Insights

LinkedIn)

retention in 2022

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More than 900 TOTVERS are shareholders of the Company, through the

Term Incentive Plan)

+2k wages increase (merit, promotion or career advancement). Company's Employer Average Tenure: 5.7 years, an increase of 10% compared to last year – higher than Big Techs. TOTVS recognized for the 2nd consecutive year in the award Prêmio Nacional de Qualidade de Vida da Associação Brasileira de Qualidade de Vida due to its practices related to a healthy work environment.

<PROGRAMA DE ESTÁGIO TOTVS />

- 147 interns hired for technology
- 46% employed in positions of analyst 1 and technician.
 62 active interns, total hiring rate 58%
- New corporate program (tech and other areas) at H2 2023- with ~85 opening positions

JOVEM APRENDIZ TOTVS

- Relaunch of the young apprentice programgreater focus on youth employability
- 80 active young apprentice67.5% female
- 57% black and mixed race
 We prioritize the hiring of young people
 from IOS
- Accumulated for the last 2 years:
 46% off hiring rate

PIPELINE OF TALENTS



- 2 editions in 2022 Tech Teams - Supermarkets and Agro /
- Services Recife Hub Participation of ~20 TOTVERs

- Average of 6.5 months in the company
- In June/23 PWDs Tech class -
- Platforms team



- Pilot class in 2022, which ended in

- 53.8% already in the labor market

PIPELINI OF TALENTS

TOTVS

v strategy at TOTVS University: TOTVERs, clients and society

393 thousand hours of training

Average of 36 hours of training per employ





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EMPO DERA



















Optimization









ATTACH RATE

WHITE SPACE EMPODERA

WHITE SPACE VIEW

allowing the sales executive easily identify

IMG TAKE RATE



View of all TOTVS offers by market segments and dimensions Identification of products the client already owns



IMG TAKE RATE ATTACH RATE









Take Rate



WHITE SPACE

TAKE RATE

ATTACH RATE

IMG

management maturity of clients, based on the use of TOTVS products.

indicator created by TOTVS in partnership with FIPE (Fundação Instituto de Pesquisa Econômicas), to analyze the level of







06/21

































TOTVS BENEFITS













TAKERATE IN WHITE SPACE

FATURAMENTO	HEALTHSCORE	UNIDADE DE VENDA	TAKE RAT
Faina 03 - De 15 M até 25 M	100	TOTVS LARGE ENTERPRISETECNOLOGIA SA	0.04%
Faixa 03 - De 15 M até 25 M	100	TOTVS SAD PAULO	0.28%
Faixa 00 - Até 4,5M	100	CHNET SOLUCOES	1.91%
Faixa 03 - De 15 M até 25 M	92.25	TOTVS IBIRAPUERA	0.71%
Faixa 05 - De 35 M até 50 M	87.5	TOTVS SAO PAULO	0.47%

MRR INCREASE POTENTIAL

annualized MRR over the last known customer billing

ATTACH RATE





5 5%







TOTVS CLOUD

NEW DIGITAL DELIVERY MODEL









MIGRATION



TOTVS CLOUD



IMPLEMENTATION TIME REDUCTION INTEGRATED DIGITAL ONBOARD









IMPLEMENTATION

MIGRATION

POTENTIAL BASE

Focus on clients with objective arguments





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GESPLAN

COMPLEMENTARY FINANCIAL INTELLIGENCE SOLUTION TO ERP.





WFN CASH

Enhance cash flow



WFN FINANCING



WFNLEASE

of rented or leased assets in

Under construction of the new PASS

PASS ONE family

TOTVS HR Performance and Objectives (OKR) and TOTVS HR

Climate and Engagement

PRODUCT

OFFER PREMILIM hundles scheduled for Feedz **NEWS NEWS** by (C) TOTUS



volution and functional deepening



Modernization of products both from the point of view of using new technologies and



Intensifying Customer
Success initiatives and
diversifying the traditional
support portfolio



13 point growth n our NPS over the last 24 months **JOURNEY**



segmented solutions





+59%

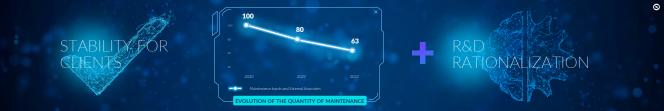












ENABLERS CORPORATE OUTBOUND

MORE PARTNERS

(©) TOTUS

ECOSYSTEM

FOUNDATIONS



shopify

World's Largest E-

2nd largest segment in RD

Adhesion with ICP and IPP

× lexos

Ecom=Sellers



@TALLOS 50K

Conversational +3000 clients

on the Platform

exact.

Crawlers+ MI +AI

1 million opportunities

Concept of Dedicated

Magic Write

























TRY NOW







WITHIN BUSINESS PERFORMANCE

MANAGEMENT

BIZ PERFORMANCE

TECHFIN

Reinforce and Integrate GO TO MARKET STRATEGIES,

Revenue, Marketing and CX teams with double turbines –

Seek acceleration of results through the **PLAYBOOK AND SYNERGIES WITH THE RD MACHINE**, BILLING, Product Ops (COGS), Governance with the current structure of RD

Integration and Expansion with the RD ECOSYSTEM OF CLIENTS AND PARTNERS, agencies, extended portfolio with clients, single Roadmap vision for the Business Performance

WITH MANAGEMENT



TECHFIN

DISTRIBUTION AND SALES - TOTVS as one of the sales and service channels for the ENTIRE Business Performance

Alignment and Integration between GOVERNANCE AND CONTROLLERSHIP practices with the corporate team including

Explore opportunities in TECHNOLOGY AND PRODUCTS. optimization (COGS) when generating immediate value (ie.





CREATION OF THE LARGEST ECOSYSTEM OF MARKETING, SALES AND E-COMMERCE BUSINESS GROWTH SOLUTION



31% Recurring Revenue Growth - 1Q23

R\$374MN

49%

ion IN THE RESU

EDUCATION AFFORDABLE

PRICING -ST CYCLES - SMB

DIRECT IMPACT

i iivii Aci







g model



TECHFIN DIMENSION TOTVS TECHFIN



PRODUCT

FOUNDATION JV

DIT





















TECHFIN DIMENSION IN THE FUTURE: FUNDING





Agility and autonomy to access funding in the market when needed



