

TOTVS S.A.
A publicly held corporation
Corporate Taxpayer's Id. (CNPJ/MF) No. 53.113.791/0001-22
Company Registry (NIRE): 35.300.153.171

MINUTES OF THE ANNUAL AND EXTRAORDINARY GENERAL MEETINGS
HELD ON APRIL 19, 2023

1. **DATE, TIME AND PLACE:** on April 19, 2023, at 10:00 am, at the headquarters of TOTVS S.A. (the “Company”), located at Avenida Braz Leme, 1000, Casa Verde district, São Paulo, State of São Paulo, Brazil, Zip code 02511-000.
2. **CALL:** call notice published on March 21, 22, and 23, 2023, in the newspaper Valor Econômico, respectively on pages E4, E2, and E2.
3. **ATTENDANCE:** shareholders representing 80.54% of the voting capital stock attended the Annual General Meeting, while the Extraordinary General Meeting was attended by shareholders representing 80.27% of the voting capital stock, as per (i) signatures contained on the “List of Attending Shareholders” and (ii) distance voting ballots, received directly by the Company and through Itaú Corretora de Valores S.A. that is the Company's bookkeeping agent, pursuant to CVM Resolution No. 81/2022. Mr. Wagner Petelin, representative of the auditing firm KPMG Auditores Independentes Ltda., also attended the meeting, as well as Mr. Gilsomar Maia Sebastião, Chief Financial and Investor Relations Officer and Mr. Gilberto Mifano, Coordinator of the Statutory Audit Committee.
4. **CHAIR AND SECRETARY:** Chairman: Mr. Laércio José de Lucena Cosentino; Secretary: Ms. Claudia Karpat.
5. **PUBLICATIONS, READINGS, and DOCUMENTS:** the Company's Financial Statements were published on February 14, 2023 on the websites of the Brazilian Securities and Exchange Commission (“CVM”) and B3 S.A. – Brasil, Bolsa, Balcão (“B3”), and published on February 15, 2022 in the “Valor Econômico” newspaper on pages E5, E6, E7, E8, E9, E10, E11 and E12. The attending persons dismissed the reading of the documents referred to in Article 133 of Law No. 6,404/76. All other documents supporting the resolutions on the agenda described hereinbelow were made available in compliance with the applicable regulations and the Company's bylaws.
6. **AGENDA:** (a) **At the Annual General Meeting:** (i) review the Company's accounts as submitted by its Management members, and also examine, discuss, and vote on the Company's Financial Statements for the fiscal year ended on December 31, 2022; (ii) resolve on the capital budgeting for complying with article 196 of Brazilian Law No. 6,404/76 (the Brazilian Corporations Act); (iii) resolve on the allocation of net income for such fiscal year and the distribution of dividends; (iv) determine the annual global compensation of the members of both the Board of Directors and the Board of Executive Officers for the fiscal year 2023; (v) to resolve on the election of a member for the Company's Board of Directors, appointed by the Board of Directors at a meeting held on October 7, 2022 in view of the resignation of a Board Member, pursuant to article 150 of the Brazilian Corporations Act, to fulfill the current term of office that will end at the 2024 Annual General Meeting; and (b) **At the Extraordinary General Meeting:** (i) deciding on the proposed amendments to the Company's Share-Based Incentive Plan.
7. **RESOLUTIONS:** after the discussions on the topics making part of the Agenda and as the reading of the summarized voting map was dismissed that consolidates the votes cast through distance voting ballots, which remained available to the attending shareholders pursuant to paragraph 4 of article 48 of CVM Resolution No. 81/2022, the following resolutions were taken:

For the Annual General Meeting:

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7.1.1 To approve, by a majority of the voting shareholders, having been counted 351,811,357 votes in favor, 694,700 votes against, and 132,141,088 abstentions, including the abstentions of the following shareholders: LC EH Participações e Empreendimentos, Laércio José de Lucena Cosentino, and Gilsomar Maia Sebastião; the management members' accounts and the financial statements of the Company, accompanied by the corresponding reports by the Management, the independent auditors, and the Audit Committee for the fiscal year ended on December 31, 2022.

7.1.2 To approve, by a majority of the voting shareholders at the meeting, having been counted 477,047,755 votes in favor, 694,700 votes against, and 6,904,690 abstentions, the capital budgeting proposal for the year 2023, pursuant to article 196 of Law No. 6,404/76.

7.1.3 To approve, by a majority of the voting shareholders, having been counted 477,742,455 votes in favor and 6,904,690 abstentions, the following allocation of net income for the fiscal year ended on December 31, 2022: (a) R\$24,906,797.10 (twenty-four million, nine hundred and six thousand, seven hundred and ninety-seven Reals and ten cents) to the legal reserve; (b) R\$187,780,54.27 (one hundred and eighty-seven million, seven hundred and eighty thousand, five hundred and forty-four Reals and twenty-seven cents) to the Company's shareholders, as interest on equity, out of which R\$60,573,584.60 (sixty million, five hundred and seventy-three thousand, five hundred and eighty-four Reals and sixty cents) had been already stated on August 1st, 2022 and paid on September 23, 2022, and R\$127,206,959.67 (one hundred and twenty-seven million, two hundred and six thousand, nine hundred and fifty-nine Reals and sixty-seven cents) that had already been stated declared on December 26, 2022 and paid on January 27, 2023 as resolved at the meetings of the Board of Directors held on August 01, 2022 and December 26, 2022; and (c) R\$285,448,600.63 (two hundred and eighty-five million, four hundred and forty-eight thousand, six hundred Reals and sixty-three cents) to the retained earnings reserve, pursuant to article 196 of Law No. 6,404/76, based on the capital budgeting approved at this Meeting.

7.1.4 To approve, by a majority of the voting shareholders, having been counted 436,218,989 votes in favor, 41,508,166 votes against, and 6,919,990 abstentions, the amount of the annual global compensation of the management members at up to R\$65,901,247.89 (sixty-five million, nine hundred and one thousand, two hundred and forty-seven Reals and eighty-nine cents) for the fiscal year 2023, of which R\$11,720,978.50 (eleven million, seven hundred and twenty thousand, nine hundred and seventy eight Reals and fifty cents) payable to the Board of Directors, and R\$54,180,269.39 (fifty four million, one hundred and eighty thousand, two hundred and sixty nine Reals and thirty nine cents) to the Board of Executive Officers.

7.1.5 To approve, by a majority of the voting shareholders, having been counted 479,285,943 votes in favor, 1,482,598 votes against, and 3,878,604 abstentions, the election to hold a unified term of office with the other directors until the Annual Shareholders' Meeting that approves the financial statements of the fiscal year ending on December 31st, 2023, as Independent Member of the Company's Board of Directors, as defined in the Company's Bylaws, of Mrs. **ANA CLAUDIA PIEDADE SILVEIRA DOS REIS**, Brazilian citizen, divorced, business administrator, residing and domiciled in the capital city of São Paulo, State of São Paulo (Brazil), with business address at Avenida Braz Leme, 1000, Zip code (CEP) 02511-000, with Tax id. (CPF/MF) No. 855.720.046-34 and bearer of the Identification Document (RG) No. MG 6.046.504, who was appointed by the Board of Directors October 07, 2022, registered at the JUCESP under No. 689.625/22-4 on December 14, 2022, due to the resignation of a Director, pursuant to the provisions of article 150 of the Brazilian Corporations Act, according to the Management Proposal, and it was attested that, according to the representations provided by her, the Independent Member of the Board of Directors hereby elected meets the

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independence criteria established in the Novo Mercado Regulation and in the Company's Bylaws. The member of the Board of Directors hereby elected shall be invested in office upon presentation: (i) of the respective instrument of investiture, drawn up in the appropriate book, containing the representations in compliance with the applicable law and regulations; (ii) of the statement on legal status for performance of duties, for purposes of Article 147 of Law No. 6.404/76 and of Article 2 of CVM Instruction No. 367/02; and (iii) of the declaration of any securities held by them issued by Company and by its controlled companies or companies of the same group, pursuant to the provisions of Article 157 of Law No. 6.404/76. The director elected herein will take her respective office by undersigning the investiture term in the corresponding book, date on which she will make the No-fault/No-liability Statement pursuant to the law.

7.1.6 As a result of the request referred to in article 161, paragraph 2 of the Brazilian Corporations Act, by shareholders holding shares representing more than 2% of the Company's total capital stock, to establish the Fiscal Council and to elect the following active and alternate members for the Company's Fiscal Council until the 2024 Annual General Meeting: having been cast 127,278,294 votes for active member of the Fiscal Council of the Company **(i) Mr. LUIZ GOTARDO FURLAN**, Brazilian citizen, married, business administrator, bearer of the Brazilian identification document (RG) No. 34441551-X, issued by SSP/SP, and registered with Taxpayers' roll (CPF/MF) under number 329.669.418.80, residing and domiciled in the city of Barueri, State of São Paulo, at Alameda Luxemburgo, 370, Zip Code 06474-200, and **Mr. EDUARDO STRAZZA**, Brazilian Citizen, single, business administrator, bearer of the Brazilian identification document (RG) No. 33.380.112-X SSP/SP, and registered with Taxpayers' roll (CPF/MF) under number 225.652.458-23, residing and domiciled in the city of São Paulo, State of São Paulo, at Rua Pamplona, 1551, apt. 1104, Zip Code 01405-002, as its alternate member; having been cast 127,278,294 votes for active member of the Fiscal Council of the Company **(ii) Mr. GUILLERMO OSCAR BRAUNBECK**, Brazilian citizen, single, accountant, bearer of the Brazilian identification document (RG) No. 15.225.773-1 SSP/SP, and registered with Taxpayers' roll (CPF/MF) under number 106.627.498.39, residing and domiciled in the city of São Paulo, state of São Paulo, at Rua Marques de Itu, 977, apt. 11, Zip Code 01223-001, and **Ms. CARLA ALESSANDRA TREMATORE**, Brazilian Citizen, single, bearer of the Brazilian identification document (RG) No. 21.880.357-6 SSP/SP, and registered with Taxpayers' roll (CPF/MF) under number 248.855.668-86, residing and domiciled in the city of São Paulo, state of São Paulo, at Rua Apinajés, 868, apt. 71, Perdizes, Zip Code 05017-000, as its alternate member; and receiving 127,278,294 votes for active member of the Fiscal Council of the Company **(iii) FERNANDO HEITOR BAPTISTA VACCARI**, Brazilian citizen, married, business administrator, bearer of the Brazilian identification document (RG) No. 24.898.372-6 SSP/SP, and registered with Taxpayers' roll (CPF/MF) under number 287.308.218-60, residing and domiciled in the city of São Paulo, state of São Paulo, at Rua Diogo Jacome, 553, apt. 53, Vila Nova Conceição, Zip Code 04512-001, and **Ms. ADRIANA SANCHES DOS SANTOS**, Brazilian citizen, married, business administrator, bearer of the Brazilian identification document (RG) No. 54604904-7, and registered with Taxpayers' roll (CPF/MF) under number 021.384.907-00, residing and domiciled in the city of São Paulo, state of São Paulo, at Rua Jesuino Arruda nº 134, apt. 162, Itaim Bibi, Zip Code 04532917.

To register that two other candidates were appointed for the Company's Fiscal Council, as active and respective alternate members, having been cast 15,000 votes in favor and, therefore, were not elected: **ROBERTO FROTA DECOURT**, Brazilian, married, business administrator, bearer of the Brazilian identification document (RG) No. 2376301-6 SSP/SP, and registered with Taxpayers' roll (CPF/MF) under number 212.672. 418-29, resident and domiciled in the city of Porto Alegre, State of Rio Grande do Sul, at Rua Matias José Bins, 1532, Casa 2, Chácara das Pedras, Zip CEP 91330-291, and **JAIRO LASER PROCIANOY**, Brazilian, married, engineer, bearer of the Brazilian identification document (RG) No. 1001972742, SSP/PC RS, and registered with Taxpayers' roll (CPF/MF) under number 263.528.770-87,

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resident and domiciled in the city of Porto Alegre, State of Rio Grande do Sul, at Avenue Carlos Gomes, 1.111, apto. 1.201, Bairro Petrópolis, CEP 90.480-004.

The elected Fiscal Councilors will be invested in their respective positions by signing the terms of investiture in the appropriate book, at which time they will make or ratify, as the case may be, the declaration of dismissal provided for by law.

To determine, by unanimous votes, having been cast 127,293,294 votes in favor and 29,257,874 abstentions, that the compensation of each active member of the Fiscal Council corresponds to the legal minimum amount, pursuant to article 162, paragraph 3, of the Brazilian Corporations Act.

For the Extraordinary General Meeting:

7.2.1 To approve, by a majority of the voting shareholders at the meeting, having been counted 289,622,635 votes in favor, 186,953,643 votes against, and 6,463,141 abstentions, the amendments to the Company's Share-Based Incentive Plan, in accordance with Annex I.

8. CLARIFICATIONS: The drawing up of these minutes in summary form was authorized pursuant to article 130, paragraph 1, of Law No. 6,404/76, and it is allowed to be published by omitting the shareholders' signatures pursuant to article 130, paragraph 2, of Law 6,404/76, as well as Article 10, paragraph 6, of the Company's Bylaws.

9. CLOSING AND SIGNATURE OF THE MINUTES: as there were no further matters to be addressed, the meeting was adjourned so that these minutes were drawn up. Then the meeting was resumed and these minutes were read and approved, having been undersigned by all the persons attending the meeting, and those shareholders that have voted through Distance Voting Ballots were also counted as been present and having signed, pursuant to Article 47, first paragraph, of CVM Resolution No. 81/2022.

Presiding Board: Laércio José de Lucena Cosentino – Chairman of the meeting; Claudia Karpat – Secretary of the meeting.

Attending Shareholders: - Annual Extraordinary Meeting: p/p. José Roberto Silveira Queiroz: Alquity Sicav - Alquity Future World Fund; Amundi Index Solutions; Arisaig Global Emerging Markets Fund Limited; Bestinver Latam, FI; Brasil Western Asset FIA; Fidelity Funds - Latin America Fund; Icatu Seg Apos IBrX Ativo Ações FI; IT Now Ibovespa Fundo de Índice; IT Now Igct Fundo de Índice; IT Now Pibb Ibrx-50 Fundo de Índice; Itaú Caixa Ações - Fundo de Investimento; Itaú Governança Corporativa Ações - Fundo de Investimento; Itaú Hunter Total Return Multimercado Fundo de Investimento; Itaú Ibovespa Ativo Master FIA; Itaú IBrX Ativo Master FIA; Itaú Index Ações Ibovespa - Fundo de Investimento; Itaú Index Ações IBrX - Fundo de Investimento; Itaú Long and Short Plus Multimercado FI; Itaú Master Global Dinamico Multimercado FI; Itaú Master Global Dinamico Ultra Multimercado FI; Itaú Master Momento Ações Fundo de Investimento; Itaú Momento Esg Ações Fundo de Investimento; Itaú Momento II Ações Fundo de Investimento; Itaú Momento IQ Ações Fundo de Investimento; Itaú Phoenix Ações Fundo de Investimento; Itaú Phoenix IQ Ações Fundo de Investimento; Itaú Previdência IBrX FIA; Itaú Quantamental Gems Master Ações Fundo de Investimento; IU Western Asset Corporate RV 25 FI Multimercado; Jjss Fund III FI Multimercado; Long Bias FIA; Metlife Fundo de Investimento em Ações; Multiprev IBrX Ativo FIA; Nef Emerging Market Equity; Prediquant A3; Previhonda - Entidade de Previdência Privada; Stichting Pensioenfonds Voor de Architectenbureaus; Structura; Western Asset Ibovespa Ativo FIA; Western Asset Long Short FIM; Western Asset Long Short Macro Fundo de Investimento Multim; Western Asset Prev IBrX Alpha Master Ações Fundo de Investim; Western Asset Prev IBrX Ativo Ações FI; Western Asset Sustentabilidade Empresarial FIA; e Western Asset Valuation FIA; p/p. Guilherme Haguiara de Andrade

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Vieira Loureiro:Apo Capital Latam Fund LLC; e Apo Capital Latam Master Fundo de Investimento em Ações IE; p/p. Sidney Augusto Piovezani: BB Ações Governança FI; BB Ações Tecnologia BDR Nível I FI; BB Bnc Ações Nossa Caixa Nosso Clube de Investimento; BB Cap Ações Fundo de Investimento; BB Cap Ibovespa Indexado FIA; BB Eco Gold Fundo de Investimento em Ações; BB ETF Ibovespa Fundo de Índice; BB Montanha Magica FI Multimercado Crédito Privado LP; BB Ondina II Ações FI - BDR Nível I; BB Previdência Ações IBrX Fundo de Investimento; BB Terra do Sol Fundo de Investimento MM Crédito Privado; BB Top Ações Dual Strategy FI; BB Top Ações Ibovespa Ativo FI; BB Top Ações Ibovespa Indexado FI; BB Top MM Balanceado FI LP; e Brasilprev Top A Fundo de Inv de Ações; p/p. Beatriz Scarufo Silveira: Agora Top 10 Index FIA; B-index Morningstar Brasil Pesos Iguais Fundo de Índice; B-index Morningstar Setores Ciclicos Brasil Fundo de Índice; Bradesco FF Índice Ativo Fundo de Investimento em Ações; Bradesco FIA Ibovespa Plus; Bradesco FIA IBrX Multipatrocinado; Bradesco FIA Institucional IBrX Ativo; Bradesco FIA Master Ibovespa; Bradesco FIA Master IBrX; Bradesco FIA Master Previdência; Bradesco FIA Multi Setorial; Bradesco FIA Selecao; Bradesco FIA Small Cap Plus; Bradesco FIA Smart Allocation; Bradesco FIA Super Acao; Bradesco FIA Sustentabilidade Empresarial; Bradesco FIM Long Biased; Bradesco Fundo de Investimento em Ações Master Long Biased; Bradesco Fundo de Investimento em Ações Master Long Only; Bradesco Fundo de Investimento em Ações Master Previdência I; Bradesco Fundo de Investimento em Ações Salubre; Bradesco Fundo de Investimento em Ações Zinco; Bradesco Fundo Mútuo de Privatização FGTS CL; Bradesco H FI em Ações Ibovespa; Bradesco H FIA Sri; Bradesco Private FIA Ibovespa Alavancado; Bradesco Private FIA Ibovespa Ativo; Bradesco Saude S/A; Bradesco Tiger Fundo de Investimento em Aes; Bradesco Vida e Previdência S/A; Bradeseg Participações S/A; Bram FIA Ibovespa Ativo; Bram FIA IBrX Ativo; Bram FIA Institucional; Bram FIA Long Only; Bram Fundo de Investimento em Ações; Bram Fundo de Investimento em Ações Crescimento; Bram Fundo de Investimento em Ações Ibovespa; Bram Fundo de Investimento em Ações Ibrx-50; Bram Fundo de Investimento em Ações Sustentabilidade Empresa; Bram H FI em Ações Ibovespa Gestao; Bram H FI em Ações Passivo IBrX; Bram H FIA Institucional; ETF Bradesco Ibovespa Fundo de Índice; FI em Ações Aruba; Fundo de Investimento em Ações Ibovespa 157; Fundo de Investimento em Ações Master Previdência Esg; e Fundo de Investimento em Ações Sabesprev Small Caps Plus; p/p. Andre de Souza Lima: Constellation 100 Prev FIM Fife; Constellation 70 Previdência Fip Multimercado; Constellation BP 100 Prev FIA Fife; Constellation Bradesco 100 Fife Fundo de Investimento em AC; Constellation Cambara Fundo de Investimento em Ações; Constellation Compounders Esg Master FIA; Constellation Familia Previdência Fundo de Investimento em A; Constellation Icatu 70 Prev FIM; Constellation Inovacao Fundo de Investimento em Ações BDR NI; Constellation Inovao Master Fundo de Investimento de Aes BDR; Constellation Institucional BR Fundo de Investimento em Aes; Constellation Master Fundo de Investimento de Ações; Constellation Qualificado Master Fundo de Investimento de AC; e Constellation Sulamerica Prev Fundo de Investimento Multimer; p/p. Rafael Mario Sant Anna Cosentino: Ernesto Mario Haberkorn, Laércio Jose de Lucena Cosentino, LC-EH Participações e Empreendimento S.A.; Gilsomar Maia Sebastião; Luciano Decourt; p/p. Tania Sztamfater Chocolat: Canada Pension Plan Investment Board; Canada Post Corporation Registered Pension Plan. **Shareholders who voted through distance-voting ballot:** Caixa Vinci Valor Dividendos Fundo de Investimento em Ações; Caixa Vinci Valor FIA; Chapada dos Veadeiros FIA; FIA Guaxe Master; FIA Ipanema; FIA Sabesprev Vinci Gas Dividendos BDR Nível I; FP Neo Total Return Fundo de Investimento em Ações; Naf Enigma II Fundo de Investimento Multimercado; Neo Navitas B Master Fundo de Investimento em Ações; Neo Navitas Itaú Prev Master FIA; Neo Navitas Master FIA; Neo Navitas Prev Master XP Seguros FIA; Vinci Ações A Fundo de Investimento em Ações; Vinci Gas Dividendos Fundo de Investimento em Ações; Vinci Joatinga Fundo de Investimento em Ações; Vinci Mosaico Advisory FIA; Vinci Mosaico FIA; Vinci Mosaico FIA; Vinci Selecao Fundo de Investimento em Ações; e Vinci Stb Fundo de Investimento em Ações; 3M Employee Retirement Income Plan Trust; AB Fcp I - Emerging Markets Growth Portfolio; Aberdeen e. Markets Equity Income Fund. Inc; Aberdeen Institutional Commingled Funds, LLC; Aberdeen Inv Funds Icvc III - Aberdeen Global Emerg M Q e FD; Aberdeen Investment Funds UK Icvc II - Aberdeen em; Aberdeen Latin American Equity

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Fund; Aberdeen Managed Distribution Fund; Abs Direct Equity Fund LLC; Abu Dhabi Retirement Pensions and Benefits Fund; Acacia Capital LP; Adasina Social Justice All Cap Global ETF; Aegon Custody as Dep for Stichting MM Emerging Markets Fund; Aegon Custody BV; Agf Emerging Markets Equity Fund; Agf Emerging Markets Fund; Agf Investments Inc; Alabama Trust Fund; Alahli Emerging Markets Index Fund; Alaska Common Trust Fund; Alaska Permanent Fund; Alberta Investment Management Corporation; Alliance Institutional Fund; Allianz GL Investors Gmbh ON Behalf of Allianzgi-fonds Dspt; Allianz Global Investors Fund - A. e. M. Multi A. Income; Allianz Global Investors Fund - Allianz Gem Equity High Divi; Allianz Global Investors Fund - Allianz GL Emer Mark Equ Div; Alps Emerging Sector Dividend Dogs ETF; American Century ETF Trust - Avantis Emerging Mark; American Century ETF Trust - Avantis Emerging Mark; American Century ETF Trust-avantis Responsible Eme; American Century Global Small Cap Fund; American Century Retirement Date Trust; American Century World Mutual Funds, Inc Int Opp Fund; American Century World Mutual Funds, Inc. - Emerging M S C F; American Century World Mutual Funds, Inc. - G Small Cap Fund; American Heart Association, Inc.; Amg Gwk Emerging Markets Equity Fund; Amg Timesquare Emerging Markets Small Cap Fund; Amg Timesquare Global Small Cap Fund; Andra Ap-fonden; Arca Investments - Global Emerging Markets Equity; Arero - Der Weltfonds -nachhaltig; Arizona Psprs Trust; Ascension Alpha Fund, LLC; Ashmore Emerging Markets Equity Esg Fund; Ashmore Emerging Markets Equity Fund; Ashmore Emerging Markets Small Cap Equity Fund; Ashmore S IN Respect of A Sicav Emer M G Small-cap e Fund; Ashmore Sicav Emerging Markets Equity Esg Fund; Ashmore Sicav Indian Small Cap Equity Fund; Association D B e D R D P e P D L V M; Auscoal Superannuation Pty Ltd as Trustee for M S F; Aviva I Investment Funds Icvc - Aviva I International I T F; Aviva Investors; Aviva Life Pensions UK Limited; Axiom Investors Collective Investment Trust; Axiom Investors Icav; Axiom Investors Trust II; Banchory Limited; Barings Global Equity Allocation Fund, A Sub-fund; Barthe Holdings LLC; Bellevue Funds (lux) - Bellevue Emerging Markets T; Bellsouth Corporation Rfa Veba Trust; Bewaarstichting Nnip I; Blackrock A. M. S. AG ON B. of I. e. M. e. I. F. (ch); Blackrock Asset Manag IR LT I Its Cap A M F T Bkr I S FD; Blackrock Cdn Msci Emerging Markets Index Fund; Blackrock Global Index Funds; Blackrock Institutional Trust Company na; Blackrock Life Limited; Blk Magi Fund; Bny Mellon (river and Mercantile) Global Equity FU; Bny Mellon T and D (uk)limited as Trustee of B Market A Fund; Bnym Mellon CF SL Emerging Markets Stock Index Fund; Board of Pensions of the Evangelical Lutheran Church IN Amer; British Columbia Investment Management Corporation; Bureau of Labor Funds - Labor Pension Fund; C Worldwide; Caisse de Depot ET Placement DU Quebec; Caixa de Previd.dos Func.do Banco do Brasil; Calamos Evolving World Growth Fund; Calamos Global Dynamic Income Fund; Calamos Global Total Return Fund; Calamos International Small Cap Growth Fund; California Public Employees Retirement System; California State Teachers Retirement System; CC and L Q 140-40 Fund; Ccl Q Emerging Markets Equity Fund; Ccl Q Emerging Markets Equity Fund LP; Ccl Q Market Neutral Fund; Ccl U.S. Q Market Neutral Onshore Fund II; Central Provident Fund Board; Chang Hwa CO Bank, Ltd IN Its C as M Cust of N B Fund; Chase as Trustee for Entergy CO Ret P M T; Cibc Emerging Markets Fund; Cibc Emerging Markets Index Fund; Cibc International Small Companies Fund; Citi Retirement Savings Plan; Citigroup Pension Plan; Cititrust Lim as TR of Black Premier Fds- Ish Wor Equ Ind FD; Cititrust Ltd A T Vang Fds S - Vanguard Moderate Growth Fund; City of Los Angeles Fire and Police Pension Plan; City of New York Group Trust; Claritas Long Short Master Fundo Investimento Multimercado; Clinton Nuclear Power Plant Qualified Fund; Cmah 2018 Inc.; College Retirement Equities Fund; Colonial First ST Wholesale GL em Mark Fund; Colonial First State Global Asset Management Equity Trust 3; Colonial First State Wholesale Indexed Global Shar; Columbia Acorn International; Columbia Acorn International Select; Columbia em Core Ex-china ETF; Comgest Growth Plc - Comgest Growth Latin America; Commingled Pen TR FD (activebuilders em Mkts Eq) of Jpmcb na; Commingled Pension Trust Fund (global Emerging Markets Disco; Commonwealth Emerging Markets Fund 2; Commonwealth Emerging Markets Fund 3; Commonwealth Emerging Markets Fund 5; Commonwealth Emerging Markets Fund 8; Commonwealth Global Share Fund 16; Commonwealth Global Share Fund 30; Commonwealth Superannuation Corporation; Connecticut General Life Insurance

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Company; Construction Building Unions Super Fund; Consulting Group Capital Mkts Funds Emer Markets Equity Fund; Coronation Common Contractual Fund; Curators of the University of Missouri as Trust. Otuomrdadbp; Custody B. of J. Ltd. Re: Stb D. B. S. M. F.; Custody Bank of Japan, Ltd. as TR F Hsbc Brazil New MO Fund; Custody Bank of Japan, Ltd. Re: Emerg Equity Passive Moth F; Custody Bank of Japan, Ltd. Re: Smtb Daiwa/Welling; Custody Bank of Japan, Ltd. Stb Brazil Stock M. F.; Danske Invest Sicav; Dela Depositary Asset Management B.V.; Desjardins Emerging Markets Opportunities Fund; Deutsche Asset Management S.A. for Arero - Der Wel; Deutsche Invest I Brazilian Equities; Deutsche X-trackers Msci All World EX US Hedged Equity ETF; Dfc Emerging Markets Equity Fund; Dimensional Emerging Core Equity Market ETF of Dim; Dominion Resources, Inc. Master Trust; Dws Advisors Emerging Markets Equities-passive; Dws I. Gmbh for Deam-fonds Kg-pensionen; Dws Invest Latin American Equities; Dws Latin America Equity Fund; Eastspring Investments; Eaton Vance Collective Investment Tfe Ben Plans em MQ Equ FD; Eaton Vance Int (ir) F Plc-eaton V Int (ir) Par em Mkt Fund; Eaton Vance TR CO CO TR FD - PA Str em Mkts EQ Com TR FD; em Brazil Trading LLC; Emer Mkts Core EQ Port Dfa Invest Dimens Grou; Emerging Markets Equity Fund; Emerging Markets Equity Index Esg Screened Fund B; Emerging Markets Equity Index Master Fund; Emerging Markets Index Non-lendable Fund; Emerging Markets Index Non-lendable Fund B; Emerging Markets Small Cap Discovery Fund Mab, LLC; Emerging Markets Small Cap Fund, A Series of 525 M; EQ/Emerging Markets Equity Plus Portfolio; Ers Public Equity Emerging Manager II LP; Ethos em Smid Master Fund LP; European Central Bank; Evtc Cit Fof Ebp-evt Parametric Sem Core Equity Fund TR; Fama Fife Icatu Previdencirio Fundo de Investimento em Aes; Fama Master Fundo de Investimento de Ações; Federated Hermes International Small-mid Company Fund; Fidelity Concord Street Trust: Fidelity Zero Int. Index Fund; Fidelity Global Ex-u.S. Equity Index Institutional; Fidelity Investment Funds Fidelity Index Emerg Markets Fund; Fidelity Salem Street T: Fidelity e M Index Fund; Fidelity Salem Street T: Fidelity G EX U.S. Index Fund; Fidelity Salem Street T: Fidelity Total Inte Index Fund; Fidelity Salem Street Trust: Fidelity Flex International Ind; Fidelity Salem Street Trust: Fidelity International Sustaina; Fidelity Salem Street Trust: Fidelity Sai Emerging M I Fund; Fidelity Salem Street Trust: Fidelity Series G EX US I FD; First Sentier Investors Icvc - Fssa G. e. M. F. F.; First Sentier Investors Icvc - S. I. G. e. M. F.; First Sentier Investors Icvc - S. I. G. e. M. L. F.; First Sentier Investors Icvc - Stewart Investors G; First ST Invest Icvc - Stewart Invest GL Emer MK Sust Fund; Flexshares Morningstar Emerging Markets Factor Tilt Index F; Florida Retirement System Trust Fund; Fmr Capital Inc.; Ford Motor Company of Canada, L Pension Trust; FP Brunel Pension Partnership Acs - FP Brunel Smal; Franklin Libertyqt Emerging Markets Index ETF; Franklin Libertyshares Ica; Franklin Templeton ETF Trust - Franklin Ftse Brazi; Franklin Templeton ETF Trust - Franklin Ftse Latin; Franklin Templeton Funds - Templeton Global Emerging Mkts FD; Franklin Templeton Investment Funds; Franklin Templeton V Insurance Prod Trust - T D M Vip Fund; Fundamental Low V I e M Equity; Future Fund Board of Guardians; Gam Investment Management (switzerland) AG F Z I I-z A e M P; General Conf Corp of Seventh Day Adventist; General Pension and Social Security Authority; George Kaiser Family Foundation; Global Emerging Markets Discovery - Canada Fund; Global Ex-us Alpha Tilts Fund; Global Ex-us Alpha Tilts Fund B; Gms Discovery Fund, LLC; Goldman Sachs ETF Trust - Goldman Sachs Emerging M; Goldman Sachs Funds II - Goldman Sachs Gms Emerging Markets; Goldman Sachs Trust Ii- Goldman Sachs Multi-manager G e Fund; Government of Singapore; H.e.S.T. Australia Limited; Handelsbanken Brasilien Tema; Handelsbanken Latinamerika Tema; Hartford Schrodgers Diversified Emerging Markets FU; Hexavest Systematic Esg Emerging Markets Equity FU; Hospital Authority Provident Fund Scheme; Howard Hughes Medical Institute; Hsbc Bank Plc as Trustee of State Street Aut Emerg; Ibm 401 (k) Plus Plan; Ibm Diversified Global Equity Fund; Illinois Municipal Retirement Fund; Imco Emerging Markets Public Equity LP; Imperial Emerging Economies Pool; Inco Elected Master Trust; International Equity Fund; International Expatriate Benefit Master Trust; International LP I; International Monetary Fund; International Research Equity Extended Fund Usb, L; Invesco Developing Markets Fund; Invesco International Small Company Fund; Invesco International Small Mid Cap Trust; Invesco Msci Emerging Markets Esg Climate Paris AL; Invesco

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Msci Emerging Markets Esg Universal Screen; Invesco Oppenheimer International Smallmid Company Fund; Invesco Purebetasm Ftse Emerging Markets ETF; Investec Global Strategy Fund; Investerings Foreningen Danske Invest; Investeringsforeningen Carnegie Worldwide Afd Emer Mkts KL; Investeringsforeningen D. I. I. G. AC R. - A. KL; Investeringsforeningen D. I. I. G. e. M. R. - A. KL; Investeringsforeningen Danske Invest Select; Ishares (de) I Investmentaktiengesellschaft Mit TG; Ishares Core Msci Emerging Markets ETF; Ishares Core Msci Emerging Markets Imi Index ETF; Ishares Core Msci Total International Stock ETF; Ishares Emerging Markets Imi Equity Index Fund; Ishares Esg Advanced Msci em ETF; Ishares Esg Aware Msci Emerging Markets Index ETF; Ishares Esg Msci em ETF; Ishares Esg Msci em Leaders ETF; Ishares II Public Limited Company; Ishares III Public Limited Company; Ishares IV Public Limited Company; Ishares Msci Acwi ETF; Ishares Msci Acwi EX U.S. ETF; Ishares Msci Brazil ETF; Ishares Msci Bric ETF; Ishares Msci Emerging Markets ETF; Ishares Msci Emerging Markets EX China ETF; Ishares Public Limited Company; Itaú Funds - Latin America Equity Fund; J O Hambro Capital Management Umbrella Fund Plc -; Jnl Multi-manager Emerging Markets Equity Fund; John Hancock Funds II Emerging Markets Fund; John Hancock Funds II International Strategic Equity Allocat; John Hancock Hedged Equity Income Fund; John Hancock Trust Company Collective Investment T; John Hancock Variable Ins Trust Intern Equity Index Trust; JP Morgan Chase Retirement Plan; Jpmorgan Diversified Return Emerging Markets Equity ETF; Jpmorgan Emerging Markets Equity Core ETF; Jpmorgan Funds; Jpmorgan Funds Latin America Equity Fund; Jss Investmentfonds-jss Sustainable Equity -S.e.Markets; Kabouter Emerging Markets Fund, LLC; Kaiser Foundation Hospitals; Kaiser Permanente Group Trust; Kapitalforeningen Emd Invest, Emerging Markets Ind; Kapitalforeningen Laegernes Pensionsinvestering, Lpi Aem III; Kapitalforeningen Pensam Invest, Psi 3 Globale Aktier 3; Laborers and Retirement Board Employees Annuity Benefit; Laerernes Pension Forsikringsaktieselskab; Laudus International Marketsmaster Fund; Lazard Asset Management LLC; Legal & General Future World Esg Emerging Markets; Legal & General Icav; Legal & General International Index Trust; Legal and General Assurance Pensions Mng Ltd; Legal and General Assurance Society Limited; Legal Gen Future Wrld Climate Change Eqty Factors Ind Fund; Legal General Ccf; Legal General Collective Investment Trust; Legal General Global Emerging Markets Index Fund; Legal General Global Equity Index Fund; Legal General Global Technology Index Trust; Legal General Scientific Beta Emerging Markets Fund, LLC; Legg Mason Global Funds Plc; LF Wales PP Emerging Markets Equity Fund; Lgiasuper Trustee; Lgps Central Global Multi Factor Equity Index Fund; Lgt Select Funds - Lgt Select Equity Global; Lockheed Martin Corp Defined Contribution Plans Master Trust; Lockheed Martin Corp Master Retirement Trust; Los Angeles County Employees Ret Association; Lvip Ssga Emerging Markets Equity Index Fund; Mackenzie Maximum Diversification Emerging Markets Index ETF; Macquarie Inv M. Australia L. as R. e. for W. S. e. Mkts F.; Macquarie True Index Emerging Markets Fund; Managed Pension Funds Limited; Mbb Public Markets I LLC; Mdpim Emerging Markets Equity Pool; Medical Assurance Society New Zealand Limited; Mercer Emerging Markets Equity Fund; Mercer Emerging Markets Fund; Mercer Emerging Markets Shares Fund; Mercer Qif Fund Plc; Mercer Ucits Common Contractual Fund; Mfs Heritage Trust Company Collective Investment Trust; Mfs International New Discovery Fund; Mgi Funds Plc; Microsoft Corporation Savings Plus 401(k) Plan; Mineworkers Pension Scheme; Ministry of Economy and Finance; Mobius Investment Trust Plc; Mobius Life Limited; Momentum Global Funds; Morgan Stanley Invest. Funds G. Balanced Sustainable Fund; Morgan Stanley Investment Funds Global Balanced Defensive FU; Morgan Stanley Investment Funds Global Balanced Fund; Morgan Stanley Investment Funds Global Balanced Income Fund; Msci Acwi Ex-u.S. Imi Index Fund B2; Msci Equity Index Fund B - Brazil; Multi-advisor Funds Global Emerging Markets Fund - Stewart I; Municipal e Annuity A B Fund of Chicago; Nat West BK Plc as TR of ST James PL GL Equity Unit Trust; Nat West BK Plc as TR of ST James PL ST Managed Unit Trust; National Council for Social Security Fund; National Employment Savings Trust; National Railroad Retirement Investment Trust; Nationwide International Small Cap Fund; Natwest Trustee and Depository Services Limited as; Ncs Group Trust; Npec Investment LLC; New Airways Pension Scheme; New Ireland Assurance Company Public Limited Company; New South Walles TR Corp as TR for the TC Emer Mkt Shar

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Fund; New York State Common Retirement Fund; New York State Teachers Retirement System; Ngs Super; Nhit: Global Emerging Markets Equity Trust; NN (I); NN Paraplufonds 1 N.V; Nomura Funds Ireland Plc - American Century Global; Nordea 1, Sicav- Nordea 1- Latin American Equity Fund; Norges Bank; Northern Emerging Markets Equity Index Fund; Northern Irl Loc Gov Off Superannuation Comit; Northern Multi - Manager Emerging Markets Equity Fund; Northern Trust Collective All Country World I (acwi) E-u F-I; Northern Trust Collective Emerging Markets EX Chin; Northern Trust Collective Emerging Markets Index Fund-lend; Northern Trust Investment Funds Plc; Northern Trust Luxembourg Manag Comp S.A. O B of V Fcp-sif; Northern Trust Ucits Fgr Fund; Ntcc Collective Funds for Employee Benefit Trusts; Ntgi QM Common Daily All Count World Exus Equ Index FD Lend; Ntgi Quantitative Management Collec Funds Trust; Ntgi-qm Common Dac World Ex-us Investable Mif - Lending; Ntgi-qm Common Daily Emerging Markets Equity I F- Non L; Nvit Emerging Markets Fund; Oberweis Emerging Markets Fund; Oberweis Global Opportunities Fund; Onepath Global Emerging Markets Shares(unhedged) Index Pool; Ontario Teachers Pension Plan Board; Optimix Wholesale Global Emerging Markets Share Trust; Oregon Public Employees Retirement System; Pace Int Emerg Mark Equity Investments; Pacific Gas A EL Comp NU F Q Cpc Dec Master Trust; Pacific Select Fund - PD Emerging Markets Portfolio; Panagora Group Trust; Paradise Emerging Markets Fund, L.P.; Paradise Global Emerging Markets Fund; Parametric Emerging Markets Fund; Parametric Tax-managed Emerging Markets Fund; Parametric Tmemc Fund, LP; Pear Tree Axiom Emerging Markets World Equity Fund; Pensioenfonds Werk EN (re)intergratie; Pensiondanmark Pensionsforsikringsaktieselskab; People S Bank of China; Peregrine Global Funds Pcc Limited; Polar Capital Emerging Market Stars Fund; Polar Capital Emerging Market Stars Trust; Polar Capital Funds Plc; Pool Reinsurance Company Limited; Principal Financial Services, Inc; Principal Funds Inc. - Origin Emerging Markets Fund; Principal Global Investors Funds; Prudential Assurance Company Singapore (pte) Ltd; Public Employees Retirement Association of New Mex; Public Employees Retirement System of Ohio; Public Sector Pension Investment Board; Putnam Emerging Markets Equity Fund, LP; Putnam Retirement Advantage Gaa Equity Portfolio; Putnam Retirement Advantage Gaa Growth Portfolio; Qsmal LLC; Qsuper; Rbc Quant Emerging Markets Equity Leaders ETF; Reliance Trust Institutional Retirement Trust Series Nine; Renaissance Emerging Markets Equity Private Pool; Renaissance Emerging Markets Fund; Retail Employees S Pty. Limited; Robeco Capital Growth Funds; Rondure New World Fund; Royce Global Small Cap Premier Fund; Royce Global Value Trust, Inc.; Royce International Premier Fund; Russel Emerging Markets Equity Pool; Russell Institutional Funds, LLC - Rem Equity Plus Fund; Russell Investment Company Emerging Markets Fund; Russell Investment Company Public Limited Company; Russell TR Company Commingled e. B. F. T. R. L. D. I. S.; Sands Capital Management, LLC; Sanford C.Bernstein Fund, Inc.; Santander Sicav; Sas Trustee Corporation Pooled Fund; Sbc Master Pension Trust; School Employees Retirement System of Ohio; Schroder Collective Investment Trust; Schroder Emerging Markets Fund Sustainable Fund; Schroder International Multi-cap Value Fund; Schroder International Selection Fund; Schroder Intl Selection F - Latin American; Schwab Emerging Markets Equity ETF; Scotia Emerging Markets Equity Fund; Scotia Emerging Markets Equity Index Tracker ETF; Scottish Widows Managed Investment Funds Icvc -int; Scri Robeco QI Inst Emerg Mkts Enhanced Ind Equities Fund; Scri-robeco QI Cust Emerg Markets Enhanced Index Equit Fund; Seasons Series Trust; Sei Global Master Fund Plc, the Sei Emerging Mkt Equity Fund; Sei Inst Int Trust em Mkts Equity Fund; Sei Inv Can Comp Soc de PL Sei Canada; Shell Foundation; Shell TR (berm) Ltd as TR O Shell OV Con P F; Spaengler Iqam Invest Gmbh for Spaengler Iqam EQ Emer Mkts; Spartan Group Trust for Employee Benefit Plans: SP; Spartan Group Trust for Emplpyee Benefit Plans: Spartan Emerg; Spdr Msci Acwi Ex-us ETF; Spdr Msci Emerging Markets Fossil Fuel Free ETF; Spdr Msci Emerging Markets Strategicfactors ETF; Spdr SP Emerging Markets ETF; Spdr SP Emerging Markets Fund; Ssga Msci Brazil Index Non-lending QP Common Trust Fund; Ssga Spdr Etf Europe I Plc; ST Str Msci Acwi EX Usa Imi Screened Non-lending Comm TR FD; State of Alaska Retirement and Benefits Plans; State of Florida Birth Related Neurological Injury Compe.PL; State of Idaho, Endowment Fund Investment Board; State of Minnesota State Employees Ret Plan; State of Nevada; State of New Jersey Common Pension Fund D; State

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of New Mexico State Inv. Council; State of Wyoming; State ST GL Adv Trust Company Inv FF Tax EX Ret Plans; State Street Emerging Markets Equity Index Fund; State Street Global Advisors Lux Sicav - S S G e M I e Fund; State Street Global All Cap Equity Ex-us Index Portfolio; State Street Icaav; State Street Ireland Unit Trust; State Street Variable Insurance Series Funds, Inc; Steadyhand Global Small-cap Equity Fund; Stewart I.G.e.M.S.Leaders Fund (dst); Stewart Investors Global Emerging Markets Leaders; Stichting Pensioenfondsvoor Huisartsen; Stichting Depository Apg Emerging Markets Equity Pool; Stichting Juridisch Eigenaar Achmea Investment Man; Stichting Pensioenfondsvoor Pgb; Stichting Pensioenfondsvoor Uwv; Stichting Pensionenfonds Van de Metalektro (pme); Stichting Pggm Depository; Stichting Philips Pensioenfondsvoor; Stichting Shell Pensioenfondsvoor; Sunamerica Series Trust SA Emerging Markets Equity; Suncorp Group Global Equities Trust; Sunsuper Superannuation Fund; Superannuation Funds Management Corporation of S Australia; Teacher Retirement System of Texas; Teachers Retirement System of the State of Illinois; Templeton Developing Markets Trust; Templeton em Mark Invest Trust Plc; Templeton Emerging Markets Fund; Templeton Emerging Markets Fund (us); Templeton GL Inv Trst Franklin Templtn Smacs Series em; Templeton Global Smaller Companies Fund; Templeton International Emerging Markets Fund; Texas Municipal Retirement System; Texas Permanent School Fund Corporation; the Alliance Capital Group Trust; the Bank of N. Y. M. (int) Ltd as T. of I. e. M. e. I. F. UK; the Bank of New York Mellon Corporation Retirement Plans Mas; the Bank of New York Mellon Emp Ben Collective Invest FD Pla; the Board of the Pension Protection Fund; the Board of A.C.e.R.S.Los Angeles,california; the Boeing Company Employee Retirement Plans Master Trust; the Boeing Company Employee Savings Plans Master Trust; the Canada Life Assurance Company; the Captive Investors Fund; the Chicago Pub.School Teachers P. and Retirem F; the Emerging M.S. of the Dfa I.T.CO.; the Gbc International Growth Fund; the Incubation Fund, Ltd.; the James Huntington Foundation; the Master T B J, Ltd as T of Daiwa Brazil Stock Open-rio WI; the Master T BK of Jpn, Ltd as T of Nikko BR EQ Mother Fund; the Master TR Bank of Japan as TR for Hsbc Brazil Mother FD; the Master Trust Bank of Jap Ltd. as TR. for Mtbj400045829; the Master Trust Bank of Jap, Ltd. as TR. for Mtbj400045828; the Master Trust Bank of Japan, Ltd. as T F Mtbj400045832; the Master Trust Bank of Japan, Ltd. as T of Mutb400021492; the Master Trust Bank of Japan, Ltd. as T of Mutb400021536; the Master Trust Bank of Japan, Ltd. as T. for Mtbj400045835; the Master Trust Bank of Japan, Ltd. as Tos Latin Aemf; the Master Trust Bank of Japan, Ltd. as TR for Mutb400045792; the Master Trust Bank of Japan, Ltd. as Tru FO Mtbj400045849; the Master Trust Bank of Japan, Ltd. as Trustee for Mtbj4000; the Master Trust Bank of Japan, Ltd. as Trustee for Mutb4000; the Master Trust Bank of Japan, Ltd. as Trustee of; the Master Trust Bank of Japan, Ltd. Trustee Mutb400045794; the Monetary Authority of Singapore; the Nomura T and B CO Ltd RE I e S Index Msci e no Hed M Fun; the Pension Boards - United Church of Christ, Inc; the Regents of the University of California; the Saudi Second Investment Company; the Seventh Swedish National Pension Fund - Ap7 Equity Fund; the Shell Contributory Pension Fund; the State Teachers Retirement System of Ohio; the Trustees of the University of Pennsylvania; the Walt Disney Company Retirement Plan Master Trust; Threadneedle Investment Funds Icvc - Latin America; Three Mile Island Unit One Qualified Fund; Tiaa-cref Funds - Tiaa-cref Emerging Markets Equity I F; Total International EX U.S. I Master Port of Master Inv Port; Trikuta Partners Master Fund, Ltd.; Trilogy Investment Funds Plc; Trinity College Cambridge; Trinity Health Corporation; Tyler Finance LLC; Unicare Savings Plan; Universal Invest Luxembourg SA ON Behalf of Univest; Usaa Capital Growth Fund; Usaa Emerging Markets Fund; Usaa World Growth Fund; Utah State Retirement Systems; Valic Company II - International Opportunities Fund; Vanguard Emerging Markets Shares Index Fund; Vanguard Emerging Markets Stock Index Fund; Vanguard Esg International; Vanguard F. T. C. Inst. Total Intl Stock M. Index Trust II; Vanguard Fiduciary Trt Company Instit T Intl Stk Mkt Index T; Vanguard Funds Plc / Vanguard Esg Emerging Markets; Vanguard Funds Plc / Vanguard Esg Global All Cap U; Vanguard Funds Public Limited Company; Vanguard International Explorer Fund; Vanguard Inv Funds Icvc-vanguard Ftse Global All Cap Index F; Vanguard Investment Series Plc; Vanguard Investment Series Plc / Vanguard Esg Emer; Vanguard Total International Stock Index Fd, A SE Van S F; Vanguard Total World Stock Index Fund, A Series of; Variable Insurance Products Fund Ii: International; Velliv, Pension &

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Livsforsikring A/S; Verdipapirfondet Klp Aksje Fremvoksende Markeder Indeks I; Verger Capital Fund LLC; Vgv Poolfonds Eme II; Victory Capital International Collective Investment Trust; Victory Sophus Emerging Markets Fund; Victory Sophus Emerging Markets Vip Series; Virginia Retirement System; Virtus Emerging Markets Opportunities Fund; Virtus Emerging Markets Small-cap Fund; Virtus Nfj Emerging Markets Value Fund; Vontobel Emerging Markets I Fund S I of the S M-s Fund, L.P.; Vontobel Fund; Vontobel Investment Trust; Voya Emerging Markets High Dividend Equity Fund; Voya Emerging Markets Index Portfolio; Walter Scott Partners Can Inst Tr- Walter Scott A P e M F; Wanger International; Washington State Investment Board; Wcm Focused Emerging Markets EX China Fund; Wcm Focused Esg Emerging Markets Fund; Wcm Investment Management; Wellington Management Funds (ireland) Plc; Wellington Trust Company N.A.; Wells Fargo Factor Enhanced Emerging Markets Portfolio; William Blair Collective Investment Trust; William Blair Emerging Markets EX China Growth Fun; William Blair Emerging Markets Growth Fund; William Blair Emerging Markets Growth Fund LLC; William Blair Emerging Markets Growth Pooled Fund; William Blair Emerging Markets Leaders Fund; William Blair Emerging Markets Leaders Fund LLC; William Blair Emerging Markets Leaders Pooled Fund; William Blair Emerging Markets Small Cap Growth Fund; William Blair International Small Cap Growth Fund; William Blair Sicav; William Blair Systematic Emerging Markets Core Fun; William Blair Systematic International All Cap Core Fund LLC; Wisdomtree Emerg Mkts Quality Div Growth Fund; Wisdomtree Emerging Markets Esg Fund; Wisdomtree Emerging Markets Ex-china Fund; Wisdomtree Emerging Markets Ex-state-owned Enterprises Fund; Wisdomtree Global Ex-u.S. Quality Dividend Growth Fund; WM Pool - Equities Trust no 74; WM Pool - Equities Trust no. 75; Xtrackers; Xtrackers (ie) Public Limited Company; Xtrackers Msci Acwi EX Usa Esg Leaders Equity ETF; e Xtrackers Msci Emerging Markets Esg Leaders Equity

Attending Shareholders - Extraordinary General Meeting: p/p. José Roberto Silveira Queiroz: Alquity Sicav - Alquity Future World Fund; Amundi Index Solutions; Arisaig Global Emerging Markets Fund Limited; Bestinver Latam, FI; Brasil Western Asset FIA; Fidelity Funds - Latin America Fund; Icatu Seg Apos IBrX Ativo Ações FI; IT Now Ibovespa Fundo de Índice; IT Now Igct Fundo de Índice; IT Now Pibb Ibrx-50 Fundo de Índice; Itaú Caixa Ações - Fundo de Investimento; Itaú Governanca Corporativa Ações - Fundo de Investimento; Itaú Hunter Total Return Multimercado Fundo de Investimento; Itaú Ibovespa Ativo Master FIA; Itaú IBrX Ativo Master FIA; Itaú Index Ações Ibovespa - Fundo de Investimento; Itaú Index Ações IBrX - Fundo de Investimento; Itaú Long and Short Plus Multimercado FI; Itaú Master Global Dinamico Multimercado FI; Itaú Master Global Dinimico Ultra Multimercado FI; Itaú Master Momento Ações Fundo de Investimento; Itaú Momento Esg Ações Fundo de Investimento; Itaú Momento II Ações Fundo de Investimento; Itaú Momento IQ Ações Fundo de Investimento; Itaú Phoenix Ações Fundo de Investimento; Itaú Phoenix IQ Ações Fundo de Investimento; Itaú Previdência IBrX FIA; Itaú Quantamental Gems Master Ações Fundo de Investiment; IU Western Asset Corporate RV 25 FI Multimercado; Jjsp Fund III FI Multimercado; Long Bias FIA; Metlife Fundo de Investimento em Ações; Multiprev IBrX Ativo FIA; Nef Emerging Market Equity; Prediquant A3; Previhonda - Entidade de Previdência Privada; Stichting Pensioenfonds Voor de Architectenbureaus; Structura; Western Asset Ibovespa Ativo FIA; Western Asset Long Short FIM; Western Asset Long Short Macro Fundo de Investimento Multim; Western Asset Prev IBrX Alpha Master Ações Fundo de Investim; Western Asset Prev IBrX Ativo Ações FI; Western Asset Sustentabilidade Empresarial FIA; e Western Asset Valuation FIA; p/p. Guilherme Haguiara de Andrade Vieira Loureiro: Apo Capital Latam Fund LLC e Apo Capital Latam Master Fundo de Investimento em Ações IE; p/p. Sidney Augusto Piovezani: BB Ações Governanca FI; BB Ações Tecnologia BDR Nível I FI; BB Bnc Ações Nossa Caixa Nosso Clube de Investimento; BB Cap Ações Fundo de Investimento; BB Cap Ibovespa Indexado FIA; BB Eco Gold Fundo de Investimento em Ações; BB ETF Ibovespa Fundo de Índice; BB Montanha Magica FI Multimercado Crédito Privado LP; BB Ondina II Ações FI - BDR Nível I; BB Previdência Ações IBrX Fundo de Investimento; BB Terra do Sol Fundo de Investimento MM Crédito Privado; BB Top Ações Dual Strategy FI; BB Top Ações Ibovespa Ativo FI; BB Top Ações Ibovespa Indexado FI; BB Top MM Balanceado FI LP; e Brasilprev Top A Fundo de Inv de Ações; p/p. Andre de

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Souza Lima: Constellation 100 Prev FIM Fife; Constellation 70 Previdência Fip Multimercado; Constellation BP 100 Prev FIA Fife; Constellation Bradesco 100 Fife Fundo de Investimento em AC; Constellation Cambara Fundo de Investimento em Ações; Constellation Compounders Esg Master FIA; Constellation Familia Previdência Fundo de Investimento em A; Constellation Icatu 70 Prev FIM; Constellation Inovacao Fundo de Investimento em Ações BDR NI; Constellation Inovao Master Fundo de Investimento de Aes BDR; Constellation Institucional BR Fundo de Investimento em Aes; Constellation Master Fundo de Investimento de Ações; Constellation Qualificado Master Fundo de Investimento de AC; e Constellation Sulamerica Prev Fundo de Investimento Multimer; p/p. Rafael Mario Sant Anna Cosentino: Ernesto Mario Haberkorn, Laércio José de Lucena Cosentino; LC-EH Participações e Empreendimento S.A; Gilsomar Maia Sebastião; Luciano Decourt; p/p. Tania Sztamfater Chocolat: Canada Pension Plan Investment Board; Canada Post Corporation Registered Pension Plan. **Shareholders who voted through distance-voting ballot:** Caixa Vinci Valor Dividendos Fundo de Investimento em Ações; Caixa Vinci Valor FIA; Chapada dos Veadeiros FIA; FIA Guaxe Master; FIA Ipanema; FIA Sabesprev Vinci Gas Dividendos BDR Nível I; FP Neo Total Return Fundo de Investimento em Ações; Naf Enigma II Fundo de Investimento Multimercado; Neo Navitas B Master Fundo de Investimento em Ações; Neo Navitas Itau Prev Master FIA; Neo Navitas Master FIA; Neo Navitas Prev Master XP Seguros FIA; Vinci Ações A Fundo de Investimento em Ações; Vinci Gas Dividendos Fundo de Investimento em Ações; Vinci Joatinga Fundo de Investimento em Ações; Vinci Mosaico Advisory FIA; Vinci Mosaico FIA; Vinci Mosaico FIA; Vinci Selecao Fundo de Investimento em Ações; e Vinci Stb Fundo de Investimento em Ações 3M Employee Retirement Income Plan Trust; AB Fcp I - Emerging Markets Growth Portfolio; Aberdeen e. Markets Equity Income Fund. Inc; Aberdeen Institutional Commingled Funds, LLC; Aberdeen Inv Funds Icv III - Aberdeen Global Emerg M Q e FD; Aberdeen Investment Funds UK Icv II - Aberdeen em; Aberdeen Latin American Equity Fund; Aberdeen Managed Distribution Fund; Abs Direct Equity Fund LLC; Abu Dhabi Retirement Pensions and Benefits Fund; Acacia Capital LP; Adasina Social Justice All Cap Global ETF; Aegon Custody as Dep for Stichting MM Emerging Markets Fund; Aegon Custody BV; Agf Emerging Markets Equity Fund; Agf Emerging Markets Fund; Agf Investments Inc; Alabama Trust Fund; Alaska Common Trust Fund; Alaska Permanent Fund; Alberta Investment Management Corporation; Alliance Institutional Fund; Allianz GL Investors Gmbh ON Behalf of Allianzgi-fonds Dspt; Allianz Global Investors Fund - A. e. M. Multi A. Income; Allianz Global Investors Fund - Allianz Gem Equity High Divi; Allianz Global Investors Fund - Allianz GL Emer Mark Equ Div; Alps Emerging Sector Dividend Dogs ETF; American Century ETF Trust - Avantis Emerging Mark; American Century ETF Trust - Avantis Emerging Mark; American Century ETF Trust-avantis Responsible Eme; American Century Global Small Cap Fund; American Century Retirement Date Trust; American Century World Mutual Funds, Inc Int Opp Fund; American Century World Mutual Funds, Inc. - Emerging M S C F; American Century World Mutual Funds, Inc. - G Small Cap Fund; American Heart Association, Inc.; Amg Gwk Emerging Markets Equity Fund; Amg Timessquare Emerging Markets Small Cap Fund; Amg Timessquare Global Small Cap Fund; Andra Ap-fonden; Arca Investments - Global Emerging Markets Equity; Arero - Der Weltfonds -nachhaltig; Arizona Psprs Trust; Ascension Alpha Fund, LLC; Ashmore Emerging Markets Equity Esg Fund; Ashmore Emerging Markets Equity Fund; Ashmore Emerging Markets Small Cap Equity Fund; Ashmore S IN Respect of A Sicav Emer M G Small-cap e Fund; Ashmore Sicav Emerging Markets Equity Esg Fund; Ashmore Sicav Indian Small Cap Equity Fund; Association D B e D R D P e P D L V M; Auscoal Superannuation Pty Ltd as Trustee for M S F; Aviva I Investment Funds Icv - Aviva I International I T F; Aviva Investors; Aviva Life Pensions UK Limited; Axiom Investors Collective Investment Trust; Axiom Investors Ica; Axiom Investors Trust II; Banchory Limited; Barings Global Equity Allocation Fund, A Sub-fund; Barthe Holdings LLC; Bellevue Funds (lux) - Bellevue Emerging Markets T; Bellsouth Corporation Rfa Veba Trust; Bewaarstichting Nnip I; Blackrock A. M. S. AG ON B. of I. e. M. e. I. F. (ch); Blackrock Asset Manag IR LT I Its Cap A M F T Bkr I S FD; Blackrock Cdn Msci Emerging Markets Index Fund; Blackrock Global Index Funds; Blackrock Institutional Trust Company na; Blackrock Life Limited; Blk Magi Fund; Bny Mellon (river and Mercantile) Global Equity FU; Bny Mellon T and D (uk)limited as Trustee of B

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Corporate Taxpayer's Id. (CNPJ/MF) No. 53.113.791/0001-22
Company Registry (NIRE): 35.300.153.171

MINUTES OF THE ANNUAL AND EXTRAORDINARY GENERAL MEETINGS
HELD ON APRIL 19, 2023

Market A Fund; Bnym Mellon CF SL Emerging Markets Stock Index Fund; Board of Pensions of the Evangelical Lutheran Church IN Amer; British Columbia Investment Management Corporation; C Worldwide; Caisse de Depot ET Placement DU Quebec; Caixa de Previd.dos Func.do Banco do Brasil; Calamos Evolving World Growth Fund; Calamos Global Dynamic Income Fund; Calamos Global Total Return Fund; Calamos International Small Cap Growth Fund; California Public Employees Retirement System; California State Teachers Retirement System; CC and L Q 140-40 Fund; Ccl Q Emerging Markets Equity Fund; Ccl Q Emerging Markets Equity Fund LP; Ccl Q Market Neutral Fund; Ccl U.S. Q Market Neutral Onshore Fund II; Central Provident Fund Board; Chang Hwa CO Bank, Ltd IN Its C as M Cust of N B Fund; Chase as Trustee for Entergy CO Ret P M T; Cibc Emerging Markets Fund; Cibc Emerging Markets Index Fund; Cibc International Small Companies Fund; Citi Retirement Savings Plan; Citigroup Pension Plan; Cititrust Lim as TR of Black Premier Fds- Ish Wor Equ Ind FD; Cititrust Ltd A T Vang Fds S - Vanguard Moderate Growth Fund; City of Los Angeles Fire and Police Pension Plan; City of New York Group Trust; Claritas Long Short Master Fundo Investimento Multimercado; Clinton Nuclear Power Plant Qualified Fund; Cmah 2018 Inc.; College Retirement Equities Fund; Colonial First ST Wholesale GL em Mark Fund; Colonial First State Global Asset Management Equity Trust 3; Colonial First State Wholesale Indexed Global Shar; Columbia Acorn International; Columbia Acorn International Select; Columbia em Core Ex-china ETF; Comgest Growth Plc - Comgest Growth Latin America; Commingled Pen TR FD (activebuilders em Mkts Eq) of Jpmcb na; Commingled Pension Trust Fund (global Emerging Markets Disco; Commonwealth Emerging Markets Fund 2; Commonwealth Emerging Markets Fund 3; Commonwealth Emerging Markets Fund 5; Commonwealth Emerging Markets Fund 8; Commonwealth Global Share Fund 16; Commonwealth Global Share Fund 30; Commonwealth Superannuation Corporation; Connecticut General Life Insurance Company; Construction Building Unions Super Fund; Consulting Group Capital Mkts Funds Emer Markets Equity Fund; Coronation Common Contractual Fund; Curators of the University of Missouri as Trust. Otuomrdadbp; Custody B. of J. Ltd. Re: Stb D. B. S. M. F.; Custody Bank of Japan, Ltd. as TR F Hsbc Brazil New MO Fund; Custody Bank of Japan, Ltd. Re: Emerg Equity Passive Mothr F; Custody Bank of Japan, Ltd. Re: Smtb Daiwa/Welling; Custody Bank of Japan, Ltd. Stb Brazil Stock M. F.; Danske Invest Sicav; Dela Depository Asset Management B.V.; Desjardins Emerging Markets Opportunities Fund; Deutsche Asset Management S.A. for Arero - Der Wel; Deutsche Invest I Brazilian Equities; Deutsche X-trackers Msci All World EX US Hedged Equity ETF; Dfc Emerging Markets Equity Fund; Dimensional Emerging Core Equity Market ETF of Dim; Dominion Resources, Inc. Master Trust; Dws Advisors Emerging Markets Equities-passive; Dws I. Gmbh for Deam-fonds Kg-pensionen; Dws Invest Latin American Equities; Dws Latin America Equity Fund; Eastspring Investments; Eaton Vance Collective Investment Tfe Ben Plans em MQ Equ FD; Eaton Vance Int (ir) F Plc-eaton V Int (ir) Par em Mkt Fund; Eaton Vance TR CO CO TR FD - PA Str em Mkts EQ Com TR FD; em Brazil Trading LLC; Emer Mkts Core EQ Port Dfa Invest Dimens Grou; Emerging Markets Equity Fund; Emerging Markets Equity Index Esg Screened Fund B; Emerging Markets Equity Index Master Fund; Emerging Markets Index Non-lendable Fund; Emerging Markets Index Non-lendable Fund B; Emerging Markets Small Cap Discovery Fund Mab, LLC; Emerging Markets Small Cap Fund, A Series of 525 M; EQ/Emerging Markets Equity Plus Portfolio; Ers Public Equity Emerging Manager II LP; Ethos em Smid Master Fund LP; European Central Bank; Evtc Cit Fof Ebp-evtc Parametric Sem Core Equity Fund TR; Fama Fife Icatu Previdencirio Fundo de Investimento em Aes; Fama Master Fundo de Investimento de Ações; Federated Hermes International Small-mid Company Fund; Fidelity Concord Street Trust: Fidelity Zero Int. Index Fund; Fidelity Global Ex-u.S. Equity Index Institutional; Fidelity Investment Funds Fidelity Index Emerg Markets Fund; Fidelity Salem Street T: Fidelity e M Index Fund; Fidelity Salem Street T: Fidelity G EX U.S Index Fund; Fidelity Salem Street T: Fidelity Total Inte Index Fund; Fidelity Salem Street Trust: Fidelity Sai Emerging M I Fund; Fidelity Salem Street Trust: Fidelity Series G EX US I FD; First Sentier Investors Icvc - Fssa G. e. M. F. F.; First Sentier Investors Icvc - S. I. G. e. M. F.; First Sentier Investors Icvc - S. I. G. e. M. L. F.; First Sentier Investors Icvc - Stewart Investors G; First ST Invest Icvc - Stewart Invest GL Emer MK Sust Fund; Flexshares Morningstar Emerging Markets Factor

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Tilt Index F; Florida Retirement System Trust Fund; Fmr Capital Inc.; Ford Motor Company of Canada, L Pension Trust; FP Brunel Pension Partnership Acs - FP Brunel Smal; Franklin Libertyqt Emerging Markets Index ETF; Franklin Libertyshares Ica; Franklin Templeton ETF Trust - Franklin Ftse Brazi; Franklin Templeton ETF Trust - Franklin Ftse Latin; Franklin Templeton Funds - Templeton Global Emerging Mkts FD; Franklin Templeton Investment Funds; Franklin Templeton V Insurance Prod Trust - T D M Vip Fund; Fundamental Low V I e M Equity; Future Fund Board of Guardians; Gam Investment Management (switzerland) AG F Z I I-z A e M P; General Conf Corp of Seventh Day Adventist; General Pension and Social Security Authority; George Kaiser Family Foundation; Global Emerging Markets Discovery - Canada Fund; Global Ex-us Alpha Tilts Fund; Global Ex-us Alpha Tilts Fund B; Gms Discovery Fund, LLC; Goldman Sachs ETF Trust - Goldman Sachs Emerging M; Goldman Sachs Funds II - Goldman Sachs Gms Emerging Markets; Goldman Sachs Trust Ii- Goldman Sachs Multi-manager G e Fund; Government of Singapore; H.e.S.T. Australia Limited; Handelsbanken Brasilien Tema; Handelsbanken Latinamerika Tema; Hartford Schroders Diversified Emerging Markets FU; Hexavest Systematic Esg Emerging Markets Equity FU; Hospital Authority Provident Fund Scheme; Howard Hughes Medical Institute; Hpe Common Contractual Fund; Hsbc Bank Plc as Trustee of State Street Aut Emerg; Ibm 401 (k) Plus Plan; Ibm Diversified Global Equity Fund; Illinois Municipal Retirement Fund; Imco Emerging Markets Public Equity LP; Imperial Emerging Economies Pool; Inco Elected Master Trust; International Equity Fund; International LP I; International Monetary Fund; International Research Equity Extended Fund Usb, L; Invesco Developing Markets Fund; Invesco International Small Company Fund; Invesco International Small Mid Cap Trust; Invesco Msci Emerging Markets Esg Climate Paris AL; Invesco Msci Emerging Markets Esg Universal Screen; Invesco Oppenheimer International Smallmid Company Fund; Invesco Purebetasm Ftse Emerging Markets ETF; Investec Global Strategy Fund; Investerings Foreningen Danske Invest; Investeringsforeningen Carnegie Worldwide Afd Emer Mkts KL; Investeringsforeningen D. I. I. G. AC R. - A. KL; Investeringsforeningen D. I. I. G. e. M. R. - A. KL; Investeringsforeningen Danske Invest Select; Ishares (de) I Investmentaktiengesellschaft Mit TG; Ishares Core Msci Emerging Markets ETF; Ishares Core Msci Emerging Markets Imi Index ETF; Ishares Core Msci Total International Stock ETF; Ishares Emerging Markets Imi Equity Index Fund; Ishares Esg Advanced Msci em ETF; Ishares Esg Aware Msci Emerging Markets Index ETF; Ishares Esg Msci em ETF; Ishares Esg Msci em Leaders ETF; Ishares II Public Limited Company; Ishares III Public Limited Company; Ishares IV Public Limited Company; Ishares Msci Acwi ETF; Ishares Msci Acwi EX U.S. ETF; Ishares Msci Brazil ETF; Ishares Msci Bric ETF; Ishares Msci Emerging Markets ETF; Ishares Msci Emerging Markets EX China ETF; Ishares Public Limited Company; Itaú Funds - Latin America Equity Fund; J O Hambro Capital Management Umbrella Fund Plc -; Jnl Multi-manager Emerging Markets Equity Fund; John Hancock Funds II Emerging Markets Fund; John Hancock Funds II International Strategic Equity Allocat; John Hancock Hedged Equity Income Fund; John Hancock Trust Company Collective Investment T; John Hancock Variable Ins Trust Intern Equity Index Trust; JP Morgan Chase Retirement Plan; Jpmorgan Diversified Return Emerging Markets Equity ETF; Jpmorgan Emerging Markets Equity Core ETF; Jpmorgan Funds; Jpmorgan Funds Latin America Equity Fund; Jss Investmentfonds-jss Sustainable Equity -S.e.Markets; Kabouter Emerging Markets Fund, LLC; Kaiser Foundation Hospitals; Kaiser Permanente Group Trust; Kapitalforeningen Emd Invest, Emerging Markets Ind; Kapitalforeningen Laegernes Pensionsinvestering, Lpi Aem III; Kapitalforeningen Pensam Invest, Psi 3 Globale Aktier 3; Laborers and Retirement Board Employees Annuity Benefit; Laerernes Pension Forsikringsaktieselskab; Laudus International Marketsmaster Fund; Lazard Asset Management LLC; Legal & General Future World Esg Emerging Markets; Legal & General Ica; Legal & General International Index Trust; Legal and General Assurance Pensions Mng Ltd; Legal and General Assurance Society Limited; Legal Gen Future Wrld Climate Change Eqty Factors Ind Fund; Legal General Ccf; Legal General Collective Investment Trust; Legal General Global Emerging Markets Index Fund; Legal General Global Equity Index Fund; Legal General Global Technology Index Trust; Legal General Scientific Beta Emerging Markets Fund, LLC; Legg Mason Global Funds Plc; LF Wales PP Emerging Markets Equity Fund; Lgiasuper Trustee; Lgps

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Central Global Multi Factor Equity Index Fund; Lgt Select Funds - Lgt Select Equity Global; Lockheed Martin Corp Defined Contribution Plans Master Trust; Los Angeles County Employees Ret Association; Lvip Ssga Emerging Markets Equity Index Fund; Mackenzie Maximum Diversification Emerging Markets Index ETF; Macquarie Inv M. Australia L. as R. e. for W. S. e. Mkts F.; Macquarie True Index Emerging Markets Fund; Managed Pension Funds Limited; Mbb Public Markets I LLC; Mdpim Emerging Markets Equity Pool; Medical Assurance Society New Zealand Limited; Mercer Emerging Markets Equity Fund; Mercer Emerging Markets Fund; Mercer Emerging Markets Shares Fund; Mercer Qif Fund Plc; Mercer Ucits Common Contractual Fund; Mfs Heritage Trust Company Collective Investment Trust; Mfs International New Discovery Fund; Mgi Funds Plc; Microsoft Corporation Savings Plus 401(k) Plan; Mineworkers Pension Scheme; Ministry of Economy and Finance; Mobius Investment Trust Plc; Mobius Life Limited; Momentum Global Funds; Morgan Stanley Invest. Funds G. Balanced Sustainable Fund; Morgan Stanley Investment Funds Global Balanced Defensive FU; Morgan Stanley Investment Funds Global Balanced Fund; Morgan Stanley Investment Funds Global Balanced Income Fund; Msci Acwi Ex-u.S. Imi Index Fund B2; Msci Equity Index Fund B - Brazil; Multi-advisor Funds Global Emerging Markets Fund - Stewart I; Municipal e Annuity A B Fund of Chicago; Nat West BK Plc as TR of ST James PL GL Equity Unit Trust; Nat West BK Plc as TR of ST James PL ST Managed Unit Trust; National Council for Social Security Fund; National Employment Savings Trust; National Railroad Retirement Investment Trust; Nationwide International Small Cap Fund; Natwest Trustee and Depositary Services Limited as; Ncs Group Trust; Npec Investment LLC; New Airways Pension Scheme; New South Walles TR Corp as TR for the TC Emer Mkt Shar Fund; New York State Teachers Retirement System; Ngs Super; Nhit: Global Emerging Markets Equity Trust; NN (I); NN Paraplufonds 1 N.V; Nomura Funds Ireland Plc - American Century Global; Nordea 1, Sicav- Nordea 1- Latin American Equity Fund; Norges Bank; Northern Emerging Markets Equity Index Fund; Northern Irl Loc Gov Off Superannuation Comit; Northern Multi - Manager Emerging Markets Equity Fund; Northern Trust Collective All Country World I (acwi) E-u F-I; Northern Trust Collective Emerging Markets EX Chin; Northern Trust Collective Emerging Markets Index Fund-lend; Northern Trust Investment Funds Plc; Northern Trust Luxembourg Manag Comp S.A. O B of V Fcp-sif; Northern Trust Ucits Fgr Fund; Ntcc Collective Funds for Employee Benefit Trusts; Ntgi QM Common Daily All Count World Exus Equ Index FD Lend; Ntgi Quantitative Management Collec Funds Trust; Ntgi-qm Common Dac World Ex-us Investable Mif - Lending; Ntgi-qm Common Daily Emerging Markets Equity I F- Non L; Nvit Emerging Markets Fund; Oberweis Emerging Markets Fund; Oberweis Global Opportunities Fund; Onepath Global Emerging Markets Shares(unhedged) Index Pool; Ontario Teachers Pension Plan Board; Optimix Wholesale Global Emerging Markets Share Trust; Oregon Public Employees Retirement System; Pace Int Emerg Mark Equity Investments; Pacific Gas A EL Comp NU F Q Cpuc Dec Master Trust; Pacific Select Fund - PD Emerging Markets Portfolio; Panagora Group Trust; Paradise Emerging Markets Fund, L.P.; Paradise Global Emerging Markets Fund; Parametric Emerging Markets Fund; Parametric Tax-managed Emerging Markets Fund; Parametric Tmeme Fund, LP; Pear Tree Axiom Emerging Markets World Equity Fund; Pensioenfonds Werk EN (re)intergratie; Pensiondanmark Pensionsforsikringsaktieselskab; People S Bank of China; Peregrine Global Funds Pcc Limited; Polar Capital Emerging Market Stars Fund; Polar Capital Emerging Market Stars Trust; Polar Capital Funds Plc; Pool Reinsurance Company Limited; Principal Financial Services, Inc; Principal Funds Inc. - Origin Emerging Markets Fund; Principal Global Investors Funds; Prudential Assurance Company Singapore (pte) Ltd; Public Employees Retirement Association of New Mex; Public Employees Retirement System of Ohio; Public Sector Pension Investment Board; Putnam Emerging Markets Equity Fund, LP; Putnam Retirement Advantage Gaa Equity Portfolio; Putnam Retirement Advantage Gaa Growth Portfolio; Qsma1 LLC; Qsuper; Rbc Quant Emerging Markets Equity Leaders ETF; Realdania; Reliance Trust Institutional Retirement Trust Series Nine; Renaissance Emerging Markets Equity Private Pool; Renaissance Emerging Markets Fund; Retail Employees S Pty. Limited; Robeco Capital Growth Funds; Rondure New World Fund; Royce Global Small Cap Premier Fund; Royce Global Value Trust, Inc.; Royce International Premier Fund; Russel Emerging Markets Equity Pool; Russell Institutional Funds, LLC - Rem Equity Plus

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Fund; Russell Investment Company Emerging Markets Fund; Russell Investment Company Public Limited Company; Russell TR Company Commingled e. B. F. T. R. L. D. I. S.; Sands Capital Management, LLC; Sanford C. Bernstein Fund, Inc.; Santander Sicav; Sas Trustee Corporation Pooled Fund; Sbc Master Pension Trust; School Employees Retirement System of Ohio; Schroder Collective Investment Trust; Schroder Emerging Markets Fund Sustainable Fund; Schroder International Multi-cap Value Fund; Schroder International Selection Fund; Schroder Intl Selection F - Latin American; Schwab Emerging Markets Equity ETF; Scotia Emerging Markets Equity Fund; Scotia Emerging Markets Equity Index Tracker ETF; Scottish Widows Managed Investment Funds Icvc -int; Scri Robeco QI Inst Emerg Mkts Enhanced Ind Equities Fund; Scri-robeco QI Cust Emerg Markets Enhanced Index Equit Fund; Seasons Series Trust; Sei Global Master Fund Plc, the Sei Emerging Mkt Equity Fund; Sei Inst Int Trust em Mkts Equity Fund; Sei Inv Can Comp Soc de PL Sei Canada; Shell Foundation; Shell TR (berm) Ltd as TR O Shell OV Con P F; Spaengler Iqam Invest Gmbh for Spaengler Iqam EQ Emer Mkts; Spdr Msci Acwi Ex-us ETF; Spdr Msci Emerging Markets Fossil Fuel Free ETF; Spdr Msci Emerging Markets Strategicfactors ETF; Spdr SP Emerging Markets ETF; Spdr SP Emerging Markets Fund; Ssga Msci Brazil Index Non-lending QP Common Trust Fund; Ssga Spdr Etf Europe I Plc; ST Str Msci Acwi EX Usa Imi Screened Non-lending Comm TR FD; State of Alaska Retirement and Benefits Plans; State of Florida Birth Related Neurological Injury Compe.PL; State of Idaho, Endowment Fund Investment Board; State of Minnesota State Employees Ret Plan; State of Nevada; State of New Jersey Common Pension Fund D; State of New Mexico State Inv. Council; State of Wyoming; State ST GL Adv Trust Company Inv FF Tax EX Ret Plans; State Street Emerging Markets Equity Index Fund; State Street Global Advisors Lux Sicav - S S G e M I e Fund; State Street Global All Cap Equity Ex-us Index Portfolio; State Street Ica; State Street Ireland Unit Trust; State Street Variable Insurance Series Funds, Inc; Steadyhand Global Small-cap Equity Fund; Stewart I.G.e.M.S.Leaders Fund (dst); Stewart Investors Global Emerging Markets Leaders; Sticing Pensioenfonds Voor Huisartsen; Stichting Depository Apg Emerging Markets Equity Pool; Stichting Juridisch Eigenaar Achmea Investment Man; Stichting Pensioenfonds Pgb; Stichting Pensioenfonds Uwv; Stichting Pensionenfond Van de Metalektro (pme); Stichting Pggm Depository; Stichting Philips Pensioenfond; Stichting Shell Pensioenfond; Sunamerica Series Trust SA Emerging Markets Equity; Suncorp Group Global Equities Trust; Sunsuper Superannuation Fund; Superannuation Funds Management Corporation of S Australia; Teacher Retirement System of Texas; Teachers Retirement System of the State of Illinois; Templeton Developing Markets Trust; Templeton em Mark Invest Trust Plc; Templeton Emerging Markets Fund; Templeton Emerging Markets Fund (us); Templeton GL Inv Trst Franklin Templtn Smacs Series em; Templeton Global Smaller Companies Fund; Templeton International Emerging Markets Fund; Texas Municipal Retirement System; Texas Permanent School Fund Corporation; the Alliance Capital Group Trust; the Bank of N. Y. M. (int) Ltd as T. of I. e. M. e. I. F. UK; the Bank of New York Mellon Corporation Retirement Plans Mas; the Bank of New York Mellon Emp Ben Collective Invest FD Pla; the Board of the Pension Protection Fund; the Board of A.C.e.R.S.Los Angeles,california; the Boeing Company Employee Retirement Plans Master Trust; the Boeing Company Employee Savings Plans Master Trust; the Canada Life Assurance Company; the Captive Investors Fund; the Chicago Pub.School Teachers P. and Retirem F; the Emerging M.S. of the Dfa I.T.CO.; the Gbc International Growth Fund; the Incubation Fund, Ltd.; the James Huntington Foundation; the Master T B J, Ltd as T of Daiwa Brazil Stock Open-rio WI; the Master T BK of Jpn, Ltd as T of Nikko BR EQ Mother Fund; the Master TR Bank of Japan as TR for Hsbc Brazil Mother FD; the Master Trust Bank of Jap Ltd. as TR. for Mtbj400045829; the Master Trust Bank of Jap, Ltd. as TR. for Mtbj400045828; the Master Trust Bank of Japan, Ltd. as T F Mtbj400045832; the Master Trust Bank of Japan, Ltd. as T of Mutb400021492; the Master Trust Bank of Japan, Ltd. as T of Mutb400021536; the Master Trust Bank of Japan, Ltd. as T. for Mtbj400045835; the Master Trust Bank of Japan, Ltd. as Tos Latin Aemf; the Master Trust Bank of Japan, Ltd. as TR for Mutb400045792; the Master Trust Bank of Japan, Ltd. as Tru FO Mtbj400045849; the Master Trust Bank of Japan, Ltd. as Trustee for Mtbj4000; the Master Trust Bank of Japan, Ltd. as Trustee for Mutb4000; the Master Trust Bank of Japan, Ltd. as Trustee of; the Master Trust Bank of Japan, Ltd. Trustee

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Mutb400045794; the Monetary Authority of Singapore; the Nomura T and B CO Ltd RE I e S Index Msci e no Hed M Fun; the Pension Boards - United Church of Christ, Inc; the Regents of the University of California; the Saudi Second Investment Company; the Seventh Swedish National Pension Fund - Ap7 Equity Fund; the Shell Contributory Pension Fund; the State Teachers Retirement System of Ohio; the Trustees of the University of Pennsylvania; the Walt Disney Company Retirement Plan Master Trust; Threadneedle Investment Funds Icvc - Latin America; Three Mile Island Unit One Qualified Fund; Tiaa-cref Funds - Tiaa-cref Emerging Markets Equity I F; Total International EX U.S. I Master Port of Master Inv Port; Trikuta Partners Master Fund, Ltd.; Trilogy Investment Funds Plc; Trinity College Cambridge; Trinity Health Corporation; Tyler Finance LLC; Unicare Savings Plan; Universal Invest Luxembourg SA ON Behalf of Univest; Usaa Capital Growth Fund; Usaa Emerging Markets Fund; Usaa World Growth Fund; Utah State Retirement Systems; Valic Company II - International Opportunities Fund; Vanguard Emerging Markets Shares Index Fund; Vanguard Emerging Markets Stock Index Fund; Vanguard Esg International; Vanguard F. T. C. Inst. Total Intl Stock M. Index Trust II; Vanguard Fiduciary Trt Company Instit T Intl Stk Mkt Index T; Vanguard Funds Plc / Vanguard Esg Emerging Markets; Vanguard Funds Plc / Vanguard Esg Global All Cap U; Vanguard Funds Public Limited Company; Vanguard International Explorer Fund; Vanguard Inv Funds Icvc-vanguard Ftse Global All Cap Index F; Vanguard Investment Series Plc; Vanguard Investment Series Plc / Vanguard Esg Emer; Vanguard Total International Stock Index Fd, A SE Van S F; Vanguard Total World Stock Index Fund, A Series of; Variable Insurance Products Fund Ii: International; Velliv, Pension & Livsforsikring A/S; Verdipapirfondet Klp Aksje Fremvoksende Markeder Indeks I; Verger Capital Fund LLC; Vgv Poolfonds Eme II; Victory Capital International Collective Investment Trust; Victory Sophus Emerging Markets Fund; Victory Sophus Emerging Markets Vip Series; Virginia Retirement System; Virtus Emerging Markets Opportunities Fund; Virtus Emerging Markets Small-cap Fund; Virtus Nfj Emerging Markets Value Fund; Vontobel Emerging Markets I Fund S I of the S M-s Fund, L.P.; Vontobel Fund; Vontobel Investment Trust; Voya Emerging Markets High Dividend Equity Fund; Voya Emerging Markets Index Portfolio; Walter Scott Partners Can Inst Tr- Walter Scott A P e M F; Wanger International; Washington State Investment Board; Wcm Focused Emerging Markets EX China Fund; Wcm Focused Esg Emerging Markets Fund; Wcm Investment Management; Wellington Management Funds (ireland) Plc; Wellington Trust Company N.A.; Wells Fargo Factor Enhanced Emerging Markets Portfolio; West Virginia Investment Management Board; William Blair Collective Investment Trust; William Blair Emerging Markets EX China Growth Fun; William Blair Emerging Markets Growth Fund; William Blair Emerging Markets Growth Fund LLC; William Blair Emerging Markets Growth Pooled Fund; William Blair Emerging Markets Leaders Fund; William Blair Emerging Markets Leaders Fund LLC; William Blair Emerging Markets Leaders Pooled Fund; William Blair Emerging Markets Small Cap Growth Fund; William Blair International Small Cap Growth Fund; William Blair Sicav; William Blair Systematic Emerging Markets Core Fun; William Blair Systematic International All Cap Core Fund LLC; Wisdomtree Emerg Mkts Quality Div Growth Fund; Wisdomtree Emerging Markets Esg Fund; Wisdomtree Emerging Markets Ex-china Fund; Wisdomtree Emerging Markets Ex-state-owned Enterprises Fund; Wisdomtree Global Ex-u.S. Quality Dividend Growth Fund; WM Pool - Equities Trust no 74; WM Pool - Equities Trust no. 75; Xtrackers; Xtrackers (ie) Public Limited Company; Xtrackers Msci Acwi EX Usa Esg Leaders Equity ETF; e Xtrackers Msci Emerging Markets Esg Leaders Equity. Agora Top 10 Index FIA; B-index Morningstar Brasil Pesos Iguais Fundo de Índice; B-index Morningstar Setores Ciclicos Brasil Fundo de Índice; Bradesco FF Índice Ativo Fundo de Investimento em Ações; Bradesco FIA Ibovespa Plus; Bradesco FIA IBrX Multipatrocinado; Bradesco FIA Institucional IBrX Ativo; Bradesco FIA Master Ibovespa; Bradesco FIA Master IBrX; Bradesco FIA Master Previdência; Bradesco FIA Multi Setorial; Bradesco FIA Selecao; Bradesco FIA Small Cap Plus; Bradesco FIA Smart Allocation; Bradesco FIA Super Acao; Bradesco FIA Sustentabilidade Empresarial; Bradesco FIM Long Biased; Bradesco Fundo de Investimento em Ações Master Long Biased; Bradesco Fundo de Investimento em Ações Master Long Only; Bradesco Fundo de Investimento em Ações Master Previdência I; Bradesco Fundo de Investimento em Ações Salubre; Bradesco Fundo de Investimento em Ações Zinco; Bradesco Fundo Mútuo de Privatização

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FGTS CL; Bradesco H FI em Ações Ibovespa; Bradesco H FIA Sri; Bradesco Private FIA Ibovespa Alavancado; Bradesco Private FIA Ibovespa Ativo; Bradesco Saude S/A; Bradesco Tiger Fundo de Investimento em Aes; Bradesco Vida e Previdência S/A; Bradeseg Participações S/A; Bram FIA Ibovespa Ativo; Bram FIA IBrX Ativo; Bram FIA Institucional; Bram FIA Long Only; Bram Fundo de Investimento em Ações; Bram Fundo de Investimento em Ações Crescimento; Bram Fundo de Investimento em Ações Ibovespa; Bram Fundo de Investimento em Ações Ibrx-50; Bram Fundo de Investimento em Ações Sustentabilidade Empresa; Bram H FI em Ações Ibovespa Gestao; Bram H FI em Ações Passivo IBrX; Bram H FIA Institucional; ETF Bradesco Ibovespa Fundo de Índice; FI em Ações Aruba; Fundo de Investimento em Ações Ibovespa 157; Fundo de Investimento em Ações Master Previdência Esg; e Fundo de Investimento em Ações Sabesprev Small Caps Plus.

We certify that this is a free translation of the original minutes drawn up in the Company's records.

Laércio José de Lucena Cosentino
Chairman

Claudia Karpát
Secretary

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Annex I
SHARE-BASED INCENTIVE PLAN

1 DEFINITIONS:

"**Shares**": means the common shares issued by the Company.

"**Restricted Shares**" means the Shares that will be delivered, pursuant to this Plan (including those delivered pursuant to Chapter 15) and the Programs.

"**CLT**" means the Consolidation of Labor Laws.

"**Committee**" means the Company's People and Compensation Committee, as provided for in the Company's Bylaws, or another Committee as may be specifically created or appointed by the Board of Directors to manage the Plan, as applicable.

"**Board of Directors**" means the Company's Board of Directors.

"**Agreement**" means the Share Granting Agreement and Other Covenants approved by the Committee, to be executed by and between the Company and each Participant or director within the scope of this Plan and, whenever applicable, of the corresponding Programs.

"**Company**": means TOTVS S.A.

"**Termination**": means any action or fact that puts an end to the legal relationship between the Participant or the director and the Company, except in cases of retirement by the Brazilian National Social Security Institute (INSS) due to permanent disability, death, or court declaration of absence due to the disappearance whether of the Participant or the director, as the case may be. The word 'termination' covers, among others, any voluntary dismissal, request for dismissal, resignation, removal, replacement or non-reelection as a management member without an employment relationship, and termination of an employment contract for any reason, for cause or not, at the initiative of either party, or by mutual agreement.

"**Board of Executive Officers**" means the Company's statutory board of executive officers.

"**Bylaws**" means the Company's Bylaws.

"**Grant to the Board**" has the meaning given in Section 15.1 of this Plan.

"**Participants**" means the employees and management members of the Company and its subsidiaries who are considered eligible within the scope of each Programs.

"**Vesting Periods**" means the Vesting Period for the "ILP Destaques Program", the Vesting Period for the ILP Performance Program, and the Vesting Period for the ILP Master Program considered together.

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“**Vesting Period for the ILP Destaques Program**” means the vesting period of 3 (three) years from the execution of the corresponding Agreement, after which the Participant is entitled to become the holder of the Restricted Shares granted within the scope of the ILP Destaques Program, and the Company shall transfer the Restricted Shares to the Participant under the terms of the Agreement.

“**Vesting Period of the ILP Performance Program**”: means the vesting period of 3 (three) years from the execution of the corresponding Agreement, after which the Participant is entitled to become holder of the Restricted Shares granted under the ILP Performance Program and the Company shall transfer the Restricted Shares to the Participant under the terms of the Agreement, subject to the achievement of the Company's long-term, internal and external performance indicators, as provided for in the corresponding Agreement.

“**Vesting Period for the ILP Master Program**” means the vesting period of 5 (five) years from the execution of the corresponding Agreement, after which the Participant is entitled to become holder of the Restricted Shares granted under the ILP Master Program, and the Company shall transfer the Restricted Shares to the Participant under the terms of the Agreement.

“**Plan**” means this Share-Based Incentive Plan.

“**Programs**” means, together, ILP Destaques Program, the ILP Performance Program, and the ILP Master Program, and does not cover Grants to the Board of Directors.

“**ILP Destaques Program**” means the program, subject to this Plan, for which the Committee may nominate participants, annually, at its sole discretion, based on an individual performance assessment, which adopts an objective methodology approved by the Board of Directors, and is informed to the corresponding Participants, which includes criteria such as results achieved, potential, and competencies, certain employees of the Company and/or controlled companies in non-executive positions (below the Executive Manager or other position that may replace it) who are considered, in the above-mentioned assessment, “Highlights of the Year”. Although it is possible, there are no rules that require the Participant to be nominated every year to take part in this program.

“**ILP Master Program**” means the program, subject to this Plan, for which the Committee may nominate annually, at its sole discretion, a selected group of individuals considered as key and critical to the Company, holding executive positions, meaning those Participants holding the position of executive manager or higher (or other positions that might replace them) to participate, whether employees or statutory Management members, based on an individual performance assessment, which adopts an objective methodology approved by the Board of Directors, and is informed to the corresponding Participants, including criteria like results, potential, and competencies. To be entitled to the restricted shares subject matter of the grant, the Participant ought to meet the “stock ownership guideline”, which sets forth the following obligations (i) at the final term of the three-year period after the date of grant, (ii) on the last day of May, August and November after the final term of said three-year period until the date of the actual delivery of the restricted shares by the Company, and (iii) on the date of the actual delivery of the restricted shares by the Company, prove he/she is the

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holder of the Company shares whose market value corresponds to twelve (12) monthly fixed gross salaries. In case the dates to prove the ownership of the shares referred to in the sentence above coincide with periods forbidding the negotiation of Company shares, the verification will be done on the second business day immediately after the date on which the period of the corresponding prohibition ends. In case the Participant does not meet any of these conditions, he/she will not be entitled to receive the restricted shares at the end of the vesting period. The Participant is the sole responsible for ensuring the compliance with these conditions, considering any variations in the value of his/her monthly fixed gross salary, as well as any variations in the market value of the Company's share. Although it is possible, there are no rules that require the Participant to be nominated every year to take part in this program.

“**ILP Performance Program**” means the program, subject to this Plan, for which Company executives are eligible to participate annually, as nominated by the Committee at its sole discretion, meaning those Participants holding the position of executive manager or higher (or other positions that might replace them), whether employees or statutory Management members, based on the achievement of Company’s internal and external long-term performance indicators established annually by the Board of Directors and informed to the Participants, and the individual performance assessment, which adopts an objective methodology approved by the Board of Directors, also informed to the respective Participants, including criteria like results, potential, and competencies.

“**Change of Control**” means either of the following events: (i) the acquisition of 30% or more of the shares representing the Company’s capital stock by one shareholder or group of shareholders representing a common interest; or (ii) a corporate reorganization, including consolidation, acquisition, merger of shares, spin-off followed by the merger of the spin-off portion or any similar transaction resulting in the title of 30% or more of the shares representing the capital stock of the resulting company by one shareholder or group of shareholders representing a common interest.

2 PURPOSES OF THE PLAN

The Plan aims to: (i) set forth some rules so that Participants or directors can receive Shares without having to pay a price for them; (ii) increase the alignment of interests of Participants and directors in the medium and long term with the shareholders' interests, increasing the sense of ownership and commitment through the concepts of investment and risk; and (iii) strengthen the incentives for long-term permanence and stability, within the context of a publicly held company; and (iv) foster the increase in the Company's long-term performance, as determined through business indicators.

3 MANAGEMENT OF THE PLAN

3.1 The Programs will be managed by the Committee, which will have full powers to interpret them, having, among others, the required authority to:

- (i) approve the Programs set forth in this Plan, as well as their corresponding regulations;

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- (ii) decide on any and all measures related to the administration of the Programs, and interpret and apply the general rules established herein, subject to the provisions of Section 3.5;
 - (iii) select, among the persons eligible to participate in the Programs, those who will take part in them in a given fiscal year or establish the criteria for their determination;
 - (iv) determine the number of Restricted Shares to be granted on each Participant under the Programs, subject to the quantitative limit provided for in Clause 7;
 - (v) approve the Agreement to be entered into between the Company and each of the Participants;
 - (vi) amend the Program provisions as necessary towards its management, as well as to meet Company interests, as long as (a) such amendments do not violate the provisions of this Plan or of the Programs; or (b) Participants' rights arising from or related to the Programs are not harmed. This limitation excludes any adaptations that the Committee might perform in consequence of changes implemented in the law in force;
 - (vii) analyze exceptional cases arising out of or connected to the Programs; and
 - (viii) exclusively with regard to the Programs, settle doubts regarding the interpretation of the general rules set forth in this Plan, and address omitted cases.
- 3.2 The Committee decisions will have a binding nature on the Company and the Participants, when they are made in compliance with this Plan, the respective Program or the applicable laws.
- 3.3 None of the Participants may take part in discussions within the Committee regarding this Plan or any Program or Agreement.
- 3.4 Further, none of the Participants may, in any other bodies of the Company management, attend discussions or vote for any matter in which the Participant has a potential interest as regards this Plan, the Programs or any Agreement, as well as concerning his/her individual compensation within the scope of this Plan.
- 3.5 Notwithstanding the above, the Committee shall not be entitled to determine, nor may it change the rules concerning the granting of Restricted Shares to the Board of Directors, pursuant to Chapter 15 below, and the Board of Executive Officers shall have authority to implement the Grant to the Board pursuant to this Plan as approved by the General Meeting.
- 4 PROGRAMS PARTICIPANTS AND DISTRIBUTION OF RESTRICTED SHARES**
- 4.1 Employees and management members who meet the criteria set forth in this Plan and, as

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applicable, in the corresponding Programs, including featured individuals in their respective areas and executive officers who hold certain positions selected by the Committee, are eligible to take part in the Programs, and the grant of shares to members of the Board of Directors must comply with the provisions of Chapter 15 of this Plan.

- 4.2 The Committee is responsible for nominating the Participants in the Programs among those eligible employees and statutory Management members, as well as approve the distribution of the Restricted Shares within their scope.
- 4.3 The nomination of Participants by the Committee, pursuant to Section 4.2, shall take place annually, either by nominating expressly the employees and management members eligible to take part in each of the Programs or by setting forth criteria for their determination.

5 SHARE-BASED INCENTIVE PLANS

- 5.1 Subject to the provisions of this Plan, the Committee is in charge of approving and regulating the Programs constituting this Plan, as well as approving the corresponding Agreements.
- 5.2 The granting of incentives to each Participant is made through the execution of the corresponding Agreement, providing on the grant of the respective Restricted Shares, as well as the terms and conditions for their granting. The execution of the Agreement by the Participant implies the acceptance of all the conditions of this Plan, as well as those of the corresponding Program.
- 5.3 The Restricted Shares granted within the scope of each one of the Programs are granted in full at the end of the applicable Vesting Periods.
- 5.4 The Committee should implement annual cycles of granting for each one of the Programs, in accordance with the criteria defined therein, and the maximum limit of shares that can be granted within the scope of this Plan, as set forth in Clause 7.1.
- 5.5 The number of shares granted in each one of the Programs will be stipulated based on the value of the compensation freely assigned to each one of the Participants, within the scope of the respective Programs, as recommended by the Committee, in accordance with the individual assessment and performance criteria of each Participant, as well as on the market positioning references in relation to the anchoring and alignment of the executive compensation package. This value will be divided by the reference price of the Company shares, calculated as described in section 8.2 below.
- 5.6 Discretionary Bonus on Restricted Shares. Subject to the dilution limit of the Plan provided for in Section 7.1, the Committee may, also, with the purpose of attracting certain key individuals to the Company and/or to the companies controlled by the Company, at its sole

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discretion, use any remaining balance of Restricted Shares under this Plan to assign grants to these individuals that it intends to attract, in a restricted number.

5.6.1 The granting of Restricted Shares within the scope of this Section is subject to any vesting periods, Participant termination rules and other specific terms and conditions freely determined by the Committee, as it may be set forth in the corresponding Agreements.

5.6.2 The vesting period of the Restricted Shares granted within the scope of this Section will be at least three (3) years from the date of grant of the Restricted Shares.

6 RESTRICTED SHARE GRANTING AGREEMENT

6.1 Subject to the provisions of Chapter 15, the Committee shall set forth the terms and conditions of the Agreements, observing the terms and conditions of this Plan and the respective Programs.

6.2 The Participants and the Company will execute the corresponding Agreements, which will define the number of Restricted Shares to which the Participant will be entitled if the conditions set forth in this Plan and, if applicable, in the Programs and in the Agreement are met, as determined by the criteria determined by the Committee, and, as provided for in Section 8.3 below, decreased by an amount corresponding to the total value of any withholding income tax, social security contributions and labor charges that may be due and payable.

6.3 The Company's obligation to transfer the Restricted Shares within the scope of this Plan is subject to (i) the execution of an Agreement with each one of the Participants, (ii) the continuity of the employment and/or statutory relationship, as the case may be, of each Participant with the Company until the end of the applicable Vesting Period; (iii) meeting the performance targets set forth for the Participants, in the case of the Performance Plan Program, as described in the corresponding Agreements; (iv) meeting the stock ownership guidelines set forth in the ILP Master Program; and (v) any other conditions set forth in this Plan and, as applicable, in the corresponding Programs and Agreements.

7 QUANTITATIVE LIMIT

7.1 Restricted Shares that under this Plan represent, at most, 5.68% (five point sixty-eight per cent) of the Company's capital stock when added to the Restricted Shares delivered within the scope of the Plan 2 (as set forth in Section 16.1), can be delivered.

7.2 For the purposes of this Plan, Shares maintained as treasury stock presently or that the Company acquired for such purpose will be used, in compliance with applicable regulations.

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Alternatively, the Company may choose to perform the payment related to the Restricted Shares in cash, under the price criteria set forth in Section 8.2.

8 RESTRICTED SHARE GRANTING PRICE

- 8.1 The Restricted Shares are granted to the Participants without consideration, provided the terms of this Plan, especially the Vesting Periods and the rules contained in each Agreement, are complied with.
- 8.2 The reference price of the Restricted Shares for the aims of the Plan corresponds to the average closing quotation of the Company shares in the sixty (60) trading days prior to the date of grant or, as for the Programs, another amount under the criteria determined by the Committee and that reflects the market value of the Shares.
- 8.3 The Company will hold and sell a portion of the Restricted Shares to pay for the Withholding Income Tax and any other taxes owed by the Participant, levied on the total number of Restricted Shares to which the Participant is entitled. Thus, only the number of Restricted Shares net of those necessary to cover the costs with Withholding Income Tax and other taxes owed by the Participant will be actually transferred to the Participant.
- 8.4 The number, kind, and class of the Restricted Shares in the Agreement will be adjusted on a pro rata basis in view of (i) any change in the Company's capital structure; (ii) bonus, split, or reverse split of Shares made by the Company; or (iii) any corporate restructuring, recapitalization, consolidations, mergers, exchange of Shares, spin-offs, liquidation, or dissolution involving the Company.

9 TRANSFERS OF RESTRICTED SHARES

- 9.1 Subject to the continuation of the employment agreement and/or statutory bond, as the case may be, between the Participant or the director and the Company and/or the Company's controlled companies until the end of the applicable Vesting Period and the rules contained in each Agreement, the Restricted Shares will be transferred by the Company to the Participant or the director, as the case may be, within 60 (sixty) days from the end of the Vesting Period, as applicable, as well as under the terms of the Agreement.

10 NO INTERFERENCE IN THE EMPLOYMENT OR STATUTORY RELATIONSHIP

- 10.1 None of the provisions set forth in this Plan may be construed as constituting rights to Participants or directors who are whether employees and/or statutory Management members, as the case may be, in addition to those inherent to Restricted Shares, nor will any provision confer rights to them regarding the guarantee to be maintained as an employee and/or management member of the Company and/or in the companies controlled by the Company, or in any way will it interfere with the right of the Company or its controlled companies, as the

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case may be, subject to the legal conditions and those arising from the employment agreement or management contract (in the case of statutory management members not bound by an employment agreement), to terminate at any time the relationship with the Participant or director.

11 SEVERANCE

- 11.1 In case of termination of the Participant at his/her own initiative or for cause at any time during the Vesting Periods, as applicable, the Participant will be no longer entitled to the receive Restricted Shares. Notwithstanding, the Participant will preserve the right of ownership on any Restricted Shares belonging to him/her upon the Termination, due to the elapse of the applicable Vesting Periods.
- 11.2 In compliance with the deadline set forth in Clause 9.1 above, in case of Termination of the Participant at the Company's initiative, without cause, or upon mutual agreement, the Participant will be entitled to receive proportionally the Restricted Shares subject matter of the granting, in accordance with the time already elapsed of the applicable Vesting Periods calculated until the actual date of Termination. As for the ILP Performance Program, the shares will be transferred only at the end of the respective Vesting Period and subject to the determination of the performance targets set forth in the Agreement. For purposes of proportionality, a full working month is considered as the one with at least 15 working days.
- 11.3 In compliance with the deadline set forth in Clause 9.1 above, in case of compulsory retirement, the Participant will be entitled to receive in full the Restricted Shares that have been granted to him/her, with the early expiration of the Vesting Periods then in force, except in the case of the ILP Performance Program, where the payment will become due and payable only at the end of the respective Vesting Period and subject to the determination of the performance targets set forth in the Agreement.
- 11.4 In the event of Change of Control, if the Participant is terminated involuntarily from the Company, under the terms of Clause 11.2 above, within twelve (12) months from said event, he/she will be entitled to receive the Restricted Shares in full, in accordance with the existing performance indicators and informed to the Participant upon the event in question. The provisions above apply after said twelve (12) months.
- 11.5 The Committee regulates other Termination cases not described above.

12 DEATH, ABSENCE, OR PERMANENT DISABILITY

- 12.1 In the event of death, disappearance or permanent disability of the Participant, all the Vesting Periods will be deemed as expired earlier, upon the death, disappearance or declaration of disability of the Participant by the Brazilian National Social Security Institute. This will make him/her or his/her respective successors, as applicable, entitled to receive the Restricted

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Shares in full within until one hundred and eighty (180) days from the event in question. In case of the ILP Performance Program, the determination of the performance indicators will be disregarded, and the number of Restricted Shares established in the Agreement will be transferred.

13 DELIMITATION OF THE RIGHTS OF THE PARTICIPANT OR THE DIRECTOR

- 13.1 None of the Participant or director shall have any of the rights and privileges of a shareholder of the Company until the date of transfer of the Restricted Shares to them.

14 DIVIDENDS AND BONUSES

- 14.1 The Restricted Shares will be entitled to the dividends, interest on net equity and other payments (in full, under equal conditions with the other Company shareholders) declared by the Company only from the date of the actual transfer of the ownership of the Restricted Shares to the Participants or directors, as the case may be.

15 GRANTING OF SHARES TO MEMBERS OF THE BOARD OF DIRECTORS

- 15.1 The members of the Board of Directors shall be entitled to be granted Restricted Shares as part of their compensation, subject to the general provisions contained in this Plan and the provisions of this Chapter 15, in particular in section 15.1.3 ("**Grant to the Board**").
- 15.1.1 The provisions set forth in this Chapter 15 shall prevail in case of conflict with the other provisions of this Plan and cannot be changed by the Board of Directors or the Committee, pursuant to the provision set forth in Section 3.5.
- 15.1.2 The rules set forth in this Plan or in any of the Programs that are pegged to targets or performance assessment are not applicable to the Grant to the Board.
- 15.1.3 The members of the Board of Directors who are Participants in any of the Programs and/or in any other form of granting Restricted Shares under this Plan, whether due to other positions held in the Company or its subsidiaries or for any other reason, will not be entitled to the Restricted Shares under the Grant to the Board.
- 15.1.4 Since, pursuant to the provisions set forth in Section 3.5, the Committee shall not be entitled to determine, nor may it change the rules concerning the Grant to the Board, and the Board of Executive Officers shall competent to implement the Grant to the Board pursuant to this Plan as approved by the General Meeting, there is no bar to the participation of the beneficiaries of the Grant to the Board in discussions within the Committee regarding this Plan or any Program or Agreement, provided the terms of Section 3.3. are complied with.

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- 15.2 The members of the Board of Directors elected by the General Meeting from 2022, from the General Meeting that elects them for their respective positions, or from another date determined by the General Meeting, are eligible to take part in the Grant to the Board.
- 15.2.1 The members that may be appointed by the Board of Directors itself will also be eligible in the event of vacancy.
- 15.3 Subject to the provided for in Chapter 8, a number of Restricted Shares equivalent to 20% of the total fixed compensation of each member of the Board of Directors shall be granted at the beginning of each 12-month period counted from the date of election of the members of the Board of Directors ("**Year in Office**"), to each member of the Board of Directors, subject to the global compensation limit approved at the General Meeting and the establishment of the individual compensation of the management members approved by the Board of Directors.
- 15.3.1 The director that may appointed by the Board of Directors during the Year in Office will be granted Restricted Shares, subject to the eligibility criterion provided for in Section 15.2.1, at the beginning of the exercise of the corresponding term of office.
- 15.3.2 The Board of Executive Officers shall be responsible for the measures to grant the Restricted Shares to the members of the Board of Directors, including the preparation and execution of the corresponding Agreements with the respective Participants, which shall comply, as applicable, with the general provisions of this Plan and the Agreements approved by the Committee regarding the Programs.
- 15.3.3 Grants to the Board shall be made annually at the beginning of each Year in Office.
- 15.3.4 The Restricted Shares will be transferred to the members of the Board of Directors after 2 years counted from the end of the respective term of office, subject to the cases provided for in Section 15.4 below.
- 15.3.5 In the granting of Restricted Shares to the members of the Board of Directors, the provisions of Chapters 8 and 13 of this Plan shall apply *mutatis mutandis*.
- 15.4 In the event of Termination of a member of the Board of Directors, the provisions set forth in the subitems of this Section 15.4 shall apply, to the detriment of the provisions of Clauses 11 and 12 and other provisions of this Plan that could be applicable.
- 15.4.1 In the event a director may resign on his/her own initiative, the right to receive all

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Restricted Shares not yet assigned to the respective director shall immediately expire with no indemnification. For the purposes of clarity, the director will keep his/her right of ownership over any Restricted Shares that are held by him/her at the time of the Termination, subject to the period provided for in Section 15.3.4 above.

- 15.4.2 Provided that any non-competition agreement signed between the member of the Board of Directors and the Company is complied with, in case of Termination of a directors at the initiative of the Company, said director shall (i) receive, observing the transfer period provided for in Section 15.3.4 above, the number of Restricted Shares granted in the Years of Office already ended prior to the Termination; (ii) receive, observing the transfer period provided for in Section 15.3.4 above, the pro rata amount of Restricted Shares granted in the Year in Office in which the Termination takes place. In this case, the count of the transfer period will be made as if the Termination had not taken place, that is, the share will be transferred after two years from the date on which the respective term of office would take place.
- 15.4.3 In the event the term of office is terminated without re-election, the director shall be entitled to receive all Restricted Shares granted during the respective term of office ended, subject to the period provided for in Section 15.3.4 above.
- 15.4.4 In the event the term of office is terminated due to death, absence declared by a court of law, or permanent disability of the director, all Restricted Shares granted that have not yet been delivered to the director on the date of the event will be transferred to the director or his/her heirs and successors, as the case may be, within 180 (one hundred and eighty) days from the event at issue or the date of sharing of the Restricted Shares, as applicable, in the form of a testamentary provision, as may be established in the letters of administration or in the competent court order.

16 EFFECTIVE DATE AND TERMINATION OF THE PLAN

- 16.1 The Plan, as amended, becomes effective on the date of its approval by the Company's General Meeting and will remain in force until December 14, 2025, the final term of the Share-based Incentive and Retention Plan approved at the General Meeting held on December 15, 2015 and amended on April 5, 2018 and on April 18, 2019 (“**ILP 2015**” or “**Plan 2**”) that was replaced by this Plan. The Agreements entered based on the Plan will remain in force until the obligations agreed therein are met, even if for such purpose the corresponding effectiveness extends beyond the final term of the effectiveness set forth for the Plan herein.
- 16.2 In the event of dissolution, conversion, merger, consolidation, spin-off or reorganization of the Company, whereby the Company is not the surviving company or, if it is the surviving

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company, it does not have its shares accepted to be traded in stock exchanges anymore, the effective Agreements, at the Committee's discretion with respect to the Programs, or the General Meeting, with regard to the Restricted Shares granted under the Grant to the Board, may: (i) be transferred to the new company; or (ii) have their Vesting Periods accelerated, as applicable.

17 COMPLEMENTARY PROVISIONS

- 17.1 Any right to receive Restricted Shares in accordance with this Plan is subject to all terms and conditions set forth herein. Such terms and conditions prevail in case of inconsistencies with the provisions of any agreement or other document mentioned in this Plan.
- 17.2 Except as regards the provisions set forth in Chapter 15, to the best interests of the Company and its shareholders, the Committee may either terminate or discontinue the Plan, or even, revise the Plan conditions, provided this does not change its basic principles, especially the maximum limits to transfer Restricted Shares as approved by the General Meeting. The General Meeting may also approve a new incentive plan based on the Company's shares, also to allow the acquisition of shares that exceed the maximum limits approved in this Plan.
- 17.3 The Committee may also, exclusively regarding the Programs, establish a particular treatment for special cases and situations during the effective term of the Plan, and it can also decide to grant additional Restricted Shares, provided this does not affect the rights already granted to the Participants and complies with the quantitative limit set forth in Section 7.1. Such particular treatment will not be deemed as a precedent able to be claimed by other Participants.
- 17.4 The cases omitted in this Plan shall be governed by the Committee, except for the Grants to the Board, for which, if there is an omission, the General Meeting must necessarily be heard.
