



SUSTAINABILITY  
REPORT  
2020/21



# Message from the CEO

(GRI 102-14)

*Vicente Ferreira*

*UFRJ Science Park CEO*





I am very proud to share with you the main results that the UFRJ Science Park Team (PTEC/UFRJ) managed to produce over the past two years. Such pride will be better understood by the reader friend as the reading of this report is deepened, which, in itself, is already a source of pride. For the first time, PTEC/UFRJ presents its Performance Report, as recommended in its regulation, meeting its commitment to transparency by adopting the standards of the Global Report Initiative (GRI), merging into a single document what were previously two distinct reports. We believe this will make it even easier for stakeholders to access all dimensions of PTEC/UFRJ's performance by publishing its impacts, in line with the highest standards of transparency.

In such challenging years, this Team was able to respond quickly, and in a very adequate way, to the new configurations that the pandemic presented to it. From the speed with which the new working conditions resulting from the confinement were implemented, to the flexibility and the resumption process, through the challenge of maintaining coordination and unity of all, this team demonstrated why PTEC/UFRJ deserves the reputation which has an amazing place.

“

EVEN EXPERIENCING ALL THE PERFORMANCE PRESSURES AND SUFFERING WITH SO MANY UNCERTAINTIES, THE TEAM STRENGTHENED ITS UNION SPIRIT AND FOCUSED ON THE SATISFACTION OF ITS STAKEHOLDERS.

During this biennium I witnessed an important improvement in the way the Team works: while the pandemic brought the reality of confinement, they looked for ways to stay connected (“Virtual Friday”); when they understood the economic threats that the Resident Companies suffered, they not only excelled in the economy, but also transferred such savings to them through the reduction of fees charged;

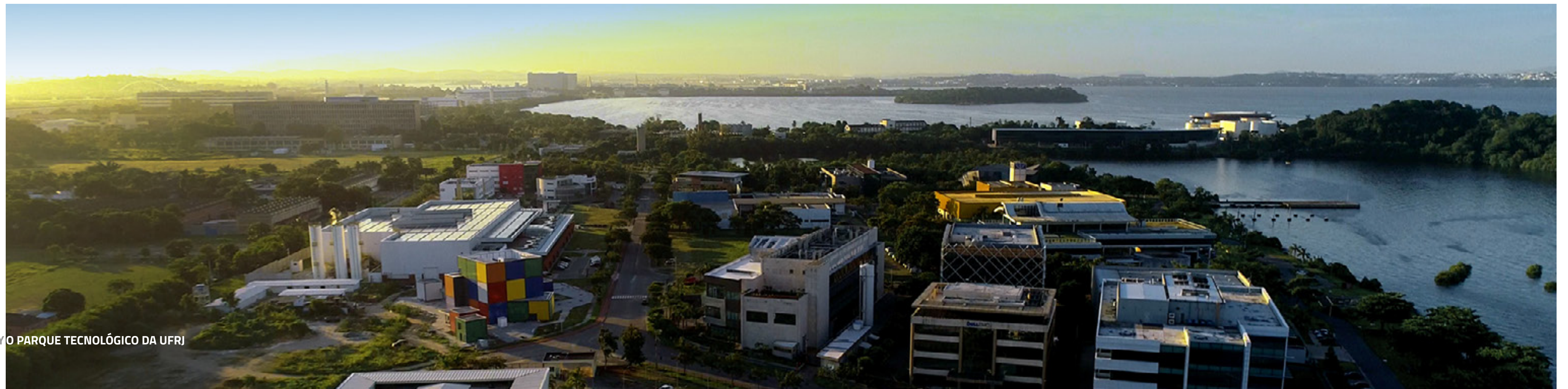




realized that the world would change with the pandemic and revisited their strategic planning; discovered that critical competencies were changing and undertook a major capacity building effort; learned that the digital world can bring advantages and started the construction of the “phygital”; bet that interaction would remain essential for the innovation process and delivered an Inovateca that delights everyone who visits it; understood the importance of integrating the entire ecosystem and Started working more closely with the UFRJ Innovation Agency, the Inovas and the Business Incubator; grew up like professionals and wisely chose the indicators to measure their performance. So many improvements already indicate that the next report it will be an even more joyful reading than this one.

“

THE PERFORMANCE OF THIS TEAM WOULDN'T BE SO GOOD IF IT WERE NOT FOR THE DEDICATION OF THE TEAMS OF SERVICE PROVIDERS THAT, DURING THIS PERIOD, CONTRIBUTED IN A FUNDAMENTAL WAY FOR THE MAINTENANCE OF THE QUALITY OF SERVICES FROM PTEC/UFRJ.





The support of the COPPETEC Foundation, whose body technical and managerial masterfully fulfills its role of supporting the Park and is the giant who carries the Park on his shoulders.

There is also a notorious debt to a group of selfless people who are selflessly dedicated to the success of the UFRJ Science Park, who are the members of our Board of Directors and the various Committees (Architecture and Urbanism, Articulation Manager, Candidate Evaluation and Performance Monitoring) that make up our governance.

The performance of this group was decisive for that the results presented in this report were achieved. During this period, the partnership with resident companies was even more intense and one cannot fail to praise the long vision deadline that they demonstrated and the constant feedbacks that helped to maintain the PTEC/UFRJ in order to provide the best service.

Institutions like SEBRAE, FIRJAN and FINEP, traditional partners of the PTEC/UFRJ, were also at the side of the Park and, together with them, even during the pandemic, we were able to maintain the dynamism of the UFRJ innovation ecosystem.

I could not fail to highlight the relevance of the contributions of different areas of UFRJ for the results obtained. I start these thanks to the Dean of Graduate Studies and Research (PR2), whose partnership resulted in Conecta UFRJ, which I consider a milestone in mapping the competencies of our University; the second edition of the MAI/DAI Program, a program whose first edition was conceived and born in the Park and that now, with an even greater commitment from PR2, grows in relevance to the

entire University; 125 PIBIT grants for the application of the entire accumulated balance of the Park Scholarship Fund and many other projects still in development that soon they will be presented to the University Community. I follow my thanks to the Dean of Undergraduate Studies (PR1) and the Pro-Rector of Extension (PR5), who joined the Parque and PR2 so that we could have the Public Notice of Special Projects that, in the midst of a pandemic, mobilized all to UFRJ. We could still count on the constant partnership of Pro-Rector of Management and Governance always present, in particularly with regard to heritage issues.

During this biennium the PTEC/UFRJ also had the partnership of the University City Hall (PU) in all interactions, always working collaboratively for the overcoming the challenges that arose during the pandemic. From the partnership with the University's Technical Office (ETU), PTEC/UFRJ found the solution to the challenge of keeping the evaluations of the spaces available for assignment. The Accessibility Directorate (DIRAC) is another partner that the Park had the honor of conquering in the last biennium.

Decanias and Academic Units also narrowed its relations with the PTEC/UFRJ throughout this period. All this integration demonstrates that the social body of UFRJ has been taking possession of its Science Park and this is the most significant result of this last biennium: while sanitary conditions forced so many difficulties and so many losses, the social body of UFRJ.

Thank you,



**Vicente Ferreira**  
*UFRJ Science Park CEO*



# Performance of the Science Park In the Covid-19 Pandemic

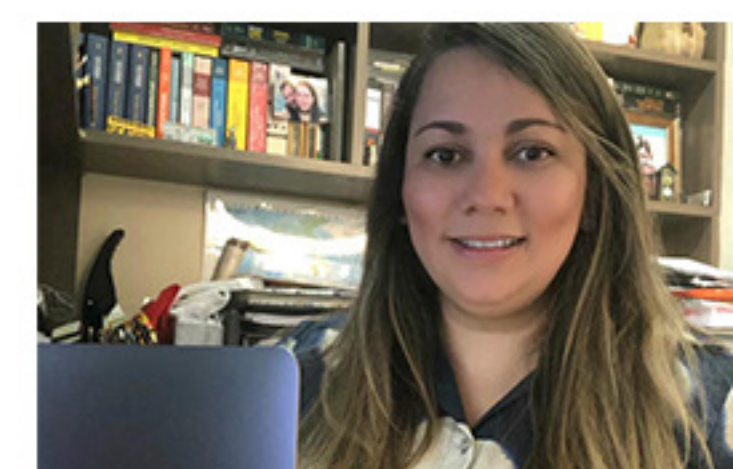
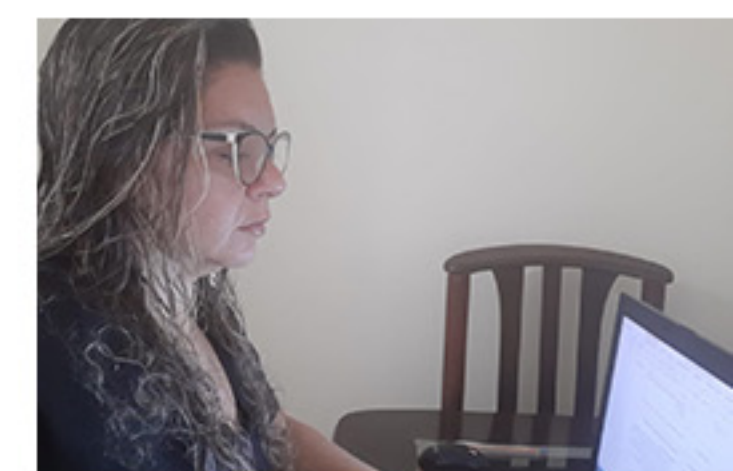
The Covid-19 pandemic, caused by the SARS-CoV-2 or Novo vírus Coronavirus, produced repercussions not only of a biomedical nature and epidemiology on a global scale, but also the repercussions and social, economic, political, environmental, cultural and unprecedented histories.

The PTEC-UFRJ understood the moment and promptly adopted the following measures to reduce the impacts of the pandemic, the containment and spread of the virus, increasing the well-being of your Community:

- We established, on the 12th of 2020, the home office regime for 100% of your office team. For the operations team, we adopted a scale with

*the group that was not at risk. Employees who were in the risk group were kept in home, safely, receiving their earnings. Therefore, managed to maintain 100% of the jobs of the our collaborators. As of September 2020, the risk group, already vaccinated, following all protocols of security, was reinserted in its activities in a rotation system;*

- *For the team that started working from home, the PTEC provided the installation of adequate infrastructure, according to the needs, such as: table, chair, ergonomic accessories and equipment for comfort and better performance of its functions;*





- *We established a direct channel with the Park's human resources and with the direction for welcoming our employees in relation to the impacts of the pandemic on their personal lives;*
- *We created a weekly broadcast list to send content, information and messages for the team on how to work on your health physical and mental in the pandemic;*
- *We also created , virtual internal events to reduce the feeling of pressure and absence (social distancing) in the pandemic;*
- *In the physical work environment, we placed a totem for temperature checking; gel alcohol spread throughout our structure;we distributed masks regulated by Anvisa; he waimplemented the use of open windows for ventilation; and, as of September, when the office team was allowed to go to space physical, if they deemed necessary, we created jobs with detachment;*
- *We have developed booklets with security protocols based on booklet from the Ministry of Health and FIOCRUZ, as well as training for the proper use of masks and hygiene for workers face-to-face;*
- *For our resident organizations, we have reduced operating costs and, consequently, the service fee by up to 23.5%;*
- *In terms of local development, we hire IPE (Individual protection equipment,) from surrounding communities, following good contracting practices for bodies public. We also adopted an investment plan, contributing for the dynamization of our supply chain;*
- *We started reviewing our strategies to deal with the period post-pandemic.*

It is worth mentioning that the Park supported both the University, as for example in the design of the pulmonary ventilator cost-effective way to fight Covid-19, as donations from its resident organizations to the society in the face of Covid-19.



# How to read the Report

This publication complies with the principles of transparency and good practices of the UFRJ Science Park **(GRI 102-1)** with regard to sustainability and presents the main highlights and indicators of economic-financial, social and environmental performance of the organization in the period from January 1, 2020 to December 31, 2021, being, therefore, our first biennial report **(GRI 102-50)**.

**THE COVERAGE PERIOD OF THIS REPORT, BASED ON GRI STANDARDS, IS FROM JANUARY 1, 2020 TO DECEMBER 31, 2021.**  
**(GRI 102-50)**

Since 2015<sup>1</sup>, the sustainability report is edited annually **(GRI 102-52)**. For the years 2020 and 2021, this report has been prepared in accordance with the Standards of GRI: Essential Option **(GRI 102-54)**.

**THIS REPORT HAS BEEN PREPARED ACCORDING TO THE STANDARDS OF GRI: ESSENTIAL OPTION.**  
**(GRI 102-54)**

## RANGE

The information presented essentially refers to the management of the UFRJ Science Park – headquarters of the Park and the Biotechnology Pole unit. Whenever possible, the results of resident organizations and laboratories, which make up the Park, are included.

<sup>1</sup> The last publication of the report (Sustainability Report 2019 – referring to the period from January 1 to December 31, 2019) took place in August 2019 **(GRI 102-51)**.

## MAPPING OF THE PARTIES INTERESTED

For the preparation of this report<sup>2</sup>, the stakeholder mapping in 2016, when the Park was carrying out its strategic planning 2016–2045. The process used for prioritization followed the GRI guidelines. Once mapped the stakeholders, its impact on the economic, social and environmental development of the Park and identified how this group is influenced by our economic, social and environmental performance.

Featured audiences were engaged and consulted for the construction of the material topics of the Park **(GRI 102-42)** and the engagement of these audiences, to obtaining our material topics, was reflected in the significant economic, environmental and social impacts, inside and outside the organization.

<sup>2</sup> To learn more about the Park's stakeholders, engagement and consultation and obtaining the materiality matrix, [click here](#) and access pages 139, 140, 141 e 142 **(GRI 102-40, 102-42, 102-43, 102-44, 102-47)**.

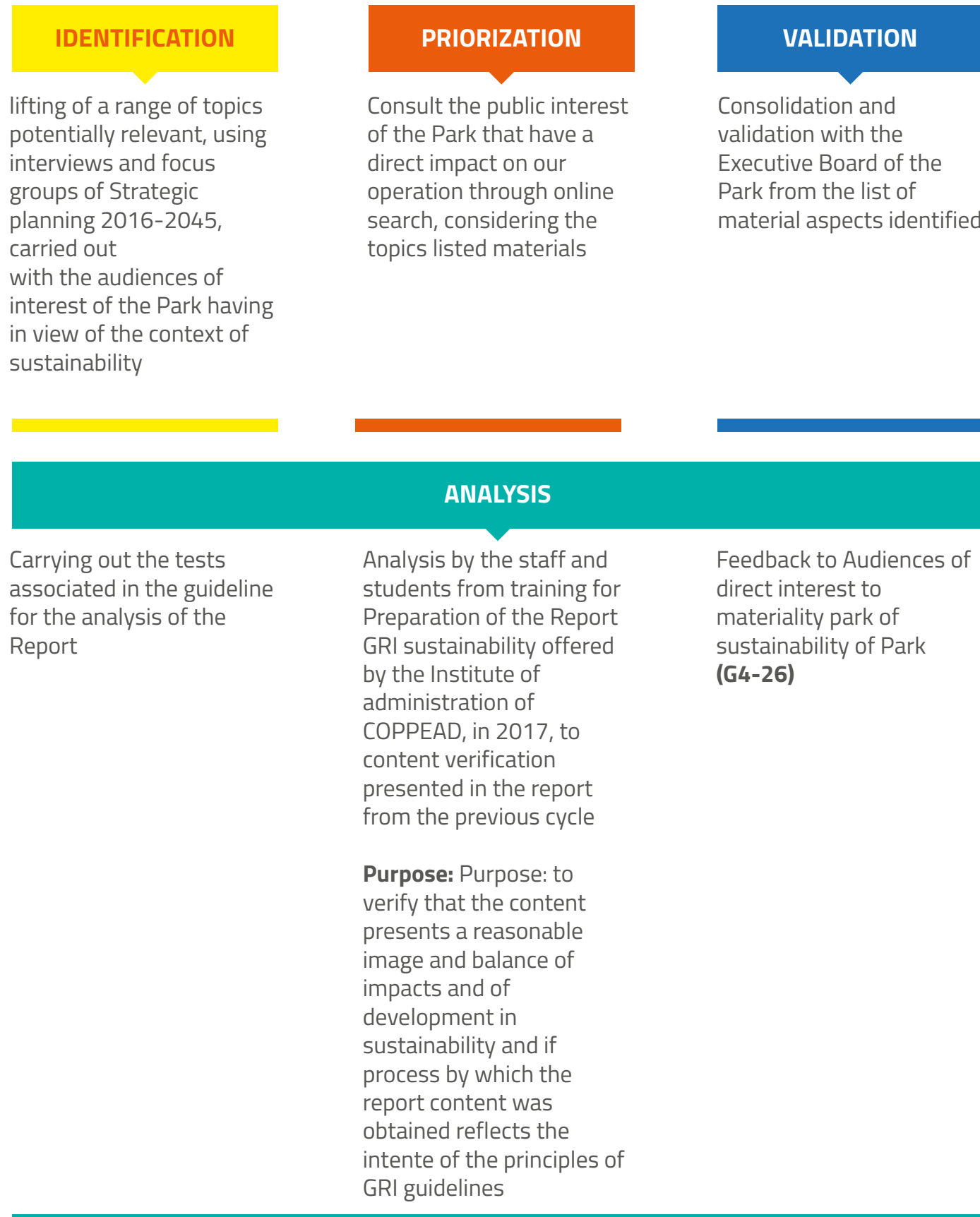


(GRI 102-40, 102-42)

Resident companies
UFRJ special laboratories in the Park
Board of Directors
Coppe/UFRJ Business Incubator
Park functional management
Service providers
COPPETEC Foundation
Residents' Association of UFRJ Residential Village (AMAVILA)
Rectory
Dean's Office
Academic Units
Graduation
Postgraduate studies
Civil society
Embassies
NGOs and Foundations
Affiliations
Other ICTs
R&D centers
Funding and Promotion Agencies
Class Representations
Investors
Municipal Government
State Government
Federal Government

ENGAGEMENT AND CONSULTATION (GRI 102-43, 102-44)

The Park's stakeholders were involved in accordance with the schema below:



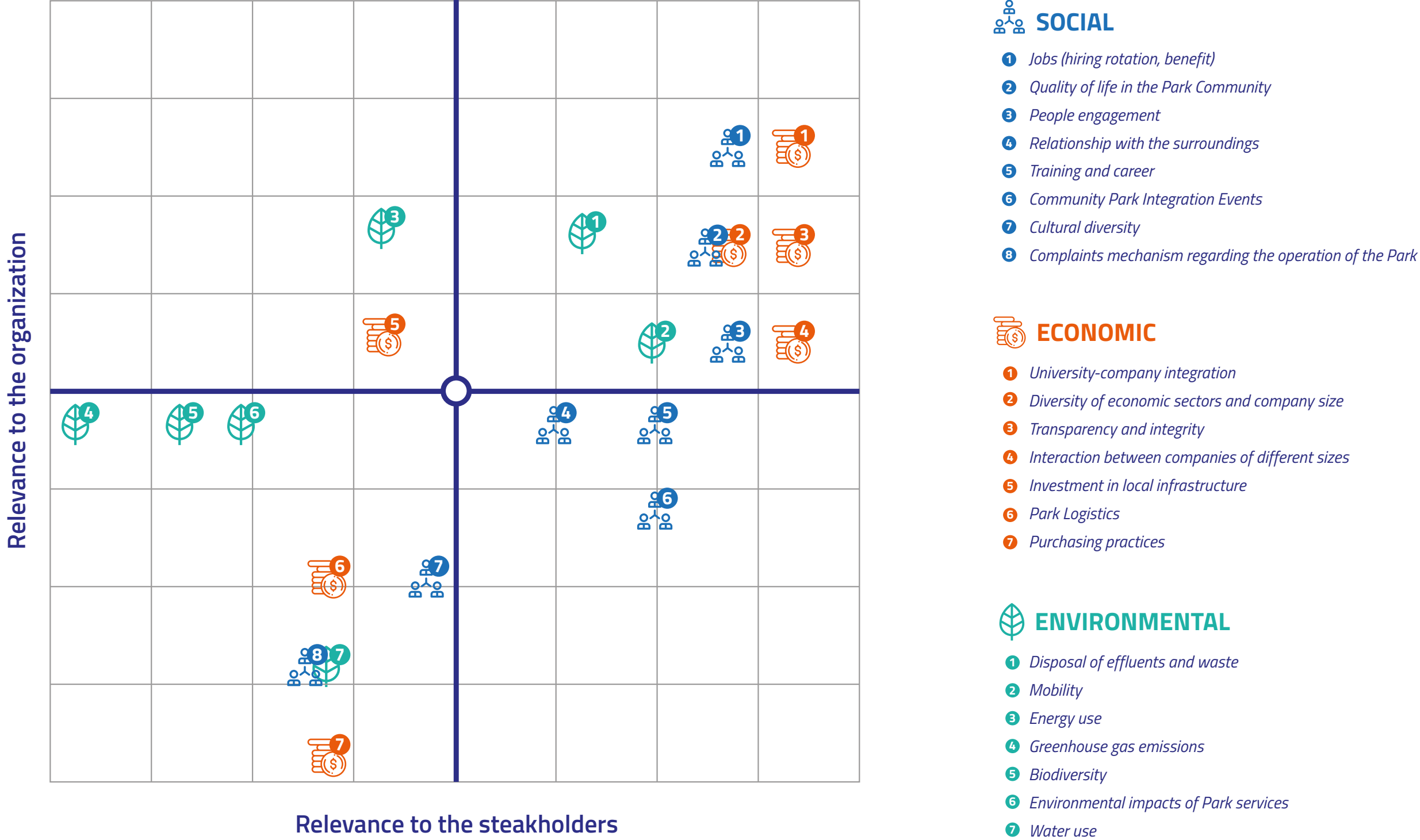


In 2017 and 2018, the resident companies and the functional managements of the Park administration were the engaged stakeholders. Both received feedback on material topics of sustainability of the Park and considered that their concerns of environmental, social and economic impacts are still compatible with the material topics prioritized.

For the definition of material topics, the “Principles for Definition of Report Content”, that is, context of the sustainability, materiality, completeness and inclusion of stakeholders interests.

MATERIALITY MATRIX (GRI 102-47)

The results obtained in the process of engagement and consultation with the stakeholders of the Park, reflecting the economic impacts, significant environmental and social issues inside and outside the organization are demonstrated in the materiality matrix below:



Park Materiality Matrix



All nine prioritized topics were presented and validated by the Park's management in 2018 and guided this report. The review of materiality will be carried out throughout 2022 with the help of a consultancy.

The nine material topics that will guide this edition are:



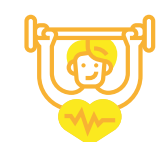
**Business-University Integration**



**Jobs**



**Transparency and Integrity**



**Quality of Life in the Park**



**Diversity of economic sectors and company size**



**Interaction between companies of different sizes**



**People engagement**



**Disposal of Effluents and Waste**



**Mobility**

## SUSTAINABLE DEVELOPMENT OBJECTIVES (SDO)

In 2017, the UFRJ Science Park approved its Sustainability Policy in the Board of Directors. In it there is commitment to sustainable development, to be aligned with the best international practices of sustainability and in engaging its publics of interest, observing the guidelines contained in the agenda 2030 for Sustainable Development promoted by the UN, through the Sustainable Development Objectives– SDO. Therefore, in this report we will see, also, the icons of each SDO next to the report of every action, project and programs that we develop and to which we intend to contribute.

## FINAL OBJECTIVES OF THE PARK

The Park has thirteen final objectives foreseen in the article 2 of Resolution 10/2019. Are they:

- *I - Attract to the different UFRJ Campi new activities of research, development and production of goods and innovative services;*
- *II - Encouraging the creation and installation of base companies technology in the different Campi of UFRJ and in the places Where that the UFRJ Campi are established;*
- *III - Stimulate technical and scientific cooperation between UFRJ bodies and member entities and companies of the PTEC-UFRJ, as agreed in the respective legal instruments;*
- *IV - Stimulate the transfer of technologies developed at UFRJ to member entities and companies PTEC-UFRJ, as agreed in the respective legal instruments;*
- *V - Stimulate the entrepreneurial vision of students from UFRJ undergraduate and graduate;*
- *VI - Provide internship opportunities to UFRJ students, as well as facilitating the insertion of students in the job market;*
- *VII - Bringing the academic community of UFRJ closer to highly qualified technology-based companies, creating opportunities for new research projects in Tip;*
- *VIII - Encourage the emergence and development of technology-based enterprises and collaborate for the its expansion into national and international markets;*
- *IX - Support initiatives that encourage entrepreneurial vision in academic, social and business environments;*
- *X - Attract technology-based companies, on a cooperation, to develop Research, Development and Innovation – RD&I projects in products and processes;*
- *XI - Identify the scientific and technological demands of the regional community, which provide opportunities for interaction with UFRJ courses and programs and the creation of enterprises in the PTEC-UFRJ;*



- *XII - Support partnerships between UFRJ and public and private organizations involved with research, technological innovation and initiatives aimed at to social technology; and*
- *XIII - Stimulate the production of scientific and technological knowledge, that value sustainable development in all its dimensions.*

These objectives will be signaled in all actions, activities, projects and/or programs that contribute to them. However, it is possible directly access our performance on each of these objectives by [clicking here](#) or through the menu tab of this report. So but it is also possible to verify what each area of the management of the Park made throughout 2020/2021, by [clicking here](#).

During 2020, due to the Covid-19 pandemic, we have restructured our activities and programs to adapt to the new reality that the world lives, in order to continue to provide our services effectively, as our new vision.

We invite you, therefore, below, to get to know the great numbers of the Park in 2020/2021. In the chapter "UFRJ Science Park", we will present who we are, our physical infrastructure, the services that we have developed, as well as the Park's governance system. In this chapter, we will also see our management in terms of people, finance, eco-efficiency and transparency and integrity.

In the next chapter, we will look at resident organizations, the sectors in which they operate and the areas of research in which their activities within the Park are involved.

In the chapter, "Park and local development", we will presente our main results on the topic.

And in the last chapter, we will describe our projects and visions for the future.

For more information, criticism, suggestions, comments or questions regarding the contents of this report, please contact contact by email: [sustentabilidade@parque.ufrj.br](mailto:sustentabilidade@parque.ufrj.br) **(GRI 102-53)**.

**Good reading!**



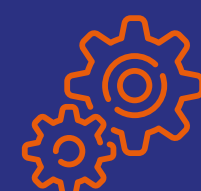
# HIGH NUMBERS



**350.000 m<sup>2</sup>**  
of area being



**76.609,27 m<sup>2</sup>**  
of green area



**44** RESIDENT AND ASSOCIATED ORGANIZATIONS



**21** Resident companies **6** Laboratories **17** Associated Organizations

**11** Research centers for large organizations **10** Medium and small companies

## ■ Cooperation (2020-2021)



**BRL 7,2 millions**

in investment made in cooperation between companies and university

**4**  
**9**

Centers  
Departments

Involved in projects o cooperation between the Park companies and UFRJ



**31** Events for the integration of companies



**57** Intellectual Property Deposits (2020)



**104** Intellectual Property Deposits (2021)



**178** Projects carried out in cooperation with UFRJ

## ■ Jobs



**700** Employed professionals in the Park (2020)

**967** Employed professionals in the Park (2021)

Internships: **118** (2020) **102** (2021) Masters: **110** (2020) **112** (2021)  
Doctors: **129** (2020) **60** (2021) Graduates: **229** (2020) **567** (2021)

## ■ Accumulated 2003-2021



**BRL 242 millions**

invested in cooperation between companies



**369**

intellectual property deposits



**BRL 58 millions**

generated from resources for UFRJ from of the concession of land in the Park \*



**BRL 900 milhões**

invested by companies in the creation, generation and operation of research centers installed in the Park (Value accumulated since opening of the Park)



An aerial photograph of the UFRJ Science Park at sunset. The park features several modern, multi-story buildings with flat roofs and large windows. The buildings are surrounded by lush green trees and landscaped areas. In the background, a large body of water (Bay of Guanabara) is visible, with a city skyline and hills in the distance. The sky is a mix of blue and orange, indicating the time is either sunrise or sunset. A large, stylized number '1' is overlaid on the left side of the image.

# **The UFRJ Science Park**



## WHO WE ARE



The UFRJ Science Park – PTEC-UFRJ is an environment of innovation and entrepreneurship within the Federal University of Rio de Janeiro – UFRJ (**GRI 102-3**), whose mission is to generate **connections** between the innovative environment – university, government, companies –, which **enhance** the transformation of **knowledge into innovation, strengthening UFRJ** and contributing to the **sustainable development of society**.

We currently house the research centers of large organizations, national and multinational, small and medium-sized enterprises (SMEs), in addition to UFRJ<sup>3</sup> laboratories. We are, therefore, an ecosystem innovative<sup>4</sup>, conducive to open innovation, with access to laboratories, networking, innovative ventures and technology experimentation.

We operate by carrying out activities that encourage relationships between organizations residents and other stakeholders; in aid to expansion of the networking of resident organizations; and in stimulating entrepreneurship<sup>5</sup>.

## PARK SERVICES

The Park's infrastructure materializes both in the physical facilities and the ability to provide of services to companies. The services provided to the resident organizations are:

- *Support to potential resident companies in the identification opportunities for interaction with UFRJ, through mee-*

<sup>3</sup> To learn more about the organizations residing in the Park, [click here](#).

<sup>4</sup> To learn more about our infrastructure, [click here](#).

<sup>5</sup> To learn more about our services, [click here](#).

*tings and workshops with research groups;*

- *Establishment of direct and continuous channels to promote company-university interaction. Are they:*
  - *Articulation with research groups at UFRJ;*
  - *Articulation with entrepreneurial initiatives of the body UFRJ student;*
  - *Articulation with other companies residing in the Park and Incubator.*
- *Holding of events that aim to stimulate the relationship between the resident organizations of the Technological Park and other stakeholders;*
  - *Monthly cycle of events and workshops;*
  - *Cycle of open events for non-resident specialists to explore certain areas of knowledge;*
- *Qualified networking development, fostering the integration of companies in the innovation ecosystem, approximation between large, medium and small companies in the Park, as well as other institutions of interest;*
- *Dissemination of information about events, public notices, programs and other matters of interest to the;*
- *Support in the development of its social responsibility programs and sustain;*
- *Opportunity to experience China's markets (TusPark), from the United States (Oklahoma County) and within Brazil, in the ecosystems of Porto Digital-PE and Tecnopuc – RS, through the softlanding program.*



Specifically, according to the size of the company, the following services and activities are offered:

### Large organizations

- *Support in the development and execution of investment plans in RD&I for large companies in partnership with various actors: university, government and other companies (including startups);*
- *Monitoring the management of the RD&I project portfolio of the installed research centers;*
- *Promoting and encouraging the sharing of experiences obtained by resident companies in partnerships based on project performance evaluations.*

### Small and medium organizations

- *Monitoring the management of small and medium-sized companies installed in the Park, offering access to the network of partners for contracting consultancy and training to resident companies;*
- *Image management, press relations, content production and consultancy for digital media for small and medium-sized companies installed in the Park;*
- *Connection with venture capital investors and guidance for an effective relationship with this community.*

To learn more about infrastructure services for residents, access: <https://www.parque.ufrj.br/sou-empresa/>

## PARK GOVERNANCE

(GRI 102-18)

The governance system of the UFRJ Science Park it is composed of: Board of Directors; Technical Committees and Advisory and Executive Management. To learn more about the function of each, access the website: <https://www.parque.ufrj.br/governanca-e-parceiros/>.

2020 and 2021 were years of big transformations in the world and in the management of the Park. In the Park, not only because of the Covid 19 pandemic, but also because we carry out a diagnosis of our management, covering the review of the Strategic Planning, the mapping the desired changes in organizational culture, the mapping of the psychological profiles of the team, as well as the bottlenecks that prevented the Institution from working in a more efficiently.

Among the bottlenecks identified, internal communication appeared as a great opportunity for improvement, in both formal and informal channels. That is why, was designed and implemented, an adjustment to the structure organizational.

Until September 2021, the Executive Management was supported by five managements and one advisory. From that date, the structure of the Park's organizational chart has changed. Were established the Coordination of

Personnel Management and Technology and Information Security, in addition to Advisory Of Quality.

The establishment of the People Management Coordination aims to bring the Human Resources area closer, before included in the Administration and Finance Management of the Direction. In this way, the relevance of management is communicated of people within the organization of the Park.

In turn, the Technology and Security Coordination of Information, should speed up the digitization process of the Science Park, in order to serve with greater efficiency to our stakeholders.

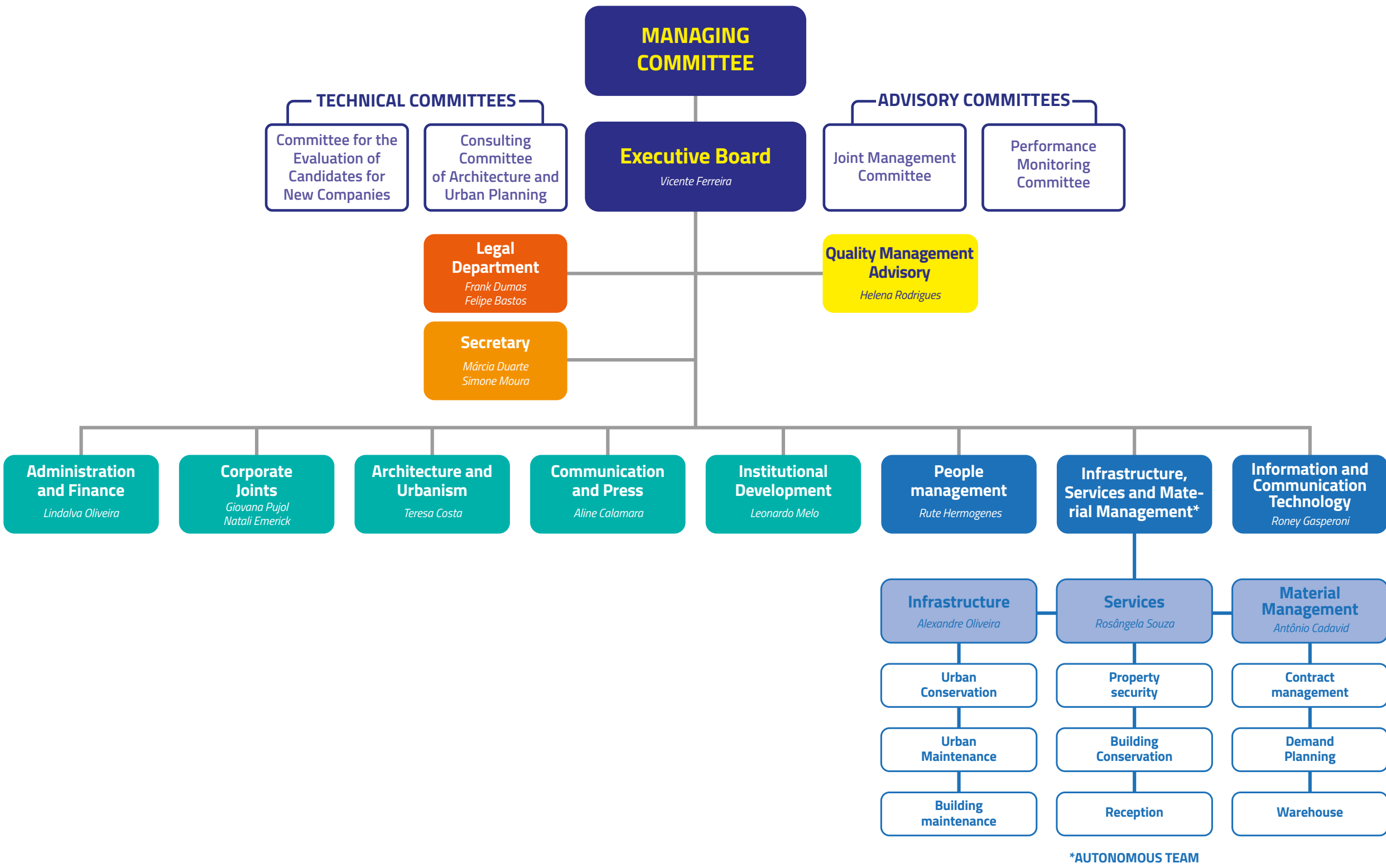
Still dealing with the internal organization, the Park, recognizing the quality of the work and the engagement of its employees, established that the Operations Management would act as an Autonomous Team. Thus, once the budget and performance metrics are established, employees are free to define their routines and their modes of operation. As the Autonomous Teams, according to good management practices, must have an internal "sponsor", it was established that the Park Director would assume this role.

The last change in the Park's structure was the incorporation of the Director into the Corporate Articulations team. As the core of the Park's activity is Articulations – generating integration between companies, universities, government and society –, we believe that this incorporation will facilitate the process of aligning the other managements around the articulation activity.

The Park's new organizational chart can be seen in the figure to the side.

Having “Excellence in management” as one of our new values required changes, as well as having participated for the first time, in 2021, in the Organizational Climate survey by the FIA Employee Experience (FEEEx), which brought us excellent inputs to improve the working conditions of our employees, as well as the identification of the need to increase the frequency of direct listening to subordinates by managers.

For this reason, a feedback process was structured involving all Park employees at two levels: (i) each employee had an exclusive agenda with their immediate manager to discuss their development plans, the improvements that could be implemented in their activities and listen to your superior's expectations of your performance.



Organizational Chart of the UFRJ Science Park in 2020



On the second level, all Park employees had an exclusive agenda with the Director, where they explained their vision about the work in the Park, their expectations regarding the future and their suggestions for improvement. The first round of this process took place in December 2021. In March 2022, the second round will take place.

## PEOPLE MANAGEMENT

(GRI 103-1, 103-2, 103-3)

In order to achieve the 2030 vision of being the most effective mechanism for connecting the UFRJ innovation ecosystem and the external environment, we face the following challenges: (i) seek effectiveness in our actions, acting in an integral, transparent and sustainable manner; (ii) we work to build welcoming environment for people and that we will not tolerate discrimination of any kind; and (iii) act proactively, collaboratively and with an entrepreneurial attitude in search of results.

To this end, we are investing in the construction of a Policy Personnel Development Program (PCDP)<sup>6</sup>, in conjunction with the COPPETEC Foundation (under development) which aims to engage, value and retain talent and, consequently, reduce employee turnover.

<sup>6</sup> This policy is aimed at the institution's own employees.

The Policy guides the following actions: mapping and assessment of competence, a policy for positions and salaries, and a plan for the continued training of Park employees.

1. Mapping and Evaluation of Competence	2022 goal
2. Continuous Training Plan Park Employees	2021 goal
3. Positions and Salaries Policy	2022 goal

*Actions and goals of the Continuing People Development Policy (CPDP)*

Throughout 2019, we started the first and second actions of the CPDP. Regarding the first action, we carried out the Mapping of Behavioral Competencies of the Park employees, leaving for 2020 the Mapping of competence of the functions performed by them. However, in due to the pandemic, PCDP activities were postponed so that we could respond more effectively to the contingencies of the moment. During the year 2020, we work on a contingency and mitigation plan of risks for the preservation of health and continuity operational field teams focused on maintenance infrastructure, cleanliness and access to buildings, as well as of teams at home office.

From the second action, starting with the management of the new direction, in 2019, we implemented the Training Program of People Development Employees, whose objective is to integrate teams and share knowledge. The CPDP is under constant construction and we will have the first version finished when we have the Mapping and Employee Competency Assessment implemented fully.

In addition to the CPDP, the Park focuses its efforts on development of quality of life actions, which has specific practices for its employees. Next, we will present our team, the actions of people engagement and quality of life developed throughout 2020.

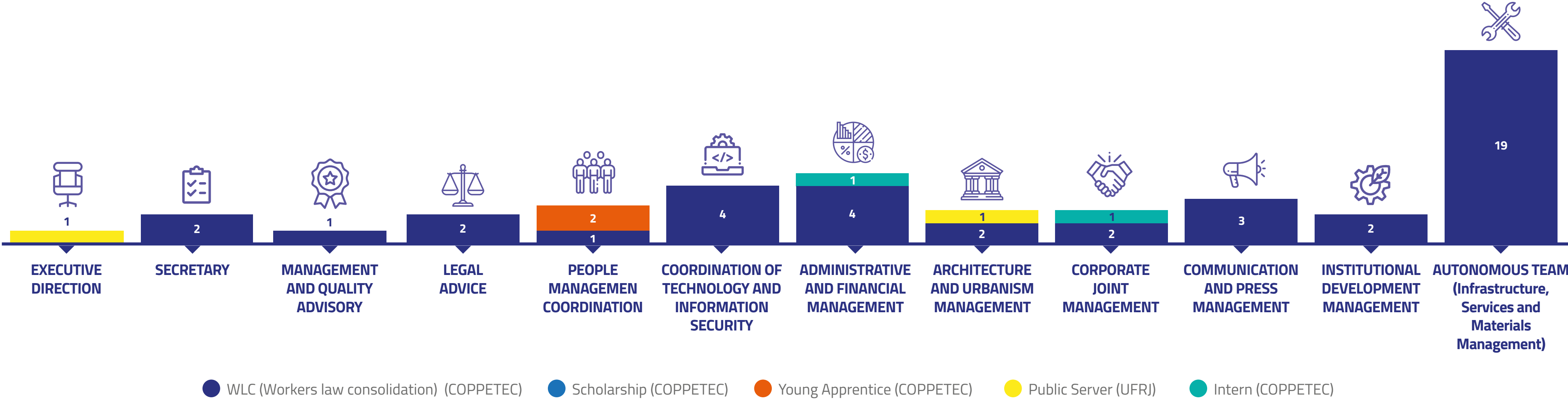
## OUR TEAM

(GRI 102-7, 102-8, 401-1, 404-1)

At the end of 2021, the Technological Park team UFRJ had 50 employees – 46 allocated at the Park's headquarters, two located at the UFRJ Agency of Innovation<sup>7</sup> and two in

<sup>7</sup> As of August 2021, the Park started to support the UFRJ Innovation Agency. To this end, the Park's two employees (one CLT and one fellow) were assigned to the coordination of the Innovation Agency.

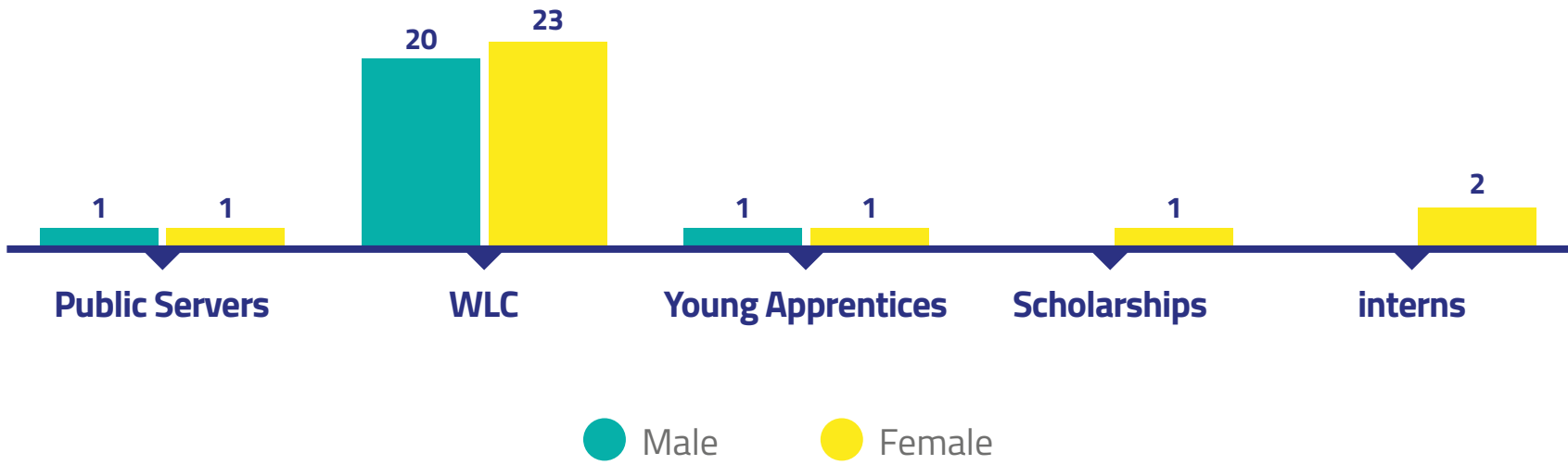
the Biotechnology Pole unit – (one less employee compared to 2020)  
distributed by management area as shown in the following figure:



Total number of Park employees by management area and employment contract in 2021

Of the total number of employees, 56% are female and 44% are male  
(GRI 102-7 a.i, 102-8 a, 401-1).





Total number of employees per employment contract by gender in 2021 (GRI 102-8 a)

86% of our employees are governed by the Consolidation of Labor Laws (W.L.C.) by the COPPETEC Foundation – 43 of which are Employees and two Young Apprentices –, 4% are UFRJ employees and 6% are governed by a scholarship and internship contract, also by the COPPETEC Foundation.

	Public Servers (UFRJ)	WLC (COPPETEC)	Young Apprentices (COPPETEC)	Scholarships (COPPETEC)	Interns (COPPETEC)	Total	%
North Zone	1	22	0	0	1	24	49%
South Zone	1	4	0	1	0	6	12%
West Zone	0	6	1	0	0	7	14%
Central Zone	0	2	0	0	0	2	4%
East Fluminense	0	3	0	0	0	3	6%
Fluminense Lowland	0	5	1	0	1	7	14%
Total	2	42	2	1	2	49	100%

Total number of employees per employment contract by region in 2021 (GRI 102-8)

Our employees are geographically distributed throughout the state of Rio de Janeiro (with the exception of one who lives in the state of São Paulo) (GRI 102-8), with 53% of the Park's staff living in the surroundings – North and Central Zones – and 12% living in surrounding communities<sup>8</sup>. (GRI 102-8 b).

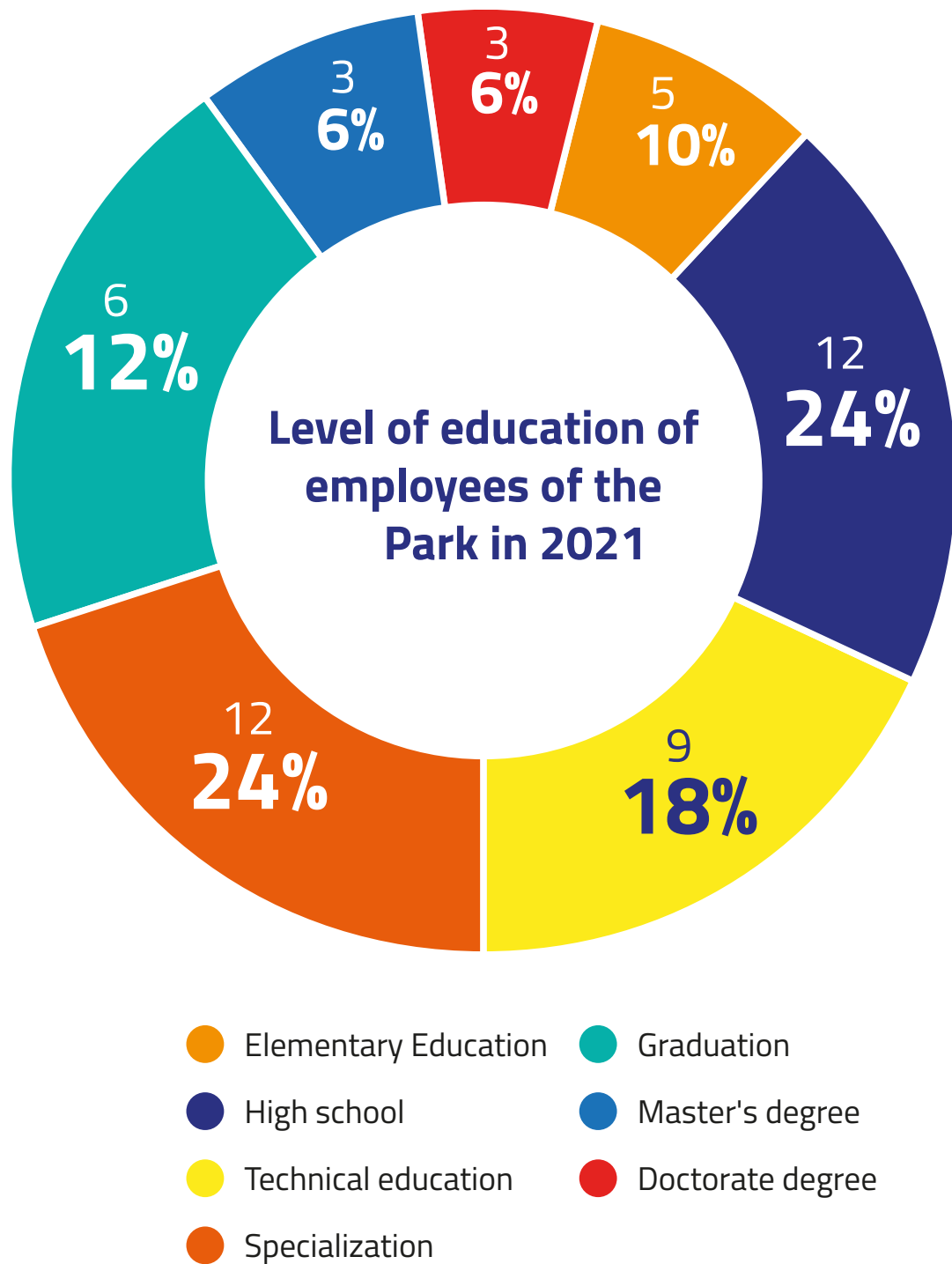
In relation to 2019, the number of employees working at the Park's headquarters remained the same (48) and at the Biotechnology Pole decreased by 50% (from four to two). This is due to the fact that the Park has reduced the scope of action at the Pole. To learn more, [click here](#).

	Hired	Admission turnover rate (%)	Dismissed	Dismissal turnover rate (%)	Admission and dismissal turnover rate (%)
Gender					
Male	3	6	0	0	3
Female	6	12	9	18	15
Age group					
Under 29 years old	6	12	4	8	10
From 30 to 49 years old	3	6	5	10	8
Over 50 years	0	0	0	0	0
Região					
North Zone	4	8	0	0	4
South Zone	1	2	2	4	3
West Zone	2	4	1	2	3
Central Zone	0	0	2	4	2
East Fluminense	1	2	2	4	3
Fluminense Lowland	1	2	2	4	3

Employee turnover rate by age group, gender and region in 2021 (GRI 401-1 b)

8 Maré, Manginhos, Vila do João and Vila Residencial.

Despite this, the turnover rate **(GRI 401-1 a)** of Park employees, in 2021, was 18%, with the entry of six women and three men and the departure of nine women. Contractors are well distributed across the south, west and central, west and east zones of the city of Rio de Janeiro **(GRI 401-b)**. Of the people who joined, all were destined to replace preexisting roles, with the exception of one who was hired for a new position.



Our team is composed of 66% of employees with technical training, undergraduate or graduate and 24% with complete high school. It is noteworthy that 48% of the total number of people who make up the technical staff of the Park (graduates and postgraduates) come from the Federal University of Rio de Janeiro.

### PEOPLE ENGAGEMENT ACTIONS (GRI 102-43)

In order to create a more welcoming environment for our employees, as well as for the Parque community, with activities that generate **engagement, dynamism, diversity and protagonism**, we created the Committee of Park Diversity, March 2020. From March to August the committee made a benchmarking in other parks and private sector organizations to define its scope of action, and in August it presented formally to the team. From August to December, the committee worked on an activity plan for 2021. The committee proposes to work on four themes: people with disabilities, gender, sexuality, race and ethnicity. Over 2021, the committee worked on the

themes: people with disability and gender. In the first theme, we invite the greatest Brazilian blind youtuber, Marcos Lima, to discuss the way of facing the other and oneself, emphasizing values such as diversity, empathy and inclusion. At the second, we invited journalist and co-executive director at Olabi<sup>9</sup>, Sil Bahia, to talk to the team about gender equity in the corporate world, machismo, gender violence etc.

In addition to the Committee, we maintained the Training Program carried out by the employees and we started to implement the Continuous Training Plan for Employees of the Continuing People Development Policy with hiring training courses for the team.

In 2021, we started a solid feedback policy with the objective of creating an environment where comments and opinions on the performance of employees and their performance are constructive and frequent, thus contributing to the improvement of internal processes and the professional development of all.

<sup>9</sup> Olabi is a social organization that since 2014 has been working to expand diversity in the areas of technology and innovation. Since 2017, the NGO has maintained PretaLab, a reference initiative in inclusion and diversity in the country, focused on the role of black women in building the future. Olabi advises companies on diversity and inclusion policies and actions. To learn more, [click here](#).



In order to be a continuous practice, bringing results and progress in the formation of the Parque team, it was established that feedback will occur quarterly between employees, managers and direction.

In 2021, we carried out an Organizational Climate survey carried out by Fundação Instituto de Administração-FIA, where the importance of a policy of frequent feedback was verified, proportional to happiness at work and trust in the institution.

We also identified that we need to improve our internal communication. Thus, some steps were taken in this direction, such as: from a joint action with the communication management, the need for improvements in the internal communication of the team was identified.

As a result, an activity plan was prepared focusing on the circulation of information and team engagement. Among the actions already taken are:

- *Internal research with employees in order to understand the blind spots and potential in the new communication channels;*
- *Creation of INFORME PARQUE: held every Thursday during the team's training program. This action aims to list all the news of the week and inform employees;*
- *A broadcast list has been created on WhatsApp. This list includes all employees and information about events, new companies, anniversaries, new employees and other relevant news is shared;*
- *Social media curation: we recently started sharing the Park's main so-*

*cial media posts on the broadcast list. This action aims to pass on information to employees who do not have a social network and reinforce our media for employees who use them.*

## TRAINING AND CAPABILITIES

(GRI 404-1)

### Employee Training Program

The Park's Employee Training Program began in November 2019. Weekly, on Thursdays, one of our employees, for an hour, is willing to share their knowledge at an event that integrates the team.

Among the training provided by our employees in 2020 and 2021, we highlight the following topics:

2020	2021
Ergonomics	Civil Construction
Organization at work	How to beat pandemic fatigue
Innovation environments	Performance indicators
Strategic planning	The role of affective communication in everyday life
Quality of life	Demystifying the world of financial investments
IoT - internet of things	How to have better health
Electric installations in practice	Human rights: the superpowers of ordinary people
Air conditioning tips	The excitement of working as a team
Office 365 Hybrid Workplaces	Games theory
Zero waste	Compliance in our daily lives
Talking about tender	Piracy (counterfeiting)
Security cameras	Infringement of intellectual property rights as a mechanism to encourage innovation

From January to March 2020, trainings were carried out in person, when, due to the social isolation imposed by the Covid-19 pandemic, they started to occur virtually. In all, 2,881 hours of employees were trained in 2020 and 2021 (1,779 in the first year and 1,102 in the second), making an average of 25 hours per employee (30h in 2020 and 19h in 2021).

Continuing Training Plan for Employees of the Park

In addition to the above program, since its formation, the Park has supported its employees to be trained, either through scholarships or by releasing employees during periods of their workday.

In 2020 and 2021, there were 2,491 hours of postgraduate training (1,215 in 2020 and 1,276 in 2021), with an average of 135 hours (57 hours in 2020 and 213 hours in 2021) per person.

In 2021, the Park implemented a new action in the Continuous Training Plan for Park Employees: offering courses for staff. The courses offered were:

Courses
Training of managers
Project management
Design Thinking
Agile Culture

Execution and Control
Soft Skills
Leadership
Branding
Negotiation
Organizational behavior
Presentation techniques
Digital marketing
Social media
Sustainability
Power BI
Cleaning technique
Advanced Excel
NR 35
NR 33

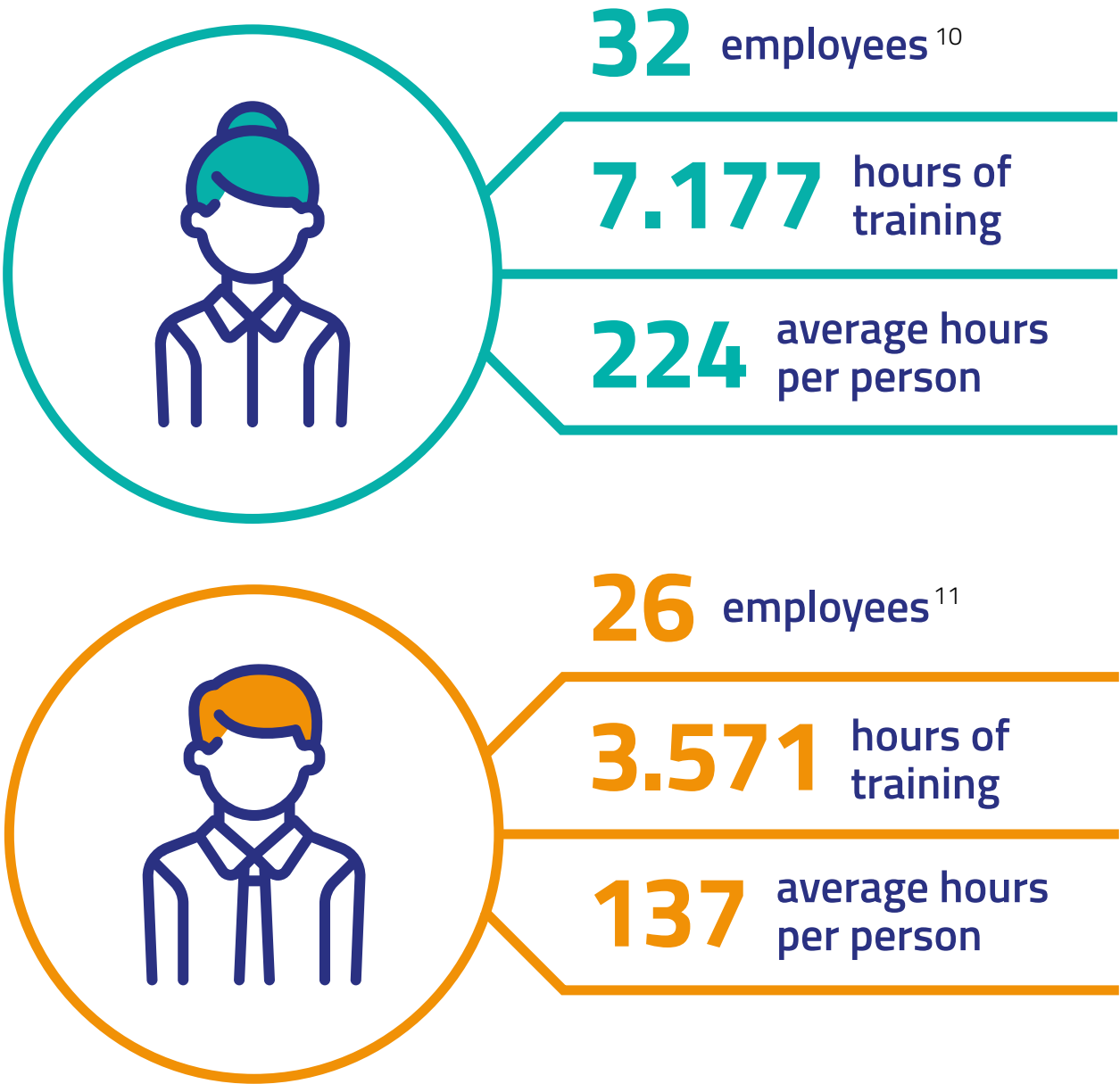
The total hours of employees immersed in the courses was 5,376, with the average per person the number of 94 hours.

	2020	Average	2021	Average
Analyst	667	83	1940	243
Advisor	27	14	294	98
Assistant	900	60	1044	87
Auxiliary	240	30	266	33
Coordinator	0	0	751	250
Director	30	30	117	117
Tender	83	83	51	51
Engineer	65	65	205	205
Intern	61	31	108	27
Manager	426	61	1491	249
Young Apprentice	75	19	9	5
Receptionist	70	35	134	67
Secretary	98	49	451	226
Supervisor	252	50	893	298
TOTAL	2994	44	7754	140

Average hours of training and qualification of Park employees in 2020 and 2022



In all, there were 10,748 hours (2,994 in 2020 and 7,754 in 2021), with an average of 92 hours per person (44 hours in 2020 and 140 hours in 2021).



<sup>10</sup> All employees who were trained during 2020 and 2021 are accounted for, including those who left during that period.

<sup>11</sup> All employees who were trained during 2020 and 2021 are accounted for, including those who left during this period.

### Action for quality of life

With social isolation as a result of the pandemic of Covid-19, we had to reinvent ourselves. Every our quality of life activities were face-to-face and could no longer happen in that format. That is why, We created Virtual Friday. The idea was to shorten the distances established by the virtual world using its own day-to-day work tool for meetings.

The Virtual Fridays revived the practice of meeting between the teams after hours and which had been forgotten by imposition of the moment.

**THE VIRTUAL FRIDAYS TOOK PLACE BIWEEKLY FROM JUNE TO SEPTEMBER 2020, WHEN, THROUGH A SURVEY, THE TEAM VOTED TO PAUSE IT.**

Because of this event, part of the team formed a band and there were even meetings whose motto was to sing together through Karaoke.

There was also, in the virtual sextou in July, the team's arraiá where employees received at home a basket with typical foods to liven up the celebrations.

In 2021, the Park gained FIA Employee certification Experience - Organizational Climate. This Certificate recognizes all our efforts to build a pleasant work environment to work in and favors the construction of more united teams, of a a more harmonious working atmosphere and a more productive organization.

FINANCIAL MANAGEMENT

The financial management of the UFRJ Science Park comprises a set of administrative actions and procedures aimed at maximize the organization's economic and financial results. This management is carried out by a foundation to support the university – COPPETEC Foundation – which acts as a managing entity in accordance with the provisions of Law No. 8,958/94, which governs the performance of such Institutions.

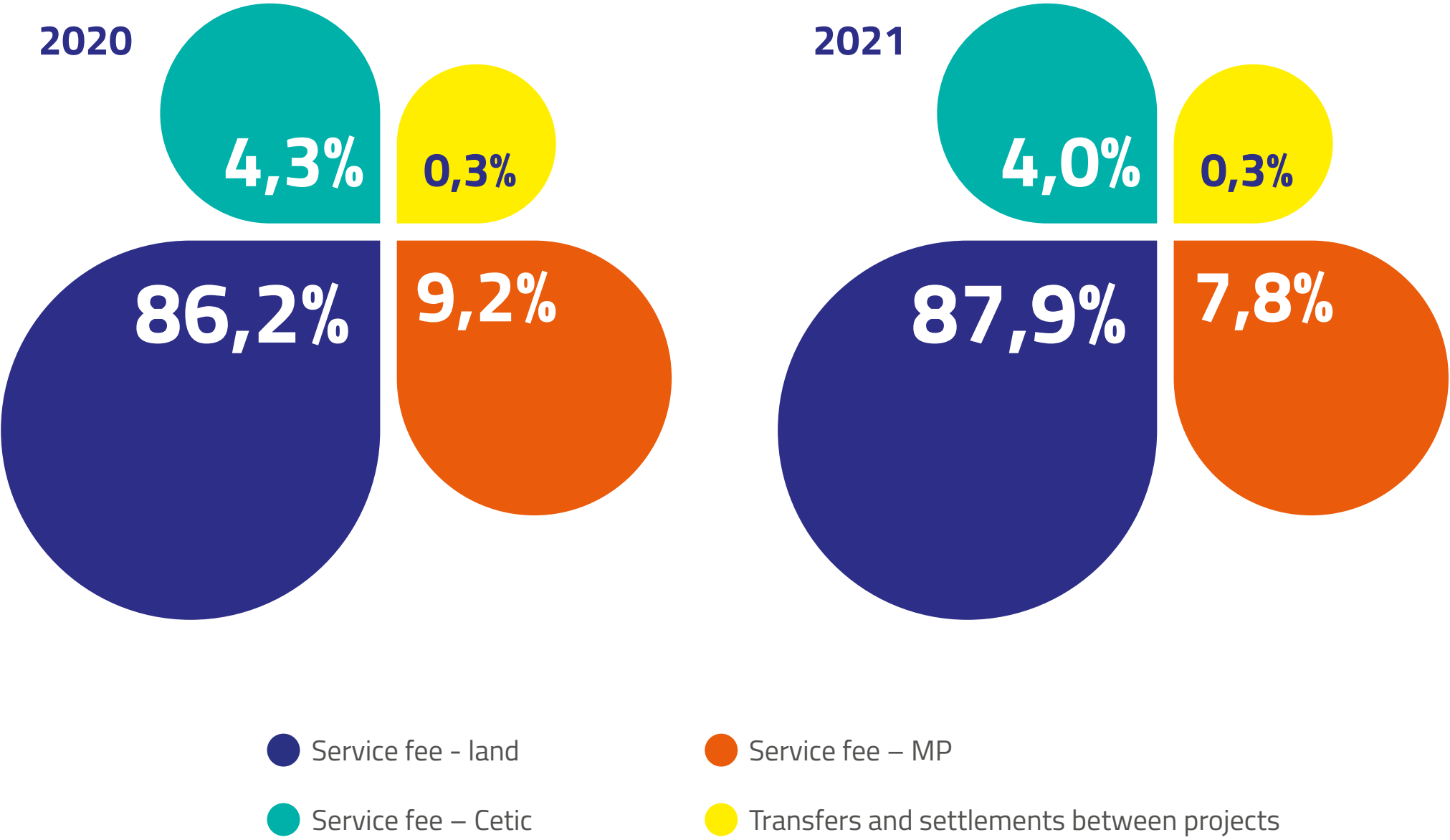
UFRJ SCIENCE PARK HEADQUARTERS

Revenue  
(GRI 201-1)

Revenue from the Park's headquarters comes from three modalities: service fee for companies installed on land, service fee for companies installed in shared buildings – CETIC and MP and transfers and balance adjustments between projects.

Resource Origin	Use of the Resource
Land Service Fee	Reimbursement of costs arising from the operations and administration of the Park, including cleaning expenses, waste removal, security, lighting, maintenance of public areas (located inside the Science Park, but outside to the areas that are the object of the assignment of use) and personnel.
CETIC Shared Building Service Fee	
Service Fee for Shared Buildings MP	
Transfer and Arrangements between projects	Resource returned to the Park due to the project closure.

Resources from the aforementioned modalities reached the marks of R\$ 7.3 and R\$ 10.2 million in the years 2020 and 2021, respectively, and were distributed from as follows (GRI 102-7):



It is important to note that, despite these receipts, at the end of 2020, four Park headquarters organizations were in default<sup>12</sup>. At the end of 2021 all companies residents were compliant with their financial obligations.

12 The default values of the four organizations are: R\$ 110.068,71 as a assignment of use, R\$ 121.620,03 as a service fee, and R\$ 22.382,49 as a reimbursement of electricity consumption.



The Park also receives and manages the income arising from the assignment of use of shared buildings and restaurant whose destination is exclusively for the fulfillment of the institutional objectives of Research, Development and Innovation (RD&I), as established in the regulations for innovation environments (Law 13.243/ 2016; Law 10,973/04; and Decree nº 9,283/18), which serve as legal guidelines for the application of such revenues. The criteria for applying these revenues were established in Resolution No. 01/2019 of the Board of Directors of PTEC-UFRJ.

It is worth mentioning that the funds arising from the assignment of use of shared buildings and restaurant have been subject to contingencies<sup>13</sup> since 2018<sup>14</sup>. In 2020, the UFRJ Special Projects program was reformulated in order to comply with Resolution No. 01/2019. For the first quarter of 2021, the launch of the first public notice of this new phase of the program is planned, which will focus on the application of resources in the UN's Sustainable Development Objectives - SDOs. The following table shows the amounts collected in 2020 and 2021 and the balance available on 12/31/2021<sup>15</sup>, from the PTEC-UFRJ 16445 Project - Scholarship Fund and the PTEC-UFRJ 21531 Project - Assignment of Use of Shared Buildings and Restaurant (for use in RD&I):

Resource Origin	Use of the Resource	Collected in 2020	Collected in 2021	Accumulated balance <sup>16</sup>
Assignment of Use of Spaces CETIC	programs and projects, developed by members of the social body of UFRJ in research activities, development and innovation	R\$ 315.150	R\$ 338.805	R\$ 1.520.817
Assignment of Use of Spaces MP		R\$ 174.771	R\$ 161.438	
Restaurant Use Assignment		R\$ 0	R\$ 0	
Total		R\$ 489.922	R\$ 500.242	R\$ 1.520.817

To learn more about the Special Projects program, [click here](#).

The Park also managed the resources of the funding from FINEP - Financier of Studies and Projects. This project, submitted to FINEP in 2013 and approved in 2014, it was finalized in December 2021. Project resources financed the construction of a creative, inspiring space integrated with the environment – Inovateca, as well as the income of two employees with a view to improving communication and structuring the Park's socio-environmental responsibility area and training the team.

The amount spent was R\$ 2.4 million in the 2020-2021 biennium.

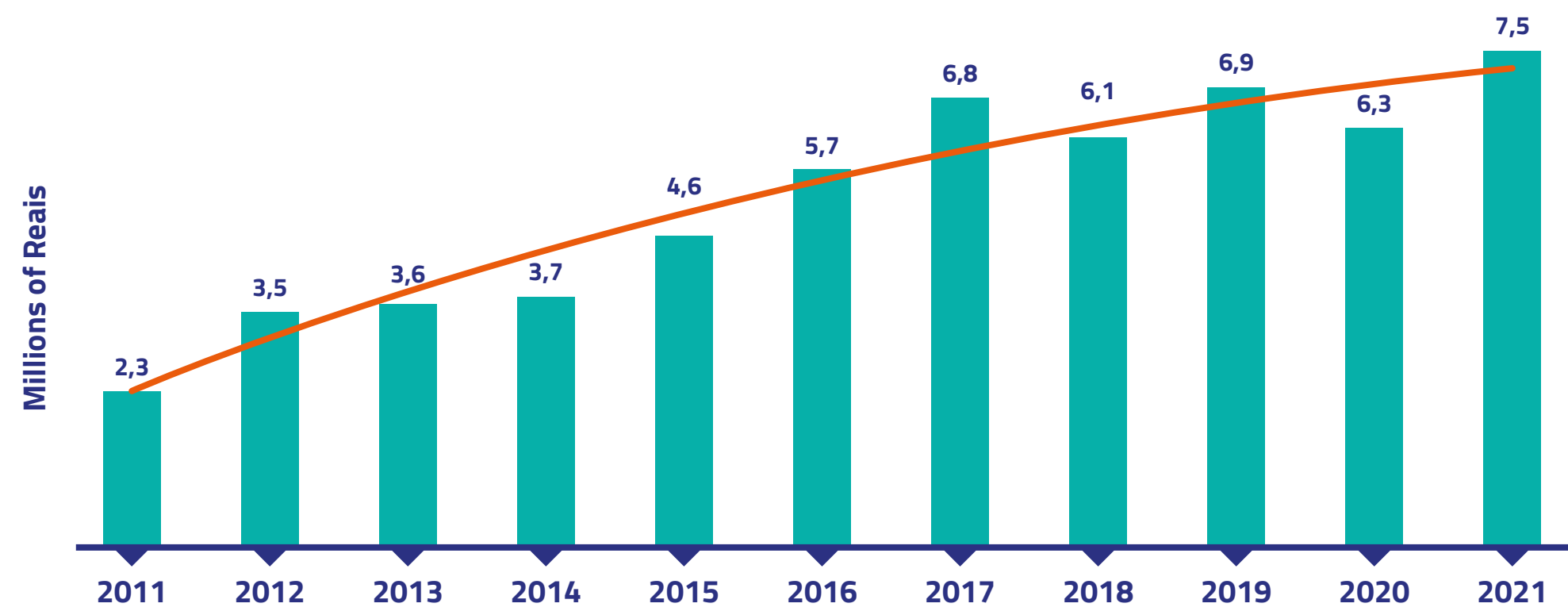
The Park also generates financial resources with the installed organizations assignment of land. According foreseen in the process of creating the Park, these funds are transferred fully and directly to the central administration of UFRJ, configuring a source extra income for the university. And in the exercises 2020 and 2021, the amounts collected from these companies were R\$ 6.3 and R\$ 7.5 million. From 2011 to 2021 were transferred to UFRJ the following resources:

13 The decision to limit these resources was due to the fact that a national audit was underway on the heritage issue of public universities in 2018. In this audit, the Park was asked about the use of resources from the assignments paid by the companies installed in the buildings shared. For this reason, the Executive Board of PTEC-UFRJ, together with the Executive Board of the COPPETEC Foundation, sent the UFRJ Attorney's Office a query on the use of assignment resources. The content of this consultation was about the end of the fixed tripartite distribution model of values and the beginning of the use of resources in research, development and innovation, in order to promote these activities at the university level, in the form of Resolution No. 01/2019, approved on the Board of Directors on 06/19/2019.

14 The resources were subject to contingencies in 2018. However, the contingency amount referred to the fee for the assignment of use of shared buildings and restaurant received in 2017. Thus, the resources that are subject to contingencies refer to those received in 2017, 2018 and 2019.

15 The accumulated balance of the Scholarship Fund referred to the resources collected from 2012 to 2016, plus the income from the financial investment of the fund.

16 The accumulated balance of the Scholarship Fund referred to the resources collected from 2012 to 2016, plus the income from the financial investment of the fund. Being, R\$ 2,542,551.24 refers to RD&I activities and R\$ 600,866.89 to the Scholarship Fund.



Land use assignment revenues from 2011 to 2021

Disbursements  
(GRI 201-1)

Given its mission, the Park demands services, materials and a multidisciplinary team capable of operating an innovative environment<sup>17</sup>. Therefore, the investments made by the Park are distributed in the following headings<sup>18</sup>:

17 To learn more, [click here](#).

18 With regard to the contracting of services and acquisition of materials, goods and equipment, the PTEC-UFRJ, through its support foundation, obeys the principle of economy. For this, a series of rules and procedures are used, such as the quotation of at least three prices for each contracting and acquisition, bidding procedures and, also, the PTEC-UFRJ values the partnership with academic units of the University. In addition, whenever it is necessary to hire interns, PTEC-UFRJ gives priority to university students.

Administrative costs	Investment in personnel, services and materials inherent to the good functioning of the administrative, legal and operational part, tickets and per diems. These activities are recurring, being carried out uninterruptedly.
Transport	Investment in team (drivers), electric vehicle rental contracts for the transport of cargo and passengers, expenses with the institutional vehicle and transport of employees
Security and Surveillance	Investment in a team (asset security supervisor), contracts for the provision of security and surveillance services necessary to offer a fast and reliable service in the concerning property security (of installations, equipment) and the safety of people who circulate and work in the Park, communication radios and vehicle access control.
Urban Maintenance	Investment in staff, services and materials necessary for the maintenance of roads and gardens. Of the activities developed by this team in 2019, painting of the pedestrian crossings on the overpasses, maintenance of public lighting, recovery of asphalt on the streets and internal sidewalks of the Park, painting of hydrants and fire boxes. Of the services contracted, the most relevant is the maintenance of green areas
Building maintenance	Investment in staff, services and materials necessary for the maintenance of buildings intended for Administration, CETIC, MP, Access Building, Operations Center and Restaurant. Among the services contracted are the fumigation of buildings, cleaning of the reservoirs, maintenance of protection systems against atmospheric discharges, maintenance of elevators, maintenance of hoses and refilling of extinguishers, operating system license for opening maintenance calls, fire alarm system, waste collection and others.
Electricity, Water and Sewer	Expenses with supply concessionaires (CEDAE and Light)
Telephony and Communication	Investment in staff, telephone services, internet and other communication support tools, such as newsletters, mailings, clipping, newspaper and magazine subscriptions and maintenance of Web site.
Infraestrutura e Projetos	Investment in team, elaboration of urban occupation plans, architecture and interior projects, layout projects for gastronomic events, readjustment works, renovations, constructions, acquisition of equipment
Others	Expenses with items not provided for in the budget, but which proved to be essential for the good functioning of the Park at a given moment
Administrative costs and Operational (ACO)	Funds retained by the COPPETEC Foundation to compensate for administrative expenses for the support provided to the project.



In 2020 and 2021, disbursements for the Park were between R\$7.5 and R\$10.1 million, distributed as follows:



Comparison of disbursements made between 2019 and 2021 (GRI 201-1)

To learn more about the income statement for the years 2020 and 2021, [click here](#).

It is noted that due to the COVID-19 pandemic, its aggravation and subsequent relaxation of protective measures, the Park's budget has undergone major changes in favor of its economic balance and the resident organizations.

Compared to the year 2019, which preceded the pandemic, the years following were marked by investment in infrastructure both physical and intangible. Investments in infrastructure physical were from the adaptations in the environments, considering the recommendations of distancing and sanitization, passing for the acquisition of equipment that would support the performance of the PTEC employees in remote work and reaching construction and inauguration of a new interaction space for innovative and entrepreneurial initiatives for the UFRJ community and other interested parties, Inovateca. As for investments intangible assets, PTEC was able to develop a digital platform for interaction, with the implementation of software that contributes to the execution of the activities of its employees, team training, mapping and digitization of processes.

There is also a reduction in costs in water contracts and sewage, telephony and communication, urban maintenance, security and transportation, since most of the employees and residents started to work remotely, and there was also a significant decrease in the number of people circulating around the University City, reducing the need and/or frequency of certain services – such as waste collection, maintenance of green areas, vehicle for passenger transport, reduction of heritage security posts and others.

In terms of energy consumption, although an increase in this item is visible, it is It should be noted that in 2020 the works on the Entrepreneurship and Innovation Center – Inovateca- which started to generate significant consumption. It is worth highlighting also, that the Park assumed the costs of consumption of electrical energy from the Prototyping Module (PM), before borne by Petrobras<sup>19</sup>. In the other buildings, throughout the year, light bulb changes were carried out to more economical models and energy rationing in due to the low number of present users.

As for the OAE (Operating and Administrative Expenses) – expenditure that is strictly and directly related to the Park revenue – this fell in 2020 given the reduction in the value of the Service Fee paid by the resident companies, and subsequent increase in 2021, when new companies started to occupy the PTEC and the return of the Service Fee readjustment. This feature is retained by the COPPETEC Foundation and is proportional to the amount of revenue collected by projects.

<sup>19</sup> The partnership agreement that existed between the parties ended in 2019 and the company adhered to the same model of contract and cooperation as the other residents.

## Park Biotechnology Pole Unit

The Park took over<sup>20</sup> the management of the Polo, under a transitional, on February 1, 2019. From that date, the continuous transition process began with long-term, so that processes could be structured and services similar to those in force and offered by the Park in the areas it manages. The provision of some operational services and interaction activities with the University for companies residing in the area of the Pole, concomitantly, with the creation of the Institutional Development for Integration of the Area of Biotechnology Pole to the PTEC-UFRJ<sup>21</sup>, which provides for adequacy and development of local infrastructure so that public notices for the concession/ assignment of use of the areas assumed in the Biotechnology Pole, were some of the activities carried out during this period.

<sup>20</sup> In May 2018, the agreement between Bio-Rio Foundation, the former manager of the Polo and UFRJ, expired. With that, UFRJ decided to take over the administration of the area.

<sup>21</sup> This is an RD&I project whose physical structure requires support, which is why it was considered appropriate to carry it out with resources from the reimbursement of indirect costs – CIP of UFRJ in the form of Resolution n. 01/2017 of the CSCE and others related to CIP resources.



The initial proposal was that throughout 2019, UFRJ, with support from the PTEC-UFRJ Project, would publish public notices for the concession/ assignment of use of the new areas assumed in the Biotechnology Pole. For the publication of new notices in public areas, the complete demobilization of occupied spaces is necessary, which must be free and unimpeded, respecting the constitutional and administrative principles of isonomy, impersonality, competitiveness, impartiality and transparency.

Given the legal impossibility of carrying out bidding procedures without the total eviction of the area, the following measures were taken:

- *Also in 2019, the companies were notified to demobilize and terminate their activities, considering that the use permits would be in force for a non-extendable period of one year, which expired on 01/31/2020;*
- *Due to the companies remaining in space, they were sued;*
- *In September 2020, driven by the UFRJ's judicial conciliation, the Park and the installed companies started to sew agreements.*

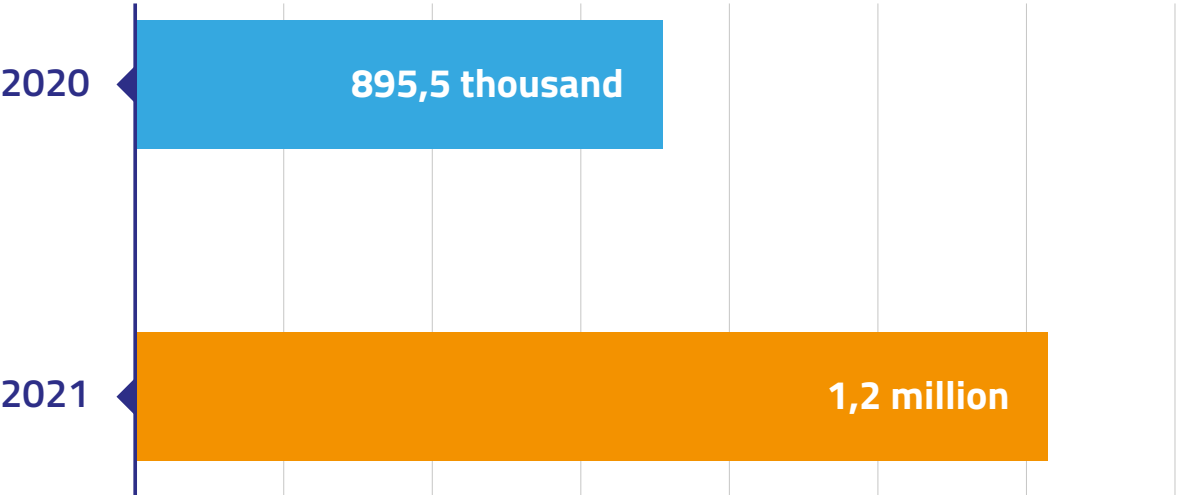
All the companies installed in the Biotechnology Pole signed the legal agreement and, by December 2021, of the 23 remaining companies, nine had demobilized and handed over the keys to the properties; the others, with the exception of a company that will complete its demobilization on 09/01/2022, must leave on the agreed date of 02/28/2022.

### Revenues (GRI 201-1)

The revenues of the Polo unit come from the service fee modality.

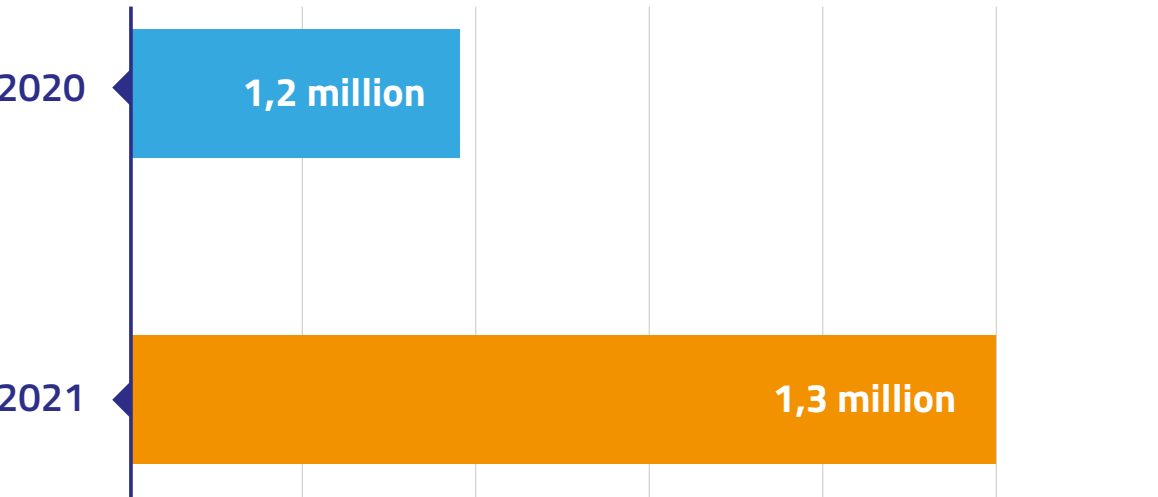
Resource origin	Resource Use
Service fee	Reimbursement of costs arising from the Park's operation and administration activities, including expenses with cleaning, waste removal, security, lighting, maintenance of public areas (located within the unit, but outside the areas that are the object of the assignment of use) and personnel.

Revenues for the years 2020 and 2021 were in around R\$895 thousand and R\$1.2 million, respectively. It is worth mentioning that, despite these receipts, there are still seven defaulting companies. The total amount of the debt is R\$ 950 thousand<sup>22</sup>.



Service Fee Revenue - Biotechnology Center

There is also generation of financial resources with precarious permissions for the use of land/sheds/rooms. These resources are managed directly by the central administration of UFRJ, through the Pro-Rectory of Management and Governance (PR6), not being, therefore, described in this report. However, the amount collected by the university adds up to R\$ 1.3 million and R\$ 1.2 million, referring to the years 2020 and 2021, respectively.



Revenue with Permission to Use - Biotechnology Pole

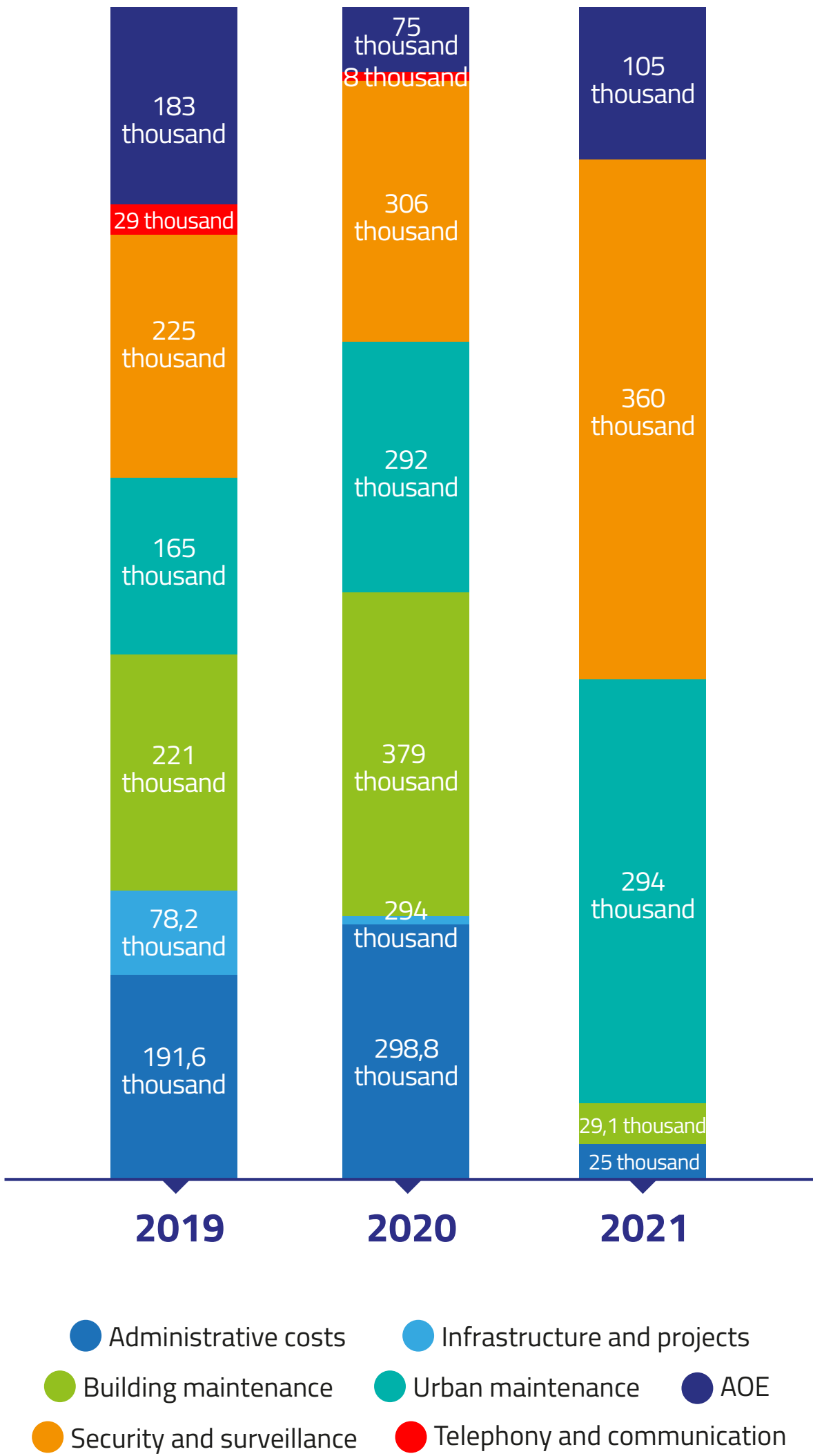
22 This value can be updated, since it is the sum at the time of preparation of this report.

Disbursements (GRI 201-1)

The investments made in the Pole unit are distributed in the following headings:

Administrative Expenses	Investment in personnel, services and materials inherent to the proper functioning of the administrative and operational part
Transport	Covers expenses with the institutional vehicle
Security and Surveillance	Investment in a reliable team when it comes to security assets (of facilities, equipment) and the safety of people who circulate and work in the unit
Urban Maintenance	Investment in services and materials necessary for the maintenance of roads and gardens.
Communication	Investment in telephone and internet services.
Infrastructure and Projects	Investment in readjustment, renovations, construction, equipment acquisition and project development
Administrative and Operating Expenses (AOE)	Costs retained by the COPPETEC Foundation to compensate for administrative expenses for the support provided to the project.

In 2019, 2020 and 2021, the disbursements of the Pole unit were as follows:



To learn more about the income statement of the fiscal year 2020, click [here](#) and [here](#).

Contingency Reserve (GRI 201-1)

The Park has a contingency reserve system. In addition to the Operating and Administrative Expenses fee (DOA) that the COPPETEC Foundation collects from the PTEC-UFRJas reimbursement for the support provided to the project, is also carried out on a monthly basis, in proportion to the revenues received, a collection to form a reserve of contingency to be used in investments in the Park. Your contingent balance, as of December 31, 2021, was little more than R\$ 4 million, of which the amount of R\$ 500 thousand was collected by the Park's headquarters and by the Pole over the two years.

It is important to highlight that about R\$ 200 thousand of this fund were spent on labor lawsuits, filed by former employees of an outsourced company, formerly provider of heritage security services for the Park, in which we were ordered to pay the aforementioned amount, due to the company not being located. The available balance will be used for these investments and others in projects and infrastructure, in addition to covering emergency expenses indispensable or that were not addressed by the forecast annual budget.



## ECO-EFFICIENCY MANAGEMENT

(GRI 102-11)

The Eco-Efficient Park program is carried out with a view to reducing the impacts of our operations on the environment. The program's objectives are: rebuilding biodiversity, reducing consumption of energy and water resources and correct destination and reuse of solid resources. Next, we present our results.

## PARK BIODIVERSITY

(GRI 304-3)

**THE LANDSCAPING PROJECT OF THE PARK WAS DEVELOPED FOR THE PRESERVATION OF ALREADY EXISTING MANGROVE AREAS AND THE RECOMPOSITION OF DEGRADED VEGETATION BY LONG OF THE YEARS.**

The Park's biodiversity is composed of species of restingas and Atlantic Forest. Its management is carried out through the implementation

of the Parque Landscape Project. Our environment has around 450,000 m<sup>2</sup>, with 350,000 m<sup>2</sup> of the Park's headquarters, where 76,609.27m<sup>2</sup> are composed of green areas, 3,411.37 m<sup>2</sup> of mangroves and 103,159.71 m<sup>2</sup> of the UFRJ Biotechnology Pole. These areas are of environmental preservation protected by law.

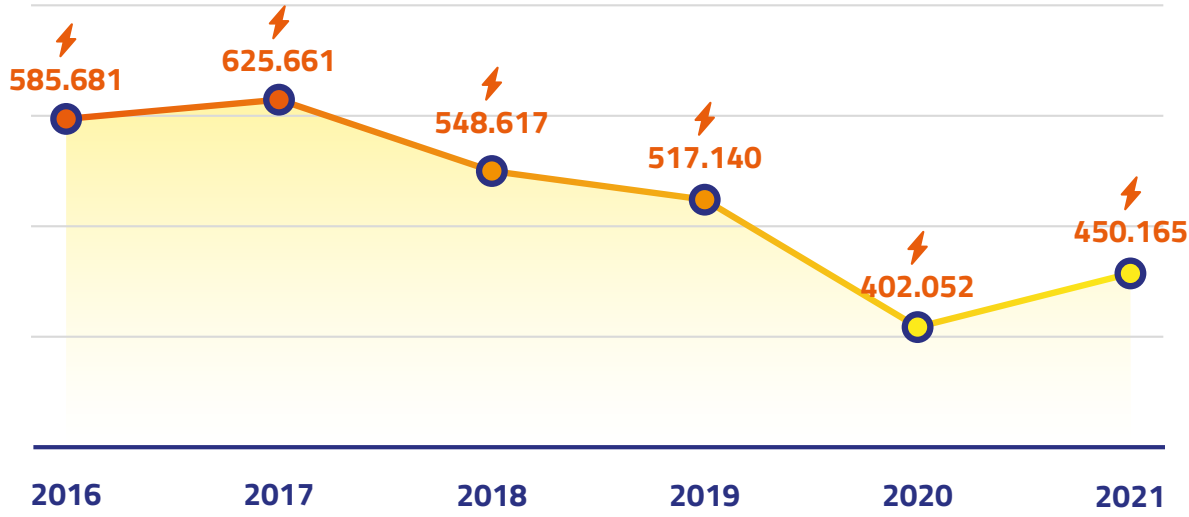
Annually we revisit the landscaping project and 83% of what was designed is in place. As a result, birds and mammals return of the Brazilian fauna.

## ENERGY

(GRI 302-1)

The energy consumed by the UFRJ Science Park is from an electrical source, whose supply is carried out by the Light dealership. The measurement methodology of consumed energy is made by means of a tool of monthly control of performance curves.

Under the administration of the Park are the buildings of the Park's headquarters – Access, Administration, CETIC, CEOP, Horto and MP and public lighting. At the Pole of Biotechnology we are building a project for the theme management.



Energy consumption in KW/h at the headquarters of the UFRJ Science Park between 2016 and 2021

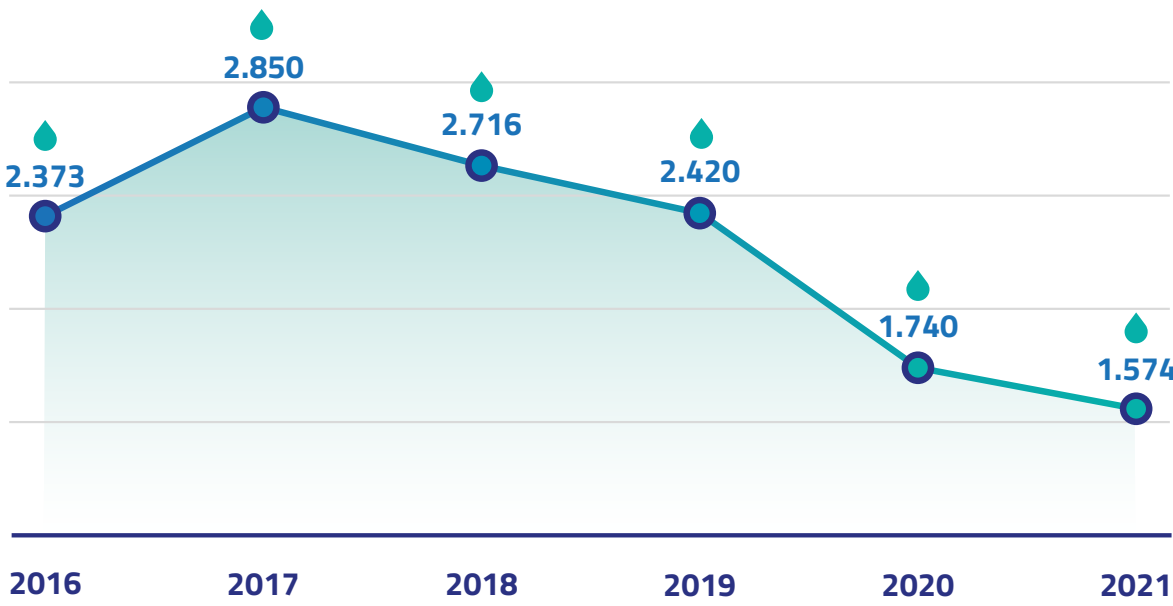
The energy consumption of the Park's headquarters in 2020 was 402,052 Kw/h, registering a reduction of 22.2% in consumption compared to 2019. Two factors contributed to the reduction in consumption: (i) the shutdown of non-excessive equipment for the operation of the CPD's (Processing Center Data) in the Access Building, CETIC and MCF. These actions have reduced both energy consumption and generation of thermal load in the respective environments and (ii) restrictions imposed by the Covid-19 pandemic, which attenuated the number of people present at the Park and the stimulus for the adoption of hybrid (remote) work by all managements, with computer supply, cell phone and furniture.

In 2021, consumption was 450,165 Kw/h, with an increase of 11.9%, as a result of the suspension of some measures taken in 2020 due to the pandemic. One of

these measures was the disconnection of 50% of the Park's poles. The poles were fully connected as of April. In addition to public lighting, the CETIC air conditioning system was operated again for 12 hours (07:00 to 19:00), the external lighting of the buildings was also reactivated by 100% and with the return of face-to-face activities, the use of air conditioning, lighting, computers and other equipment increased.

**WATER**  
(GRI 303-5)

O abastecimento de água do Parque é realizado pela empresa CEDAE/RJ. A metodologia utilizada pela administração do Parque para a mensuração do consumo dos prédios próprios da sede do Parque – Acesso, Administração, CETIC, CEOP, Horto, Restaurante e MP – é o acompanhamento de consumo diário por medidor. No Polo de Biotecnologia estamos com construindo um projeto para o gerenciamento do tema.



Water consumption in m³ at the headquarters of the UFRJ Science Park between 2016 and 2021

In areas related to the Park's headquarters, water consumption was 1,740 m³ in 2020, recording a reduction of 28.1% compared to the previous year. In 2021, the reduction was of 9.5%, with a consumption of 1,574 m³. This reduction in two years is justified for two reasons: (i) decrease in people in the Park due to preventive measures Against to Covid-19 and (ii) adoption of preventive measures to control water consumption, acting as soon as possible in case of leakage or waste.

**WASTE**  
(GRI 103-1, 103-2, 103-3, 306-2)

Common waste collection, waste composting maintenance of landscaping and collection and disposal of recyclable waste – Recicla Parque – are the three levels of the waste disposal system of the UFRJ Science Park.

The common waste collection system covers all solid waste classified as waste class II (non-hazardous) – A (non-inert) – according to NBR 10.004/2004. The system is supported by a company outsourced, duly licensed by INEA, which performs collecting common waste daily and transporting it to a waste transshipment station (WTE), also licensed. For common waste, the evaluation is done by volume, since the number of 1.2 m³ containers, according to the following table:



MONTH	Biotechnology Pole						Park Headquarters					
	2021		2020		2019		2021		2020		2019	
	Containers/ Month	Volume m³/ Month	Containers/ Month	Volume m³/ Month	Containers/ Month	Volume m³/ Month	Containers/ Month	Volume m³/ Month	Containers/ Month	Volume m³/ Month	Containers/ Month	Volume m³/ Month
January	47	56,4	101	121,2	0	0	93	111,6	110	132	107	128,4
February	46	55,2	77	92,4	78	93,6	72	86,4	102	122,4	124	148,8
March	44	52,8	73	87,6	95	114	93	111,6	105	126	119	142,8
April	44	52,8	21	25,2	94	112,8	81	97,2	41	49,2	97	116,4
May												
June	48	57,6	58	69,6	100	120	86	103,2	71	85,2	109	130,8
July	49	58,8	63	75,6	119	142,8	91	109,2	82	98,4	139	166,8
August	49	58,5	47	56,4	108	129,6	91	109,2	80	96	118	141,6
September	42	50,4	53	63,6	104	124,8	88	105,6	89	106,8	107	128,4
October	41	49,2	53	63,6	110	132	82	98,4	97	116,4	121	145,2
November	3	3,6	41	49,2	98	117,6	74	88,8	69	82,8	100	120
December	4	4,8	53	63,6	81	97,2	13	15,6	94	112,8	98	117,6
TOTAL	452	542,1	695	834	1097	1316,4	946	1135,2	1006	1207,2	1372	1646,4

Common waste per container and m³ at the Biotechnology Pole and at the Park's headquarters in 2020 and 2021

The common waste collected by the headquarters of the UFRJ Science Park in 2020 was 1207.7 m³, suffering a reduction of 26.65% compared to the previous year. In 2021, the reduction was 5.96%, with the volume collected being 1135.2 m³. This was due to the fact that with the worldwide pandemic, the Park's organizations, as well as the administration, adopted the home office system.

The waste collected at the UFRJ Biotechnology Pole was 834.9 m³

The sustainable disposal of waste from maintenance of landscaping is carried out by the composting process. Daily, the maintenance of the park's green areas generates an amount of organic matter from pruning, mowing and falling leaves from trees and bushes. Seven years ago, compost windrows were implemented, avoiding the monthly contracting of disposal companies of waste, which provided the use of this material as raw material of excellent quality for the recovery of degraded soils during planting and maintenance of tree species and vegetation cover. It has not yet been possible to determine the amount of landproduced by this system, but we are studying a measurement system for this purpose.

in 2020, suffering a reduction of 36.65% compared to 2019. In 2021, the volume collected was 542.1 m³, with a reduction compared to 2020 of 35.00%. The justification for the reduction of waste produced has to do with the repossession by the from UFRJ to spaces occupied by companies<sup>23</sup>.

23 To learn more about this, [click here](#).

## TRANSPARENCY MANAGEMENT AND INTEGRITY IN THE PARK

(GRI 103-1, 102-16)

The Science Park adheres to the Integrity and Transparency Policy of the Foundation for Coordination of Projects, Research and Technological Studies – COPPETEC<sup>24</sup>, given that the Park's financial and operational management receives support from the Foundation.

In a complementary way, we developed the Parque program Transparent, which consists of a series of actions that make public relevant information of public interest about the Park and its management. On our website there is a page called Parque Transparente, which makes it possible to learn about the management activities of the UFRJ Science Park and the functioning of our institutional governance and is continuously updated, as actions occur.

In addition to serving as a channel for the dissemination of information, both the website and the social networks used by the Park appear as a channel for online communication and accountability.

As far as ethics and integrity are concerned, the Park has revised values in 2020<sup>25</sup>. Complementarily, in addition to the General Regulation, the Park also has an Operational Regulation, Use Regulation of Soil, Support and Sponsorship Policy and Sustainability; instruments that help exercise effective and transparent management.

For the year 2022, the Park aims to elaboration and dissemination of its Integrity Policy and of Data Protection, an action that is inserted in the context of the strengthening its governance and management system.

<sup>24</sup> To see the COPPETEC Foundation's Integrity and Transparency Policy in detail, access the Foundation's website through the link: [http://www.coppetec.coppe.ufrj.br/site/documentos/politica\\_integridade\\_2017.pdf](http://www.coppetec.coppe.ufrj.br/site/documentos/politica_integridade_2017.pdf)

<sup>25</sup> To view the Strategic Plan 2016-2045 It is being revised. In 2020, the Park team reviewed the core of the strategy, reflecting on new values, mission and vision. The complete planning review is scheduled for 2021. To learn about the core of the Park's strategy, access the link: <https://www.parque.ufrj.br/missao-valor-e-visao-2030/>.





# 2 Science Park Organizations



On 12/31/2021, the Park had 21 resident organizations (eleven research centers of large companies and ten small and medium companies), six laboratories at UFRJ and 17 associated organizations.

Below we list the resident organizations on 12/31/2021:

Large Organizations



Small and medium organizations



Associated

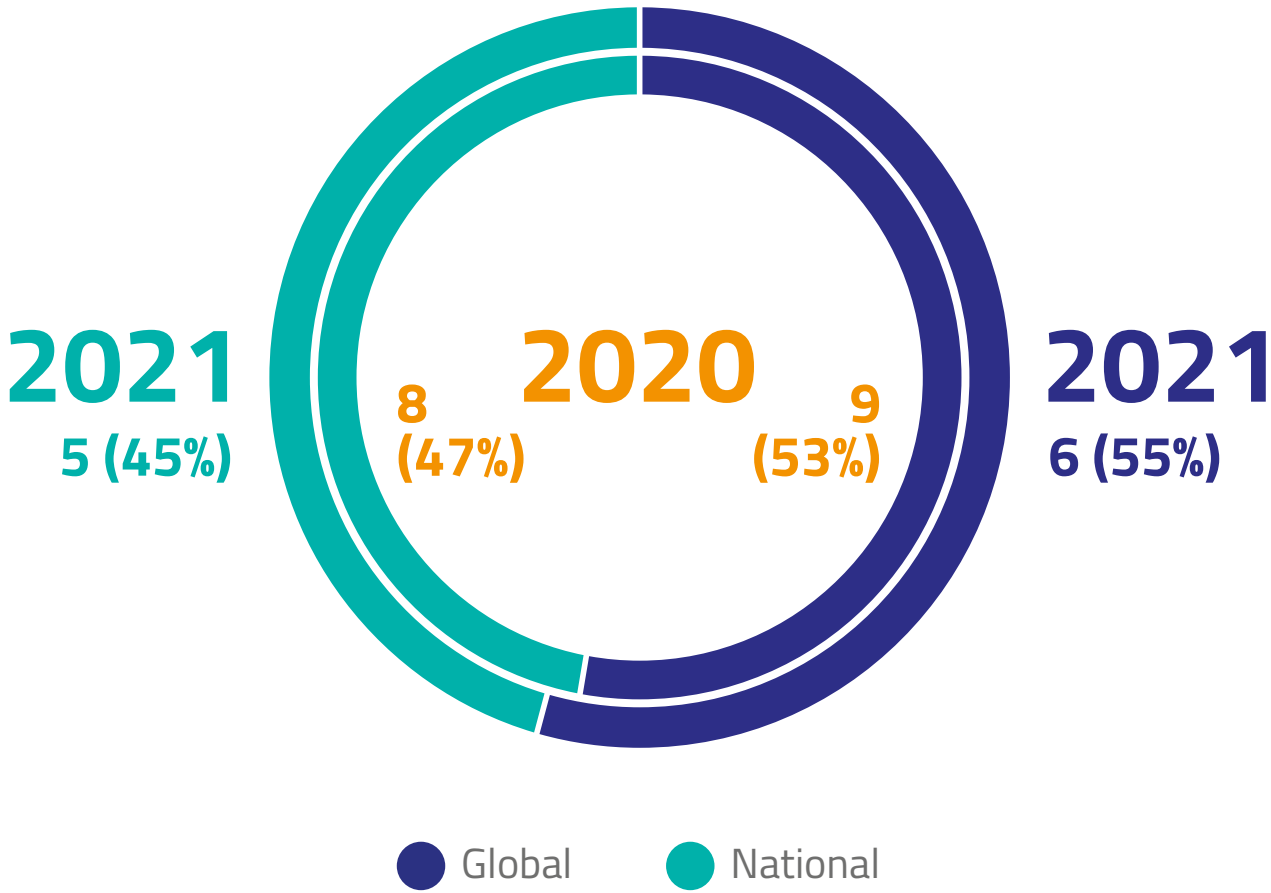


Laboratories and Institutions





The technologies developed by the resident organizations of the Science Park<sup>26</sup> are of national or global scope, as we can see in the following chart:



Scope of the technologies of the resident organizations of the Park in 2020 and 2021

We found that, in 2020 and 2021, the percentage of coverage of technologies produced by organizations in the Park is almost the same, although the total universe is different. Around 45% of the technologies produced are global in scope, while 53% are national in scope. This

<sup>26</sup> In 2020, these data refer to the following organizations: Ambev, Benthic, CEGN, Dell EMC, Embrapii, Fundo Verde, Halliburton, Labneo, Lamce, Manserv, MJV, Neopath, Petrec, Promec, Schlumberger, Senai Cetiqt, Superpesa, TecnipFMC, Tenaris , Twist, Vallourec and WIKI. In 2021, the organizations that made this information available to us were: Ambev, Benthic, Clavis, Dell EMC, TecnipFMC, Halliburton, Ocean-Pact, Petrec, Senai Cetiqt, Vallourec and WIKKI.

percentage was reversed compared to the year 2019, when most of the technologies produced was global in scope.

The technologies developed by residents in 2020 and 2021 were in the following themes:

5G
Agronomy
Structural analysis
Machine learning
Biochemistry
Biosynthetics
Biotechnology
Cloud Computing
Data management
Development of dense gas pumping
Software Development
Hydrogen desorption
Digitization
Edge
Electromechanical
Electrical engineering
Mechanical Engineering
Computational Fluid Dynamics
Fluids
Embrittlement by hydrogen in steels

Geosciences
Geotechnics
IA
Artificial intelligence
Process intensification
Additive manufacturing
Materials
Mathematical modeling
Surface Modification and Analysis
nanotechnology
Nuclear
Oil and gas
Quantum Computing
Quantum machine learning
Chemistry
Robotics
Safety
Sensors (acoustic)
Non-destructive tests

## 3

## Park and the local development



Science parks have the prerogative of stimulating regional and national economies, adding to them contents of knowledge and technological innovation. The UFRJ Science Park strives daily to fulfill its role and boost the development of innovative companies, the interaction of these companies with UFRJ and other research and technological development centers, in addition to helping to spread a new entrepreneurial and innovative culture in the region. Below, we present the impacts of our activities for UFRJ, for resident companies and for the region where we are located.

## BUSINESS-UNIVERSITY INTEGRATION

The reason for being of the Park, the company-university integration aims to respond to the final objective: "to promote the continuous increase of the ecosystem's innovation capacity" of the Park's strategic planning 2020-2030, in addition to the final objectives 3, 4, 5, 6 and 7 of [Resolution 10/2018](#).

We believe that an ecosystem's capacity for innovation depends on the connections and interactions that can be made between the actors that make up this network, and therefore, the Park acts as a connection agent between resident organizations, centers of research, university, students, investors; among others, seeking to enhance the capacity for

high-level innovation added value and development impact society's socioeconomic.

Below, we present the actions, projects and programs executed in 2020 and 2021 to encourage integration university companies.

## UFRJ CONNECT

During 2020, the Park, PR-2 (Pro-Rectorate of Graduate Studies and Research) and the UFRJ Agency of Innovation started the development of the UFRJ Conecta Project. This digital platform maps competencies of the University in areas of scientific and technological research, identifying who are the specialists in the different fields of knowledge with the greatest potential for collaboration for partnerships, whether in public institutions or private. The first version of Conecta UFRJ was launched in October/2021. For the Park, to support the creation of this platform was important because it helps us to seek connection more efficiently and the knowledge of the university on its different campuses. To learn more, visit: <https://www.conecta.parque.ufrj.br/>

## UFRJ MAI DAI PROGRAM - MASTER'S AND ACADEMIC DOCTORATE FOR THE INNOVATION

The MAI DAI project offers scholarships for PhD, Master's and academic initiation so that the student body of UFRJ, through its research, increase the capacity innovative, competitive companies and the development science and technology in the country, while at the same time strengthens regional innovation systems. The Project MAI DAI is managed by the Dean of Graduate Studies and Research - PR2, in partnership with the Park and will be developed until the year 2024.



**R\$ 1.245.120,00**  
Amount raised from CNPq in 2018 to be used throughout the next 4 years

**R\$ 1.231.584,00**  
Amount raised from CNPq in 2020 to be used throughout the next 4 years



**7** environmental companies Park and **10** partner institutions cooperating with UFRJ

**12** graduate programs at UFRJ cooperating with park and external environmental institutions

**34** postgraduate scholarship students, being **14** from doctoral, **6** from master's degree and **14** from scientific initiation

**INTEGRATION EVENTS**  
(GRI 103-1)

One of the Park's ultimate goals is to bring the UFRJ academic community closer to highly qualified technology-based companies, creating opportunities for new cutting-edge research projects. It is also the Park's objective to develop the relationship between organizations, institutions and resident laboratories, since. In this way, we increase the ecosystem's capacity for innovation. In order to achieve these two goals, throughout 2020 and 2021, we held 31 integration events, most of them virtually due to the Covid-19 pandemic.

Park support	4
Connections	1
Meetings in the Park	4
Single Event	10
Pitch Day	1
Live	10
X Trajectory	1

Numbers of events by category in 2020

Below, we present the events by category and the audience reached. In total, the integration events produced by the Park in the last two years had the participation of 1,666 people.

Among them are teachers, students and technicians administrative staff at UFRJ, employees of the residents of Park, employees of companies that transit through the park's innovation environment, prospects and a public external to UFRJ as a whole.



		2020	2021
Park Support	In these events, Park partners present a program for research, development and innovation, as well as entrepreneurship.	161	263
Connections	In this format, researchers and resident organizations present themselves to an organization or group of organizations. The objective is to bring together and establish new university-company relationships.	69	0
Meetings in the Park	In these events, a topic is discussed from more than one perspective, being addressed by academia, industry and often also by specialist professionals and other organizations.	160	57
Single Events	In this format, the Park runs events for the integration of the Park UFRJ community with no link to other programs existing.	124	72
PitchDay	In this format, startups and companies from the Park and the Incubator were connected to present their products and services to ICT employees with the aim of generating new partnerships and business.	80	0
Live	In this model, the Park mobilizes its community for topics related to research, development and innovation, as well as entrepreneurship and the legal framework.	659	10
X Trajectory	It is an action for the development of women who work in the Park's companies and laboratories. The objective is to promote a debate on current professional and personal challenges from a gender perspective.	0	11
		1253	413

"CONNECTIONS" PROGRAM

The “Connections” program deserves to be highlighted, because in addition to of being an event, it is also a strategy adopted by the Park to stimulate technical and scientific cooperation between instances of UFRJ and resident organizations of the Park in 2020. The objective of the program is to bring UFRJ with resident organizations and institutions and external. In this format, researchers/ professor are invited to present potential technologies or lines of research that can contribute to the increase residents' innovative capacity. this program allows interactions for possible research projects and transfers of technologies and know-how from UFRJ to the companies.

In 2020, the Smart Cities Connections and Other editions focused on specific interests, such as companies Ambev and Manserv. In the Connections editionSmart Cities, technologies in the experimentation stage of researchers from UFRJ and some of the organizations residents were introduced to the other residents and non-residents in the expectation that they will be absorbed by these organizations. This action is within the program Living Lab Smart Cities.

RESIDENTS' PERCEPTION ABOUT THE INTERACTIONS ESTABLISHED BETWEEN EACH OTHER

To assess the residents' perception of the interactions established with each other with the companies incubated at the COPPE/UFRJ Business Incubator and with the laboratories installed in the Park, a a search whose results will be shown below.

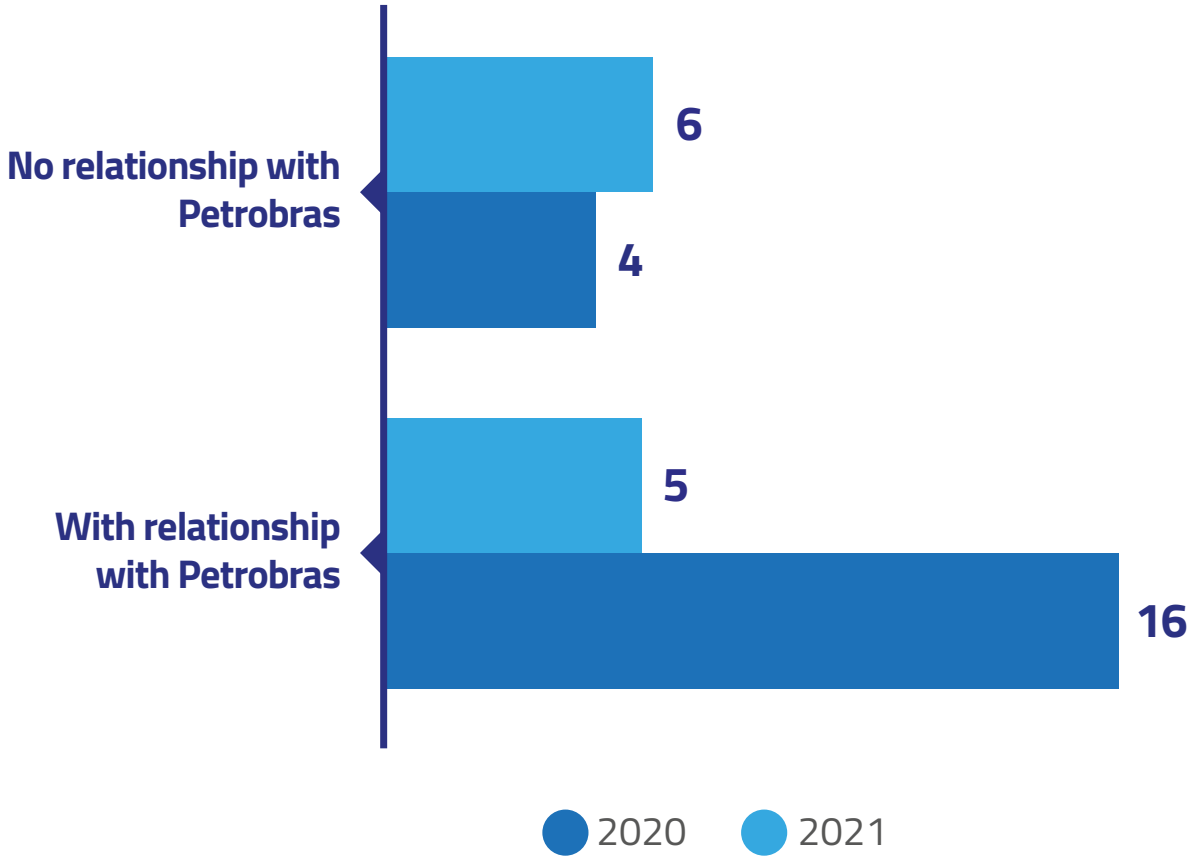
Research on Interactions between resident companies

2020		2021
20	Responding companies	11
19	Made interactions	8
1	Did not make interactions	3
34	Total Interactions	53
56%	Strong interactions	62%
44%	Weak interactions	38%

Although the number of respondents has decreased from 2020 to 2021, the amount of interactions established increased, and of these interactions the majority were of a

strong (56%), meaning that they closed some agreement and/or performed some action together.

Another important point to assess the innovation ecosystem is to understand the relationship between the residents of the Park and the companies in the respective production chains. To assess this issue, the residents were asked if they had provided any products, services or established any technical cooperation with Petrobras in 2020 and 2021.



Number of respondents who established some type of relationship with Petrobras (Strong or Weak)

In 2020, 80% of the companies that responded to this survey had provided some product, service or established some technical cooperation. All of them participated in the oil and gas production chain in some way. If compared with the previous year, it appears that the

percentage of companies interacting remained almost the same.

UFRJ BUSINESS COOPERATION  
(GRI 103-1)

Resident companies are encouraged to know,interact and access the capabilities of UFRJ, given that the connection between academics and companies is not always a spontaneous action. For this partnership to take place, at sometimes, an initial articulation is necessary, being the Park an important channel in this process, seeking to connect these capabilities with resident companies.

Despite the atypical year experienced in 2020 and 2021, we operate in the telework standard and we developed actions aimed at establish direct and ongoing channels for the promotion of university-industry cooperation. the modality remote control allowed connecting employees who work outside the environment of the Park, a relevant fact because previously physical presence was an important requirement in order to identify the demands of the companies and the possible laboratories, research groups or professors, who could interact.

From these interactions, invested around 7.2 million in 178 projectscooperation with UFRJ in these two years, and from this amount, nearly 1.7 million in R&D.

The number of projects contracted in 2020 was 30,the value of these investments being around 3.5 millions. In 2021, 28 projects were contracted, with investments in the order of 2.7 millions.

2020		2021
3,59 millions	CONTRACTED PROJECTS (in millions of Reais)	2,77 millions
4,50 millions	DISBURSEMENT VALUES <sup>27</sup> (in millions of Reais)	2,75 millions

We found that more than 70% of the value of investments contracted and carried out in cooperation with UFRJ come of large organizations.

27 The amounts disbursed in 2020 and 2021 include projects contracted in 2020, 2021 and in previous years. Not every project contracted in the year has the expenditu-re carried out in the same year.



In terms of investments made in academic centers, we found that five centers received investments, namely the Technological Center (CT), the Center for Legal and Economic Sciences (CCJE), the Center for Mathematical and Natural Sciences (CCMN), the Center for Science and Health (CCS) and the Center for Philosophy and Human Sciences (CFCH).

Resident organizations contracted around 6.3 million reais in cooperation investments, mostly distributed among R&D, services and training.

ASSOCIATED PROGRAM


It is known that many companies interested in approaching the UFRJ academic community do not consider the physical occupation in the University City, and understanding that the mission of PTEC-UFRJ is much greater than the territorial and real estate dimension, an offer was designed of university-company connection services for non-resident organizations, the so-called associated companies. This new type of relationship will allow an expansion in the connection activity of the PTEC-UFRJ for a diversity of companies in search of open innovation and academic partnerships in areas of excellence at UFRJ.

The Associates program was launched in 2021. In the initial five months of the program (August/2021 to December/2021), 26 organizations registered to become an associate. Of this total,


17 institutions were approved and completed their membership registration, being two large companies, five medium-sized institutions and ten small ones.

In 2022, after 12 months of preliminary membership, institutions will formalize their entry into the program,inaugurating a new phase of the same, with the expansion of the offer of activities related to interactions and collection of annuity.


The services made available in the program throughout 2021 were:



**UFRJ ECOSYSTEM CONNECTIONS**  
**Labs, Students, Company**  
Articulation of the organization with the capabilities of UFRJ capable of solving corporate challenges



**EVENTS**  
**Participation and organization**  
Park support in the organization of events and participation preference in events organized by the Park and partners



**PREFERENTIAL ACCESS**  
**Qualifications and Services**  
Discounts on training programs and other UFRJ services



**OPTIONAL SERVICES PORTFOLIO**

**TECHNOLOGICAL PROSPECTION**  
The Park's active search for technologies under development at UFRJ to solve the organization's technological challenges

**EXPERIMENTATION**  
Use of the Park as a Living Lab for technology validation and development in partnership with researchers.

**SCHOLARSHIP PROGRAM**  
Mechanism that aims to solve corporate technological challenges, but also favors the search for new talents.

**OPEN INNOVATION PROGRAMS**  
Connection with students, startups and researchers to solve business challenges. The Program is executed through activities such as hackathons, challenges, awards for innovative solutions and business acceleration.

**SPONSORSHIP OF UFRJ INITIATIVES**  
By supporting initiatives such as events, competition groups, socio-environmental projects, among others, organizations will receive specific rewards for each action.

**EVENT ORGANIZATION**  
Organization of corporate events focused on innovation and entrepreneurship.



## DOCTOR ENTREPRENEUR PROGRAM

The Doctor Entrepreneur Program of the UFRJ Science Park is an action to support the FAPERJ public notice nº 17/2019 - program "Doctor Entrepreneur: transforming knowledge into innovation - 2019" that aims to promote the transformation of Research, Development and Innovation projects conducted by doctors residents in the State of Rio de Janeiro in ventures based on scientific/technological knowledge. The Park Support Program supports the development of these new science/technology based businesses in two areas:



In 2019, the Park opened a call to support candidates who were to run for the Faperj Public Notice. In this edition, 13 letters of intent were granted to doctors interested in settling in our environment. Of this total, six candidates were approved in the process selection of Faperj, two settled in the Park in 2021 and after participating in our support program, one of them opened CNPJ.

In 2021, we opened a new call to support candidates competing for the Faperj Notice No. 10/2021 – "Doctor Entrepreneur: Transforming Knowledge in Innovation – 2021". In this edition, 15 letters of intent were granted to doctors interested in settling in the Park. Three candidates were approved in the Faperj selection process and the our estimate is that two candidates will settle in the Park in 2022.

## RIOXPOA CONNECTION PROGRAM [DELAS]

Since 2017, the PUCRS Science and Technological Park (Tecnopuc) and the UFRJ Science Park maintain an agreement soft landing that allows the exchange of companies installed in their innovation environments. In the scenario imposed by the pandemic, this approximation between the two Parks needed to be reinvented. In a first development, the RIO-POA Delas Connection aimed to encourage female entrepreneurship and connection among undergraduate and graduate students and alumnis (former students) at the Federal University of Rio de Janeiro (UFRJ) and the Pontifical Catholic University of Rio Grande do Sul (PUCRS).

***Have you ever thought about becoming an entrepreneur?***

*Here comes a partnership between two technological parks!*

**SIGN UP  
MARCH 8  
Wait for more!**





The Program made available two forms of participation called Immersion Group and Knowledge Group. At Immersion Group, those selected actively participated in Zoom meetings, formed teams with other participants and carried out group activities, being able to participate in the pitch at the end of the program and receive the certificate of completion. In the Knowledge Group, those enrolled received exclusive access to watch the contents of the meetings – either live or through recordings.

The program lasted approximately one month and was divided into two content tracks: the first focused on the entrepreneur and his skills and the second on the enterprise and its ideation. The program's actions took place weekly, from 03/24/2021 to 04/19/2021 and were carried out online.

In numbers, the RIO-POA Delas Connection reached **208 students and graduates, 141 from UFRJ** and **67 from PUCRS** from different courses and areas of knowledge. The program content was taught on a stage shared by 19 speakers, among them executives and entrepreneurs linked to the UFRJ Science Park and Tecnopuc.

Besides, the report of the program's best practices was presented by the two parks at the XXXI ANPROTEC Conference (National Association of Entities Promoting Innovative Enterprises) in 2021.

## POST HACKATHON NANOBIO (POST HNB20)

It is an entrepreneurship training program whose objective was to encourage the participants of the last NanoBio Hackathon (held in 2020), carried out by UFRJ's Duque de Caxias Campus, to continue their entrepreneurial journey after the event. The program that took place in March 2021 was free and online. In numbers, the Post Hackathon NanoBio reached 21 participants. The program content was taught by four speakers, all entrepreneurs linked to the UFRJ innovation ecosystem.

The Park conducted, with the support of the organizing team of the NanoBio Hackathon, the trail focused on the entrepreneur and their program competencies. The Sebrae, also a partner in the program, carried out the trail focused on ideation of the enterprise.

## UFRJ SPECIAL PROJETS PROGRAM

The program consists of supporting institutional initiatives from UFRJ whose motto privileges interdisciplinary approaches, multidisciplinary teams and network actions, in favor of the advancement of knowledge in the most

varied fields of activity of the university in accordance with [Resolution 01/2019](#) and [Resolution 01/2020](#).

The resources that finance the program derive from the assignment of use of shared buildings and restaurant<sup>28</sup>.

In 2020, the Monitoring Committee was created UFRJ Permanent Special Projects (ORDINANCENo. 3,916, OF JUNE 1, 2020)<sup>29</sup> whose function is the permanent supervision of the implementation of the program, as well as the application of the resources directed to it.

For the preparation of the first public notice of the UFRJ Specials Projects Program, to be launched in the first semester of 2021, was created, according to what governs resolutions mentioned above, the Selection and Monitoring Committee of the UFRJ<sup>30</sup> Special Projects, whose function is the construction of the selection notice for projects to be supported by the Park and monitoring the development

<sup>28</sup> For more information, [click here](#).

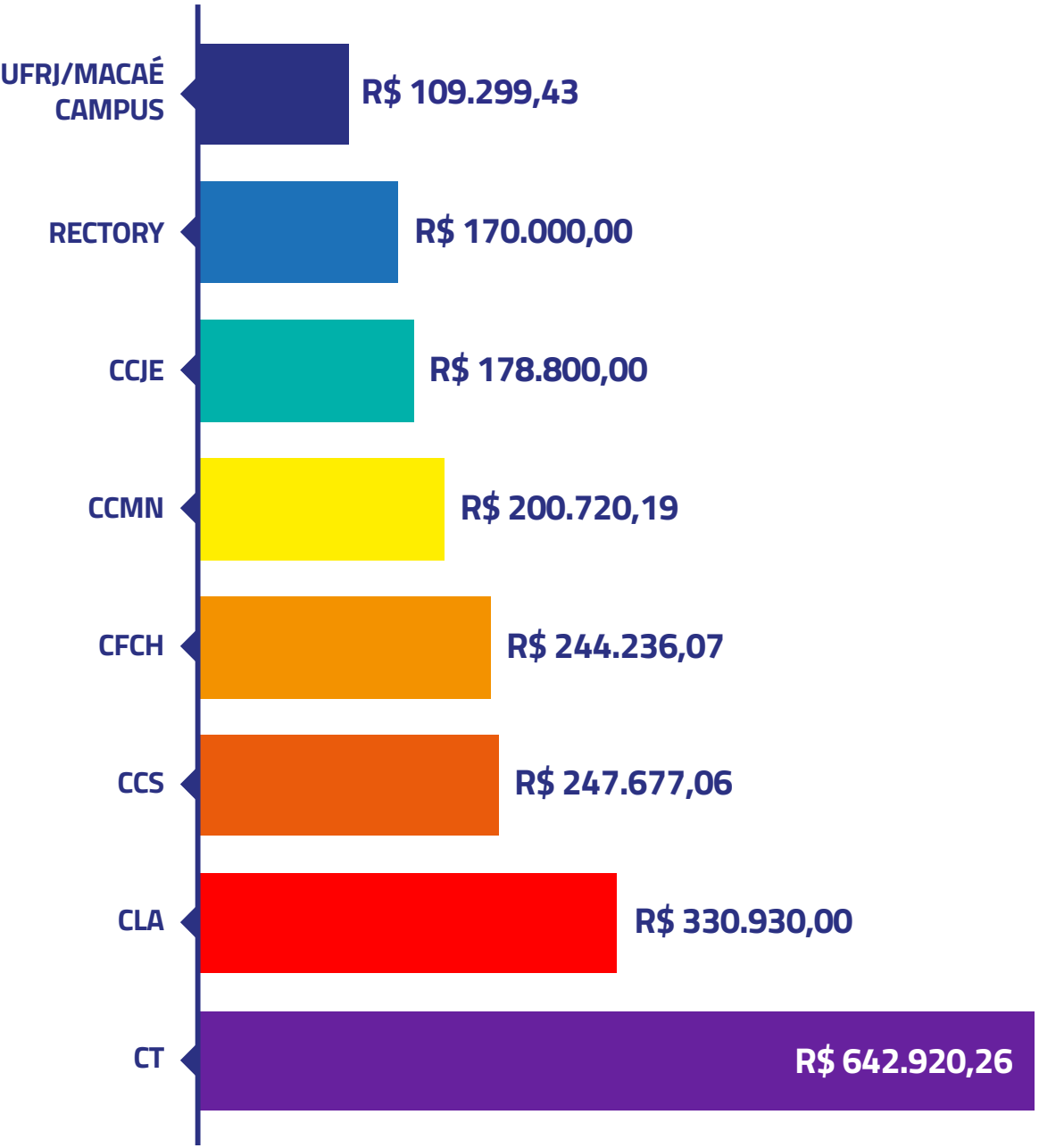
<sup>29</sup> Composition: a representative of the Dean of Graduation (PR1); one from the Dean of Graduate Studies and Research (PR-2); one from the Dean of Extension (PR-5); one from the COPPETEC Foundation; and one from the Oswaldo Cruz Foundation (Fiocruz). Committee members are appointed by the dean and have a one-year term, with a renewal for an additional period of the same time.

<sup>30</sup> Comprised of a representative of the Dean of Graduation and Research (PR-2); one from the Dean of Extension (PR-5); one from the COPPETEC Foundation; and one from the Foundation Oswaldo Cruz (Fiocruz).

of projects, including the use of resources. The Public Notice created by this committee was approved by the Permanent Monitoring Committee of the UFRJ Special Projects and by the Board of Directors (at the meeting of December 9, 2020).

The first cycle of the program ran throughout 2021, with the application of resources in four of the UN's Sustainable Development Goals - SDOs<sup>31</sup>. One hundred and ninety-one projects from several UFRJ units applied, of which 37 were selected: 11 projects up to R\$ 20 thousand, 19 with values between R\$ 20 thousand and R\$ 50 thousand and seven projects above R\$ 50 thousand. The amount allocated to the first edition of the UFRJ Special Projects was R\$ 2,200,000.00, of which R\$ 2,124,583.01 was used.

31 They are: SDO 6: Drinking Water and Sanitation: Ensure the availability and sustainable management of water and sanitation for all; SDO 8: Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; SDO 10: Reducing Inequalities: Reduce inequality within and between countries; and SDO 11: Sustainable Cities and Communities - Make cities and human settlements inclusive, safe, resilient and sustainable.



Value of projects approved by the UFRJ Center in BID NO. 001 UFRJ Special Projects Program, from March 1, 2021

In terms of approved projects, we found that 19% are from CT, 16% from CLA, 16% from CCS, 14% from CCMN, 11% from CFCH, 11% from CCJE, 8% from Campus UFRJ Macaé and 5% from Rectory.

Annually, we will launch new cycles. To know more, [click here](#).

GENERATION OF JOBS IN THE PARK

In 2021, we had a total of 967<sup>32</sup> professionals employees, distributed in the administration of the Park<sup>33</sup>, in the resident organizations and in the installed laboratories.

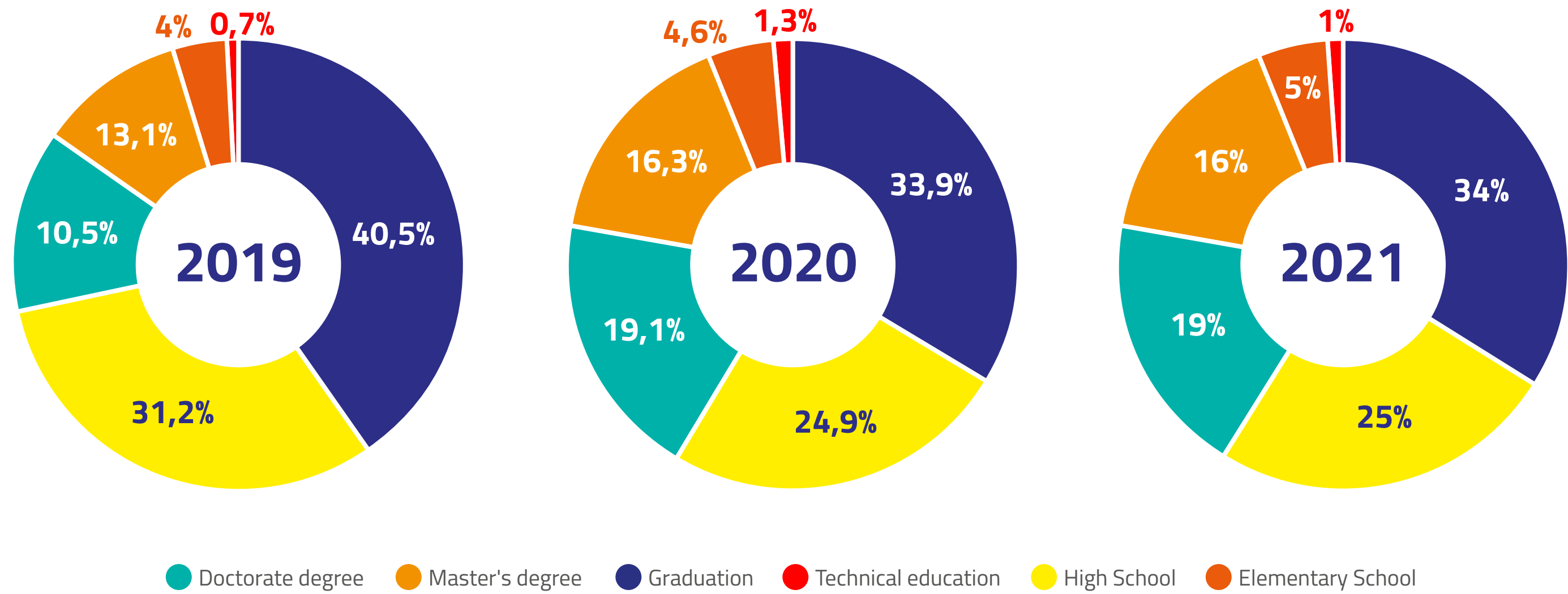
The qualification of Park employees – organizations, resident laboratories and Park administration<sup>34</sup> – are mostly graduates both in 2020 and in 2021, in a percentage that is around 30% (34.3% in 2020 and 33.9 in 2021). The percentage of workers with master's and doctoral degrees is 33% in both years.

32 We obtained the number of employees of Ambev organizations; Benthic; Clavis; Dell EMC; Halliburton; OceanPact; Petrec; Senai Cetiqt; TecnipFMC; Vallourec; WIKKI and Park administration.

33 This account does not include outsourced landscaping and janitorial employees.

34 This account does not include the percentage of outsourced employees at the Park, as we do not have this systematized data.





Percentage of employees in the Park by training in 2019, 2020 and 2021

It is not possible to compare the number in 2020 and 2021 with the years previous years, since the number of companies that reported your data in these two years besides not being the same, it is not composed of the same companies.

INTERNSHIPS IN PARK ADMINISTRATION AND IN RESIDENTS

The Park encourages the inclusion of UFRJ students in the administration activities. Because it is a innovation environment, we are a living laboratory of experimentation and rich learning for the formation of students.

Futhermore, we also support resident companies in inserting interns into their activities. This pillar is also recognized for university-industry cooperation. Practically all resident companies offer internship opportunities for UFRJ students.

The total number of jobs in the modality internship at the UFRJ Science Park had little fluctuation in 2020 and 2021. There were 118<sup>35</sup> in 2020 and 102<sup>36</sup> in 2021.

	2020		2021	
	Interns at residents	Interns in Adm. Of the Park	Interns at residentes	Interns in Adm. Of the Park
UFRJ	17	2	63	2
Other Institutions	99	0	37	0
Total Interns	118		102	

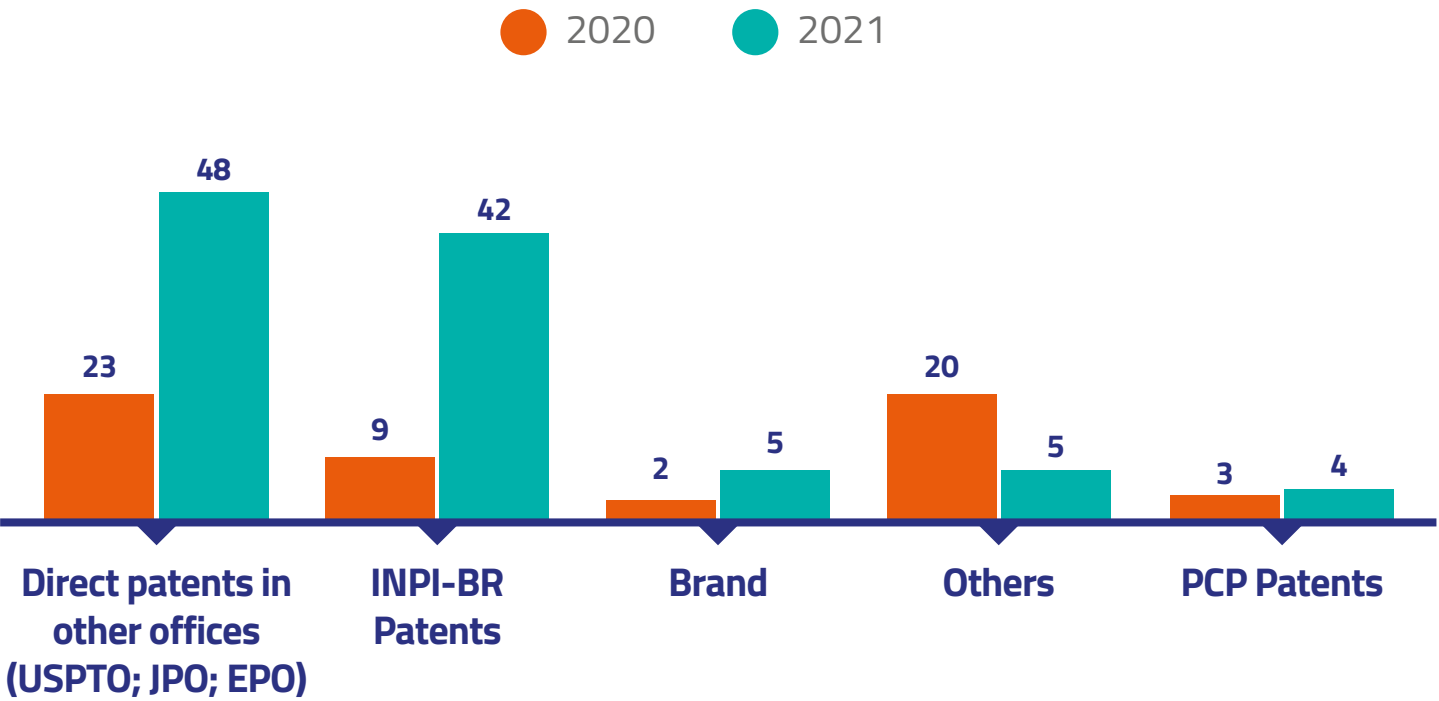
Number of interns at the Park in 2020 and 2021

35 This number refers to the following organizations/institutions: Park Administration, Ambev, Benthic, Dell EMC, Halliburton, Labneo, Laboceano, Lamce, Manserv, MJV, Oceanpact, Neopath, PAM Membranas, Petrec, Promec, Schlumberger, Senai Cetiq, Superpesa, Tenaris, Twist, Vallourec and WIKKI.

36 This number refers to the organizations: Ambev; Benthic; Clavis; Dell EMC; Halliburton; OceanPact; Petrec; Senai Cetiq; TecnipFMC; Vallourec; WIKKI; and the administration of the Park.

INTELLECTUAL PROPERTY

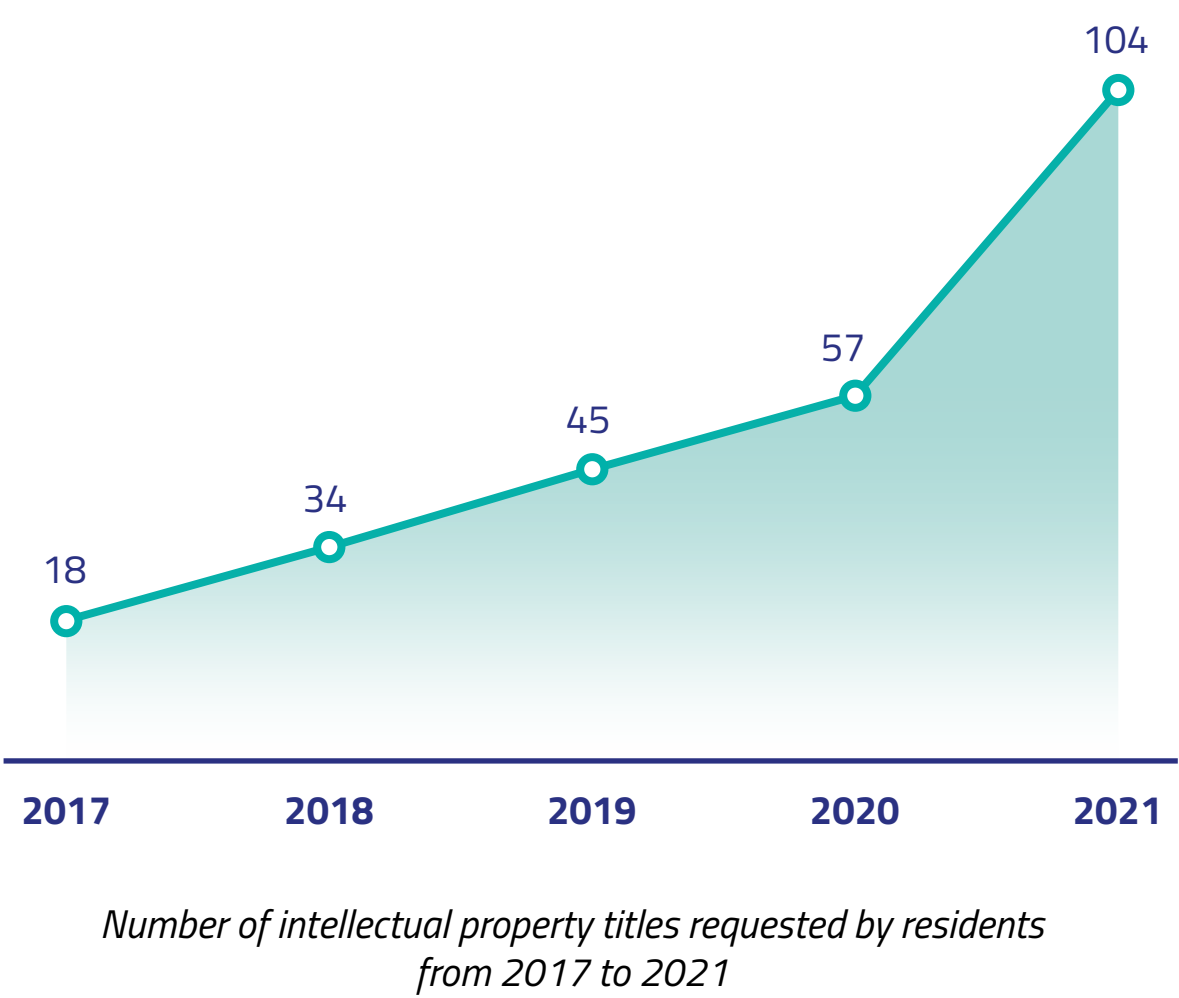
In a survey carried out with residents<sup>37</sup>, we found that in 2020, six companies requested some intellectual property title, while in 2021, this number was seven.



Number of requests for intellectual property title in 2020 and 2021

57 intellectual property titles were deposited in 2020 and 104 in 2021.

37 In 2020, twenty responded to the survey. This number refers to the following organizations/institutions: Ambev, BENTHIC, Dell EMC, Halliburton, LAB NEO, LABOCEANO, LAMCE, MANSERV, MJV, NEOPATH, OCEANPACT, PAM MEMBRANAS, PETREC, PROMEC, Schlumberger, Senai CETIQT, Superpesa, TechnipFMC, Tenaris, TWIST, Vallourec, WIKKI. In 2021, the organizations that made this information available to us, were: Ambev, Benthic, Clavis, Dell EMC, TechnipFMC, Halliburton, OceanPact, Petrec, Senai Cetiqt, Vallourec and WIKKI.



We verified that in the last four years the number of intellectual property deposit has increased.

Comparing 2019 with 2020, the percentage increase was of 26.7%. Comparing 2020 with 2021, this percentage was of almost 100%. In the accumulated, 369 have already been deposited intellectual property titles by virtue of research held at the UFRJ Science Park.

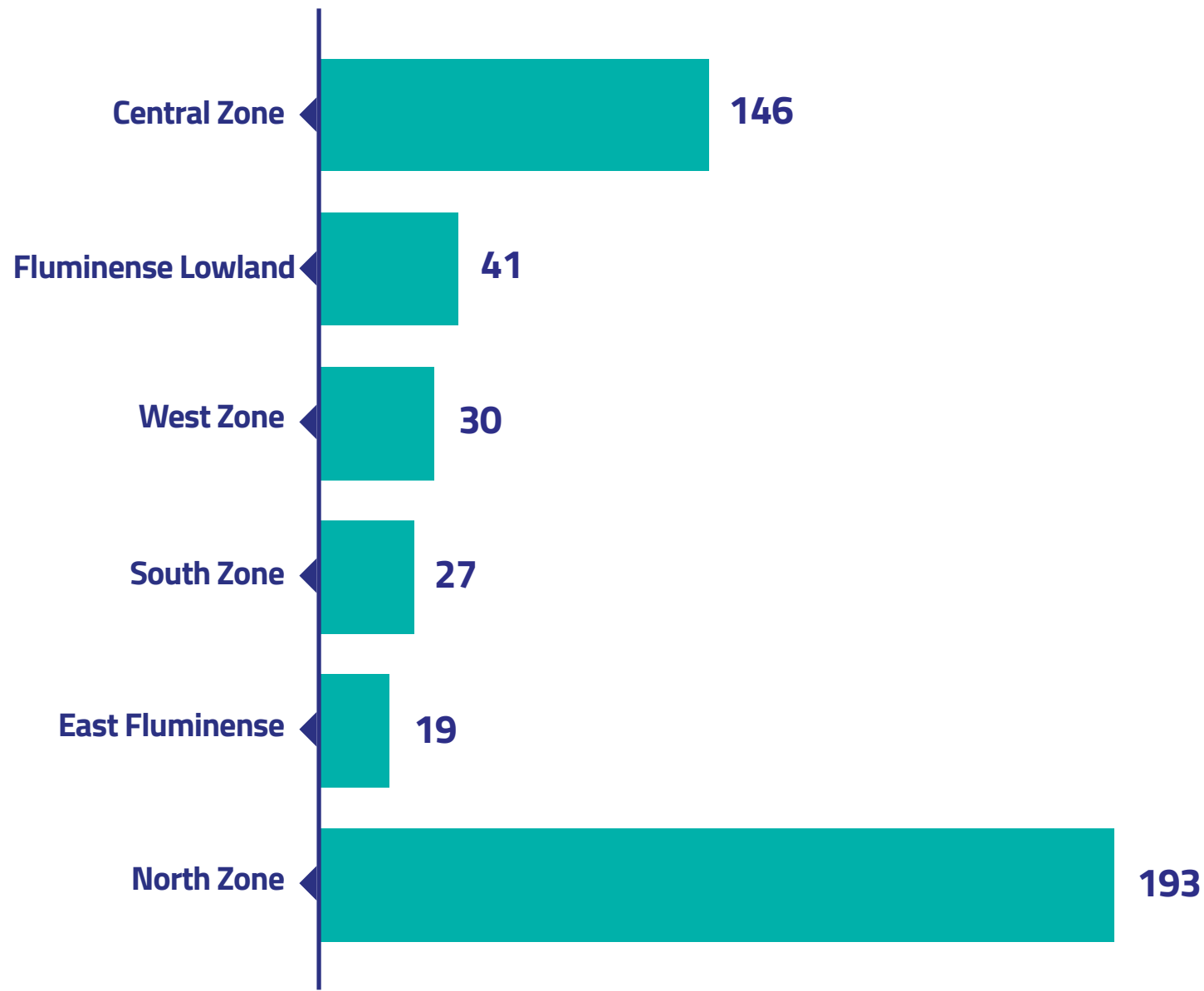
SUPPLIERS

(GRI 102-9;102-10)

Our suppliers are selected observing public procurement best practices, including the Law 8,666 (Bids). All procedures (registration, verification of their compliance with the legislation and contracting) are carried out by COPPETEC Foundation, responsible for the financial management of the Park. Regarding contracting services and purchasing materials, goods and equipment, the Park, through its support foundation, always seeks to obey the principle of economy. For this, a series of rules and procedures are used such as the quotation of at minus three prices for each contracting and acquisition and bidding procedures. In order to stimulate the local development, the Park seeks to publicize its purchasing demands for local suppliers, so that they can participate in the public processes of competition (GRI 102-9).

Over the last two years, 1,338 were closed contracts with service providers for events, material for building maintenance, conservation of spaces and landscaping, office, graphic services, consulting, licenses and software, waste collection service, communication, telephony, among others (GRI 102-9).





Number of hires by region in the state of Rio de Janeiro

With regard to geographic aspects, it appears that 78% of the suppliers reside in Rio de Janeiro, with 3% of the suppliers located in the districts: University City, Maré and Ilha do Governador).<sup>38</sup> **(GRI 102-10; 204-1).**

38 North and Central Zone of the City of Rio de Janeiro.

## CORPORATE SOCIAL RESPONSIBILITY

Another strategy we adopted to diversify our contacts of the Park's companies with the laboratories of UFRJ, is the realization of projects related to the corporate social responsibility. In addition to this action, the Park and its resident companies, in the last two years, supported 20 more actions that benefited several public located in the state of Rio de Janeiro and Brazil. Are they:

action name	Description of action	Organizations and institutions involved	When happened	Where it happened	Impacted audience
VOA JR	VOA is the program created by Ambev to share its management knowledge with NGOs. The objective is to help these organizations to better structure themselves and, thus, increase their positive impact on society. VOA Jr is aimed at trainees.	Ambev	Launched in 2020 and still active	Brasil	~100 people, in 2020
Internship Represents	Internship aimed at black university students	Ambev	Launched in 2019 and still active	Brasil	~30 people, in 2020
protein drink	Production of 270 thousand units of a malt-based liquid chocolate food, with added nutrients, for donation	Ambev	2021	Rio de Janeiro and São Paulo	Vulnerable Communities
Always Together	Action to collect non-perishable food in exchange for beer in Rio de Janeiro	Ambev	2021	Rio de Janeiro	Vulnerable Communities
dogs in the park	Rescue, treatment and adoption campaign for rescued animals	Dell	2020/21	Science Park and surroundings	The circulating public of the university city and the rescued animals
JA Startup	Classes and Mentorship in Innovation Workshop for FAETEC High School Students	Dell	October/2020	Online (Zoom, Google Meet)	High school students from FAETEC-RJ
IRS TECH online	Three technical lectures held online and live on youtube, in partnership with Instituto Rogério Steinberg, which were given by researchers from the company, which addressed the topics: Artificial Intelligence, Algorithms of Optimization Inspired by Nature and Mate Patterns in the Game of Chess	Dell	July/2020	Youtube online, in partnership with IRS - Instituto Rogério	IRS students (Rogerio Steinberg Institute) and their families
Christmas Family Size	Internal campaign for Dell Rio de Janeiro employees, with the objective of raising funds for the purchase and donation of 50 Christmas baskets	Dell	2021	Steinberg	IRS (Rogerio Steinberg Institute) students and their

Impact	Segregation of plastic covers for wheelchair storage	Halliburton	2020	Halliburton	Children with mobility impairments
Tropicalia Project	Field study to analyze the biological development of plant species native to the Atlantic Forest biome at the HBTC facilities. The study consists of the evaluation of the soil and the influence of the estuary of Guanabara Bay for the improvement of the ecosystem	Halliburton	2021	Halliburton Technology Center UFRJ Science Park	Internal audience and scientific community
Blue Talent	Training and qualification course for people with disabilities (PWD) for the labor market	Schlumberger	Jan,Fev, March	Senai from Macaé/ Schlumberger	People with Disabilities (PWD)
Connect Woman	Engagement and meetings to empower female leaders				
Technical Gen	Safety, quality and HSE lectures as well as factory projects	Tenaris	continuously since 2014	Pindamonhangaba Schools	70 direct students and 300+ indirect students/ year
Extra class	After-school science, arts and recreation activities	Tenaris	continuously since 2014	Pindamonhangaba Schools	200 students in 2020
Award for Excellence in Study	Awards for the best high school students in the region	Tenaris	continuously since 2006	Pindamonhangaba Schools	200 students in 2020
Volunteers in Action	Volunteering day to renovate chosen school facilities	Tenaris	annually since 2018	Pindamonhangaba	One school in 2020
Firefly	Support for the Firefly project	Manserv	2020	Amazônia	***
Olga Kos	Support for SPORT by the Olga Kos institution	Manserv	2020	São Paulo	***
Câncer Barretos Hospital	Support for Barretos Cancer Hospital	Manserv	2020	Barretos	***
Solidarity action for city residents São Caetano do Sul City Hall	Delivery of 2.3 tons of food and 550 kilos of hygiene products	Manserv	2020	São Caetano do Sul	Residents of São Caetano do Sul
Helping the Haitian Community	Delivery of 70 basic baskets	Manserv	2020	São Paulo	Haiti Community
Helping the Catholic Community	Entrega de 30 fardos de papel higiênico e 1 centrífuga	Manserv	2020	São Bernardo do Campo	comunidade Católica São Padre Pio
Padre Pio	Delivery of 30 bales of toilet paper and 1 centrifuge	Manserv	2020	São Bernardo do Campo	St. Catholic community
Padre Pio	Entrega de cestas básicas	Manserv	2020	Goiânia	76 families
Helping needy families	Delivery of basic baskets	Manserv	2020	Canoas	***
Contribute to the institution that connects Opportunities - Research and Community Action Institute	Delivery of basic baskets, hygiene and health items.	Manserv	2020	Duque de Caxias	***
Solidary Christmas	Christmas campaign aimed at children in the communities of Ufrj residential village	TecnipFMC	2021	UFRJ residential village	215 children from the community
Entrepreneurial Trail	The Entrepreneurial Trail is a Junior Achievement Global program, in partnership with IBP, whose objective is to awaken the entrepreneurial spirit of young people still of school age.	TecnipFMC	2021	Online (Zoom, Google Meet)	257 young people from different schools in Rio de Janeiro

\*\*\* data not informed

## INSTITUTIONAL REPRESENTATIVITY

(GRI 102-13)

The UFRJ Science Park plays an important role in the activities aimed at the scientific and socioeconomic development of the Rio de Janeiro and Brazil. We currently have a seat in the Business Competitiveness Council and the Technology of the Federation of Industries of the State of Rio de Janeiro (FIRJAN). We also participate in the following networks: ICT-Company Interaction Committee of the National Association for Research and Development of Innovative Companies – ANPEI and Atlantic International Research Center – Air Centre. The UFRJ Science Park is affiliated with the International Association of Science Parks and Areas of Innovation (IASP), the National Association of Entities Promoting Innovative Enterprises (ANPROTEC) and the National Association for Research and Development of Innovative Companies (ANPEI).

Besides, our main partners are the Ministry of Science, Technology and Innovation, the Government of the State of Rio de Janeiro, Sebrae, FAPERJ, City Hall of Rio de Janeiro, Finep and CNPq.

## VISIBILITY

With its image recognized internally and externally, the UFRJ Science Park is one of the most relevant environments for innovation and entrepreneurship in the country.



The innovations developed by the residents and the connection with the university strengthen the social and economic development of the country, generating interest not only in the UFRJ community and in the business environment, but also in the press, in opinion-forming groups and governments. The UFRJ Science Park uses several tools and communication strategies so that all information reaches Society.

With the global Covid-19 pandemic, as of 2020, digital social media platforms and online vehicles were the main means used to publicize the Park's actions and projects.

## INSTITUTIONAL EVENTS AND ACTIVITIES

Throughout 2021, the Park participated in several events and institutional activities with themes aligned with its area of operation, with the aim of reinforcing its image for both the internal and external audiences. The highlights were: Anprotec 2021 Conference, where we presented the Conection Rio POA program, carried out in partnership with Tecnopuc; Rise – Rio Scientific Entrepreneurship 2021, an event that promoted opportunities for connections in the entrepreneurship scenario in the areas of Environment & Sustainability, Health and Agribusiness in Brazil; UFRJ Knowledge Festival, whose theme was “Possible Futures”; CRIOS SUMMIT 2021, organized by CRIOS UFRJ for a debate on innovation and entrepreneurship; and Rio Moda\_Summit, festival multiplatform fashion, culture, training and entrepreneurship.

## SOCIAL MEDIA

The UFRJ Science Park has a website and profiles on Facebook, LinkedIn, YouTube and Instagram. All these channels through digital platforms have the mission to expand the network of internal and external communication, bringing its own content, partners, residents and topics of interest to society. On all social media platforms, the Park obtained growth in relevance and engagement.

### Instagram and Facebook

Created in May 2019, the Park's Instagram got a 25% growth in the number of followers in 2020, reaching 34.503 people. Throughout the year, in addition to the posts, eight lives were held on the platform. were live 268 people and later 659 watched the vídeos recorded. In 2021, we further extend our reach, having 54.134 people as a result. On Facebook, the Park profile obtained an average engagement of 10.500 (likes and shares) and a reach of 145.279 people in 2020 and 119,680 people reached in 2021, with 16.667 interactions.

### LinkedIn

On the platform, the content worked focused on activities carried out for entrepreneurs, materials focused on business, innovation and technology, as well as public notices opened by the Park or partners. In 2020, the profile

of the Park on the platform achieved an organic reach of 7.865 people and a gain of 280 new followers. In 2021, the Park's growth on the platform in terms of reach was 38,290 people, with 1,346 interactions.





## YouTube

The main platform for broadcasting videos, YouTube is also a source of communication with the Science Park's internal and external audiences. Interviews with residents and dissemination of events and programs developed by the team were the main content produced and worked on. During 2020, there were 1.082 likes and a reach of 43.900 people. In 2021, the number of likes was 1.159 likes, reaching 36.900 people, with a significant increase in the number of followers of the channel.



Reach in 2019: **765 people**  
Reach in 2020: **34.503 people**  
Reach in 2021: **54.134 people**



Reach in 2019: **11.423 people**  
Reach in 2020: **145.279 people**  
Reach in 2021: **119.680 people**



Reach in 2019: **6.560 people**  
Reach in 2020: **7.865 people**  
Reach in 2021: **38.290 people**



Reach in 2019: **921 people**  
Reach in 2020: **1.082 people**  
Reach in 2021: **1.159 people**

*OBS: The UFRJ Inova Parque Channel reached 36.900 people in 2021*

## INSTITUTIONAL VISITS

Conducting institutional visits for the external public and the academic community is also an activity performed by the team. The Visits Program includes presentation of the project and visits to laboratories of the UFRJ installed at PTEC-UFRJ. The action aims to bring the PTEC-UFRJ of the interested external public and also from students at the University itself. In 2020, visits were suspended due to the global Covid-19 Pandemic, having its schedule open again at the end of 2021 for the schedule of visits for 2022.

## PORTAL OF THE UFRJ SCIENCE PARK

The UFRJ SciencePark started in 2021 a reformulation of its site in order to make the information more directly to users. on the website is possible to find news, events, notices and obtain information on how to be a resident company or Park associate.

In 2021 we had 26.831 accesses and 58.559 views of pages.







# Park and the future



## IMMERSION PARK

The Park Immersion Program – Academic Residency for Innovation – is an institutional action of the Park, approved by its Board of Directors on June 20, 2018. The Program aims to generate solutions to the challenges proposed by the Park in terms of management. The program will be launched in 2022 with the availability on the Park's website, with some of our challenges. Students from any UFRJ course may propose solutions, whether undergraduate, graduate or post-doctoral.

## LIVING LAB RIO

The Living Lab Rio program was created to implement innovative solutions for the sustainable urban development of the city of Rio de Janeiro, in a controlled demonstration environment, with the purpose of evaluating the impacts observed, in order to boost its dissemination and massification to the cities of the State and the country.

## STRATEGIC PLANNING 2020-2030

From the second half of 2020, the Park team began review of the

Strategic Planning 2016-2045. This process ran through 2021 and will continue in 2022. The review is being carried out through a group of work composed by the direction, managers and leaders, in biweekly meetings. In this process, our mission, vision, values, strategic objectives and their outreach plans, in addition to starting the

definition of the criteria for choosing the projects that will compose the future portfolio of strategic projects for the Park. Below we present our revised strategic objectives. Our new mission, vision and values are described in chapter **Who we are** and can be accessed by [clicking here](#).

### Final objectives



**1** Promote the continuous increase of the system's innovation capacity



**2** Expand the Park into discontinuous spaces and innovate in its relationship with companies



**3** Expand diversity in the Park in terms of economic sectors, company size and culture

### Management Objectives



**1** Expand the Park's dynamism and autonomy



**2** To be recognized for its excellence in management



## INOVATECA

A new space at the UFRJ Science Park for sharing content, connections and experimentation, Inovateca is a physical and virtual place with activities for the development and support of projects that inspire innovative and entrepreneurial initiatives, at different levels of maturity.

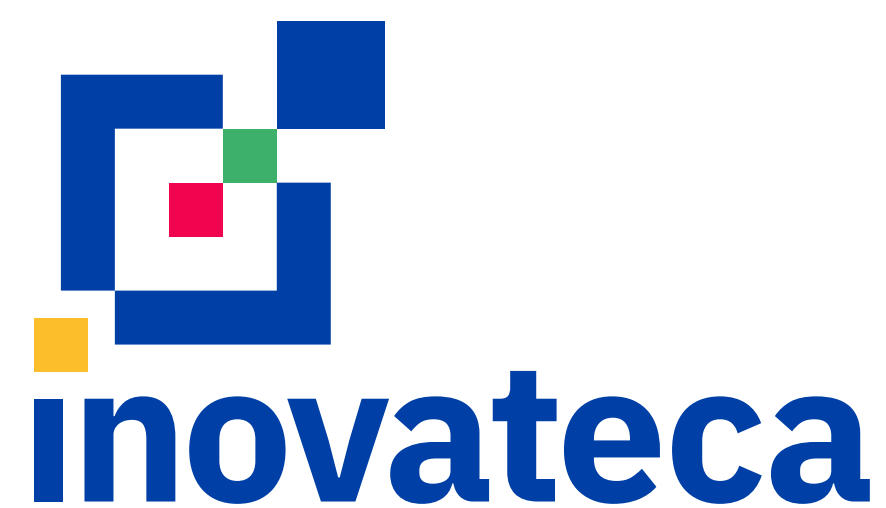
With 2,730 m<sup>2</sup> of built area, as a physical space, Inovateca is located in a central area of the UFRJ Technological Park, whose architectural design is inspired by the Magic Cube (a toy that works like a three-dimensional puzzle, invented by the Hungarian Ernő Rubik), consisting of a set of buildings composed of a main building (18x18x18m) and five smaller annexes (6x6x6m), all in cube format. The building has an auditorium, multipurpose arena, meeting rooms, capsules for private conversations, an area for socializing, Wi-Fi connectivity throughout the building. In addition, we have a digital platform for transferring the

programming offered in the physical environment to the virtual plan. Inovateca is an environment for exchanging knowledge, propagation of learning, encouragement of creativity and the exploration of new ideas, contributing to the scientific and social development of society.

There are several activities and services for those who are interested to undertake and develop innovative ideas. Classes, lectures, workshops, pitch schedules, challenges, hackathons, demodays, attendances, events, training, empowerment, experimentation and much more! During 2021, the Park worked on the setting of the space of Inovateca, in the structuring of its operation, the brand and its dissemination. Inovateca was inaugurated on November 10, under a "Soft Opening" regime. Subsequently, three test events were carried out who provided the Park team

with inputs to improve the space utilization process. Along the year, the team designed the public notice to select companies interested in occupying the spaces available in the Inovateca and offer services that generate traffic of people in the environment. The project to create Inovateca was born perspective of expanding the scope of action of the Park of UFRJ and enhance its ecosystem of creativity and innovation in an integrated way with the Community university students and the population of Rio de Janeiro. We also started to develop the space platform, allowing a tour virtual environment and access to programming.

To take the virtual tour or learn more about the program for 2022, [click here](#).



# Activities performed by park management areas

## ACTIVITIES PERFORMED BY THE LEGAL DEPARTMENT - ASJUR

The Legal Department (ASJUR) is responsible for actions that enable the project to function as a whole, in accordance with the final objectives of PTEC-UFRJ, in particular those listed below:



I – Attract organizations that are focused on research, development and innovation activities (RD&I) in all areas of knowledge that are of interest to UFRJ

II – Encourage the creation and installation of companies technology-based on the different UFRJ Campuses and in the places where the UFRJ Campuses are established;

III – Stimulating technical and scientific cooperation between UFRJ instances and entities and companies members of the PTEC-UFRJ, as agreed in the respective legal instruments; and

XII – Support partnerships between UFRJ and organizations public and private involved with the research, technological innovation and initiatives aimed at social technology.

In this sense, the Legal Department advises the Science Park Project, in its various dimensions (board executive and management), in the fields of law administrative, civil, procedural and business. works in advisory, litigation and advocacy area, carrying out:

- a) legal modeling to attract companies to the innovation environment;
- b) legal representation in legal proceedings in which PTEC-UFRJ appears as a party or interested party;
- c) Judicial sponsorship and legal support for PTEC-UFRJ interest development opportunities;
- d) legal advice to the executive director of PTEC-UFRJ;
- e) normative and legal instruments (ordinances, regulations, contracts, etc.) that regulate PTEC-UFRJ's relations;
- f) advising management in matters of legal content and legal risk, when preparing public notices and



- agreements for the respective programs;
- g) instruction of administrative processes;
- h) assistance in the execution of contracts, agreements and their consecrarians;
- i) interface with the contractual demands of the installed companies and meeting the diverse demands of the Project's internal public;
- j) elaboration of contracts, amendments, agreements, opinions and selection notices;
- k) analysis of legal feasibility of research projects and development;
- l) studies and updates of legal matters of interest to the PTEC-UFRJ;
- m) advice from the executive director of PTEC-UFRJ regarding the legality of its acts;
- n) advice to managements in the interpretation of acts regulations, acts issued by the government, contracts and instruments entered into by the Public Administration;
- o) advice on appropriate measures in relation to contracts, agreements, agreements, partnerships, regulations and the issue of legal norms;
- p) compliance of management acts with UFRJ's technical legal guidelines; and
- q) advocacy on legislative and administrative matters of interest to PTEC-UFRJ.

That said, these are the indicators for 2020 and 2021:

Advisory Performance Indicators	2020	2021
Public notices (written/advised)	4	8
Legal instruments concluded/drafted/revised	10	7
Contracts, Additive Terms, Terminations	25	19
Creation of legal modeling by subject	3	28
Managed Administrative Processes (SEI)	30	52
Responses to interactions with assignees and others	44	102
Direct advice to management	4	88
Judicial representation	140	166

QUALITY MANAGEMENT ADVISORY

Faced with the challenges posed by the pandemic with changes occurring in an accelerated way, the Park carried out a restructuring in its team and created in September 2021 the Quality Management Advisory. The main objective of the Quality Management Advisory is to make the Science Park's internal processes more efficient and effective, allowing the Park to achieve their final objectives.

This objective can be broken down into three objectives specific: (1) promote process improvements internal; (2) standardize new work procedures; (3) monitor the performance of internal processes.

To achieve these objectives, the Advisoryin Quality Management applies practices based on the methodology BPM (Business Process Management), among them the implementation of process management and the creation of a Process Office. The services offered by Quality Management Advisory are:

- *Survey and modeling of AS IS processes (current situation);*
- *Problem analysis (using problem management techniques quality);*
- *Proposition of improvements and redesign of OT processes BE (future situation);*
- *Implementation of proposals and monitoring of improvements;*
- *Standardization of routines;*
- *Process performance monitoring.*

It should be noted that the services are offered to customers within the Park – that is, the other support sectors and support.

## Activities developed throughout 2021

The continuous improvement process plays an increasingly important role in companies. It allows the discovery of problems and the implementation of corrective solutions.

The three projects developed by the Management Advisory in Quality in 2021 were the modeling of the AS IS processes of the Park, the improvement of the Business Cooperation Validation process and the improvement of the Purchasing process.

With the intention of promoting improvements and making processes more efficient and effective, in September and October 2021, a modeling of the current situation (AS IS) of the Science Park's business processes was carried out in full. All managements were involved in the project. The models developed at the end served as a basis for the discussion of future improvements, in addition to internal documentation for standardization, training and consultation. After modeling, two processes were chosen for improvement: (1) Validation of Business Cooperation and (2) Purchasing.

The project related to the validation of company cooperation seeks to improve customer experience and motivate cooperation, reducing rework and lead time (total time) of the process. The main sector impacted is GAC (Management of Cooperative Articulations). This project is in the phase of redesigning the future situation for later implementation of solutions.

The Purchasing process improvement project seeks to optimize the

time from sending the order request to the arrival of the material or execution of the service. Involves mainly the GAFIN sector (Administrative Management and financial). It is a process that impacts the entire team and strategic for the Park's internal activities. It is currently in the implementation phase.

## COORDINATION OF PEOPLE MANAGEMENT - RH

Before becoming a coordination, HR invested heavily in efforts to build a Continuous Policy of People Development (CPPD)<sup>39</sup>, in conjunction with the COPPETEC Foundation (under development) which aims to engagement, appreciation, retention of talent and, consequently, the reduced turnover of our employees.

Coordination is structured as follows: a human resources analyst who is responsible for selection of people, employee engagement and personal development, which are ongoing exercises and two young apprentices who support all the managements, performing internal and external activities.

<sup>39</sup> The Policy guides the following actions: Mapping and Assessment of Competence, Positions and Salaries Policy and Continuous Training Plan for Employees of the Park.

Throughout 2020, he worked on a plan for contingency and risk mitigation to preserve the health and operational continuity of field teams aimed at infrastructure maintenance, cleaning and access buildings, as well as teams working from home. Selection Processes:

- Five hires for CLT workers;
- Two hires for young apprentices;
- A scholarship contract for Parque Designer;
- Two research fellow contracts for "A employment and entrepreneurship trajectory of graduates of public higher education institutions";
- Three scholarship contracts for the development of a project to create a catalog system for UFRJ laboratories and researchers;
- Four scholarship contracts to carry out development research of the project "Digital Cube for the UFRJ Science Park";
- Two scholarship contracts to carry out research "Large-scale capture of the UFRJ Technological Park" with immersive viewing;
- A scholarship contract to develop a Project research for the production and monitoring of the Plan Director 2030 of UFRJ;
- Two public servers to carry out research "Captura scale of the UFRJ Science Park" with immersive visualization;



- Five professors hired for the week of innovation in partnership with the company White Martins.

#### Other Activities:

- 42 vacation requests;
- Seven terminations of CLT workers;
- Two young apprentices' contract terms;
- A designer internship contract termination;
- A renewal of a designer scholarship;
- Four renewals of scholarships for internships;
- 89 contractual changes (cost and benefit center).

#### Throughout 2021, the activities carried out were:

- (i) Carrying out the Mapping of Behavioral Competencies of the Park's employees (the Mapping of Competency of the functions is scheduled for 2022);
- (ii) We started a solid feedback policy with the aim of creating an environment in which comments and opinions on the performance of employees and their performance are constructive and frequent. It was established that the feedback policy will occur quarterly among employees, managers and management, helping to improve internal processes and professional development for all;
- (iii) We maintained the Training Program for People Development

Employees, whose objective is to integrate teams and share knowledge;

(iv) The beginning of the second action of the CTPE, the Plan of Continuing Training of Park Employees, with the following courses: Training Managers, Management Projects, Design Thinking, Agile Culture, Execution and Strategy Control, Soft Skill, Leadership, Branding, Negotiation and Decision Making, Behavior Organizational, Presentation Techniques, Marketing Digital, Social Media; Sustainability, Power BI, Excel Advanced, Cleaning Techniques, NR 35 and NR33. The total of hours of employees immersed in the courses was 5.376, having as the average per person the number of 94 hours.

In the years 2020 and 2021, there were 2.491 hours of postgraduate training (1.215 in 2020 and 1.276 in 2021), with an average of 135 hours (57 hours in 2020 and 213h in 2021) per person.

From a joint action with the Management of Communication, the need for improvements in the internal team communication. A plan was drawn up activities focused on the circulation of information and team engagement. Among the actions already taken are:

- Internal survey with employees in order to understand the blind spots and possible new channels of Communication;

- Creation of INFORM PARK. performed all Thursdays during the Training Program of the Team, this action aims to list all the news of the week inform the contributors;

- A broadcast list has been created on whatsapp. This list includes all employees and are shared information about events, new companies, birthdays, new employees and Other relevant news;

- Curation of Social Networks: we recently started sharing top posts from Park's social networks in the broadcast list. That action aims to pass on the information to employees who do not have a social network and reinforce our networks to employees who use the platforms.

In 2021, we gained FIA Employee Experience Certification – Organizational climate. This Certificate recognizes all our efforts to build a working environment pleasant to work with, favors team Building more united, and a more productive organization.

Performance Indicators of the People Management sector:

ITEM	INDICATOR DESCRIPTION		2019	2020	2021	GOALS 2021	% ACCOMPLISHED x GOALS 2021"	GOALS 2022	
HR									
1	Gender	Male	42%	40%	44%	No gender should represent +60%	100%	No gender should represent +60%	
		Female	58%	60%	56%				
2	Turnover Rate		12,50%	16,70%	19,10%	15%	>30%	10%	
3	Absenteeism (unplanned absence)		0,62%	3,92%	4,01%	5%	<1%	5%	
4	Recruitment and Selection (use rate - vacancy filled on time - average hiring time)		50%	40%	95%	70%	>36%	70%	
5	Trainings	Total hours	1.349	2.994	7.754	50% of the team trained until Dec/2021	86% of the team was trained in 2021	70% of the team trained until Dec/202	
		Training and Specialization	1.106	1.215	6.652				
		Internal training	243	1.779	1.102				
		The average hours per employee	Capacitation and Specialization	221	57				307
			Internal Training	5	30				19

## COORDINATION OF TECHNOLOGY AND INFORMATION SECURITY - TSI

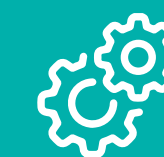
Information Technology participates in the day-to-day by providing an efficient and secure management of information, supporting the decisions of the Science Park. With the worsening of the pandemic in the year 2021, remote and hybrid jobs were of great importance in maintaining the productivity of companies. In this context, the área of information technology needed to be a protagonist in the changes in the way we work. The Park overhauled the team structure, transforming I.T. in coordination with the main mission of seeking new solutions.

The services offered by the Technology and Security area information can be divided into three areas with the following activities:



### Systems development

Viability study  
Analyze  
Project  
Implementation  
Simulation  
Implantation  
Maintenance



### Infrastructure

Installation and repair of network points and structured cabling  
Installation and repair of IP telephony points  
Installation and repair of CCTV system  
Server configuration and maintenance



### Support

Local and remote management support  
Preventive maintenance  
Equipment specification and purchase  
Operation of audiovisual equipment  
Streaming

## Activities Developed throughout 2021

The year 2021 was marked by the consolidation of changes made in 2020, where we seek improve teams through training, bringing new software and hardware solutions and systems development.



Among the most outstanding works carried out throughout the year, we can mention:

Development of the Associated Companies system	With the decreasing importance of the use of physical spaces by companies, we developed a solution that democratizes access to UFRJ technologies, as it allows any company located in Brazil to join the Park without the need to physically install itself. aims to provide access to the UFRJ ecosystem, support for holding events and discounts on training programs and other UFRJ services.
Automation form for Innovation Agency	A web form was developed where some information is attached for the generation of service provision documents, which are inserted in the SEI/ UFRJ, allowing a lower error rate in the preparation of documents, in addition to reducing the time to fill in the form documentation.
Website redesign	Working together with the Communication and Press Management, a complete reformulation was carried out to adapt the visual identity on the PTEC-UFRJ website.
Development of the request system purchases	Working together with the Quality Management Advisory and using agile methods in the process of developing the purchase request module for the Administration and Finance management, we were able to guarantee a continuous delivery of value, with more transparency and process agility.
Trainings	Throughout 2021, T.S.I was responsible for training employees in the various corporate software used by PTEC-UFRJ. Remote and face-to-face trainings were carried out, allowing employees could perform their activities more quickly and efficiently.
Inauguration of Inovateca	The team operated the audiovisual equipment, being responsible for the actions during the presentation and, together with the communication team, performed a live streaming to the Facebook and Youtube platforms.
Adequacy of equipment for remote team	With the entry of new team members and the definition of work in hybrid mode, new equipment was acquired
Innovation Agency email migration	The Innovation Agency email accounts were migrated to the Office 365 platform.

TIS sector performance indicators:

ITEM	INDICATOR DESCRIPTION	2019	2020	2021	2021 GOALS	% ACCOMPLISHED x GOALS 2021	2022 GOALS
SUPPORT							
1	Services performed	933	422	538	550	98%	650
2	Initial response time (average)	00:32:00	00:08:00	00:08:37	00:08:00	93%	00:09:00
3	New Ticket Resolution Rate	New	New	97%	98%	99%	99%
DEVELOPMENT							
4	Average Burnup	New	New	8	9	89%	8
5	Average Burndown	New	New	7	8	88%	8
6	Backlogs not completed at the end of the sprint	New	New	4	5	125%	6
7	bugs found	New	New	1	1	100%	2

ACTIVITIES PERFORMED BY ADMINISTRATIVE AND FINANCIAL MANAGEMENT - GAFIN

The team is responsible for the administrative and financial organization of PTEC/UFRJ, as well as for monitoring issues of interest to its stakeholders with the support foundations and UFRJ. Among the main activities of the Administrative and Financial Management are the planning and monitoring of finances, bids, contracts, purchases of materials, contracting of services and assets.

The team is structured as follows: a manager; an analyst focused on the areas of budget and finance; two administrative assistants focused on the purchasing and contracting areas; and an intern who supports the entire management.

Purchasing and contracting

In the purchasing and contracting sector, in order to service to the PTEC-UFRJ Project and the Biotechnology Pole, the following activities:

2020		2021	2020		2021
93	purchase orders	129	40	bank conciliations	44
23	service orders	0	132	Analysis of Project Monitoring Reports	134
3	public selections (bids)	7	199	Charges for energy and telephony apportionments	98
18	contracts (services and purchases)	39	4	daily requests to employees who traveled to represent PTEC-UFRJ	3
14	additive terms	20	2	supply orders to the Coppetec Foundation	7
5	contractual terminations	0	2	supply accounts to the Coppetec Foundation	7
695	payment requests	752	2	Issuance and sending of service fee slips and assignment of use to resident companies	*
57	employee reimbursement requests	66	*		
25	transfer between projects	37			

Budget planning

The area of budget planning and finance, in addition to prepare and monitor the annual budget of the Project, is responsible for monitoring the finances – financial updates and projections, control of receipts and payments, control of defaulters, charges the service fee and apportionment of consumption of energy and telephony of resident companies and flow of Cashier. In recent years a new flow modeling cash flow and budget control was implemented, as well how the following activities were carried out:

In 2020, the financial area was also responsible for review of the service fee charged to resident companies at PTEC-UFRJ, due to the financial impact caused by theCOVID-19 pandemic. Companies benefit from the 23.5% reduction in the value of the service fee in the period ofJuly/20 to December/20, approved at an extraordinary meeting of the Board of Directors and made official by means of an amendment. To reach this percentage of reduction,cost studies in all current contracts, reduction of electricity and water consumption, staff relocation, review of future projects and readjustment of the entire budget planning for the year 2020.



Furthermore, companies were granted the possibility to carry out the payment of the service fee with a reduction of up to 70% (depending on the category of the company) for three months, however, the residual balance for this period should be paid in six installments from the fourth month. Only six companies opted for the latter option.

ITEM	DESCRIPTION OF THE PERFORMANCE INDICATOR	2019	2020	2021	2021 GOAS	2021 RESULT	2022 GOALS
1	FINANCIAL						
1.1	Default Rate	14%	18%	0%	Reduce the default rate to 10%	↑ -100%	Keep the default rate at 10%
1.2	Time and quality of reports						
1.2.1	Cash flow	Report made available in the 1 <sup>st</sup> week after the rap closing	Report made available in the 1 <sup>st</sup> week after the rap closing	Report made available in the 2 <sup>nd</sup> week after therap closing	Make the report available one month after the closing of the RAPS	↑ 100%	Make the report available one month after the closing of the RAPS
1.2.2	Budget control	Monthly report available	Monthly report available	Report available every six months	Make the report available quarterly to the managements	↓ 50%	Make the report available quarterly to the managements
1.2.3	Performance Report	april/22	april/21	april/22	Publish the performance report on the website at March/2022	↑ -1%	Publish the performance report on the website at March/2023
2	PURCHASES						
2.1	Number of total requests	110	92	129	Increase the number of requests by 100% of purchases, considering as a parameter the average number of hires in the last 2 years	→ -36%	Increase the number of requests by 65% of purchases, considering as a parameter the number of hires in 2021
2.2	Number of canceled requests	9	11	10	Reduce the number of requests by 50% canceled	↓ 50%	Keep the number of requests to 10 canceled
2.3	Average overall service time (days)	16	23	20	Reduce overall handle time to 4 weeks (20 days)	→ 0%	Reduce overall handle time to 4 weeks (20 days)
2.4	Average service time by sector (days)						
2.4.1	Innovation Agency	0	0	14	Reduce overall handle time to 4 weeks (20 days)	→ 0%	Reduce overall handle time to 4 weeks (20 days)
2.4.2	Legal Department	0	6	7	Reduce overall handle time to 4 weeks (20 days)	↑ -50%	Reduce overall handle time to 4 weeks (20 days)

2.4.3	GAC	0	0	0	Reduce overall handle time to 4 weeks (20 days)	↑ -100%	Reduce overall handle time to 4 weeks (20 days)
2.4.4	GAFin	11	4	18	Reduce overall handle time to 4 weeks (20 days)	↓ 29%	Reduce overall handle time to 4 weeks (20 days)
2.4.5	GAU	1	36	15	Reduce overall handle time to 4 weeks (20 days)	→ 7%	Reduce overall handle time to 4 weeks (20 days)
2.4.6	GCI	59	46	25	Reduce overall handle time to 4 weeks (20 days)	↓ 79%	Reduce overall handle time to 4 weeks (20 days)
2.4.7	GDI	18	0	8	Reduce overall handle time to 4 weeks (20 days)	↑ -43%	Reduce overall handle time to 4 weeks (20 days)
2.4.8	GOP	16	23	20	Reduce overall handle time to 4 weeks (20 days)	↓ 43%	Reduce overall handle time to 4 weeks (20 days)
2.5	Delivery time (supplier) (days)	1	2	3	Reduce supplier delivery time to 2 days	↓ 34%	Reduce supplier delivery time to 2 days
3	SHORT-TERM/LONG-TERM CONTRACTIONS						
3.1	Number of requests	32	15	39	Reduce to 22 the number of short and long term	↓ 77%	Reduce short-term hires by 80% and increase long-term hiring by the same proportion
3.2	Number of canceled requests	5	4	5	Keep the number of canceled requests to 5	↑ 100%	Reduce the number of requests by 20% canceled
3.3	Direct Hiring (short term)						
3.3.1	Number of requests (short term)	23	13	32	Reduce to 15 the number of short and long term	↓ 113%	Reduce short-term hires by 80%
3.3.2	Number of canceled requests	5	3	2	Reduce the number of canceled requests to 2	↑ 100%	Reduce the number of requests by 20% canceled
3.3.3	Average overall service time (days)	27	24	29	Reduce service time to 4 weeks (20 days)	↓ 45%	Reduce service time to 4 weeks (20 days)
3.3.4	Average service time by sector (days)						
3.3.4.1	AGI	0	0	0	Reduce service time to 4 weeks (20 days)	↑ -100%	Reduce service time to 4 weeks (20 days)
3.3.4.2	ASJUR	0	0	0	Reduce service time to 4 weeks (20 days)	↑ -100%	Reduce service time to 4 weeks (20 days)
3.3.4.3	GAC	0	0	28	Reduce service time to 4 weeks (20 days)	↓ 40%	RReduce service time to 4 weeks (20 days)



3.3.4.4	GAFin	12	21	15	Reduce service time to 4 weeks (20 days)	↑ -25%	Reduce service time to 4 weeks (20 days)
3.3.4.5	GAU	35	14	25	Reduce service time to 4 weeks (20 days)	↓ 25%	Reduce service time to 4 weeks (20 days)
3.3.4.6	GCI	16	50	38	Reduce service time to 4 weeks (20 days)	↓ 90%	Reduce service time to 4 weeks (20 days)
3.3.4.7	GDI	0	0	0	Reduce service time to 4 weeks (20 days)	↑ -100%	Reduce service time to 4 weeks (20 days)
3.3.4.8	GOP	28	34	34	Reduce service time to 4 weeks (20 days)	↓ 70%	Reduce service time to 4 weeks (20 days)
3.4	Bidding processes (long term)						
3.4.1	Number of requests (long term)	9	2	7	Reduce to 7 the number of requests for short and long term	↑ 100%	Increase short-term hires by 80% term
3.4.2	Number of canceled requests	0	1	3	Reduce the number of canceled requests to 2	↓ 50%	Reduce the number of requests by 20% canceled
3.4.3	Average overall service time (days)	70	0	106	Reduce service time to 18 weeks (90 days)	↓ 18%	Reduce service time to 18 weeks (90 days)
3.4.4	Average service time by sector (days)						
3.4.4.1	AGI	0	0	0	Reduce service time to 18 weeks (90 days)	↑ -100%	Reduce service time to 18 weeks (90 days)
3.4.4.2	ASJUR	0	0	0	Reduce service time to 18 weeks (90 days)	↑ -100%	Reduce service time to 18 weeks (90 days)
3.4.4.3	GAFin	0	0	0	Reduce service time to 18 weeks (90 days)	↑ -100%	Reduce service time to 18 weeks (90 days)
3.4.4.4	GAU	110	0	124	Reduce service time to 18 weeks (90 days)	↓ 38%	Reduce service time to 18 weeks (90 days)
3.4.4.5	GCI	0	0	0	Reduce service time to 18 weeks (90 days)	↑ -100%	Reduce service time to 18 weeks (90 days)
3.4.4.6	GDI	0	0	0	Reduce service time to 18 weeks (90 days)	↑ -100%	Reduce service time to 18 weeks (90 days)
3.4.4.7	GOP	65	0	92	Reduce service time to 18 weeks (90 days)	↓ 2%	Reduce service time to 18 weeks (90 days)

## ACTIVITIES PERFORMED BY ARCHITECTURE AND URBANISM MANAGEMENT (GAU)

The Architecture and Urbanism Management is composed of a public servant and two CLT workers. The team is responsible for urban planning activities, regulation of land use and occupation, technical feasibility studies of new projects, development and coordination of architectural, landscape and urban projects, technical inspections, guidance and monitoring of constructions and renovations, management of projects related to infrastructure and updating and making available the register of building and urban works performed and completed.

In conjunction with the PTEC-UFRJ Architecture Committee, the management It is also responsible for analyzing and approving projects for new buildings and monitoring approvals from the regulatory bodies in force.

Activities developed throughout 2020 and 2021:

Urban and Architectural Planning and Design	
Activities 2020	Activities 2021
Conducting studies for the implementation of photovoltaic energy in shared buildings	Elaboration of the Interior Project, guided and monitored the renovation of the space destined to the Dr. Entrepreneur at PTEC-UFRJ
	Execution of the Interior Design of the Inovateca Building
Elaboration of the architectural project for the renovation of the pantry, changing rooms, bathrooms and storage of cleaning material of the building called Prototyping Module (MP)	Management of the implementation of Inovatec's Audiovisual Solutions Project
	Carrying out the feasibility study for the adequacy and/or complementation of INOVATEC's building facilities networks
Elaboration of the Interior Project of the building of the Inovateca	Preparation of the term of reference for contracting work to adapt and/or complement the networks of INOVATEC's building facilities to be launched in 2022
	Definition of strategic guidelines and elaboration of specifications for the hiring of consultancy specialized in executive projects for the urbanization of Smart Cities
Creation of the interior renovation project in the Park administration area, in the CETIC building	Elaboration of the Interior Project for its new office of the Innovation Agency in the Park
	Preparation of the term of reference for hiring specialized consultancy for the new office of the Innovation Agency and the renovation of its facades and internal áreas
Conducting a feasibility study for the construction of a new shared-use building for prototyping products and services, aimed at scaling production processes	Elaboration of the project that defined and specified portable equipment to optimize mobility in the movement of loads between the parking lot and the interior of the building modules
	Together with the operations management, it developed the Urbanization Plan for the Biotechnology Pole
	Creation of the term of reference for hiring a company specialized in the implementation of an ON GRID system solution

Technical Assistance	
Activities 2020	Activities 2021
Technical support, subsidizing its internal and external customers with information on documentation of use and occupation of built spaces and land in the Park and Biotechnology Pole	Technical support, subsidizing its internal and external customers with information on documentation of use and occupation of built spaces and land in the Park and Biotechnology Pole
Updating and reviewing the plans of shared buildings and urban areas for the opening of public notices	Updating and reviewing the plans of shared buildings and urban areas for the opening of public notices
Evaluation and demarcation of areas of buildings and preparation of technical drawings for real estate appraisal	Evaluation and demarcation of areas of buildings and preparation of technical drawings for real estate appraisal
Monitoring the implementation of the projects	Monitoring the implementation of the projects
Monitoring the CBMERJ certification process	Monitoring the CBMERJ certification process



Performance indicators for the Architecture and Urbanism sector:

ITEM	INDICATOR DESCRIPTION	2019	2020	2021	2022	DEVIATION REDUCTION		
						2021 GOALS		2022 GOALS
						Planned	Accomplished	Planned
1	AVERAGE OF PROJECT TERM DEVIATIONS (Days)	was not measured	20,61%	13,78%		Reduce 10%	6,83%	Reduce 5%
2	AVERAGE OF DEVIATIONS IN IMPLEMENTATION TERM (Days)	30,39%	30,32%	21,89%		Reduce 20%	8,43%	Reduce 15%

ACTIVITIES PERFORMED BY CORPORATE JOINTS MANAGEMENT (GAC)

The Corporate Joints Management encourages the connection between the Federal University of Rio de Janeiro, other organizations and government. The team works in the prospection of new companies for insertion in the innovative environment of the PTEC-UFRJ, as a resident or associate, and in the continuous promotion of the cooperation of these organizations with the University, enhancing the transformation of knowledge into innovation. Until August 2021, the joint management consisted of three CLT workers and one intern and, as of August/2021, it started to operate with two CLT workers and one intern.

ACTIVITIES

University-Company Cooperation

The PTEC-UFRJ exists to enhance the transformation of knowledge in innovation connecting UFRJ to public, private and government organizations, contributing for the formation of a just, democratic and egalitarian. The Park has tried to attract companies that can cooperate with UFRJ, in the form of innovation open, enabling them to increase their capabilities research, development and innovation (RD&I) and solve their technological challenges through connection with the competences of the University.

Resident and associated companies of PTEC-UFRJ are encouraged to know, interact and access the UFRJ's capabilities. Knowing the existing challenges for the establishment of the university-industry relationship, the management of corporate articulations of PTEC-UFRJ works in order to facilitate and catalyze this process, establishing direct and continuous channels for promoting cooperation university-company.

Joint management was directly related to each of the 21 resident and 17 associated organizations, whether to identify their needs and connect to UFRJ's capabilities, whether to support formal issues of this relationship, such as contracts and intellectual property. Support in this type of question implies interaction with the supporting foundations and the Innovation Agency. The team maintains daily relationship with companies through of meetings, technical visits, phone calls and e-mails. From of these interactions, more than R\$ 4.5 million were invested in projects with UFRJ in 2021.

All cooperation projects are appreciated by the UFRJ Joint Management Committee, which has the attribution of evaluating the relevance of cooperation university-company, and its members are appointed by the Rectorate of UFRJ. The Committee also assesses the interest of the University regarding the Initiatives that the social body from UFRJ presents to PTEC-UFRJ in search of support of resident companies, in the form of cooperation.

The articulation management provides support in the Committee secretariat, receiving projects and initiatives, guiding interested parties regarding the submission process and their doubts regarding the form and content, organizing meetings and giving feedback. It is also the responsibility of the team to publicize the initiatives approved for residents and associates.

### Inovateca

Inovateca – the Park’s Entrepreneurship and Innovation Center – is a building installed in the Park, which had its work completed in 2020, and aims to foster an entrepreneurial culture, especially among the public of UFRJ students. Users have an environment to develop their projects in a pleasant infrastructure adapted to this function, which means high standard connectivity, inspiring and comfortable atmosphere.

Joint management leads the organization of Inovateca's activities schedule. It is worth noting that, in addition to activities linked to the University, the management of corporate articulations has been articulating actions of companies and entities that support entrepreneurship and innovation, such as SEBRAE, FIRJAN, FINEP and FAPERJ that rely on this new infrastructure to connect with the UFRJ’s Community.

### Events

The Corporate Joints Management organized a set of events in 2021

with the objective of fostering a culture of innovation and entrepreneurship among the public of interest to PTEC-UFRJ – companies, government and university. Due to the pandemic, the events remained in the remote model and were performed lives on PTEC-UFRJ's social media and webinars at videoconferencing platforms. In the events held in 2020 and 2021, the audience reached was 1.253 and 413 people, respectively.

### Prospecting for New Residents and associates

Depending on the positioning of the Technological Park as a connection mechanism and with the importance of articulation between the actors for the continuous increase of the ecosystem innovation capacity, the attraction of new organizations for the environment must be expanded and strengthened. Joint management is responsible for prospection of interested parties to the installation or association in the PTEC-UFRJ.

In 2021, the UFRJ Science Park had two modalities of interaction with companies: the (1) Program of Residence, where organizations physically settle in the geographical area of the Technological Park, whether on land or shared buildings, and enjoy services with physical infrastructure and articulations and the (2) Associates Program, launched in the same year, which allows the Park acts on the university-

company connection beyond the need for physical installation.

For an organization to become a resident or associated, during the initial stage, the focus is to understand the potential of open innovation for the company and present the benefits of cooperation with the University. In this phase, meetings and presentations of the PTEC-UFRJ in several areas of the interested company and also connections with the capacities of UFRJ that have potential affinity with the technological challenges presented by the company. After this first step, the interested organization proceeds to the process of application to one of the PTEC-UFRJ programs.

In the Residency Program, the company must qualify juridically and fiscally to settle in the PTEC-UFRJ, in addition to present a technical proposal for interaction with UFRJ, as provided for in a specific public call for residence. When submitting the application, the technical proposal is appreciated by the Candidate Evaluation Committee, composed of members of the Board of Directors of PTEC UFRJ. The candidate presents her proposal orally to the committee, which assesses the merits of the candidacy, according to criteria established in the call, and forwards your decision for approval of the board of directors. The joint management secretariats this commission, organizing the schedule and documentation, supporting evaluation,



and subsequent forwarding of the collegiate decision to the legal area in order to proceed with the formal procedures.

In order for an interested institution to become an associate, it must complete the preliminary registration through the program page. Then, the legal, fiscal and labor regularity of the applicants will be verified and the association will be confirmed or not. The preliminary association lasts for 12 months and, after this period and in the interest of the parties, the institution must formalize its entry into the Associated Project, before the PTEC of UFRJ, through the execution of a specific legal instrument.

During 2021, 31 companies connected with the joint management in search of interaction with the UFRJ innovation ecosystem, some of them with potential for physical occupation, others with potential for association and technical and scientific cooperation.

For the residency program, The occupancy rate of the UFRJ Park, which corresponds to the ratio between the spaces occupied in the Park and the spaces available for lease in buildings and land, was 47% in the CE-TIC building, 85% in the MP building and 64% in land, with 21 organizations residents in 2021 (large, medium and small companies). For the Associates Program, 17 new institutions became part of the environment in 2021.

Institutional

The joint area also deals with some of the institutional representation activities with the Network of Promoters of Innovative Enterprises –NPIE, internationalization and corporate venture actions of the National Association of Entities Promoting Innovative Enterprises – ANPROTEC, Innovation Management of the National Association for Research and Development of Innovative Companies – ANPEI.

In addition to these networks, the articulation team also participated, in 2020, in actions with Sebrae - RJ, Startup Rio/FAPERJ, Iniciativa Jovem/Shell, Inovativa/MDIC,

Conecta Startups/Softex, HackinRio, as well as interacted with Instituto Vital Brasil, UFRPE, TI Rio and supported the planning of HackNit and the INPI Hackathon.

It is also worth highlighting the cooperation with IFES - FEDERAL INSTITUTE OF EDUCATION, SCIENCE AND TECHNOLOGY OF ESPÍRITO SANTO (IFES) CAMPUS SERRA for modeling its Technological Innovation Hub. Already in 2021 participated in actions with Catalisa/Sebrae – RJ and Doctor Entrepreneur/FAPERJ.

Performance indicators of the Corporate Joints sector:

ITEM	DESCRIPTION OF INDICATORS	2019	2020	2021	METAS 2021	% ACCOMPLISHED x METAS 2021	2022 GOALS
1	Park occupancy rate						
	CETIC	49%	49%	56%	56%	100%	70%
	MP	75%	75%	99%	99%	100%	100%
	Ground	64%	64%	54%	64%	100%	68%

## ACTIVITIES PERFORMED BY COMMUNICATION AND PRESS MANAGEMENT (GCI)

The Communication and Press Management is responsible for the activities of press relations, internal and external communication, public relations, management of social media platforms and the PTEC UFRJ website, content production and digital marketing strategies, communication planning, organization and event coverage, development of communication tools, consultancy for small resident companies, development of campaigns and publicity material for the Park, reports, recording and editing of videos, graphic design and support for the other managements and activities of UFRJ in partnership with the Park.

All the activities carried out are focused on achieving the PTEC-UFRJ's final objectives and promoting it as an institution, in addition to recognizing the importance of the project to society and attracting partners, supporters, residents and the public for events and programs carried out. The team is made up of three CLT workers, two journalists and a designer.

## ACTIVITIES

### Press Office

The press office's mission is to publicize the actions carried out by the project and its residents through the press, in addition to following

up on interviews and articles that mention the PTEC-UFRJ even without direct participation. For this, publicity materials were developed (notes, releases, suggestions for topics) and frequent contacts with journalists. In 2020 and 2021, the context of the pandemic still greatly influenced the results in the insertion of materials in vehicles of mass circulation.

### Portal of PTEC-UFRJ

The Communications management is responsible for the content and updating of the PTEC-UFRJ website. On the website there are information about the project and the resident companies, channel news, notices, events, job opportunities and stages, announcements, releases, email contacts, channel to request visits, newsletters and other activities from PTEC-UFRJ. In 2020, the team was responsible for 36 new posts/materials and also started the website redesign process. In 2021 we had 58.559 page views and 26,831 hits to the site.

### Social media

The team is responsible for the management and content of four profiles on social media. The PTEC-UFRJ has profiles on Facebook, LinkedIn, YouTube and Instagram. All these channels, via digital platforms, have the mission to expand the internal and external communication network,

leading to own content, partners, residents and topics of interest to society. On all platforms social media, PTEC-UFRJ achieved growth in relevance and engagement.

### Instagram

Created in May 2019, PTEC UFRJ's Instagram has seen significant growth since its release. The communications team manages and develops the content of the platform. In 2020, the engagement was 7.815 (likes and shares) and a reach of 34.503 people. In the year 2021 our profile achieved a reach of 54.134 with one interaction of 14,953. This growth was due to several marketing actions and content on the platform.

### Facebook

With more time in operation, the profile of PTEC-UFRJ in the Facebook has a platform rating of 4.9, with 5 the maximum grade. With positive reviews, the profile on Facebook also has a lot of theme posts related to entrepreneurship, science and technology of traditional communication vehicles. In 2019 the reach was 11.423 people and, in 2020, the profile of PTEC-UFRJ had an annual reach of 145.279 people. Already in 2021, the profile showed a drop in relation to the previous year, reaching 119,680 people in reach rate. This result was



due to a greater investment in content on the Instagram and LinkedIn platforms, after a perception of a decline in the audience on the social network Facebook.

YouTube

The main platform for broadcasting videos, YouTube is also a source of communication with the internal and external public of PTEC-UFR. Interviews with residents and dissemination of events and programs developed by the team were the main content produced and worked on. During 2020, 18 videos were published and we reached 1.082 likes. In 2021, our channel reached 36.900 people.

LinkedIn

The PTEC-UFRJ profile on LinkedIn aims to establish a relationship with the corporate profile audience. On the platform, the content is focused on activities carried out for entrepreneurs, articles focused on business, innovation and technology, in addition to public notices opened by PTEC-UFRJ or partners. There were 75 posts throughout 2020, with an organic reach of 7.865 people and a gain of 280 new followers. In 2021, the social network was intensively worked, resulting in a significant increase in reach. More than 38 thousand people were reached.

	Reach in 2019: <b>765 people</b> Reach in 2020: <b>34.503 people</b> Reach in 2021: <b>54.134 people</b>
	Reach in 2019: <b>11.423 people</b> Reach in 2020: <b>145.279 people</b> Reach in 2021: <b>119.680 people</b>
	Reach in 2019: <b>6.560 people</b> Reach in 2020: <b>7.865 people</b> Reach in 2021: <b>38.290 people</b>
	Reach in 2019: <b>921 people</b> Reach in 2020: <b>1.082 people</b> Reach in 2021: <b>1.159 people</b>

*OBS: The UFRJ Inova Parque Channel reached 36.900 people in 2021*

Reach of social media platforms

Institutional Visits

Conducting institutional visits for the public external and the academic community is also a activity performed by the team. The Visitor Program includes project presentation and visits to UFRJ laboratories installed at PTEC-UFRJ. In 2020 the visits were suspended due to the Pandemic remained that wayfor almost the entire year of 2021, when they returned to scheduled in December.

Public relations

The communication team is also responsible for promote the Science Park through relationship actions public such as institutional visits, partnerships with external institutions for dissemination actions and lectures, participation in events, joint actions with UFRJ.

## Communication Consulting

Communication consultancy is a service provided by PTEC-UFRJ for small resident businesses. The activity aims to provide support in the dissemination, develop communication plans, recording and editing videos, in addition to training in clear communication for pitches. In 2020, communication plans were prepared for 5 resident companies.

## Events

Communication management covers all events carried out at PTEC-UFRJ and gives support to other managements in the prior and subsequent disclosure. The coverage includes capture of images (photos or videos) and writing notes for internal media. Throughout 2019, the communication team covered 72 events. In 2020, due to the pandemic, face-to-face events were suspended and all actions were carried out online through lives and webinars on videoconferencing platforms. Throughout 2020, we publicized all events, in addition to being responsible for the production and transmission of the 8 lives held on social media throughout the year. In the face-to-face actions carried out in the first months of the year and in the webinars, 594 people participated, while in the lives 268 were live and later 659 watched the recorded videos.

The communication team also promotes events supported by PTEC-UFRJ, organized by external partners and by the social body of UFRJ. In

2020, PTEC-UFRJ supported some virtual hackathons, the Doctor Entrepreneur Program and the Catalyst Program. In 2021, communication management was responsible for designing and programming the participation of the Park at the Rio Innovation Week 2022 event.

## Design

Communication management is responsible for all graphic material, as well as the visual identity of PTEC UFRJ. Among the pieces are virtual invitations, event dissemination, report layout, layout website design, indoor and outdoor signage, presentations institutional and others. In 2021 we highlight the creation and development of Inovateca's visual identity, new space of the UFRJ Science Park, inaugurated in November.

## Content production

Communication management is responsible for all production of PTEC-UFRJ content for dissemination internal and external. Throughout 2020 and 2021, the team produced videos, texts, interviews, lives and content in general for all digital media platforms and institutional presentations.

## Interaction with the Federal University of Rio de Janeiro

During the years 2020 and 2021, communication management was responsible for the insertion of PTEC-UFRJ in the Festival of Knowledge, carried out by PR5 – Dean of Extension. The participation of PTEC-UFRJ included a presentation of the team and discussions with resident companies. The management was also responsible for the virtual visit of the NGO Junior Achievement, organized with the presence of representatives by Ambev and MJV and by the Park's stand at the Getting to know UFRJ in 2021

## Internal communication inserts with the UFRJ

The communication management makes constant contact with the communication teams at the Federal University of Rio de Janeiro to publicize activities, events and public notices in the UFRJ media. All lives were sent to university social media and also to websites and informative.

Below, is the table of Industry Performance Indicators of Communication and Press:



ITEM		INDICATOR DESCRIPTION	2019	2020	2021	2021 GOALS	% ACCOMPLISHED x 2021 GOALS	2022 GOALS
1	Reach		96.399	242.010	251.846	266.211	95%	10%
2	Interaction		7.379	19.539	26.669	21.492	124%	20%

## ACTIVITIES PERFORMED BY INSTITUTIONAL DEVELOPMENT MANAGEMENT (GDI)

The Institutional Development Management is responsible for articulate the corporate governance system with the management model, focusing on the fields of strategic management, promotion of the innovation ecosystem and sustainability actions. The management integrates different actions of the organization in order to generate

strategic information for decision making. The team also plays the role of relations institutional and governmental (advocacy), representing the PTEC-UFRJ with its stakeholders in the country and abroad. Reporting directly to executive direction, management aims to initiate new businesses and partnerships capable of promoting the institutional development of PTEC-UFRJ. In 2020, the management was composed of two employees and an intern.

In 2021, the management consisted of two CLT workers.

The table below shows the management activities in 2020 and 2021:

	Description	Activity and programs executed in 2020	Activity and programs executed in 2021
Strategic management	The strategic management activity consists of carrying out strategic planning, sectorial and competitive intelligence studies, managing institutional projects, acting as institutional and governmental relations to defend the interests of PTEC-UFRJ, raising funds and developing new businesses.	Started the process of reviewing the Strategic Planning 2016-2045	2016-2046 Strategic Planning review process continued
		Created the Park Talk Program (Objective: to bring the country's innovation environments to discuss good practices in innovative solutions and reflect on the paths that will be adopted in the post-pandemic period)	Fundraising schedule: raised the Open Inovateca Project together with FAPERJ
Representação e Advocacy	A atividade de relações institucionais e governamentais (advocacy), representando o PTEC-UFRJ junto aos seus públicos de interesse no país e no exterior	Represented the Park in technical meetings with Science and Technology Institutions (ICTs), companies and segments of the municipal, state and federal governments, as in previous years	Represented the Park at ANPROTEC
		Represented weekly in the UFRJ 2030 Master Plan Committee (PD2030)	Represented the Park at the IASP
		Participated in the formulation of the UFRJ Innovation Policy;  In the field of activities related to institutional and governmental relations (advocacy), the highlight of 2020 was the inclusion of the PTEC-UFRJ in the Municipal Innovation Incentive Law (Law nº 6788).	Represented the Park at committees and external organizations  In terms of the Political/Advocacy schedule, the main highlight was the claim for immunity from the collection of the property tax with the city hall

Partnerships	Responsible for the development of new business and partnerships. The focus in this area is the feasibility of own initiatives or those developed by partners, as long as they have a direct connection with the PTEC-UFRJ	Active dialogue was maintained with funding agencies such as the Financier of Studies and Projects (FINEP),Research Support Foundation of the State of Rio de Janeiro – FAPERJ and National Development CouncilScientific and Technological Institute (CNPq), to ensure the use of resources from projects already approved	Managed the Living Lab Rio program
		Participated in the process of signing the agreement in the Living Lab Rio Program, developed in partnership with the City Hallof the City of Rio de Janeiro	
		Internationally, together with the International Program of the British Embassy (UK Embassy Brazil), the PTEC-UFRJ conceived, articulated and enabled the project “Research and citizen monitoring of basic sanitation data in the Favela da Maré (Rio de Janeiro) during the COVID-19 pandemic”, in partnership with the data and narratives laboratory in Favela da Maré, the date _labe.	
Promotion of the innovation ecosystem	It consists of managing the UFRJ Special Projects portfolio and creating programs, projects and actions aimed at strengthening social and organizational networks at PTEC-UFRJ. In order to create opportunities for cooperation between PTEC-UFRJ and UFRJ's academic and technical units, management works together to co-create programs, projects and actions that are capable of strengthening the links between these units and our environment. These initiatives can count on the direct financing of PTEC-UFRJ companies, external partners such as development agencies or, in some cases, by the income arising from the activity of capturing and managing the use of spaces in shared-use buildings and the restaurant, installed at PTEC-UFRJ	He reformulated the UFRJ Special Projects Program, which consists of supporting institutional initiatives capable ofpromote interdisciplinary interactions between the various academic areas of UFRJ. These initiatives should focus interdisciplinary approaches, multidisciplinary teams and networked actions, so that in the end they can generate relevant contributions to the advancement of knowledge in their fields of activity	It launched the first edition of the UFRJ Special Projects Program after being reformulated: it formulated the public notice; followed the process of registration, selection, dissemination of the result and started the process of monitoring the execution of projects.
			Monitored the development of the MAI DAI UFRJ Project
			Program Management Short Circuit Public Art Gallery
Sustainability	It consists of the elaboration and execution of policies, programs and projects related to the concept of sustainability, including support for corporate social responsibility actions of resident organizations. Because it understands that it cannot do without actions committed to the demands of current generations and future, PTEC-UFRJ instituted its sustainability policy, a management instrument through which it aims to achieve economic-financial, social and environmental balance in carrying out its mission.	In full alignment with this policy, in 2020 the Institutional Development Management led the implementation of the PTEC-UFRJ Diversity Committee, which established four work fronts on this topic: 1) People with disabilities; 2) Gender; 3) Sexuality; 4) Race/ethnicity	Led the Diversity Committee meetings that took place throughout the year and supported the actions of the Diversity Park Program
			Supported actions of the Quality of Life and People Engagement Program
		He participated in the creation of the ManaMano Fund, which aims to unite social entrepreneurship and knowledge university to generate income and fight social vulnerability	Prepared the 2020/2021 Sustainability Report
			Created the term of reference for bidding a consultancy to reformulate the GR report
			Monitored the development of the Guanabara Bay Project, developed in partnership with LAMCE/ COPPE UFRJ

Performance indicators for the Institutional Development sector:

ITEM	INDICATOR DESCRIPTION	2019	2020	2021*	2021 GOALS	% ACCOMPLISHED x 2021 GOALS	2022 GOALS
Fund-raising							
1	Number of proposals submitted	3	3	9	3	300%	8
2	Value captured	R\$ 1.643.488,56	R\$ 1.301.559,00	R\$ 6.876.145,42	R\$ 495.049,47	1389%	R\$ 742.574,20

\*Note 2021

**In the number of proposals submitted:** 3 projects were captured directly, 5 projects captured for the Living Bay project with Lamce/Coppe and 1 with Professor Suzana Vinzon (Beachfront without garbage)

**In the amounts collected:** there are 2 projects captured directly, 6 in partnership with other areas of UFRJ (described above) and a project that was submitted to FAPERJ in 2016.



ACTIVITIES PERFORMED BY OPERATIONS MANAGEMENT (GOP)

The Operations Management is responsible for planning and executing activities aimed at the proper functioning of PTEC-UFRJ, carried out by third parties and by its own team.

From 2020 to September 2021, management operated with a structure composed of a manager, supervisors, analyst and assistants working in the areas of IT, conservation, security and surveillance, maintenance and warehouse. As of September 2021, the IT area became

a coordination (Technology and Information Security), in addition to the system of autonomous teams having been adopted by the management, making the management of the team and management activities to be carried out by three leaders/supervisors who report directly to the director from three areas: Infrastructure, Services and Materials Management.

The main GOP activities are: operation, maintenance and urban conservation and building conservation managed by the Park. Carry out delivery inspections and return of rooms and modules to resident companies. Monitor and

enforce external changes and the use of common spaces for companies. Control and supervise contracted gardening, landscaping services and cleaning of urban areas; property security with physical and electronic surveillance of the urban perimeter and buildings managed by the Park, a system to combat fire, pest control, tank cleaning, elevators, generator sets, air conditioning system, recovery and cleaning of facades, control of consumption of water and electricity; of supervision and monitoring of works, operation of the pier, helipad and visitor parking lots.

Activity em 2020-2021:

	Activity	2020	2021
Security and Surveillance	Property surveillance in the common areas of PTEC-UFRJ is carried out by an outsourced team, a mix of guards and janitors, controlled and supervised by management. There are more than ninety cameras installed in common areas of shared buildings and controlled 24-hour roads. There is also a team of caretakers who are responsible for security, access controls, supervision of all actionsthat demand security	In 2020, the contract with the Sathurno company covered a team made up of four CFTV operators, four day and two night caretakers. The contract with the company Força Tática consists of a team of four guards, who operate 24 hours a day. Due to the need to reduce costs due to the pandemic, the contract of the company responsible for renting the gates and entry and exit software at PTEC-UFRJ was cancelled. However, in order not to lose the effectiveness of safety, four gates with proximity sensors were acquired (to avoid the risk of contagion of the Coronavirus), coupled to our cameras, which record images of all drivers and the license plates of the vehicles that enter and leave the PTEC-UFRJ.	The patrimonial surveillance in the common areas of the Park was carried out by the company Magna. There was an increase in the feeling of security in the Science Park with the implementation of entrance and exit gates to control access to the Science Park, recording of images of drivers and license plates of vehicles. There was also an intensification of patrols carried out by the Park's security team. Another important action was the use of radios, which allowed for integrated communication by all security agents together with the employees of the operational management, facilitating the targeting of the problems encountered and be quickly resolved. Monitoring is 24 hours a day, installed in an appropriate location, with the responsibility of concentrating all security information and actions for 15 calendar days. We currently have 151 surveillance cameras in operation.
Maintenance of green areas	The management of green areas integrates landscaping in general, garden maintenance, pruning, removal and transplantation of trees and palm trees, implementation and maintenance of lawns, as well as cleaning and gardening activities. The cleaning and sweeping of streets, parking lots, sidewalks, piers and helipad, gutters and storm drains are part of the removal, packaging and disposal of inorganic waste at the sites, services performed by an outsourced company. Removal, packaging and disposal are carried out incomposting swaths of the organic residue garden from flowerbeds. Services are divided into activities fixed and variable activities, contracted by activity level	In 2020, due to the pandemic and the consequent need to reduce costs, an amendment to the green areas maintenance contract was prepared in order to reduce the scope of services by 50% for a period of three months (July to September ). In October, this	In 2021, the company Paysagem, specialized in providing gardening, landscaping and cleaning services, won the bidding process and had the contract renewed for another two years. Fixed and variable tasks are usually carried out by a lead gardener, four gardening assistants, two brushcutter operators and technical supervision by an agronomist with specialization in work safety.
Building Conservation	The purpose of building conservation is to provide the conservation of the infrastructure of buildings, maintaining the valorization of the heritage and guaranteeing the use of spaces, mainly for common use. The team of building conservation department is made up of a CLT worker who takes care of the buildings called CETIC, MP, Innovation Agency, Access Building, Restaurant, CEOP and Inovateca. Conservation is carried out by the Park's own team	In 2020 and 2021, cleaning and hygiene were essential services to prevent the spread of the new coronavirus. With this, in order to reduce the proliferation of the virus and provide security to users and employees, the team increased the frequency of cleaning in the common areas and elevators of the CETIC building and the common areas of the MP building. Due to the pandemic, other actions were implemented, such as: thermographic camera, faucets with sensors, ecological urinal, protective acrylic at reception, mats with sanitizers for the cleaning of shoes, removal of sofas from reception, signage and safe path, gate with presence sensor and installation of alcohol dispensers in buildings. The team responsible for the activity is made up of six CLT workers, one being a supervisor and five general service assistants.	

	Activity		2020	2021
Preventive Maintenance, Electric Energy, Water and Sewage	The maintenance area serves both the urban areas of the PTEC-UFRJ and the shared buildings. Routine services cover the control of water and electricity consumption, as well as cleaning of water reservoirs, analysis of potability of water, pest control, verification of the protection system against atmospheric discharges (SPDA), maintenance of elevators, among others. At PTEC-UFRJ, all preventive and corrective maintenance services are managed using Leankeep software. Thus, tasks are analyzed, scheduled and planned so that corrections and activities are carried out as soon as possible. The software also generates report models and indicators, which help in decision making and in our short, medium and long term planning. In this way, it is possible to establish a more efficient and effective system in the management of the items involved, generating comfort and safety for its residents, users and visitors.		Due to the pandemic and all the difficulties it caused, such as the risk of contagion and difficulties with transport, during the months of April and May, the management adopted an alternating work schedule to continue carrying out the necessary maintenance daily, in order not to compromise the good operation of our facilities, both at PTEC-UFRJ and at the Biotechnology Pole. With the reduction of users, some measures were taken to reduce costs, such as: 50% of public lighting poles were turned off, reduction in the operating time of the refrigeration system of the CETIC building and redistribution of alcohol dispensers to guarantee the prompt cleaning of those who entered the PTEC-UFRJ buildings. In subsequent months, the team returned to normal hours and scheduled activities were performed more frequently. In September 2020, a record of preventive maintenance (scheduled activities) was implemented to reduce the probability of equipment failures and downtimes, especially in air conditioning units, following the guidelines of NBR 5462. With the record of preventive maintenance, it was possible to identify the service segment that is most demanded at PTEC-UFRJ. The largest records of preventive maintenance are related to the refrigeration system, with the largest number of these installed in the building called CETIC.	With the objective of increasing even more our efficiency, the activities of preventive maintenance and meetings with the entire operational team in order to reduce corrective actions or the need for new hires. With everyone's engagement, we had good results such as lower consumption of water, energy and maintenance and cleaning materials. In order to further qualify our employees, we held courses on NR-10, NR-33, NR-35, photovoltaic energy, among other trainings given by several employees of the Park who shared their knowledge and experiences. Of 2021, the following stand out: (i) Refurbishment of the guardhouse - Pole to reinforce the property security service; (ii) Presence sensors in bathrooms - CETIC/MP to reduce electricity consumption and increase the durability of lamps; (iii) Renovation of bathrooms, changing rooms and pantry - MP to provide greater comfort to users; (iv) Painting the speed table to increase the visibility of speed reduction points and pedestrian crossings; (v) Assembly of furniture and equipment - Inovateca for the inauguration and operation of the building (vi) Automation of external lighting - Inovateca for automatic activation/switching off and energy consumption reduction; (vii) Production of 19 concrete covers - City Hall/UFRJ in cooperation with UFRJ for greater protection of data and electrical cables; (viii) Requested and sewage connection to the CEDAE - Inovateca network; (ix) Maintenance of the Park/Polo public lighting system to increase nighttime visibility and safety; (x) Reform of MCF - Innovation Agency
Pantry	This service serves the internal public with water and coffee and the demands of a pantry during the events.		In March 2020, due to the pandemic, scheduled events were canceled and consequently the service was suspended. In this way, the employee who performed the function was reassigned to another sector.	The waitress service has been terminated and we no longer have an employee in this role.
Reception	The reception is responsible for serving the public, scheduling meetings, answering and filtering calls, taking messages, receiving and guiding visitors, providing support to the administrative team. At the reception of the building called CETIC, the reception is responsible for receiving the correspondence, sorting and filing according to the PTEC-UFRJ companies.		During 2020, the PTEC-UFRJ had two CLT workers who serve the following buildings: Administration, CETIC, MP and Biotechnology Pole. Receptionists are responsible for attending to the public, schedule meetings, answer and filter calls, take messages, receive and guide visitors, provide support to the administrative team. At the reception of the building called CETIC, the receptionists are responsible for receiving correspondence, sorting and filing according to the PTEC-UFRJ companies. The supervision of the employees is carried out by the same employee who supervises building cleaning. In 2020, 3,781 correspondences were received (Sedex, registered and simple). At the reception of the shared building of the UFRJ Biotechnology Pole, 1486 correspondences were received (Sedex, registered and simple).	During 2021, the PTEC-UFRJ had a CLT that serves the following buildings: Innovation Agency, CETIC and MP. The receptionist is responsible for serving the public, scheduling meetings, answering and filtering calls, taking messages, receiving and guiding visitors, providing support to the administrative team. At the reception of the building called CETIC, the receptionist is responsible for receiving correspondence, sorting and filing according to the PTEC-UFRJ companies. Supervision of employees is carried out by the same employee who supervises building cleaning.
Telephony and Communication	We currently use three software to monitor the operation of the network and the calls, which are: Grafana, Zabbix and OTRS		In 2020, service calls to users were reduced due to the pandemic, with calls focusing on the PTEC-UFRJ team, who worked from home office.	CORRESPONDS TO TSI

Operations Sector Performance Indicators:

ITEM	INDICATOR DESCRIPTION	2019	2020	2021				2022 GOALS
				OBJECTIVE	ACCOM-PLISHED	GOAL	”% ACCOMPLISHED x METAS 2021”	
1	Corrective maintenance	531	1.155	Reduce by 20% compared to 2020	901	924	2%	Reduce by 10% compared to 2021
2	Preventive maintenance	24	297	Increase by 100% compared to 2020	1.283	594	316%	Increase by 25% compared to 2021



## SECRETARY

The Secretariat is responsible for providing support to the management, the Park team and the Innovation Agency. The area is composed by two CLT workers, and their activities are:

- *Organization of documents and processes of the Science Park and Bio-technology Pole;*
- *Organization of meetings and scheduling of these;*
- *Preparation of minutes of meetings, spreadsheets and reports, when requested;*
- *Organization of the entire process of the Science Park Board of Directors and its Committees;*
- *Organization and control of all telephone contacts and e-mail addresses of the Park team, those responsible for all areas of the Park's resident companies and other external ones, members of Government agencies and institutions that are related to the Park and contacts of UFRJ employees, students and professors;*
- *Review and translation of all types of texts and documents;*
- *Scheduling meetings;*
- *Schedule control of the Director and the Science Park team*

We can highlight as the main activity coordinated by the secretariat, the construction of performance indicators, by sectors, together with the direction of the Park and its functional managements, whose objective is to measure what is being executed and manage it properly to achieve organizational or departmental goals planned.

In 2021, the activities carried out by the area were:

Organizational process, request for certificate, control and submission for payment of invoices arising from the bidding for Cubo furniture to the Architecture team
Control worksheet for documentation and invoices, contracts with their assumptions and payments, TRs and proposals
Spreadsheet to control the implementation of grants of the MAI DAI process and contact with project participants intending to collect information regarding the documentation of these
Energy and water control worksheet for the Park buildings
Feeding the Operations Sector Budget Worksheet
Control process, organization of registration forms, documentation, preparation of spreadsheet for better layout and visualization of projects, response to emails, conference of reports of participants of Special Projects
Various courses to improve professional training offered by the Park
Support with FAPERJ, CIP project processes
Textual revision of the Park's Performance Report
Insertion, monitoring and execution of tasks, processing, closing processes on the SEI and SAP platform in collaboration with the legal team
Control worksheet for the collection of waste from the Biotechnology Pole and the PTEC in order to check if the amount charged by the company providing the service is correct
Document file
Dead file
Control of the physical processes of the Park and Biotechnology Pole
Support to the managements, directors and staff of the Park and Innovation Agency in all requests , organization and scheduling of meetings, preparation of minutes of various meetings that took place during the year between Park teams and external people, preparation of meeting links, calls, sending e-mails, inserting appointments and classes for team training in each employee's schedule, contacting external people, reviewing textual content of various documents, preparation of letters and spreadsheets

Process of organization, request for certificate and submission for payment of invoices arising from the execution of continuous services at the Science Park, Inovateca and Biotechnology Pole, such as: surveillance, landscaping and detization, fire alarm, elevator maintenance, gate maintenance, Light, Cedae, waste control
Insertion of activities performed daily on the MY HOURS platform
Purchase of tickets, accommodation and filling out a form for requesting daily allowances for members of the Park and Innovation Agency team
Signing documents in Docusign
Request for signature of documents with Coppetec or UFRJ when requested by teams and management
Meetings of the Board of Directors and Science Park Committees (UFRJ Science Park Performance Monitoring Committee, UFRJ Science Park Articulation Management Committee, UFRJ Science Park Architecture and Urbanism Committee,New Companies Candidacy Evaluation Committee, UFRJ Special Projects Permanent Monitoring Committee) : Organization, scheduling, sending e-mails with documentation inherent to the subjects of the meetings, request for the preparation of ordinances for the renewal of members, opening of processes at SEI, preparation of minutes and presentations; request for approval of the New Resolution of the Science Park at the UFRJ Consuni meeting
Support for the entire Park team
Support in the registration and participation of the team members in events, such as Anprotec
Making and feeding spreadsheets
Control of messages received in the e-mail from the Science Park management
Support to the Innovation Agency, such as: preparation of presentations in Power point, spreadsheets, preparation of meeting minutes
Training courses+B20:B28 (Coppead, UFF, PUC/RJ)

ANNEX 1 - PTEC/UFRJ INCOME STATEMENT

		2019		2020		2021	
BALANCE AVAILABLE ON 01/01		R\$ 5.555.532		R\$ 7.502.625		R\$ 7.324.490	
RECEIVINGS	1. Service Fee - Land	R\$ 8.712.924	86,48%	R\$ 6.334.264	86,22%	R\$ 9.035.693	87,91%
	2. Service Fee - CETIC	R\$ 494.782	4,91%	R\$ 318.885	4,34%	R\$ 406.194	3,95%
	3. Service Fee - MP	R\$ 782.537	7,77%	R\$ 674.697	9,18%	R\$ 806.010	7,84%
	4. Income from Financial Investment	R\$ 45.406	0,45%	R\$ -	0,00%	R\$ -	0,00%
	5. Transfers and Arrangements between Projects	R\$ 38.959	0,39%	R\$ 18.697	0,25%	R\$ 30.225	0,29%
	Total:	R\$ 10.074.608		R\$ 7.346.544		R\$ 10.278.122	
	Operating and Administrative Expenses (OAE):	R\$ 646.724		R\$ 462.963		R\$ 616.398	
NET RECEIVING:		R\$ 9.427.885		R\$ 6.883.581		R\$ 9.661.724	
COSTS ELEMENTS	1. ADMINISTRATIVE COSTS	R\$ 2.386.743	31,90%	R\$ 2.538.289	35,94%	R\$ 3.010.328	31,73%
	Staff	R\$ 2.187.444	29,24%	R\$ 2.298.378	32,55%	R\$ 2.614.219	27,56%
	Services	R\$ 154.799	2,07%	R\$ 122.805	1,74%	R\$ 246.425	2,60%
	Materials	R\$ 44.500	0,59%	R\$ 117.106	1,66%	R\$ 149.684	1,58%
	2. TRANSPORT	R\$ 184.930	2,47%	R\$ 103.237	1,46%	R\$ 26.522	0,28%
	Staff	R\$ 86.375	1,15%	R\$ 39.862	0,56%	R\$ -	0,00%
	Services and materials	R\$ 98.556	1,32%	R\$ 63.375	0,90%	R\$ 26.522	0,28%
	3. SECURITY AND SURVEILLANCE	R\$ 850.903	11,37%	R\$ 796.578	11,28%	R\$ 743.414	7,84%
	Staff	R\$ 144.930	1,94%	R\$ 123.795	1,75%	R\$ -	0,00%
	Services and materials	R\$ 705.974	9,44%	R\$ 672.783	9,53%	R\$ 743.414	7,84%
	4. URBAN MAINTENANCE	R\$ 813.579	10,88%	R\$ 748.335	10,60%	R\$ 802.175	8,46%
	Staff	R\$ 215.160	2,88%	R\$ 216.415	3,06%	R\$ 212.488	2,24%
	Services and materials	R\$ 598.419	8,00%	R\$ 531.920	7,53%	R\$ 589.687	6,22%
	5. BUILDING MAINTENANCE	R\$ 952.895	12,74%	R\$ 797.782	11,30%	R\$ 1.274.900	13,44%
	Staff	R\$ 645.118	8,62%	R\$ 491.075	6,95%	R\$ 739.702	7,80%
	Services and materials	R\$ 307.776	4,11%	R\$ 306.707	4,34%	R\$ 535.198	5,64%
	6. ELECTRICITY	R\$ 169.205	2,26%	R\$ 393.629	5,57%	R\$ 489.897	5,16%
	Operation Center	R\$ -	0,00%	R\$ -	0,00%	R\$ -	0,00%
	Inovateca	R\$ -	0,00%	R\$ 60.202	0,85%	R\$ 111.242	1,17%
	Street lighting	R\$ 29.871	0,40%	R\$ 62.406	0,88%	R\$ 78.187	0,82%
	Access Building	R\$ 66.062	0,88%	R\$ 57.324	0,81%	R\$ 54.713	0,58%
	Administration building	R\$ 62.184	0,83%	R\$ 22.029	0,31%	R\$ 825	0,01%
	Restaurant Building	R\$ 1.801	0,02%	R\$ 1.916	0,03%	R\$ 461	0,00%
	CETIC building	R\$ 9.287	0,12%	R\$ 84.549	1,20%	R\$ 135.318	1,43%
	MP building	R\$ -	0,00%	R\$ 105.202	1,49%	R\$ 109.151	1,15%
	7. TELEPHONY AND COMMUNICATION	R\$ 865.041	11,56%	R\$ 708.453	10,03%	R\$ 724.598	7,64%
	Staff	R\$ 730.972	9,77%	R\$ 633.351	8,97%	R\$ 670.525	7,07%
	Services and materials	R\$ 134.069	1,79%	R\$ 75.102	1,06%	R\$ 54.073	0,57%



	8. WATER AND SEWAGE	R\$ 126.564		1,69%	R\$ 110.601		1,57%	R\$ 104.773		1,10%
	Administration, Access Building and restaurant	R\$ 26.181		0,35%	R\$ 26.975		0,38%	R\$ 19.312		0,20%
	Inovateca	R\$ -		0,00%	R\$ -		0,00%	R\$ 19.413		0,20%
	Garden (Irrigation)	R\$ 7.083		0,09%	R\$ 8.018		0,11%	R\$ 6.180		0,07%
	Operation Center	R\$ 17.721		0,24%	R\$ 16.362		0,23%	R\$ 14.125		0,15%
	CETIC building	R\$ 35.700		0,48%	R\$ 24.431		0,35%	R\$ 24.358		0,26%
	MP building	R\$ 39.878		0,53%	R\$ 34.815		0,49%	R\$ 21.384		0,23%
	9. INFRASTRUCTURE AND PROJECTS	R\$ 1.065.309		14,24%	R\$ 718.294		10,17%	R\$ 2.061.625		21,73%
	Staff	R\$ 367.610		4,91%	R\$ 387.597		5,49%	R\$ 360.893		3,80%
	Services and materials	R\$ 697.699		9,33%	R\$ 330.697		4,68%	R\$ 1.700.732		17,93%
	10. OTHERS	R\$ 65.688		0,88%	R\$ 146.518		2,07%	R\$ 248.269		2,62%
	TOTAL EXPENSES:	R\$ 7.480.856		100%	R\$ 7.061.715		100%	R\$ 9.486.501		100%
	OPERATIONAL RESULT:	R\$ 1.947.028			-R\$ 178.134			R\$ 175.223		
	BALANCE AVAILABLE ON 12/31	R\$ 7.502.561			R\$ 7.324.490			R\$ 7.499.714		

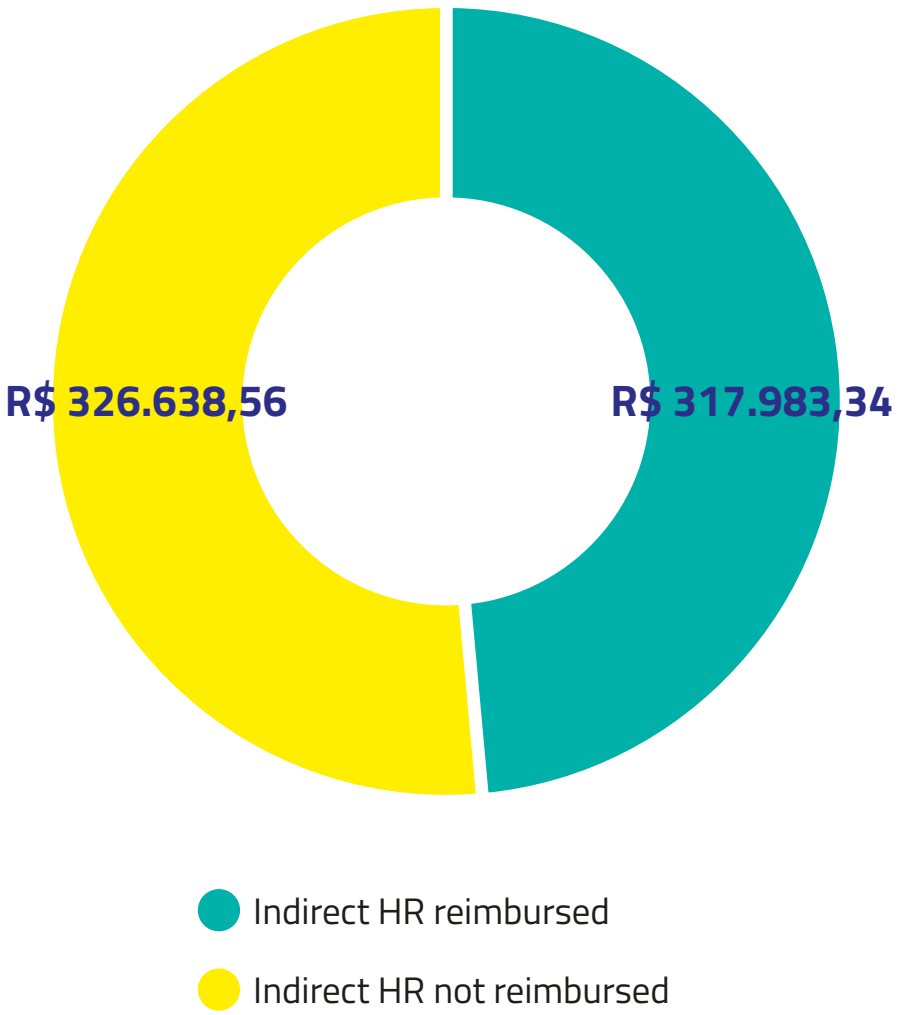
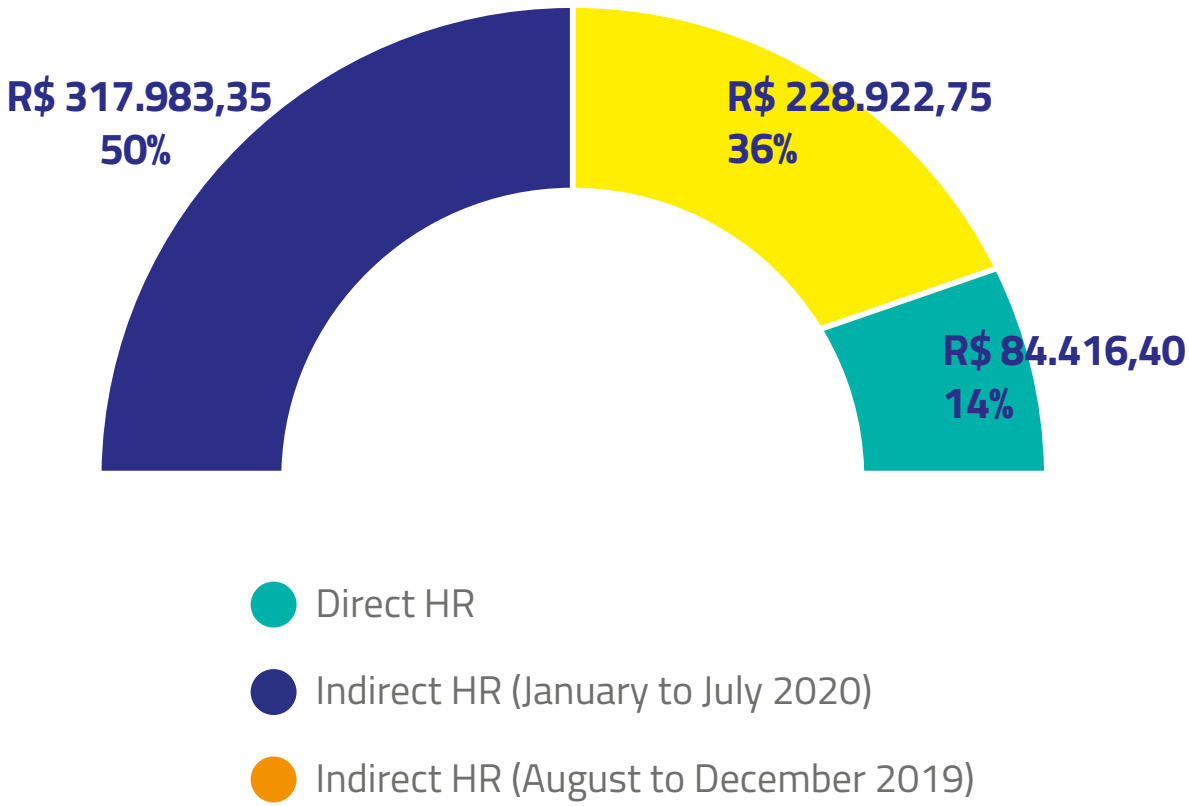
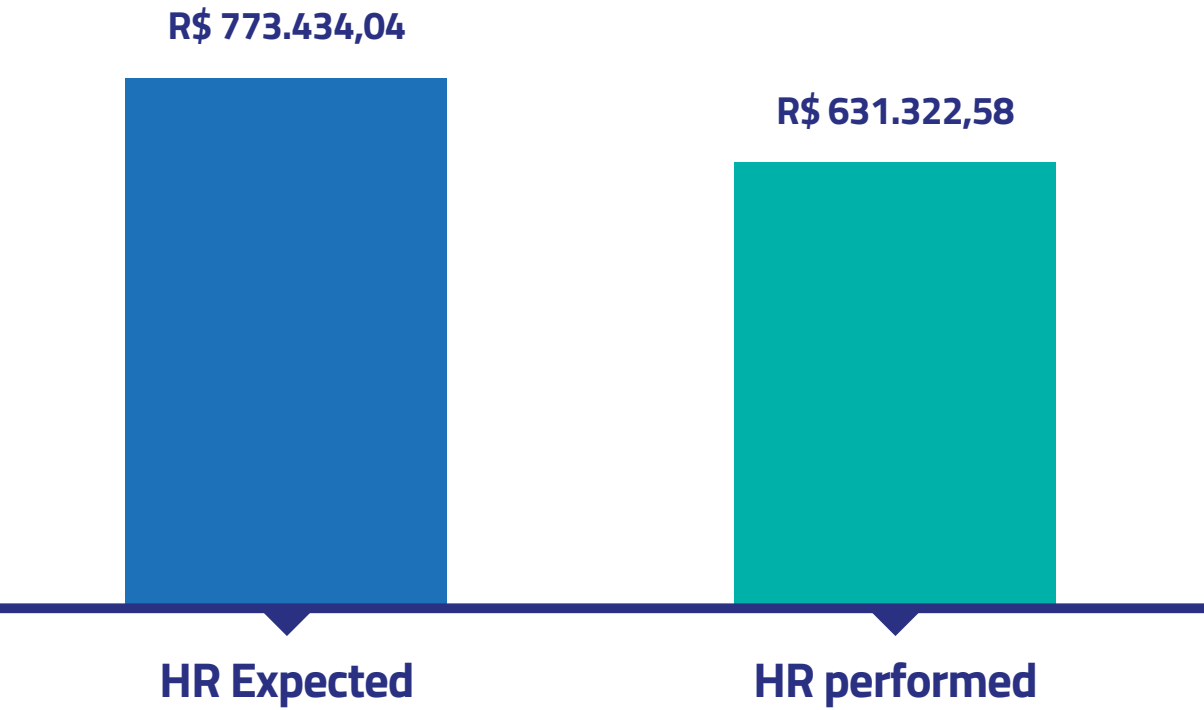
ASSIGNMENT OF USE - SHARED BUILDINGS (Initial Balance / Collected / Debts / Available Balance)	R\$ 1.570.473	R\$ 2.130.102	R\$ 2.578.328
	R\$ 608.913	R\$ 489.922	R\$ 511.162
	R\$ 49.284	R\$ 41.695	R\$ 2.169.541
	R\$ 2.130.102	R\$ 2.578.328	R\$ 919.950

CONTINGENCY RESERVE FUND (Initial Balance / Collected / Debts / Available Balance)	R\$ 2.222.096	R\$ 3.990.617	R\$ 4.030.690
	R\$ 1.768.521	R\$ 183.908	R\$ 322.123
	R\$ -	R\$ 143.836	R\$ 175.588
	R\$ 3.990.617	R\$ 4.030.690	R\$ 4.177.224

**ANNEX 2 - STATEMENT OF INCOME FOR THE YEAR OF THE BIOTECHNOLOGY POLE UNIT**

The administrative expenses of the Pole unit are composed for expenses with personnel and minimum consumables for operationalization of the services, these activities are recurrent, being carried out uninterruptedly. They are inherent to the proper functioning of the administrative, legal and operational part, whose expenses were identified in this report as expenses with indirect HR, in the amount of R\$ 546.906.08, of which R\$ 317.922.75 refer to the period from January to June 2020 and R\$ 228.922.75 for the period from August to December 2019 (it was informed in the previous report that the transfer of this 2019 debt to the PTEC-UFRJ Project would be carried out in 2020).

It is important to inform that R\$ 317.983.34 were returned by the Park, as reimbursement of indirect HR costs, referring to the period from January/2020 to June/2020. R\$ 326.638.56 still remain to be returned to the PTEC/UFRJ Project, referring to the months of July/2020 to December/ 2020 and R\$ 653.277.12, referring to the months from January/2021 to December/2021..





ANNEX 3 - INCOME STATEMENT OF EXERCISE OF THE BIOTECHNOLOGY POLE UNIT

	2019		2020		2021	
BALANCE AVAILABLE ON 01/01:	R\$ -		R\$ 604.578,67		R\$ 138.377,80	
REVENUE	ACCOMPLISHED		ACCOMPLISHED		ACCOMPLISHED	
1. Service Fee - (Lots, Sheds and Incubator)	R\$ 1.698.505	189,67%	R\$ 895.497	100,00%	R\$ 1.234.801	137,89%
2. Income Distribution	R\$ 752	0,08%	R\$ 0	0,00%	R\$ 0	0,00%
TOTAL	R\$ 1.699.257	100%	R\$ 895.497	100%	R\$ 1.234.801	138%
DOA	R\$ 183.324		R\$ 74.779		R\$ 105.085	
Net Revenue:	R\$ 1.515.933	100%	R\$ 820.718	100%	R\$ 1.129.716	138%
EXPENSES	ACCOMPLISHED		ACCOMPLISHED		ACCOMPLISHED	
1. Administrative expenses	R\$ 191.607	21,02%	R\$ 298.768	23,22%	R\$ 24.649	1,92%
1.1. Staff	R\$ 177.067	19,43%	R\$ 287.286	22,32%	R\$ 31	0,00%
1.2. Services	R\$ 13.019	1,43%	R\$ 920	0,07%	R\$ 904	0,07%
1.3. Materials	R\$ 1.521	0,17%	R\$ 10.562	0,82%	R\$ 23.714	1,84%
2. Security	R\$ 225.445	24,74%	R\$ 305.542	23,74%	R\$ 360.326	28,00%
3. Urban maintenance	R\$ 165.473	18,16%	R\$ 292.146	22,70%	R\$ 293.891	22,84%
3.1. Staff	R\$ 13.320	1,46%	R\$ 35.025	2,72%	R\$ 51.619	4,01%
3.2. Services and materials	R\$ 152.154	16,70%	R\$ 257.121	19,98%	R\$ 242.272	18,83%
4. Building maintenance	R\$ 221.212	24,27%	R\$ 379.185	29,46%	R\$ 29.081	2,26%
4.1. Staff	R\$ 152.290	16,71%	R\$ 309.011	24,01%	R\$ 5.135	0,40%
4.2. Services and materials	R\$ 68.922	7,56%	R\$ 70.173	5,45%	R\$ 23.946	1,86%
5. Telephony and communication	R\$ 29.403	3,23%	R\$ 7.644	0,59%	R\$ 0	0,00%
5.1. Internet	R\$ 22.000	2,41%	R\$ 4.400	0,34%	R\$ 0	0,00%
5.2. Telephony	R\$ 7.403	0,81%	R\$ 3.244	0,25%	R\$ 0	0,00%
6. Infrastructure and Projects	R\$ 78.214	8,58%	R\$ 3.635	0,28%	R\$ 0	0,00%
TOTAL EXPENSES:	R\$ 911.354	100%	R\$ 1.286.919	100%	R\$ 707.947	55%
OPERATIONAL RESULT	R\$ 604.579		-R\$ 466.201		-R\$ 466.201	R\$ 421.770
BALANCE AVAILABLE ON 12/31:	R\$ 604.579		R\$ 138.378		R\$ 138.378	R\$ 560.147

ANNEX 4 - CALCULATION MEMORIES -  
COMPARISON OF COSTS/ CONTRACTS OF  
PTEC-UFRJ X UFRJ

In 2020, for the services that PTEC/UFRJ chooses to perform with own team, a simulation was carried out comparing what would be the costs of obtaining the same services based on the prices practiced in the UFRJ contracts and the following results were found:

TYPES OF SERVICES	UFRJ		PTEC-UFRJ	
Property security	Angel Guard Surveillance	Number of posts	Tactical Strenght	Number of posts
Unarmed Surveillance – 12x36 – Daytime	R\$ 8.906,41	8	R\$ 8.731,16	1
Unarmed Surveillance – 12x36 – Nightly	R\$ 9.782,41	8	R\$ 10.343,88	1
Total	R\$ 18.688,81	16	R\$ 19.075,04	2
VARIATION %				-2,07%

Source: Available at: <https://gestao.ufrj.br/index.php/contratos/contratos-vigentes>, acesso em: 09/10/2019

TYPES OF SERVICES	UFRJ	PTEC-UFRJ
Waste collection	OPERAÇÃO RESGATE e TRANS- PORTE LTDA	RODOCON CONSTRUÇÕES RODOVIÁRIAS LTDA
Value of the 1200 Liter container	R\$ 50,04	R\$ 42,07
VARIATION %		16%

Source: Available at: <https://gestao.ufrj.br/index.php/contratos/contratos-vigentes>, acesso em: 09/10/2019

TYPES OF SERVICES	UFRJ		PTEC-UFRJ	
	Rodocon Construções	Rodoviárias Ltda	Villa Tomiazzi Paisagismo Ltda ME	
Maintenance of green areas and street sweeping	Contracted value	R\$ 11.148.000,00	Contracted value	R\$ 592.358,52
	Total area (m²)	4.651.305,58	Total area (m²)	350.000,00
	Cost/m²	R\$ 2,40	Cost/m²	R\$ 1,69
VARIAÇÃO %				29%

Source: Available at: <https://gestao.ufrj.br/index.php/contratos/contratos-vigentes>, acesso em: 09/10/2019

TYPES OF SERVICES	UFRJ		PTEC-UFRJ	
	SOLUÇÕES SERVIÇOS TERCEIRIZADOS EIRELI		OWN TEAM	
Cleaning, tidiness and building conservation	Total value	R\$ 1.698.230,04	Contracted value	R\$ 180.756,39
	Monthly value	R\$ 141.519,17	Monthly value	R\$ 15.063,03
	Total area (m²)	79.171,00	Total area (m²)	15.207,08
	Cost m² of clean area	R\$ 1,79	Cost m² of clean area	R\$ 0,99
VARIATION %				45%

Source: Available at: <https://gestao.ufrj.br/index.php/contratos/contratos-vigentes>, acesso em: 09/10/2019

TYPES OF SERVICES	FORMER STUDENTS ASSOCIATION		PTEC-UFRJ	
	ÁLAMO ENGENHARIA S/A		OWN TEAM	
Building Maintenance	Total value	R\$ 343.731,25	Contracted value	R\$ 464.362,01
	Total area (m²)	4.439,76	Total area (m²)	15.207,08
	Cost m² of maintained area	R\$ 77,42	Cost m² of maintained area	R\$ 30,54
VARIATION %				61%

Source: Alumni COPPEAD



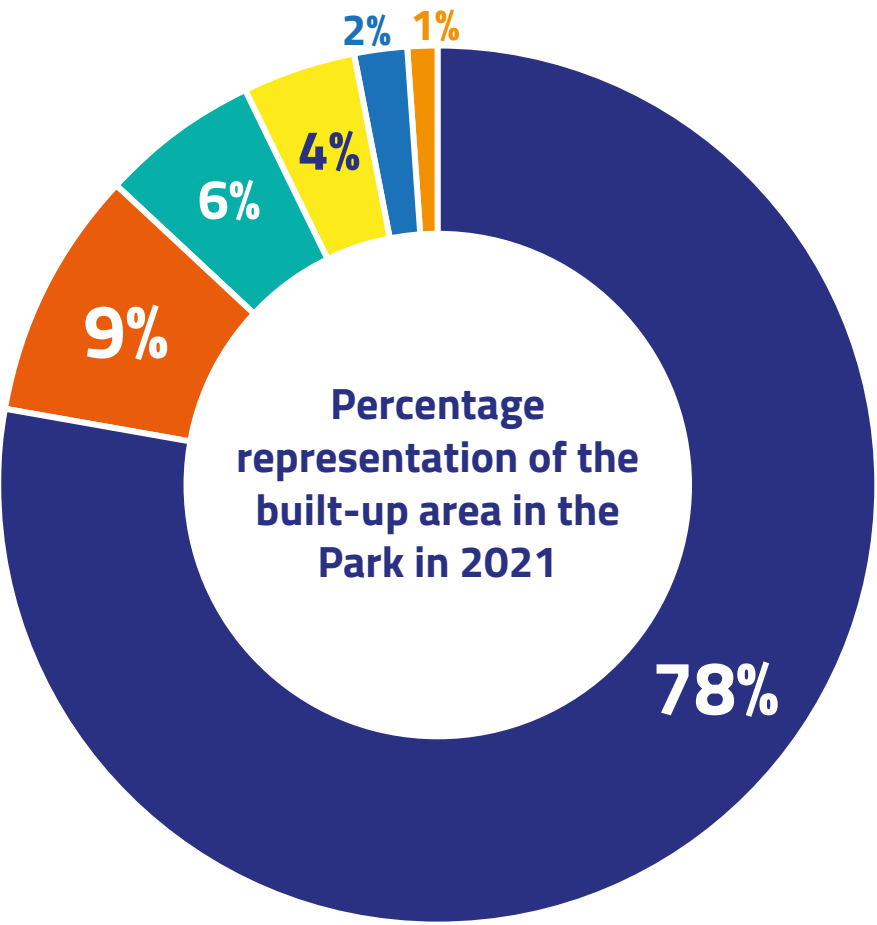
## 5

# Park Infraestructure



The PTEC/UFRJ seeks to have adequate infrastructure, access to the university's research and collaboration capacity.

The area of the Park is approximately 35ha (350,000m<sup>2</sup>), being 93,210m<sup>2</sup> of built area, as shown in the following chart:



- Buildings exclusively intended for research centers from big companies
- University laboratory buildings
- Buildings shared by small and medium-sized companies
- Buildings for commercial services
- Building for temporary use by the UFRJ Administration
- Buildings intended for the use of teams from the PTEC-UFRJ Administration

Our environment is characterized by a landscape composed of architectures of volumes and typologies diversified, by the vegetation present<sup>40</sup> and integrated to the built landscape and the presence of the Bay of Guanabara, which surrounds the area.

Our infrastructure is made up of a Center for Excellence in Information and Communication Technology – CETIC, a Prototyping Module – MP, Inovateca, an Administration, a restaurant and land.

ADMINISTRATION/INNOVATION AGENCY

It was the PTEC/UFRJ Administration Building, whose architecture is characterized by its circular shape. Being originally intended to be a training module multidisciplinary with capacity for a total of 120 people. Your needs program involves reception, two auditoriums with capacity for 30 people each, pantry and cleaning material deposit in the first floor, administrative office, meeting rooms, coffee



Innovation Agency building

40 For more information, [click here](#).



and restrooms on the second floor. This last floor has the capacity to house a population of 60 people.

This building remained occupied until the beginning of March 2020 by the PTEC/UFRJ team, which was transferred to another building (CETIC).

From May 2021, the UFRJ Innovation Agency started to occupy this space. The agency is an initiative aimed at the application and dissemination of multiple aspects of innovation within UFRJ. Among its attributions are the diffusion of Innovation at the university, the management of processes for the protection of knowledge arising from academic research, the licensing of technologies and the promotion of partnerships between companies and UFRJ so that the knowledge produced in the institution can, in fact, reach society.

## CETIC

The building is composed of four floors, with a total area of 2,800 m<sup>2</sup>, dedicated to activities that can be developed in an office environment. It has central air conditioning, raised floor, individualized electrical panels (per room), a wide and mapped structured cabling network and the possibility of using wireless, an IP telephony system, also having rooms with customizable sizes.

In 2020, the building remained with six companies, the same number as the previous year. In 2021, the building ended the year with 5 residents.



In the first days of March, before decreeing social isolation, the entire PTEC-UFRJ team was located in this building. The purpose of this relocation was part of a strategy to integrate the team more and make the activities carried out by each management made known and understood by any employee, regardless of their role. on day 1 2 In March,

the entire office team started working from home. Also, in addition to being part of the team, the relocation allowed freeing up space in the MP for new residents.

By the end of 2021, six rooms were available on the 3rd floor and the entire 4th floor.



MP

This building is aimed for companies with a semi-industrial profile, which need adequate space and height to install the necessary infrastructure for the production of their products and services. The 3,100 m<sup>2</sup> area houses 10 modules of 200 m<sup>2</sup> each, with a ceiling height of eight meters. In 2020, for technical and legal reasons, we could not offer any module available in this building. But in April 2021, after release from the Fire Department, the building modules were offered again. Therefore, throughout the year, one of the companies already resident at PTEC/UFRJ expanded its scope of action in the MP, including one more module in its contract and a new company made your application and was approved. As of December 31, 2021, only one module, out of 10, was available.



INOVATECA

With 2,730 m<sup>2</sup> of built area, as a physical space, Inovateca is positioned in a central area from PTEC/ UFRJ, whose architectural project is inspired by the Magic Cube (a toy that works as a three-dimensional puzzle, invented by the Hungarian Ernő Rubik), constituting a set of buildings composed of a main building (18x18x18m) and five annexes smaller (6x6x6m), all in cube format. The building has an auditorium, multipurpose arena, meeting rooms, capsules for private conversations, an area for socializing, Wi-Fi connectivity throughout the building. In addition, we have a digital platform for overflowing the programming offered in the physical environment to the virtual plan.





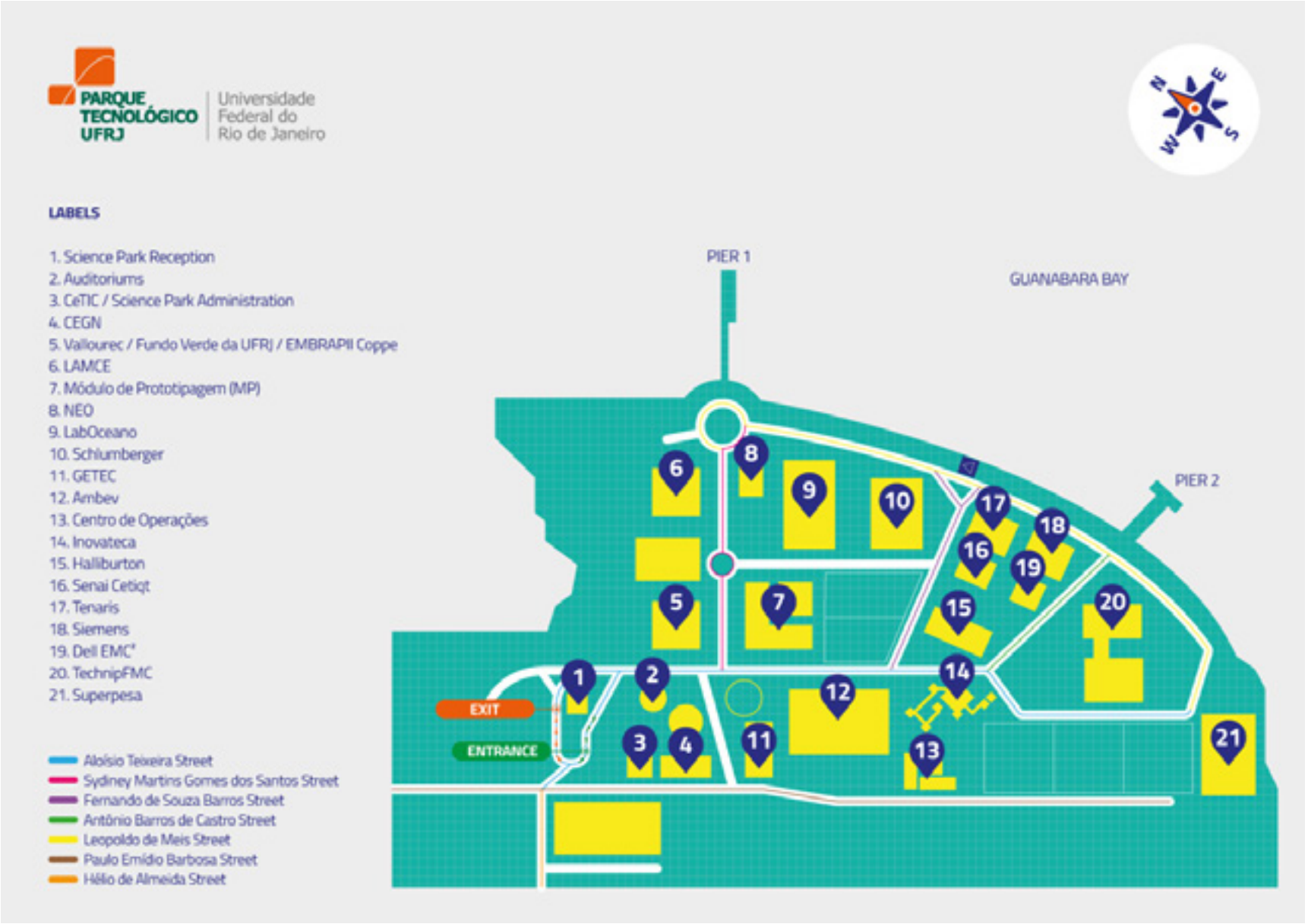
RESTAURANT

Also characterized by its circular shape, the PTEC/UFRJ Restaurant has 1,421.47m<sup>2</sup> spread over three floors. Its needs program involves food and toilet halls on the three floors, an industrial kitchen, changing rooms, technical areas, an office and a terrace/balcony on the top floor. There is other information about this. The project even existed, but there was no economic reason to publish an edict during the pandemic.



LANDS

In its 350 thousand m<sup>2</sup>, in addition to the buildings mentioned previously, there are also areas of land on the Park's premises, which are granted through public notices for the concession of use to companies that show an interest in installing their research centers in this region, as well as the University's laboratories.



**ANNEX 5 - FINAL OBJECTIVES  
AND ACTIVITIES DEVELOPED BY  
MANAGEMENTS**

The actions performed in 2020 and 2021 that contributed to the final objectives, provided for in article 2 of Resolution 10/2018, are:

**Objective I: Attract new research, development and production activities for innovative goods and services to the different UFRJ campuses**

During 2020, PTEC/UFRJ supported UFRJ in the creation of the Conecta virtual platform, inaugurated in 2021. Conecta facilitates the mapping of UFRJ's competencies, with the aim of increasing the university's interaction in areas of scientific and technological research with public and private institutions. For the Park, supporting the creation of this platform was important because it helps us to connect with more efficiency of the university's knowledge on its different campuses.

The Living Lab Rio program created to implement solutions innovations for the sustainable urban development of the city of Rio de Janeiro, has the PTEC/UFRJ as its locus of experimentation. In 2020, an agreement was signed with UFRJ and the City of Rio de Janeiro. In 2021, its network of partners included the following organizations: FIOCRUZ, UERJ, UFF, AIR CENTRE, in addition to the following UFRJ laboratories: LAMCE, LABOCEANO and IGEO.

**Objective II: To encourage the creation and installation of technology-based companies on the different UFRJ campuses and in the places where the UFRJ campuses are established**

In 2021, PTEC/UFRJ supported the UFRJ's Duque de Caxias campuse in the Post Hackathon Program NanoBio, which consisted of a training action in entrepreneurship to encourage participants in the Hackathon NanoBio 2020.

The Park led the trail of "Entrepreneurial Competencies" of the program. the vacancies of the Program were open to the participants of the last Hackathon, reaching 21 participants and providing their connection with four entrepreneurs linked to the UFRJ's innovation ecosystem.

In partnership with Alumni Coppead, PTEC/UFRJ supported mentoring actions that currently cover to the Macaé and Xerém campuses, expanding and consolidating actions aimed at disseminating knowledge and experiences for these environments.

Focused on consolidating actions that expand our area of operation, in 2021 we started structuring a project to expand our actions along the campus of Macaé and its Business Incubator, aiming at approximation and encouragement for enterprises there installed.

**Objective III: Stimulate technical and scientific cooperation between instances of the UFRJ and the entities and companies that are part of the PTEC/UFRJ, as agreed in the respective legal instruments**

Despite the atypical year experienced in 2020, PTEC/UFRJ acted on the teleworking standard and developed actions aimed at establishing direct and continuous channels for the promotion of university-company cooperation. The remote modality allowed connecting employees who work outside the Park environment, a relevant fact, because previously physical presence was an important requirement, in order to identify demands from companies and possible laboratories, research groups or professors who could interact. As a result of these interactions, more than R\$ 4.5 million were invested in projects with UFRJ in 2020.

In 2020, a structuring project was developed to encourage cooperation between UFRJ and companies, the Living Lab in Smart Cities. Another action developed was the modeling of the Associadas Program launched in August 2021. The program expanded the possibilities of connection with companies that are not physically installed within the limits of the PTEC/UFRJ, thus enhancing the opportunities for creating and developing innovative projects with companies from anywhere in the world.



2021, we are experiencing the second year of a pandemic, with this, most activities carried out by UFRJ professors and laboratories were still implemented remotely, when possible. Due to this the need to be at home and to work remotely, many of the actions in partnership with companies were hampered, as they had to review the execution plans of projects already under development and/or that were intended to be carried out with the university.

It is worth mentioning that even with the difficulty faced due to the pandemic, we maintained a daily channel of contact with companies, either by physical or virtual means, always encouraging cooperation. We have been looking for opportunities internally, either through research projects and/or services that UFRJ may be offering to these organizations and/or contact with other environments as necessary and requested. Bimonthly and/or monthly, When necessary, we talk and encourage companies to ask us for their needs, so that, with this, we can work in a two-way street and more actively in the search for technological solutions for companies. As a result, companies continued to invest in different types of actions with the University. Therefore, we can cite the amount of R\$ 7.2 million invested in projects and/or services at the University by companies residing in the UFRJ Science Park.

**Objective IV: Stimulate the transfer of Technologies developed at UFRJ for entities and companies members of the PTEC-UFRJ, as agreed in the respective legal instruments**

Despite the challenge, supply-based connection actions of the

technologies developed at the university come being carried out. In 2020, the Living Lab Smart programCities was developed with the initial premise that UFRJ technologies would be tested in stage of more advanced development. These technologies and capabilities were presented to resident companies and non-residents in the expectation that they will be absorbed by these organizations. In addition to this edition of Smart Connections Cities, a program that allows resident companies and external to know the technologies developed by UFRJ researchers/professors, other Editions of the program focused on specific interests were carried out, as for the companies Ambev and Manserv.

PTEC-UFRJ supported the launch of Vitrine INPI, platform that exposes new technological solutions that are available for negotiation. These solutions must have a process at the INPI, so that the exhibitor have effective rights to that technology. In this way, the UFRJ has yet another channel to publicize its technologies.

During 2020 and 2021, PTEC-UFRJ and PR-2 together with the Innovation Agency, interacted strongly in the maturation of new actions and innovation policies that stimulate the transfer of technology between universities and companies. The schedule shared around research and innovation fostered the development of the Conecta UFRJ platform, as well as as the publication

of the University's Innovation Policy Federal of Rio de Janeiro/ CONSUNI RESOLUTION No. 08/2021, whose main objective is to regulate the activities to stimulate innovation, intellectual property,technology transfer and licensing, incubation of companies and enterprises within the scope of UFRJ.

**Objective V: Stimulating the entrepreneurial vision of undergraduate and graduate students at UFRJ**

The first action is about the Entrepreneur Doctor, FAPERJ call for business development science-based, which requires the participation of environments innovation, supporting the development of these new business. The PTEC-UFRJ presented itself to FAPERJ as one of these innovation environments and welcomed 13 entrepreneurial doctors from UFRJ, candidates to the call, and six of these were approved by the Amparo Foundation at the end of 2020. In 2021, these projects will benefited from networking and development actions of startups.

The second action promoted in 2020 was the partnership with SEBRAE in the Catalisa Program, which, like the Faperj call, stimulates the emergence of scientific basis founded by masters and doctors.

Another project accomplished to be highlighted is the MAI DAI UFRJ – Academic Master's and Doctorate for Innovation.

One of the great promises of effective interaction actions between companies and UFRJ students was inaugurated in November 2021, Inovateca. The Entrepreneurship and Innovation Center is consolidated as a large physical and virtual space that will provide access to programs and activities offered for the development of projects in a pleasant infrastructure adapted to this function, which means high standard connectivity, inspiring and comfortable atmosphere.

In 2021, the Park also organized two programs for entrepreneurship in addition to the Park Support Program to the Doctor Empreendedor Public Notice, they were: Connection RioXPoa[Delas] and Post HNB20. In total, 231 people were impacted by the actions.

**Objective VI: Provide internship opportunities to UFRJ students, as well as facilitating the insertion of students in the job market**

The Park supports resident companies in the insertion of interns in their activities. This pillar is also recognized for university-industry cooperation. Virtually all companies resident at PTEC-UFRJ offer internship opportunities for UFRJ students. In this context, in 2021, 65 internship opportunities were generated for UFRJ students in the Park environment.

In terms of inserting students into the labor market, worth mentioning

are the scholarship programs that some of the residents has ongoing for master's students and/or doctorate from UFRJ. These programs allow for students to research topics of interest in the world corporate environment and are exposed to future opportunities in the labor market.

**Objective VII: Bringing the community closer academic at the UFRJ of the basic companies highly qualified technology, creating opportunities for new projects cutting edge research**

Among the resident companies, more than BRL 8 million were executed in projects adding up the years of 2020 and 2021, as a result of bringing the community together academic at UFRJ with technology-based companies highly qualified.

It is worth noting that in 2020 we brought an institution closer financial support to a researcher from UFRJ who supported the Project low-cost pulmonary ventilator for coping with Covid-19 in one million Reais.

Within the scope of the Living Lab project, in 2020, it was developed, in partnership with COPPEAD, an event approach of the UFRJ academic community with highly qualified technology-based companies in Smart Cities.

The modeling of the Associates program in 2020, as well as how its launch in 2021 also helped us to fulfill that objective. As well as supporting the creation of Conecta UFRJ platform, launched in 2021.

In 2020 and 2021, the Requalification project was worked on Fundão Bay: a demonstrative unit for nature-based solutions in collection, transport and processing of floating marine litter.

Over the two years, the Park was continuously sought after by companies interested in knowing the university's capabilities to solve its technological and even management challenges, as well as as the UFRJ researchers also came to meet us in search of connections to the development of your projects.

The scholarship program mentioned before allows resident companies support graduate students from UFRJ in their research. Upon becoming aware of the challenges and realities of these companies, students participants have the opportunity to develop their research with the greatest potential for application marketing. From this connection, also new relationships with mentors are established, causing potential opportunities for future developments of new projects.

**Objective VIII: Encourage the emergence and basic enterprise development technology and collaborate for its expansion in the national and international markets**

PTEC-UFRJ and Alumni COPPEAD have been offering for some years a Business Mentorship program, in which former students of the UFRJ Business School mentor entrepreneurs supported by UFRJ mechanisms, in order to overcome their growth challenges. In 2020, the program expanded its operations to serve projects from the Macaé campus, Duque de Caxias campus and the University City. That year, an edition of the program was also carried out aimed at businesses impacted by the pandemic, which are technological and traditional.

The Doctor Empreendedor and Catalisa Programs are actions to promote innovative and technology-based entrepreneurship. The Park vigorously supported these programs in 2020 with the UFRJ community, and the expectation is that it will yield fruit from 2021.

In 2021, we work in an integrated way with other actors in the UFRJ's innovation ecosystem as the business incubator of Coppe, one of the mechanisms responsible for offering support the emergence and development of companies at an early stage of maturity in our University: we recommend entrepreneurs for incubation and share training and consultancy in the areas of business management.

Finally, it is worth remembering that the Park offers residents the opportunity to experience China's markets (TusPark), the United States (Oklahoma County) and within Brazil in the ecosystems of Porto Digital-PE and Tecnopuc – RS through the softlanding program. In addition,

the joint area often receives actions of internationalization offered by partners such as APEX, ANPROTEC, Sebrae, Firjan, Consular Corps and encourages its residents to participate.

**Objective IX: Support initiatives that stimulate entrepreneurial vision in academic, social and business environments**

In addition to promoting major research projects complexity developed at UFRJ, in 2020 and 2021, the Park supported different academic actions linked to the topic of entrepreneurship. Projects can be mentioned presented by the UFRJ community (students, professors and other UFRJ members) for possible support from resident companies.

Beyond the formal support, it is also important to mention that the Park and its companies, receive and support disciplines and events, which strengthens the exchange of knowledge and learning linked to innovation, enabling students to experience the reality of a corporate and innovative environment.

**Objective X: Attract technology-based companies in cooperation to develop Research, Development and Innovation - RD&I projects in products and processes**

In 2020, about 30 companies interacted with the Park in search of integration with the ecosystem of innovation at UFRJ, some of them with the potential to physical occupation and others for technical cooperation and scientific. In addition to these, the prospection of companies to the Living Lab in Smart Cities encouraged the PTEC-UFRJ interact with 20 other companies linked to the themes Program initials. In 2021, the number of companies that interacted with the Park was 31.

Despite the profound transformation that the market real estate faces, three new companies have become residents - two medium and one small – in 2021. The new companies were installed in shared environment buildings and, together with the other organizations, initiated interactions with the University Federal of Rio de Janeiro.

In August 2021, the Park launched the Associates Program. That action allows the mechanism to act on the university-company connection beyond its residents and physical borders. In the initial five months of the program (August/2021 to December/2021), 26 organizations registered to become an associate. Of this total, 17 institutions were approved and completed their membership registration, being two large companies, five medium-sized institutions and 10 small ones.



**Objective XI: Identify the scientific and technological demands of the regional community, which provide opportunities for interaction with UFRJ courses and programs and the creation of ventures at PTEC-UFRJ**

An example of the Park's performance in this objective is the Center for Excellence in Digital Transformation and Artificial Intelligence of the State of Rio de Janeiro – Hub Rio, which began to be developed in "2019, together with COPPE/ UFRJ, having its location planned for the spaces of the Park. The overall objective of the Center is integrate the competence and technical capacity of the scientific and business community of Rio de Janeiro and its partners to produce innovation involving digital transformation and artificial intelligence techniques to face the challenges of the digital revolution. In 2021 the project was partially implemented, focusing mainly on health. The installation of a physical base at PTEC-UFRJ is expected to take place between 2022 and 2023.

**Objective XII: Support partnerships between UFRJ and public and private organizations involved in research, technological innovation and initiatives aimed at social technology and stimulate the production of scientific and technological knowledge, which value the sustainable development in all its dimensions**

We did not contribute to this objective in 2020 and 2021.

**Objective XIII: Stimulate the production of scientific and technological knowledge that values sustainable development in all its dimensions**

We did not contribute to this objective in 2020 and 2021.

MATERIAL THEME TABLE

List of material topic - GRI 102-47			Limits - GRI 102-46 and 103-1	
Material Theme	GRI aspects	reported indicators	Top audiences impacted and suggested audience	Material aspect inside/outside the organization
Material Theme	GRI aspects	reported indicators	Top audiences impacted and suggested audience	Material aspect inside/outside the organization
University-company integration	***	own indicators	Resident companies, UFRJ special laboratories in the Park, Board of Directors, COPPE Business Incubator, UFRJ and UFRJ laboratories as a whole.	Inside and outside the organization
Transparency and integrity	***	own indicators	All the Park's stakeholders	Inside and outside the organization
Diversity of economic sectors and company size	***	own indicators	Resident companies, special laboratories of UFRJ in the Park, Board of Directors, laboratories of UFRJ and UFRJ as a whole.	Inside and outside the organization
Interaction between companies of differentS sizes	***	own indicators	Resident companies, special laboratories of UFRJ in the Park, Board of Directors, laboratories of UFRJ and UFRJ as a whole.	Inside and outside the organization
Jobs	Job; Training and Education	GRI 401-1, 404-1	Park Functional Management	Inside the organization
Quality of life in the Park	***	own indicators	Functional Managements of the Park, Resident Companies, special laboratories of UFRJ in the Park, laboratories of UFRJ and UFRJ as a whole.	Inside and outside the organization
people engagement	***	own indicators	Functional Managements of the Park, Resident Companies, special laboratories of UFRJ in the Park, laboratories of UFRJ and UFRJ as a whole.	Inside and outside the organization
Disposal of effluents and waste	Effluents and Waste	GRI 306-2	Resident companies, UFRJ's special laboratories in the Park, functional management of the Park	Inside the organization
Mobility	***	Own Indicators	Resident companies, special laboratories of UFRJ in the Park, functional managements of the Park, laboratories of UFRJ and UFRJ as a whole.	Inside and outside the organization



# GRI Index

(GRI 102-55)

STANDARD GRI (2020/2021 UFRJ SCIENCE PARK SUSTAINABILITY REPORT) (GRI 102-55)			
GRI standards	Item	Page	Omission
GRI 101: FUNDAMENTALS			
GRI 102: General Disclosure	Organization Profile		
	102-1 Organization name	UFRJ Science Park	
	102-2 Main activities, brands, products and services		
	a. Organization activities	16 to 18 57 to 78	
	b. Main activities, brands, products and services	15, 16	
	102-3 Location of the organization's headquarters	The headquarters of the Science Park is located in University City at Aloísio Teixeira Street, number 278 - Building 2 - University City Island - Rio de Janeiro, RJ. Zip code: 21941-850	
	102-4 Location of operations	The Park's operations take place in Brazil, however, it has a room in TusPark Park that can be occupied by resident entrepreneurs/companies.	
	102-5 Shareholding control and legal form of the organization	The Park is a UFRJ project without legal personality, directly linked to the Dean's office.	
	102-6 Markets in which the organization operates		
	a.i. Geographic locations in which products and services are offered	Nowadays, the service provided by the Park is geographically located at the headquarters and the Park's Biotechnology Pole, both located in the University City.	
	a.ii. Sectors covereds	38	
	a.iii. Types of customers and beneficiaries	Small and medium-sized companies, large companies, research center for large companies, UFRJ laboratory and UFRJ as a whole	
	102-7 Size of the organization		
	a.i. Total number of employees	47	
	a.ii. Total number of operations	We do not monitor this information	The UFRJ Science Park is not a private sector organization. Therefore, it does not feel the need to control this information so far.
	a.iii. Net Revenue	25 to 27 30	
	a.iv. Full cap (for private sector organizations)	Does not proceed	The Science Park is not a private sector organization.
	a.v. Quantity of products or services supplied or rendered	We do not monitor this information	The UFRJ Scinece Park is not a private sector organization. Therefore, it does not feel the need to control this information so far.



GRI 102: General Disclosure	102-8 Information about employees and other workers		
	a. Total number of employees per employment contract, by gender	20	
	b. Total number of employees per employment contract, by region	20	
	c. Total number of employees by job type, by gender	20	
	d. Inform if a significant portion of the activities is carried out by workers who are not employees (interns, apprentices, etc.)	Does not proceed	Interns and young apprentices do not perform a significant part of the institution's activities.
	e. Any significant variations from the numbers presented in the indicators above	Does not proceed	There was no significant variation in the numbers presented in the indicators above
	f. An explanation of how the data are collected	At the beginning of 2020 and 2021, the sustainability sector launched a questionnaire to be filled in by the areas responsible for controlling and monitoring the above data.	
	102-9 Organization's supply chain	49, 50	
	102-10 Significant changes occurred in the organization or in its supply chain	Does not proceed	There were no significant changes occurred within the organization or without its supply chain
	a.i. Changes in operations or their location	Does not proceed	There have been no changes in operations or their location
	a.ii. Changes in the structure of the capital stock and other activities of formation, maintenance, alteration of capital	Does not proceed	There were no changes in the structure of the capital stock and other activities of formation, maintenance, alteration of capital
	a.iii. Changes in supplier location, supply chain structure or supplier relationships, including in the selection and exclusion process	Does not proceed	There were no changes to the location of suppliers, the structure of the chain or relationships with suppliers, including in the selection and exclusion process
	102-11 Approach or precautionary principle	The Green Park Program is carried out with a view to reducing the impacts of our operations on the environment. (Put the pages where it appears)	
	102-12 Externally developed initiatives	Does not proceed	The Park does not adhere to any letter, principle or other externally developed initiatives, however (write about the Park's alignment on the SDOs)
	102-13 Participation in associations	51	
	Estrategy		
	102-14 Statement by the organization's most senior decision-maker	2 to 5	
	Ethics and integrity		
	102-16 Values, principles, standards and norms of behavior	35	
	Governance		

GRI 102: General Disclosure	102-18 Governance structure		
	a. Governance structure of the organization, including Committee under the highest governance body	16 to 18	
	b. Committees responsible for making decisions on economic, environmental and social topics	Does not proceed	The Park does not yet have committees responsible for making decisions on economic, environmental and social topics.
	Stakeholder engagement		
	102-40 List of stakeholder groups	8, 9	
	102-41 Collective bargaining agreements	Does not proceed	The working relationships of employees at the Park are not supported by collective bargaining
	102-42 Identification and selection of stakeholders	9, 10	
	102-43 Approach adopted by the organization to involve stakeholders	9, 10	
	102-44 Main topics and concerns raised - Reporting practice		
	a.i. How the organization responded to these questions and concerns, including through reporting	8 to 11	
	a.ii. Stakeholder groups that raised each of the mentioned topics and concerns	8 to 11	
	Reporting practices		
	102-45 Entities included in the consolidated financial statements	79, 80 and 82	
	102-46 Definition of report content and limits of material topics		
	a. Explanation of the process for defining report content and topic boundaries	94	
	b. Explanation of how the organization applied the Principles for the definition of Report Content	8 to 11; 94	
	102-47 List of material topics	11	
	102-48 Reformulations of information	Does not proceed	There were no reformulations
	102-49 Report changes	There was no significant change in relation to the periods covered by previous reports regarding the scope and limits of aspects	
	102-50 Report period	01/01/2020 to 31/12/2021	
	102-51 Date of most recent previous report	2018 Report was released in July 2019	



GRI 102: General Disclosure	102-52 Report reporting cycle	Yearly. Since 2014, the GRI-G4 guidelines for preparing the Sustainability Report have been observed	
	102-53 Contact for questions about the report	sustentabilidade@parque.ufrj.br	
	102-54 Declaration of preparation of the report in accordance with GRI Standards	This report has been prepared in accordance with the GRI Standards: Essential option	
	102-55 GRI Content Summary	95 to 103	
	102-56 External verification	Does not proceed	An external verification of this report was not carried out.
MATERIAL THEMES			
Business-University Integration			
GRI 103: Management approach	103-1 Explanation of materiality and its limit	40 to 47	
	103-2 Management approach and its components	The park does not have a specific policy to manage the theme specifically, however, the strategic planning of the Park 2020-2030 determines its vision for 2030 and the objectives to be achieved by 2030.	
	103-3 Assessment of the management approach	The Park is building instruments to evaluate the effectiveness and results of its management	
	Amount contracted by the Park's companies in terms of cooperation with UFRJ	43	
	Amount disbursed by the companies of the Park in terms of cooperation with UFRJ	43	
	Number of events promoted in the academy-company scope	41, 42	
	Level of relationship established between companies and institutions in the UFRJ innovation ecosystem in 2020 and 2021	42, 43	
	Diversity of economic sectors and company size		
GRI 103: Management approach	103-1 Explanation of materiality and its limit		
	103-2 Management approach and its components	The park does not have a specific policy to manage the theme specifically, however, the strategic planning of the Park 2020-2030 determines its vision for 2030 and the objectives to be achieved by 2030.	
	103-3 Assessment of the management approach	The park does not have a specific policy to manage the theme specifically, however, the strategic planning of the Park 2020-2030 determines its vision for 2030 and the objectives to be achieved by 2030.	
	Total number of companies, by sector, in 2019	13	
	Total number of companies by size	13	

Interaction between companies of different sizes			
GRI 103: Management approach	103-1 Explanation of materiality and its limit		
	103-2 Management approach and its components		The park does not have a specific policy to manage the theme specifically, however, the strategic planning of the Park 2020-2030 determines its vision for 2030 and the objectives to be achieved by 2030.
	103-3 Assessment of the management approach		The park does not have a specific policy to manage the theme specifically, however, the strategic planning of the Park 2020-2030 determines its vision for 2030 and the objectives to be achieved by 2030.
	Number of intellectual protection mechanisms developed within the scope of partnerships between resident companies	49	
	Number of strong interactions between the companies in the Park	42	
	Number of weak interactions between Park companies	42	
	Number of projects developed between resident companies and Petrobras	43	
Mobility			
GRI 103: Management approach	103-1 Explanation of materiality and its limit		To facilitate the movement of people between the Park, University City and its connections with the city of Rio de Janeiro, generating more comfort for the community Park. There are two modes of transport free movement of people in the University City: (i) bus lines for travel within University City and intercampi (starting from University City for the other units of theUFRJ and strategic points at the end of classes in night periods), provided by the City Hall of the UFRJ University City; (ii) a Van from the Fundo Verde Laboratory, which runs from Monday to Friday, from 8:00 am to 5:30 pm, makes the BRT-Park route.
	103-2 Management approach and its components		The Park does not have a mobility policy.
	103-3 Assessment of the management approach		The Park does not have a mobility policy.
Transparency and Integrity			
GRI 103: Management approach	103-1 Explanation of materiality and its limit		35
	103-2 Management approach and its components		The Science Park does not have its own ethics and integrity policy, however it adheres to the Integrity and Transparency Policy of the Foundation for Coordination of Projects, Research and Technological Studies – COPPETEC, in view of the financial and operational management of the Park receives support from the Foundation .
	103-3 Assessment of the management approach		The Science Park does not have its own ethics and integrity policy, however it adheres to the Integrity and Transparency Policy of the Foundation for Coordination of Projects, Research and Technological Studies – COPPETEC, in view of the financial and operational management of the Park receives support from the Foundation .



GRI 201: Economic performance	201-1 Direct economic value generated and distributed	25 to 32
	Waste	
GRI 103: Management approach	103-1 Explanation of materiality and its limit	33 to 34
	103-2 Management approach and its components	33 to 34
	103-3 Assessment of the management approach	33 to 34
GRI 306: Effluents and waste	306-2 Total weight of waste, discriminated by type and disposal method	33 to 34
	Jobs	
GRI 103: Management approach	103-1 Explanation of materiality and its limit	18 to 24
	103-2 Management approach and its components	19 to 24
	103-3 Assessment of the management approach	20 to 24
GRI 401: Jobs	401-1 New employee hires and employee turnover	20
GRI 404: Training and education	404-1 Average hours of training per year, per employee	22, 23
	Quality of Life in the Park	
GRI 103: Management approach	103-1 Explanation of materiality and its limit	24
	103-2 Management approach and its components	24
	103-3 Assessment of the management approach	24
GRI 304: Biodiversity	304-3 Habitats protected or restored	

	a. size and location of all areas of protected or restored habitat and if the success of restoration measures has been approved by independent external experts	32
	b. Whether there are partnerships with third parties to protect or restore areas of different habitats	
	c. Status of each area based on its condition at the end of the reporting period	
	d. Methodology standards and assumptions used	
Engajamento de pessoas		
GRI 103: Management approach	103-1 Explanation of materiality and its limit	6, 7; 16 to 18; 21 to 24
	103-2 Management approach and its components	6, 7; 16 to 18; 21 to 24
	103-3 Assessment of the management approach	6, 7; 16 to 18; 21 to 24
	Number of actions developed by the Park administration in terms of people engagement.	6, 7; 16 to 18; 21 to 24



PARK TEAM

CEO

Vicente Antônio de Castro Ferreira

Secretary

Marcia Regina de Mattos Duarte  
Simone Gomes Moura

Legal Management

Felipe Bastos Coelho  
Frank Dumas De Abreu Marinho  
Bruno Cesar Affonso Gonçalves

Quality Management Advisory

Helena da Silva Rodrigues

People Management Coordination

Rute Hermógenes dos Santos  
Felipe de Lima Soares  
Larissa Batista Torres

Coordination of Technology and Information Security

Roney Gasperoni Barros  
Mauro Luiz Figueiredo Teixeira  
Benedito Francisco da Silva  
Cicero Gomes de Sousa

Administrative And Financial Management

Maria Lindalva O. Lima Filha  
Rute Hermogenes dos Santos (until September 2020)  
Gabriela Moura Carias França  
Cristiano dos Santos Lima

Roberta Gomes Cavalcante  
Vitoria de Souza Oliveira  
Rennan Antonio da Silva (until March 2020)  
Isabella Diniz Pedrosa (until October 2020)  
João José Alves (until September 2020)

Architecture And Urbanism Management

Teresa Cristina da Silva Costa  
Isabelle Santos Soares  
Karina Comissanha de Carvalho

Corporate Joint Management

Lucimar Dantas (Until October 2021)  
Kelyane da Silva (Until February 2021)  
Natali da Costa Emerick  
Giovana Ferreira Pujol  
Daniela Beatriz Fernandes Borges Tavares de Souza (Until February 2021)  
Ana Carolina do Nascimento Caetano (Until July 2021)  
Gabriela Santos Rodrigues

Communication Management

Aline Calamara Camara Chaves  
Tamyres Matos de Mendonça (Until June 2021)  
Lorena Gurgel do Amaral  
Fábio Léda da Silva  
Lenes Alves de Carvalho (Until April 2021)

Institutional Development Management

Leonardo de Jesus Melo  
Danielle Páscoa Barbosa

Autonomous Team

Helena da Silva Rodrigues (Until August 2021)  
Antônio Moreno Cadavid  
Antonia Rosangela Souza da Silva  
Alexandre Ferreira de Oliveira  
Fabiane Amaral Moitinho (Until August 2021)  
Francisco Mendes Batista Junior  
Evandro Espirito Santo  
Gelson Correia da Silva  
Francisco Rodrigues Sousa Filho  
Paulo Ricardo Pereira dos Santos  
Edgar Gomes Delphino  
Maria da Penha Alves da Silva  
Solange Maria Fonseca  
Elaine Cristina Constantino  
Eliete de Souza Caetano Lima  
Anderson de Oliveira  
Rodrigo Barros de Souza  
Ariana de Sousa Santos  
Amanda Ventura Martins (Until September 2021)  
Cristina Pereira da Silva  
Franklin de Sousa Holand  
João José Alves  
Maria José da Silva  
Roney Gasperoni Barros (Until August 2021)  
Mauro Luiz Figueiredo Teixeira (Until August 2021)  
Benedito Francisco da Silva (Until August 2021)

TECHNICAL SHEET

UFRJ 2020/2021 Science Park Sustainability Report  
1<sup>st</sup> edition

**Produced and originated by**  
UFRJ Science Park  
Aloisio Teixeira Street, 278, Building 2 - University City  
Island - Rio de Janeiro, RJ - Zip Code: 21941-850

**General Coordination**  
Vicente Antônio de Castro Ferreira

**Project and Editorial Coordination**  
Leonardo Melo  
Danielle Pascoa

**Graphic and Editorial Project**  
Fábio Léda

**Texts**  
Danielle Páscoa  
Aline Calamara  
Gabriela Moura  
Lindalva Oliveira

**Revision and english version**  
Simone Gomes Moura

**Photos**  
Communication Advisory

*\* This report was produced based on information not confidential provided by all functional managements and companies from the UFRJ Science Park.*



University Rectory

Denise Pires de Carvalho  
Carlos Frederico Leão Rocha

CEO

Vicente Antônio de Castro Ferreira

Board of Director

Vice-Rector of UFRJ | Carlos Frederico Leão Rocha  
Pro-Rector of Graduate and Research of UFRJ (PR-2) | Denise Maria Guimarães Freire  
University Campus Mayor | Marcos Benilson Gonçalves Maldonado  
Dean of the Center for Mathematics and Nature Sciences of UFRJ (CCMN) | Cassia Curan Turci  
Dean of the Center for Health Sciences of UFRJ (CCS) | Luiz Eurico Nasciuld  
Dean of the Center for Law and Economic Sciences of UFRJ (CCJE) | Flávio Alves Martins  
Dean of the Center for Letters and Arts of UFRJ (CLA) | Cristina Tranjan  
Dean of the Center of Philosophy and Humanities of UFRJ (CFCH) | Marcelo Macedo Corrêa e Castro  
Dean of the Center for Technology of UFRJ | Walter Issamu Suemitsu  
Superintendent Director of COPPETEC Foundation | Angela Uller  
Vice-presidente of IPHAN RIO | Julio Cesar Urdangarin  
President of FIOCRUZ | Nísia Trindade Lima and the Alternative Representative | Jorge Costa  
Representative of the companies of the UFRJ Science Park | Marcio Spínola - Holder  
Municipal Secretariat For Development, Employment And Innovation, Mayor | Adriano Cereja  
Subsecretary For Higher Education, Research And Innovation SUBESPI /

SECTI Government RJ | Maria Isabel de Castro de Souza  
Superintendent Articulation Of Subespi / Secti Governo RJ Research Networks | Vivian Vicentini Kuss  
FIRJAN Holder Representative | Angela Maria M. da Costa  
FIRJAN Alternate Representative | Carla Santos de S. Giordano  
Mayor Of UFRJ | Marcos Benilson Gonçalves Maldonado  
CEO of the UFRJ Science Park | Vicente Antonio de Castro Ferreira

Joint Management Committee of the UFRJ Science Park

President I Prof. Ângela Maria Cohen Uller  
Executive Secretary I Profº. Fernando Alves Rochinha  
Profº. Carlos Gonçalves Terra  
Profª. Alane Beatriz Vermelho  
Profº. Vicente Antonio de Castro Ferreira

Consulting Committee of Architecture and Urban Planning of the UFRJ Science Park

Representative of the Science Park Coordination I Teresa Costa  
Representative of the Pro-Rectory for Development and Extensio I Flávio Ferreira Fernandes  
Representative of the University Mayor I Miguel Fontes Pinheiro  
Representative of the School of Architecture and Urban Planning I Eduardo Pereira Horta

Committee for the Evaluation of Candidates for New Companies of the UFRJ Science Park

Representative of Rio de Janeiro City Hall on Board of Directors I Prof.ª Maria Isabel de Castro Souza  
Representative of Coppetec Foundation I Prof. º Fernando Alves Rochinha  
Dean of the UFRJ TECHNOLOGY CENTER I Prof.º Walter Issamu Suemitsu

Dean of the Center for Mathematical and Natural Sciences I Prof.ª Cássia Curan Turci  
Representative of FIRJAN on Board of Directors | Carla Santos de Souza Giordano

Performance Monitoring Committee of the UFRJ Science Park

CEO of the UFRJ Science Park | Prof. Vicente Antonio de Castro Ferreira  
Representative of Coppetec Foundation on Board of Directors| Prof. Fernando Alves Rochinha  
Representative of Rio de Janeiro City Hall| Júlio Cesar Urgandarin

Partners

MCTIC - Ministry Of Science, Technology, Innovation And Communication  
State Government Of Rio de Janeiro  
City Government Of Rio de Janeiro  
FINEP - Studies And Projects Financial Supporter  
SEBRAE - Brazilian Support Service For Micro And Small Companies  
FAPERJ - Carlos Chagas Filho Foundation For Research Support In Rio de Janeiro  
ANPROTEC - Brazilian Association Of Science Parks And Business Incubators  
ANPEI - National Association For Research And Development Of Innovative Companies  
IASP - International Association Of Science Parks And Areas Of Innovation  
TECNOPUC - PUCRS Science And Technology Park  
Porto Digital Science Park  
TUSPARK - Tsinghua University Science Park  
FIRJAN - Federation Of The Industries Of The State Of Rio De Janeiro

SUSTAINABILITY  
REPORT  
**2020/21**

