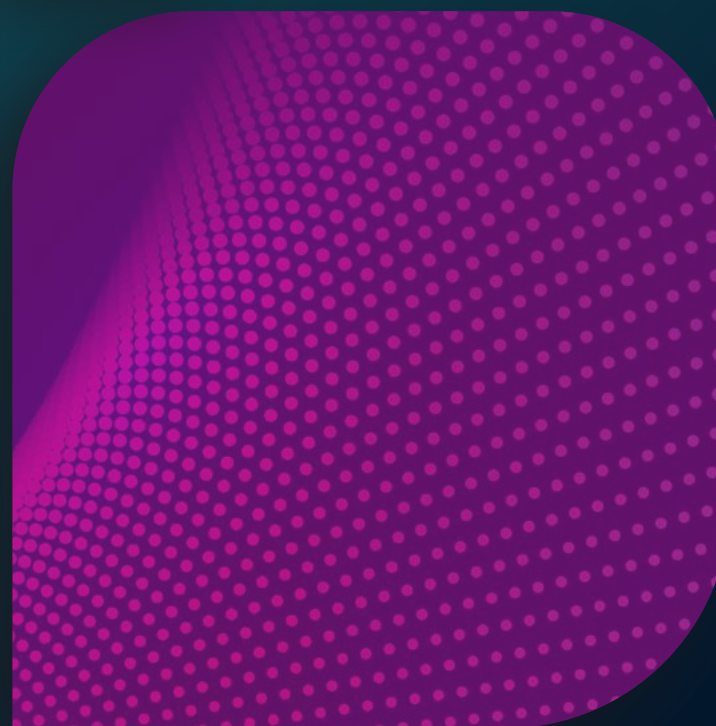


MANAGEMENT REPORT 2022



IBRACON

Instituto de Auditoria Independente do Brasil



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Presentation

This Management Report presents the initiatives and actions carried out by Ibracon throughout 2022, a period marked by activities based on the guidelines established in the Strategic Planning prepared by the Board of Directors – a document that is also based on the Independent Audit Banners, defined by the Institute. Therefore, the pages of this publication reveal, through numbers and facts, the results that Ibracon has been achieving by following this carefully outlined path, in which these Banners have become the guidance for its actions.

This is also the second year we have improved the visual presentation of the Management Report, a process that is in continuous transformation, always with the aim of offering a more attractive and objective reading for all our members and other stakeholders.

However, the biggest news this year is the incorporation of elements from the Integrated Reporting, when we start to present the results related to the Institute's economic and financial performance, as well as our Strategic Vision and Governance Structure.

In summary, this Management Report has been improved to bring, in an even more objective and clear way, information on the main initiatives of Ibracon in 2022. This way of communicating what we do to the public, in accordance with our institutional mission and in line with what our Strategic Planning describes, becomes even more necessary as it is part of our purpose: **trust that shapes, informs and transforms**.

Have a good read.



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Ethics and other Banners for the future

Our Management Report brings together, annually, the main advances and achievements of Ibracon between the months of January and December of the previous year. It is important that this be the case – thanks to this compilation of information, we were able to measure the recent successes of our work, which is carried out on behalf of the Independent Audit in Brazil, to a greater extent, something that the short term and day-to-day demands do not allow. Looking back is important to remember and celebrate what was good, and also to plan the next steps. And this is the topic I want to address in this message. On the following pages, our members and other stakeholders will be able to learn more about our 2022. I believe that any balance I could make on this initial page would not reach the richness and breadth of the vision permeated throughout this publication. Therefore, in my last year of the 2021-2023 term as chairman of the Board of Directors of Ibracon, I would like to outline here not a look at the past, but a vision of future. The Independent Audit Banners are a good parameter for Ibracon to look to the years to come. In each of them, we find strategies that are, and will continue to be, essential for the Institute to continue growing and strengthening the profession. Regarding the Banner The Importance of the Independent Audit function to the market and society in general, I would like to praise this commitment by Ibracon and remember that, in this regard, we seek to be ever closer to society, stakeholders, regulators, the press and related entities. This relationship, so important for projecting the

Brazilian Independent Audit, transcends national borders – and this is a motivation that we cannot lose sight of.

On the Banner Leveraging Technology to Enhance Audit Quality, I believe it is our mission to advance towards ensuring that audit firms, of all sizes and throughout Brazil, have access to tools and training that enable the use of technology in their day-to-day work, in order to continuously improve the quality of the service provided. In the area of technology and innovation, we highlight the holding of audit technology workshops, which presented in a practical way the functionalities of PowerBI, Alteryx, IDEA and Excel tools for auditors, in addition to the holding of the 1st Ibracon Hackathon, a cultural competition that will award projects with solutions to leverage technology to enhance audit quality.

Concerning the Banner Driven by continuous professional development, it will be Ibracon's role to remain in tune with market demands, work that ranges from the study of technical aspects to the analysis of soft skills, seeking to offer professionals, at all stages of their careers, the best available knowledge.

The Strengthening of the culture of diversity and inclusion is another of our Banners that dialogues with a world in accelerated transformation. We need an audit market that is diverse and inclusive, understanding that the democratization of spaces and leadership

in the sector's firms will contribute decisively to the development of the activity. Aware of this, in 2022 we held webinars that promoted the necessary awareness of issues related to gender, race and the development of people with disabilities. In addition to promoting discussions on diversity and inclusion, we must internally pursue the objectives described in our Inclusion and Diversity Manifesto that we presented in 2021, in the milestone of Ibracon's 50th anniversary.

This subject touches directly on the Banner Change management characteristics. In this regard, Ibracon must be aligned with what is happening in the world, from a social, governance and environmental point of view, and actively participate in these changes, positively impacting the market and society. Today, the greatest global demands concern ESG aspects and sustainability guidelines. Here, I make a provocation: what can Ibracon still do, in this and in the coming years, to spread sustainability? And how can we practice these principles in the daily life of the Institute?

So many changes and challenges demand great doses of initiative and courage. Among all of them, we cannot lose sight of the fact that the quality of the Independent Audit lies in its professionals, who must act in accordance with the highest ethical standards.

As a profession focused on the public interest, ethics in audit is a fundamental ally of technical

knowledge. It is the basis of our knowledge and the social function we perform. Disseminating it more and more is also the role of Ibracon, and this work permeates all activities and Banners. We address ethics in relationships with people and entities; when we acquire knowledge, we practice and spread the good practices of the profession. We are also working for ethics when we offer training and continuing education; when we invest in and encourage the adoption of technology; when we talk about inclusion, diversity and sustainability.

Our profession is among those that have a strong sense of public duty, and which economic and social development cannot do without. The Independent Audit contributes to building well-structured and balanced companies and entities. Therefore, the scenario I project for Ibracon in this last year of term and in the coming years is to be increasingly recognized as the greatest representative of the profession in Brazil. We can and must contribute to building a better world, with a society that is more just, ethical and prepared for global challenges.

Francisco Sant'Anna,
Chairman of the Board of
Directors





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Relationships that transform

It is the privilege of knowing where we are going, how this journey should take place and why we are moving in a certain direction. Ibracon's three-year strategic planning, derived from the Independent Audit Banners, are the guidance for our operations and the basis for establishing continuous actions that drive us in our daily lives. Working together and in a coordinated way, based on specific actions, all Banners converge to a single purpose: to demonstrate and maintain the importance of the Independent Audit function to Brazilian society, generating trust that shapes, informs and transforms – our institutional purpose.

One of the objectives of this work is for society as a whole to become aware of the activities carried out by the auditors, on all their fronts, which, at the end of the process, is reflected in better quality financial reports, with added value and reliability. This gives credibility to the business environment, strengthens the capital market and increases the security of investors and regulators. Through this set of actions, we seek to clarify for society the role played by the Independent Audit and its contribution to the country's economic development.

The appreciation of people and the search for transformation through knowledge join the incentive given to technological innovation, the search for diversity and inclusion. These are

elements that, added to continuing education, guide and consolidate all our actions, forming a positive current that, in the end, allows the profession to be strengthened and count on trained, motivated actors interested in the common good.

When talking about the importance of people, I could not fail to mention the commitment that our Institute dedicates to Small and Medium-sized Audit Firms, which are the majority of firms in our sector. We know that it is essential to move efforts and actions focused on expanding the market in which these companies operate and the consequent consolidation of these firms.

One of the members' demands at the beginning of my term in 2021 was for a more vocal Ibracon, in every way. Thus, after a first year of understanding needs and preparations, Ibracon's Communication area underwent a major transformation in 2022. We hired new professionals, started new partnerships, proposed greater interaction with all areas of the Institute, in addition to the strategic role of the Editorial Board, which brings together Communication leaders from member audit firms. With an Integrated Communication Plan, it was possible to expand the vision and reach in the dissemination of Ibracon's institutional positioning. We launched additional communication channels, offered more content,

adjusted the tone of voice to each person, in order to be assertive with each of the audiences with which Ibracon wants to convey its message.

It is important to remember that we are not alone on this journey. As our 2022 Management Report demonstrates, Ibracon has and cultivates important institutional ties, which are fundamental for strengthening the profession and audit firms in Brazil. Throughout the year, we participated in numerous meetings, hearings, public consultations and events with accredited entities and regulators. This exchange of knowledge, at a global level, has contributed to align our country with the current trends in our segment. One example was the proactive participation of Ibracon in the creation of the Brazilian Sustainability Pronouncements Committee in June, through CFC Resolution No. 1670. In this way, we work so that the Brazilian market acts according to the best international practices also in the sustainability agenda.

Ibracon's National Board is responsible for monitoring, conducting and focusing on the actions of our strategic planning. We have three years to reach the goals of this planning, and this will only be possible thanks to the people that make up Ibracon. For this reason, and on behalf of the National Board, I would like to end this message by thanking the members of the Board of Directors, our committed staff, the specialists

of our Working Groups and the directors of the Regional Sections. It is hard work, which requires continuous dedication, attention to strategic objectives and attentive listening to our members and partners. Everything we achieved in the last year was thanks to this huge number of capable people, dedicated and aligned with the purpose of Ibracon, as well as our connection with the accredited entities, which are also fundamental actors in our work.

Positive reactions to the work carried out give us the certainty that we are heading in the right direction. In 2022 we had many significant returns, in productive and constructive interactions. These dialogues also show us that there is much to be accomplished. It is a powerful fuel to continue working. I am excited for this third year as President of the National Board of Ibracon, motivated and confident that we are advancing in a significant and lasting mission for the Institute and for the independent auditor profession in Brazil. We move forward, willingly, new ideas and aiming for new achievements, without ever losing sight of the collective dimension of this work.

Valdir Coscodai
President of the National Board





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Strategic elements

Mission

Valuing society's trust in Independent Audit, defending its importance and promoting standards of excellence in professional activities linked to the sector.

Values

- Ethics;
- Independence;
- Transparency;
- Continuity of purpose;
- Excellence;
- Social prominence.

Purpose

Trust that shapes, informs and transforms.

Vision

Be recognized as:

- Agent participating in the regulation of the Accounting and Independent Audit activity in convergence with other entities;
- Organization dedicated to the protection of the public interest;
- Body representing the political, professional and educational interests of independent auditors;
- Technical and educational reference in matters related to Independent Audit and Accounting;
- Diffuser of the role and responsibility of the members.



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Governance

Ibracon, founded on December 13, 1971, is constituted as a legal entity governed by private law, without economic or profit purposes and in the federative form. Its purpose is to bring together, by membership, independent auditors and accountants from all areas of accounting activities.

Ibracon, governed by its Consolidated Bylaws, maintains a governance structure in line with best corporate practices, described below:

Composition of the National Body:

National General Assembly - is the supreme deliberative body of Ibracon, constituted by the meeting of members in full enjoyment of all statutory rights and up-to-date with their social contributions.

Board of Directors - composed of directors elected by the members in the same number as the permanent directors, but with a minimum of nine, and permanent directors, represented by the presidents of the Regional Sections.

Supervisory Board - is the supervisory body of Ibracon's administration, comprising up to three sitting members and one alternate member, elected by the National General Assembly.

Audit Committee - when installed, it will be composed of up to three members, elected by the Board of Directors from among its members.

National Board - is composed of at least four directors, appointed for the term coinciding with that of the Board of Directors, with the possibility of adding up to three more directors, currently with the following names: President; Technical Director; Director of Professional Development; Director of Administration and Finance; Director of Small and Medium-sized Audit Firms; and Director of Communications

National Technical Standards Commission - is composed of members appointed by the National Board and its term is three years, coinciding with that of the National Board. The Commission is responsible for preparing technical pronouncements on accounting and audit matters, submitting them to the approval of the National Board through the Technical Director.

Sectoral Technical Groups - composed of coordinators appointed by the National Board, among the members, each of which is composed of up to ten members. They are created with the purpose of strengthening the institutional political relationship with public and private bodies, subsidizing the sectoral agenda of the National Technical Standards Commission and analyzing technical matters inherent to the pronouncements applicable to the sector.

Conduct Committee - is composed of associate members chosen by the National Board. Its competence, operation and number of members, as well as deadlines for carrying out the tasks under its responsibility, will be the object of the respective Regulations, issued by the National Board. Ibracon has a **Code of Conduct** which aims to guide the posture and attitudes of individuals and legal entities in the context of acts and actions related to the interaction with the entity and its representation. It also has a Reporting Channel managed by an independent company, which receives and handles any reports of acts in non-compliance with the Institute's precepts.

Advocacy Committee - created to monitor propositions and safeguard the prerogatives of the Independent Audit, contributing with specialized information that can subsidize the formulation of public policies.



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Composition of the Regional Sections

Regional General Assembly - is the supreme deliberative body of the Regional Section and is constituted by the meeting of members registered in the same Regional Section. Only members who are in full enjoyment of all statutory rights and up to date with their social obligations will participate in it, with representation by proxy being allowed, limited to five votes per member present at the RGA

Regional Board - composed of at least four Directors, elected by the Regional General Assembly: President; Technical Director; Director of Administration and Finance; and Director of Professional Development. The executive function of the Regional Section is exercised by the Regional Board, which has the broadest and most general powers to carry out all the acts and carry out all the operations that ensure its functioning.

Strategic Planning

The Board of Directors defines the strategies that are described in the Strategic Planning developed every three years. Prepared on March 25, 2022, Ibracon's Strategic Planning guides the Institute's activities in the 2022-2024 period.

The main guidelines for each of the Independent Audit Banners were defined as follows:

The Importance of the Independent Audit function to the market and society in general

- Actively participate in public hearings related to the revision and development of standards
- Actively participate in the discussion of legislation and regulation of the profession
- Expand the Independent Audit activity
- Promote the quality of the Independent Audit
- Ensure a suitable environment for the development of the profession
- Reduce the expectations gap
- Promote the value of the profession, showing the ability to make a contribution to corporate governance

Leveraging technology to enhance audit quality

- Promote awareness and change the professional's mindset
- Show audiences that the profession is modern and delivers quality
- Promote knowledge about what exists in the market
- Qualify professionals for the use of technology
- Promote ethics, judgment and professional skepticism in the use of technology

Supporting the professional as a differentiating factor

- Demonstrate that people are the fundamental pillar of the profession
- Generate attractiveness for the profession among young people
- Demonstrate career development opportunities in the profession

Strengthening the culture of diversity and inclusion

- Sensitize the profession about the importance of diversity and inclusion
- Raise awareness of the need for and benefits of diversity and inclusion
- Promote knowledge about diversity and inclusion
- Practice diversity and inclusion in alignment with **Ibracon Inclusion and Diversity Manifesto**

Driven by continuous professional development

- Provide training to face the environment oriented towards high performance, strong regulation and constant regulatory changes
- Provide training aimed at improving the quality of services and developing new skills
- Establish a specific training program for auditors as a way to support the FAPMP

Change management characteristics

- Participate in setting up entities and developing ESG preparedness and assurance standards
- Develop training activities for independent auditors in ESG
- Promote and actively participate in events that discuss related topics
- Promote the assurance of ESG information by independent auditors, in order to ensure that they are transparent, reliable and consistent



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Strategic vision

Ibracon's Strategic Vision defines the Institute's executive guidelines and actions for the future. It is based on the Independent Audit Banners, defined in December 2021, which shed light on how this path should be followed. The Strategic Vision also follows what is described in the Institute's Strategic Planning, which is prepared and revised every three years, with the aim of capturing the trends and demands of the capital market and the Independent Audit activity itself.

Ibracon, with the experience of five decades of activities, understands that the renewal of the Strategic Vision is an exercise that considers the potential threats and opportunities, measures the possible risks to the consolidation of the Banners in the Independent Audit activity, and brings, at the same time, significant aspects, thinking about the new professionals who represent the future of the profession.

The Banner **The Importance of the Independent Audit function to the market and society** in general advocates that the independent auditor strengthens corporate governance and adds value to the most important information on business activities, contributing to greater transparency in the financial reporting process, seeking a better understanding by the various stakeholders in this process. Actions that Ibracon has carried out since its foundation – and which are part of its institutional mission – meet this premise. Among them is the active participation in the revision and contributions given to the process of

preparation of international standards, as well as in the legislation and regulation of the profession, acting as a facilitator of technical language in monitoring activities between auditors and regulatory bodies. The Institute also acts, in a comprehensive manner, in valuing the profession, showing the activity's ability to strengthen corporate governance and bring maturity to the market and to the country's economy..

In measuring the risks and opportunities resulting from the exercise of building the Strategic Vision, Ibracon considers it fundamental to keep its communication with the press active and fluent, as well as to create new communication channels. A positive action, which contributes to expanding assertive information and society's levels of knowledge about the Independent Audit activity, and which is linked to the contribution given by the Institute to raise the technical quality of the services provided by firms and professionals. Equally important are the actions that Ibracon supports, aimed at raising awareness among professionals about the importance of adopting innovations and technological resources that may improve audit work.

The Banner **Leveraging Technology to Enhance Audit Quality** highlights the essential role of technology in delivering greater added value to the market. Two areas of the Institute are especially focused on meeting this demand: Technical and Professional Development, by monitoring

standards and regulations and holding workshops, courses, lectures and webinars that bring to the auditors' daily lives the major technological updates.

With regard to the risks and opportunities assessed by the Strategic Vision, Ibracon considers fundamental actions such as intermediation with technology suppliers to facilitate access by firms and professionals. Another important point, which is already part of the Institute's agenda, is the interaction with regulators and legislators seeking to synchronize the speed of technological advancement with the updating of standards and laws. Training, explanations and disclosure of information to alert the market about cybernetic advantages and risks are also within this scope.

In the Banner **Supporting the professional as a differentiating factor**, the human element is considered the fundamental pillar of the Independent Audit. Professionals in the sector necessarily have an ethical profile, are endowed with technical skills and have a high level of education. Strongly supported by its Professional Development area, Ibracon has expanded training actions, one of the essential resources for professionals to be increasingly better prepared and continuously updated to meet the constant changes that arise on the Independent Audit horizon.



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In order to minimize risks and generate more opportunities, the Strategic Vision defined by Ibracon points out initiatives that have already been implemented, but which remain on the Institute's radar so that they can be increasingly refined. Among them is the creation of Working Groups, the formation of Committees and the incentive to regionalized actions. A set of achievements that allows placing "the right people in specific positions," always considering the skills adjusted to each scenario. The intensification of partnerships and cooperation with industry entities and the academy complement this group of proactive resolutions and brings a promising future for the young person who starts in the Audit career.

The synthesis of the Banner **Strengthening the culture of diversity and inclusion** is the expression "add to transform", for understanding that the diversification of talents can bring an innovative vision for the solution of problems and be fundamental to reach the Independent Audit's strategic objectives. The creation of the Diversity and Inclusion Committee and the publication of the Manifesto, in 2021, were Ibracon's first actions to give effect to this initiative, which is increasingly present throughout society.

In the Strategic Vision plan, risks and opportunities were measured in order to avoid one of the most common occurrences of this social demand: the lack of practical actions. For Ibracon, an important instrument for the effective inclusion and diversification of talents has been the holding of lectures, live streams and participation in different discussion forums, in addition to promoting several examples of diversity in leadership and performances in Technical Groups. In the medium term, these initiatives increase awareness and the positive impact that the activity generates in society.

The Banner **Driven by continuous professional development** defends the constant improvement of professional capabilities as the best path to practice the profession with excellence, responding to changes in society and business, in a scenario characterized by high performance and strong regulation. Ibracon's initiatives in this field are concentrated in the Professional Development area, but they permeate all its activities since the theme is related to the topic of regulation of the profession.

With regard to risks and opportunities, Ibracon's Strategic Vision defines as priorities the work together with the Federal Accounting Council and its Regional Councils, especially in the Continuing Professional Education Program (PEPC). The initiatives also cover the structuring of training programs, whether own or in partnership, that may meet the professionals' demands for knowledge in a timely manner, always with the concern of expanding continuing education, especially with the provision of other skills and knowledge necessary for the audit process. It also involves promoting the quality of the Independent Audit (CNAI, CRE, PEC).

The Banner **Change management characteristics** defends that the Independent Audit must be in tune with social demands in the sense that business reflects principles of environmental, social and corporate governance sustainability. Ibracon understands that all human activities are reflected in socioeconomic issues, which, in turn,

influence the regulations that govern the Independent Audit activity. For this very reason, more than the intense interaction with national and international organizations, the Institute seeks to understand this universe of possibilities.

Within the scope of its Strategic Vision, Ibracon understands that it is necessary to act as a protagonist in matters involving ESG (Environmental, Social and Corporate Governance) topics, its regulation and the aspect of ensuring this information. This means assuming a relevant and influential position before the actors directly or indirectly involved with the activity, in Brazil and abroad. Aware of the growing importance of ESG policies, the Institute actively participated in the creation of the Brazilian Sustainability Pronouncements Committee (CBPS).

For more than 51 years, Ibracon has been working to expand the Independent Audit market, as well as for the recognition of its importance to society, which gives it legitimacy as a representative entity of the activity in Brazil. When defining its Strategic Planning – which is based on the Independent Audit Banners –, the Institute creates conditions for the formation of an environment of regulatory security in which firms of all sizes provide quality services, comply with regulations, have access to training and recognition by the market.



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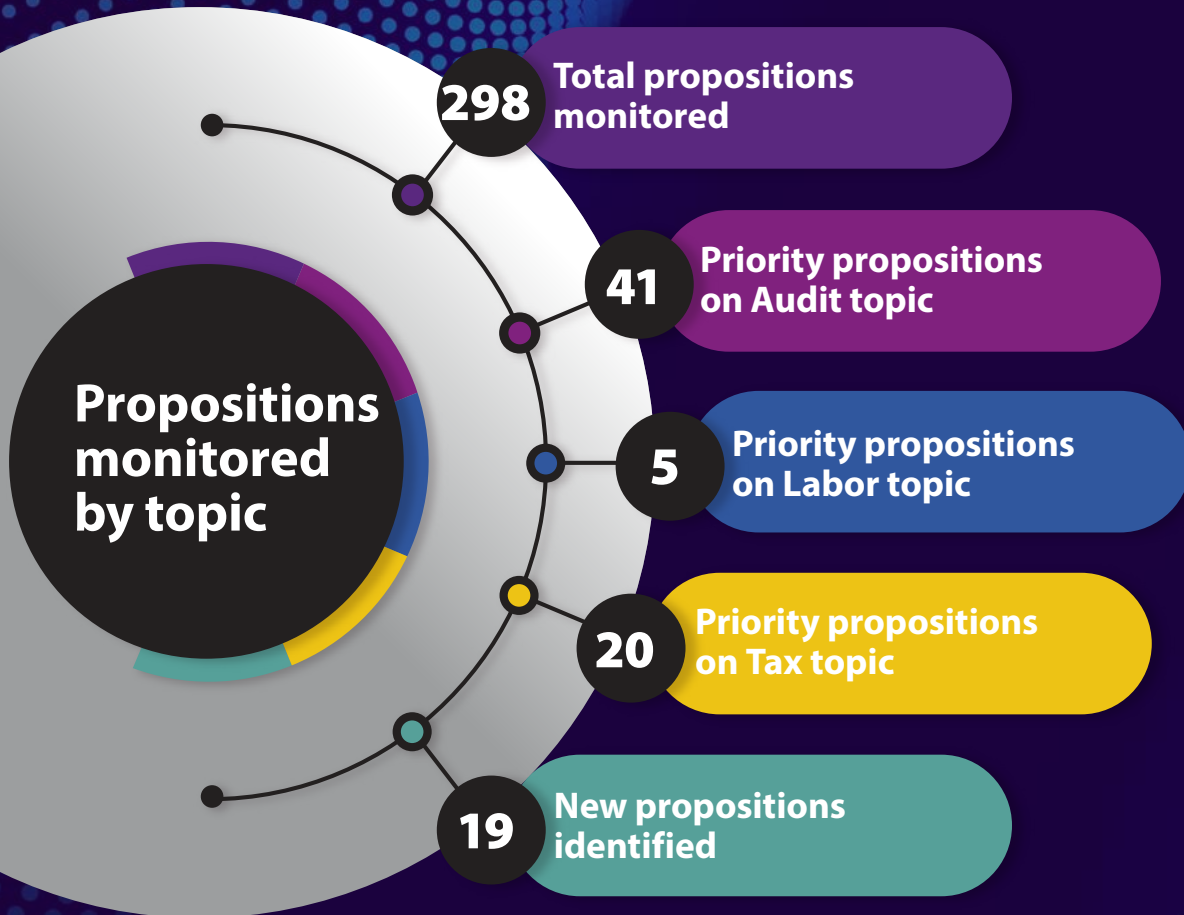
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Advocacy

Throughout 2022, all propositions were operationalized with stakeholders, suggesting contributions to improve projects, and clarifying interlocutors about the positioning and monitoring actions adopted by Ibracon. During the year, Ibracon's Strategic Matrix was defined as follows:



3 Topics

20 Subjects

66 Priority propositions



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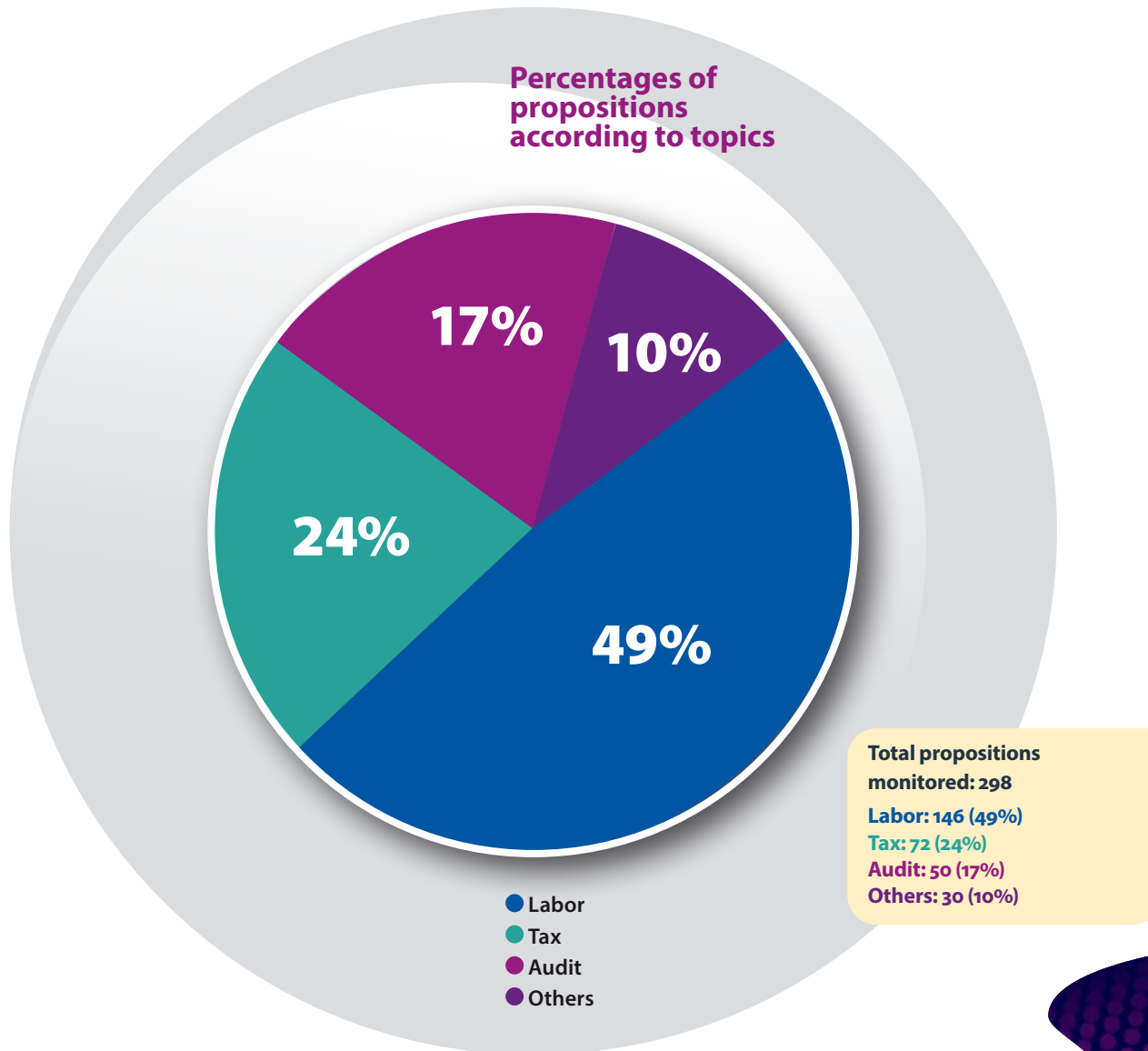
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“Advocacy” means “defense”, but the concept translates the act of safeguarding the prerogatives of a social group, a professional class or a productive sector. In practice, it represents a set of actions that aim to provide specialized and consistent information that can subsidize the formulation of public policies, which in turn, will benefit society as a whole. At Ibracon, these actions normally take place with regulatory bodies and entities that represent Accounting and Independent Audit professionals, as reported herein.

One of the relevant actions was the focus on initiatives aimed at the Legislative and Executive powers, spheres in which the Institute actively participates in monitoring standards and regulations involving, above all, the Independent Audit – for which it maintains an institutional advisory office in Brasília. The Institute understands that this action strengthens transparency, improves the quality of information, brings clarification to investors and society and, ultimately, brings economic development to the country within a vision of public interest.

In the last year, in this institutional action work, the process of monitoring legislative proposals that had already been evaluated was optimized, in order to filter out those that are directly linked to topics of interest to the Institute. The objective was to identify new propositions of interest. Each of the projects is cataloged by the advisory office and taken to Ibracon so that it can be discussed and evaluated in terms of impact, importance, opportunities and threats.

The next step was the revision of the Strategic Matrix, which is the main instrument for managing the agenda. That is, to define priorities among all the topics raised. This work begins with the analysis of the scenario on that particular topic, measuring what can be done so that that proposition meets the demands related to it.





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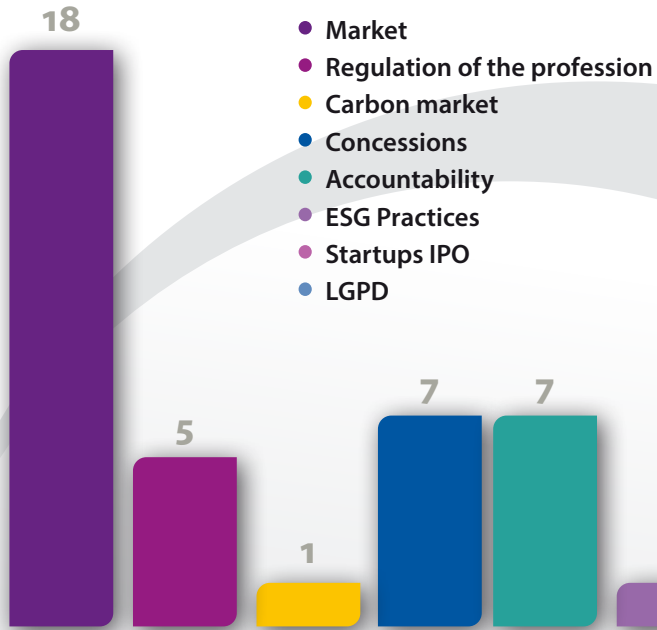
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Propositions monitored in 2022

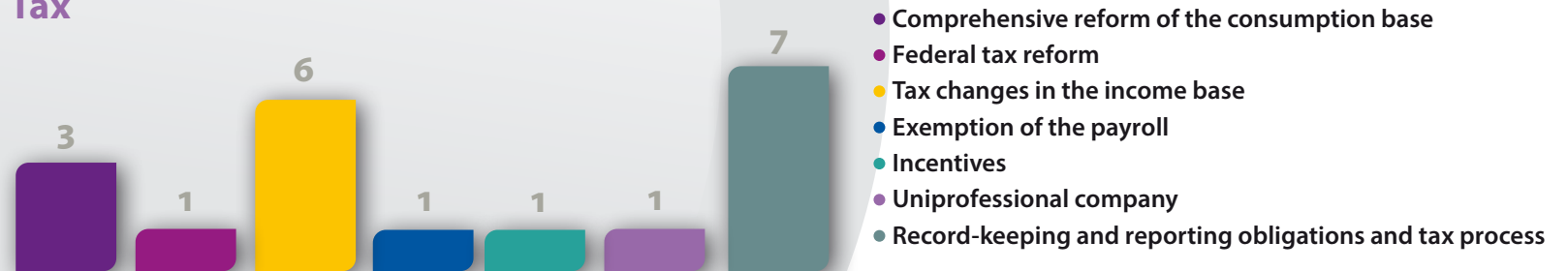
Audit



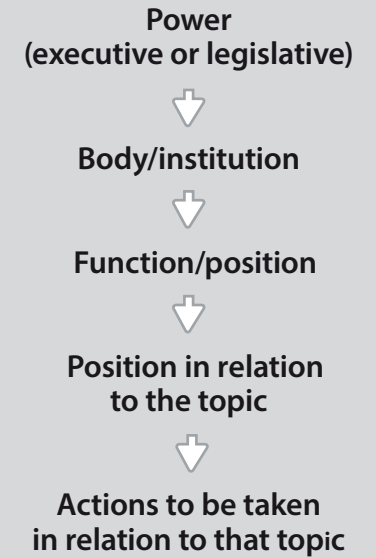
Labor



Tax



The next step is to design a Stakeholder Map, which directs dialogue with the main stakeholders in each of the subjects. In practice, this is the indication of:





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Institutional

Supporting the professional as a differentiating factor

Accounting pronouncements

CBPS

Corporate Governance

ISSB 23rd IBGC Congress **Sustainability**
Diversity & Inclusion

Independent Audit Banners

2022 World Investor Week

Ibracon Strategic Planning Capital market

ESG CFC and Febraban agreement Institutional Mission

Importance of the Independent Audit function **FACPCS**
Legislation & Regulation



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At the Institutional level, in accordance with what is defined in its Mission, Vision and Values, and following the guidelines of its Strategic Planning 2022-2024, one of Ibracon's priorities is to carry out actions to strengthen the Independent Audit activity. This position passes, in the first place, through its members, who are the Institute's reason for being and for whom it carries out its wide-ranging work, on different fronts: institutional representation, professional development, technical performance and also in communication with the market, pronouncing itself as the main voice of the Independent Audit in Brazil.

The actions reported here are also focused on Ibracon employees, the human capital that moves the entire structure of the national headquarters and also of the Regional Sections throughout the national territory. Several actions of an institutional nature were carried out by Ibracon in 2022, as we will see below.

Ibracon Strategic Planning

Members of Ibracon's National Board (NB) and managers of the Institute met to discuss the Strategic Planning outlined by the Board of Directors. The 2022-2024 Strategic Planning is in line with the Independent Audit Banners and was designed to support all of the Institute's activities, with the premise of valuing and strengthening the profession. The document is guided by the promotion of the value of the profession, showing the ability to contribute to corporate governance.

Agreements

In March, Ibracon, CFC and Febraban formalized an agreement to act in harmony on topics of convergence of standards adopted by the financial system. After initial negotiations on the agreement, the partnership continued with the creation of three Working Groups (GTs) and periodic evaluation meetings. Greater convergence of the accounting rules adopted by

the financial system with the standards of the International Accounting Standards Board (IASB); advances with IFRS 9 – Financial Instruments; improving the flow of audit confirmations with financial institutions; and improving knowledge about the quality of work of Small and Medium-sized Audit Firms are some of the priority topics involving the agreement.

Brazilian Sustainability Pronouncements Committee

In an initiative that meets the Banner Change management characteristics, Ibracon actively participated in the process that culminated in the creation of the Brazilian Sustainability Pronouncements Committee (CBPS), through CFC Resolution No. 1670.

Linked to the Foundation for Support to the Accounting and Sustainability Pronouncements Committees (FACPCS), the function of the Committee is to study, prepare and issue technical documents on disclosure of sustainability practices (Environmental, Social and Governance - ESG), preparing technical pronouncements to be adopted by regulators in Brazil.

The CBPS is composed of representatives from Ibracon, Abrasca, Apimec Brasil, B3, CFC and Fipecafi, as well as entities representing capital market investors, and its activities converge with the work being carried out by the International Sustainability Standards Board (ISSB), announced in 2021 by the IFRS Foundation at COP 26, in the United Kingdom.

In 2022, the Committee was announced as the Brazilian representative of the Sustainability Standards Advisory Forum (SSAF). The CBPS is one of 13 Forum members from jurisdictions and regions around the world who will work with the ISSB towards a comprehensive global sustainability-related disclosure baseline for capital markets.

World Investor Week

With a focus on approaching investors foreseen in its Strategic Planning, Ibracon was an institutional supporter of the 2022 World Investor Week. Held from October 3 to 9, and coordinated by CVM, the global campaign World Investor Week (WIW) is promoted by IOSCO, and seeks to make the population aware of the importance of education and investor protection. Held virtually, the sixth edition of the event had as its central topics: financial resilience and sustainable finance. In this edition, Ibracon and CVM held a webinar on the topic "The Independent Audit in the context of sustainable finance".

23rd IBGC Congress

With the same purpose, to expand the relationship with stakeholders, more precisely, the governance agents, Ibracon participated in the 23rd IBGC Congress, whose theme was "Impact governance – the best practices of tomorrow". At the event, where the Institute had a booth to publicize its actions to participants, topics such as best governance practices, socioeconomic transformations, ESG and the Code of Best Practices of Corporate Governance, among others, were discussed.

Position note

In December, Ibracon published a note of concern regarding the procedure and the approval by the House of Representatives of Bill 2,896/2022, which amends articles 17 and 93 of Law 13,303/2016 (State Companies Law) and article 8-A of Law 9,986 (Regulatory Agencies Law), which may represent a setback to the advances achieved with said laws. The initiative considers that Law 13,303/2016, which provides for the legal status of public companies, mixed-capital companies and their subsidiaries, at the Federal Government, States, Federal District and Municipalities levels, represents a milestone of extreme importance in improving the governance of state-owned companies. In addition, the referred Law brought significant advances in several areas of the governance of state-owned



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companies, in line with the best international practices, in particular seeking to avoid that possible political or partisan interests may overlap with the objectives for which these companies were created.

Appointments

On November 15, the chairman of the Board of Directors (BoD) of Ibracon, Francisco Sant'Anna, was appointed a member of the IFAC Board, during the Ordinary Meeting of the Board of that agency. He will serve a three-year term, replacing Idésio Coelho, former president of the Institute. On the same date, Monica Foerster, board member of Ibracon, was reappointed to chair the Small and Medium Practice Advisory Group (SMPAG) of IFAC. The Ordinary Meeting of the IFAC Board is part of the agenda of activities leading up to the 21st World Congress of Accountants 2022 (WCOA).

Administration and Relationship with the Member

In 2022, the area worked mainly on projects to increase the number of members, with the Managers Membership Project (AGER), and to strengthen the relationship with them. With the LGPD, in effect from September 2020, the area is working on the implementation/adaptation of the Institute's processes, along with the other areas.

Members

Regarding statistical data, in the last year, 47 new entrants were recorded, distributed by the Regional Sections, most of them male auditors, representing 68% of the total. Another important information about new members in 2022 is the fact that 69% of them are between 30 and 39 years old, demonstrating that the Institute continues to renew itself. The second age group with the most new entrants is 40 to 49 years old (19%). Furthermore, 57% are in the Chamber of Auditors, 34% in the Chamber of Accountants and 9% are students.

Membership 2022

General Data 2022

Regional	Section	Auditors	Graduates	Governance Chamber	Students	Total 2022	Total 2021
1st SR	23	30	0	0	2	55	51
2nd SR	46	16	0	1	0	63	61
3rd SR	104	54	0	1	18	177	176
4th SR	108	37	0	0	1	145	148
5th SR	639	184	19	6	9	857	854
6th SR	65	22	0	0	7	94	93
9th SR	30	28	0	0	0	58	58
Total Individuals						1.015	371
Total Legal Entities						19	8
Grand Total						1449	94
						1543	1539

2022 new members profile

Gender

32% Female
68% Male

Age group

6% between 20 and 29 years old
69% between 30 and 39 years old
19% between 40 and 49 years old
6% over 50 years old

Chamber

57% Auditors
34% Accountants
9% Students



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Gestão de Pessoas

Em 2022, o Ibracon passou por uma ampla reestruturação com o objetivo de trazer mais agilidade e inovação às suas atividades de Departamento Pessoal. A operação foi terceirizada, juntamente com as áreas financeira, de contabilidade e fiscal, e as estratégias relacionadas aos colaboradores foram revisitadas para ampliar o senso de pertencimento. Foi implantada uma nova fermenta para controle de registro de jornada de trabalho, obrigatório pela CLT, que proporciona a marcação do ponto por meio de aplicativo e o acompanhamento pelos gestores do banco de horas e justificativas das equipes.

The Institute's functional structure gained the reinforcement of four new talents, starting with two analysts for the Communication area, which underwent expansion, with new channels and services for members. The Controllershship area was created and an analyst was hired, who coordinates, together with the corporate manager, the outsourced areas: Financial, Accounting, Personnel and Tax Departments. In the Information Technology area, a new assistant was hired, reinforcing the help desk and the innovation of internal resources. The Technical area has a new manager, with the aim of expanding service to members and the area's thematic and project agenda.

Occupational Health

Thinking about improving the quality of life of its employees, Ibracon has a work gym program aimed at generating a positive impact on physical and mental health. In 2022, these initiatives resulted in the following numbers:

130 sessions of labor gymnastics
48 hours of physical activity

Ibracon flow

In September, to support the continued development of employees, a platform was made available that provides a learning experience through intelligent, simple and fluid technology,

bringing contemporary themes in different formats and media. So far, we have had more than 160 visits, with the most searched contents being:

Most Searched Content

● Design Thinking: converting challenges into opportunities

● Why do we need to develop emotional intelligence?

● 10 professional skills for the future of work

● Emotional intelligence

● T-shaped professionals

● The emotional skills that will boost your career

● Caring for online "filter bubbles"

● Emotional Intelligence and Ignorance - Pedro Calabrez - Neurovox

● 8 Questions to ask yourself when converting face-to-face training to e-learning or video lessons

● The 3 skills of people with high "emotional intelligence" at work



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Management Committee

The Management Committee brings together employees at the Institute's management level. Its proposal is to promote a healthy and productive work environment. To this end, in 2022 the Committee carried out:

More than 20 hours of meetings

15 online meetings

3 meetings
with all employees, including the Regional Sections,
with topics such as: customer service and new
people management tools.

Information Technology

Aiming to provide the members of the Working Groups (WGs) with more agility, ease of access and version control of the documents, the Information Technology (IT) area of Ibracon, after studies in conjunction with the Technical area, made available to all members of the WGs and commissions the Microsoft Sharepoint tool, already used by the entire team of employees of the Institute.

Ibracon's IT has been working on tools that allow the Controllershship area to monitor the main financial indicators. Thus, it will be possible to obtain information in a timely manner, allowing for more agile management and more assertive decision-making.

As a result of the revitalization of the Institute's headquarters, the IT infrastructure was optimized with new resources to make its functionality more efficient. Rooms are now equipped with microphones, wide-range webcams, HDMI connections for multi-device projection, high-performance Wi-Fi router and mobile-friendly television.

The IT team implemented security solutions in the Regional Sections. This included making antivirus software available in the cloud and including computers in the Ibracon Nacional network domain.

"Ibracon Talentos" Platform

Within the scope of the Banner Supporting the Professional as a Differentiating Factor, Ibracon launched the "Ibracon Talentos" platform, a bank of resumes that will be available to member audit firms of the Institute. The launch was made

during the 5th National Meeting of Young Accounting Leaders, which took place in October in Rio de Janeiro, for thousands of young professionals. The purpose of the platform is to facilitate entry into the Independent Audit profession, giving visibility to candidates seeking an opportunity at member audit firms. The service is free of charge for users looking for their first job or a replacement in the job market. For member firms, Ibracon Talentos is a facilitator in the process of attracting and selecting candidates, contributing to reducing process costs and speeding up hiring.

12th Brazilian Conference on Accounting and Independent Audit

On October 24 and 25, Ibracon held its 12th Brazilian Conference on Accounting and Independent Audit, at Teatro Claro, in São Paulo, in the hybrid format. The event was conducted by the journalist and economics commentator of Grupo Bandeirantes, Juliana Rosa.

Schedule

The ceremonial opening was made by the presidents of Ibracon, CFC and CVM. In his opening speech, the president of Ibracon, **Valdir Coscodai**, highlighted the Independent Audit Banners, launched in December 2021, on the fiftieth anniversary of Ibracon, and which are aligned with the advancement of the profession. Next, **Aécio Prado Dantas Junior**, president of the CFC, mentioned the importance of synergy between the entities. "The Institute is a great partner of the CFC and has actively contributed to the development of Brazilian accounting.

We work together on several fronts, especially in the process of convergence of international accounting

standards". Finally, **João Pedro Nascimento**, president of CVM, brought up the ESG agenda and the role of the Independent Audit in this agenda in his speech. "I have been advocating that the future is green and digital. And the green agenda is a huge opportunity for repositioning Brazil in the world", he said.

The president of CVM then presented the lecture "Sustainable finance: the present and the future of the Brazilian capital market", in which he highlighted Brazil's role in the "green agenda" and ESG policies. Also a speaker on the first day of the event, **Caio Megale**, chief economist at XP Investimentos, presented the lecture "Economic scenario: challenges and trends", in which he spoke about the post-pandemic global economic scenario.

The topics addressed by the speakers were the subject of debate including, in addition to all those present at the lectures and ceremonial opening, **Viviane Bauer**, Technical Advisor at IAASB.



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The opening morning of the Conference ended with the presentation of the panel “Skills and competences for the professional of the future”, presented by **Paul Ferreira**, professor at Fundação Getúlio Vargas (FGV EAESP). A debate followed with the participation of **Carla Bezerra**, member of Ibracon Jovem’s Management Committee, **Cleber Fernandes** and **Kathleen Tesser Frias**, ambassadors of Ibracon Jovem.

In the afternoon, the event featured the panel “Data management value chain: opportunities and challenges for Independent Audit in the digital age”, with the participation of **Carl Amorim**, founder of Blockchain Hub Brasil; **Thammy Marcato**, specialist in Innovation and Digital Transformation; **Luciano Sampaio** and **Adriano Correa**, members of Ibracon’s Technology and Innovation Committee; and **Karla Carioca**, member of Ibracon’s Small and Medium-sized Audit Firms (FAPMP) Working Group (WG). Closing the first day, the panel “Belonging – importance for you and your company”, with the participation of **Leandro Camilo** and **Luciene Magalhães**, respectively, leader and member of Ibracon’s Diversity and Inclusion Committee; **Rafael Bonfim**, project management specialist for HR and diversity and inclusion; and **Cristiane Hilário**, leader of the Black Professional Network program at audit firms.

The second and last day of the 12th Brazilian Conference on Accounting and Independent Audit of Ibracon opened with the presentation of the panel “Updates to International Financial Reporting Standards (IFRS)”, with a lecture given by **Tadeu Cendón**, member of the IASB Board and participations from **Oswaldo Zanetti**, Accounting Standards manager at CVM, **Rogério Mota**, Technical director at Ibracon, **Shirley Silva**, director of

Professional Development at Ibracon and **Fernando Torres**, executive editor at Valor newspaper.

The event closed with the panel “Leaders - building trust: the role of Independent Audit in the ESG agenda”, led by **Eduardo Flores**, member of the IFRS Foundation Advisory Board; **Claudio Camargo**, lead Audit partner at EY Brasil; **Rogério Rokembach**, coordinator of the CFC External Quality Review Committee and member of the Board of Directors of Ibracon; and **Marcelo Magalhães Fernandes**, lead Audit and Assurance partner at Deloitte.

Edition news

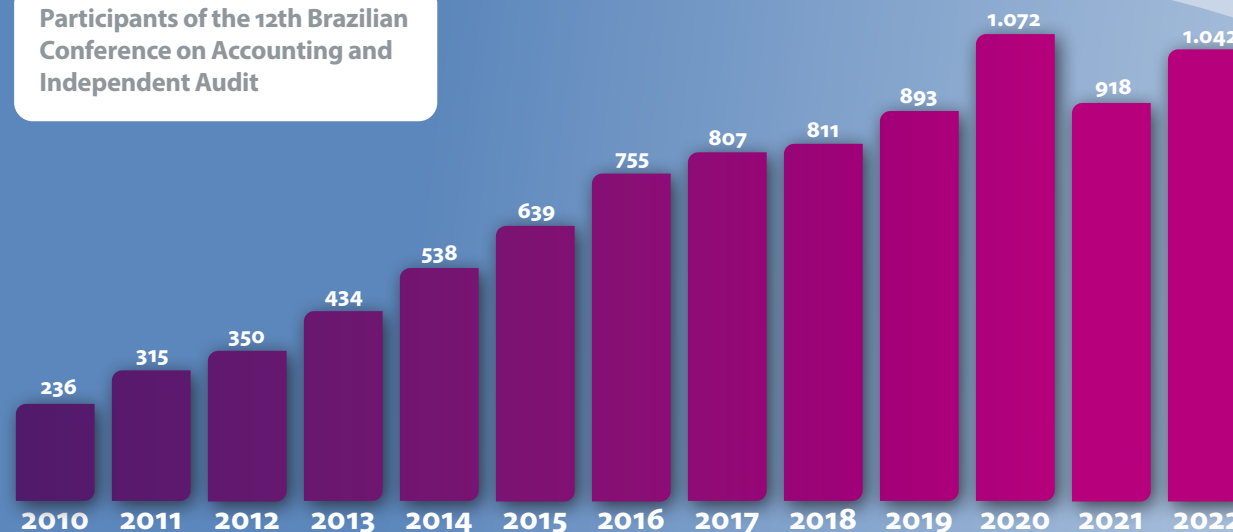
Accessible in Libras

The Conference, for the first year, had accessibility resources in Brazilian Sign Language (Libras).

Expansion of student participation

As part of Ibracon's strategy to get closer to the young public and academia, the Institute's partner Higher Education Institutions received courtesies to participate in the event free of charge.

Participants of the 12th Brazilian Conference on Accounting and Independent Audit





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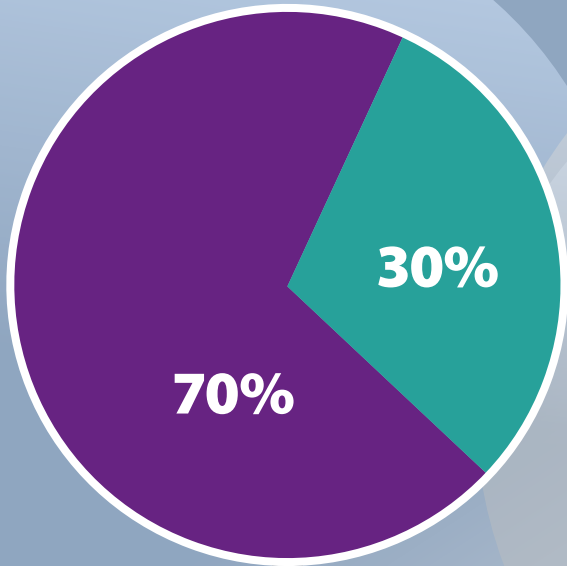
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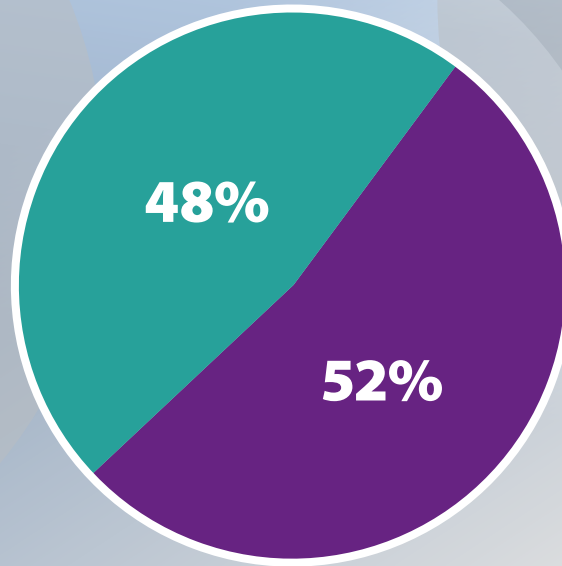
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Some numbers from the 12th Brazilian Conference on Accounting and Independent Audit



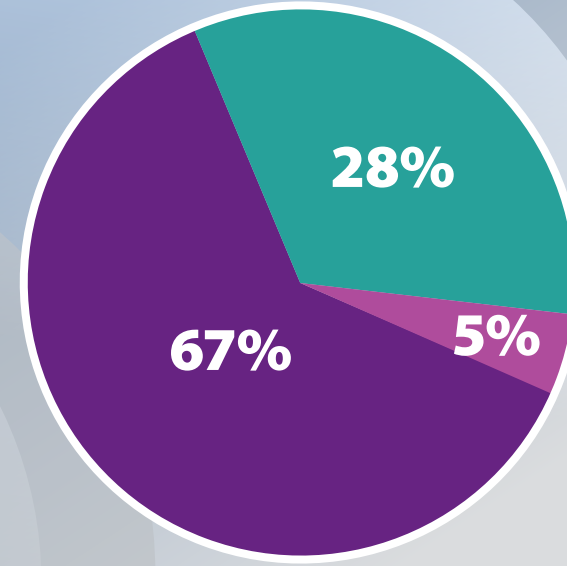
Participation by gender

Male	70%
Female	30%



Form of participation

In person	52%
Online	48%



Opinion of the participants regarding the expectations regarding the event schedule

Fully met	67%
Exceeded	28%
Partially met	5%



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National Meetings

Currently, Ibracon maintains a schedule of meetings with regulatory bodies, affiliated entities and other bodies – in Brazil and abroad. The agendas range from the discussion of standards, legislative changes that may affect the activities of Accounting and Independent Audit, alignment of initiatives in favor of the sector and professionals who work in it, among other topics that converge to the Banner The Importance of the Independent Audit function to the market and society in general.

AMEC

In January, Ibracon participated in a meeting with Amec leaders, with the aim of aligning joint actions throughout the year. The meeting reinforces the importance of approaching institutions that represent investors, for whom the Independent Audit activity is of great importance.

Sescon-SP and Aescon-SP

In January, Ibracon representatives met with leaders from Sescon-SP and Aescon-SP, at the Institute's headquarters. The meeting, focused on institutional relationships, had as its agenda joint projects and activities, in addition to the formal presentation of the new leadership of those entities in the accounting sector.

CFC

The agenda with the regulatory body began in February, when the meeting of presidents, directors and the Advisory Board of the CFC/CRCs System took place, with the participation of Ibracon. The activity was part of the Seminar on Management, Strategic Planning, Governance and General Guidelines of the Accounting System, organized by CFC, with the participation of 27 CRCs. The event aims to align plans, proposals and goals for the 2022-2023 term of the System's entities.

June: Ibracon met with members of CFC and Anefac, at the headquarters of the CRCSP. The meeting was part of a series of institutional visits carried out by CFC to accounting entities in the State of São Paulo, in order to listen to them and be closer to professionals in all their areas of activity.

July: Ibracon members participated in the first meeting of CFC's Institutional Relations Commission, which dealt with topics of interest to the accounting class and was chaired by the president of CFC, Aécio Dantas. Members of Fenacon also took part in the meeting. Those present presented issues that impact the day-to-day of Accounting professionals, with emphasis on the demands for articulation in Congress.

October: the president of Ibracon's National Board (NB) participated in a meeting, in Rio de Janeiro, with CFC's Institutional Relations Commission and representatives of Fenacon, during the 5th National Meeting of Young Accounting Leaders. On the agenda, the institutions discussed updating the monitoring of the legislative agenda.

December: representatives of Ibracon's presidency and board participated in yet another CFC's Institutional Relations Commission meeting, this time in Brasília. The objective was

to deal with topics of interest to the accounting class, strategic actions for 2023, projects of interest to the accounting class that are being processed in the National Congress. They also addressed the carrying out of research to map the profile of the Accounting professional across the country, and the Brazilian Internal Revenue ordinances, which established the Advisory Board on Tax and Customs Administration of the Federal Government (Concat) and the Administrative Forum of Tax and Customs Dialogue (Fata).

CRCSP

In May, Ibracon representatives met with CRCSP leaders, with the aim of strengthening the relationship between the entities, with a view to providing services to Accounting professionals and to the benefit of the accounting profession. In December, the president of CRCSP, José Aparecido Maion, participated in the 70th meeting of the Board of Directors (BoD) of the Institute. At the meeting, which was also attended by members of the Ibracon Advocacy Committee, the main initiatives developed within the 2022-2024 Strategic Plan and prospects for 2023 were presented.

FBC

In May, Ibracon representatives met with the president of FBC, Sandra Santiago and the Administrative director, Luiz Fernando Nóbrega, at the entity's headquarters, in Brasília (DF). The FBC has a cultural, private and non-profit nature. Its main activity is the promotion of teaching, research, graduate and extension programs in the field of accounting. The purpose of the meeting was to discuss possible partnerships and forms of joint action, especially in the area of professional development.



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CVM

In June, Ibracon representatives met with the former president of CVM, Marcelo Barbosa. The main objective of the meeting was to maintain the institutional agenda with the regulatory body. One of the topics discussed was the Quality Management for Firms standard NBC PA 01 (R1), which gave new wording to NBC PA 01, relating to Quality Control for Independent Audit firms (legal entities and individuals). Participants also spoke about the creation of the Brazilian Sustainability Pronouncements Committee (CBPS). In September, the meeting was with the new president, João Pedro Nascimento, who took office in July, as part of the relationship agenda maintained between the entities.

FACPC

In August, the president of the Board of Trustees of FACPC and president of Ibracon's NB participated in a meeting held at the CRCSP headquarters. The meeting was attended by the senior leader of IFRS Foundation's Ibero-American Market, Arturo Rodríguez, representatives of FACPC and the CBPS Working Group (WG). The objective was to discuss the future of ESG disclosure in Brazil and understand how the experience of the International Sustainability Standards Board (ISSB) can help the newly created CBPS. The meeting also included representatives from CRCSP, CFC, Glenif, Fipecafi, Abrasca, Anefac, BC, CVM, B3 and Apimec Brasil.

BNDES

In September, Ibracon representatives met with Lourenço Tigre, BNDES' Financial director, to discuss accounting for carbon credits to release loans. The meeting also had the participation of Marcos Paulo Pereira da Silva, head of BNDES Accounting department, and Suzana Costa Ribeiro, also from BNDES.

Ministry of Labor and Social Security

In September, the Ibracon superintendent met with Lucio Rodrigues Capelleto, executive secretary of the Ministry of Labor and Social Security. The meeting was guided by institutional matters and topics of interest to the profession.

Secretary of Economic Development of São Paulo

In September, the Ibracon superintendent participated, alongside representatives of the other accredited accounting entities, in an audience with the secretary of Economic Development of São Paulo, Zeina Latif. During the meeting, the president of Sescon-SP, Carlos Alberto Baptista, spoke about the collaborative work between entities and government instances, in search of reducing bureaucracy, simplification and improvement of the business environment.

Febraban

In November, the president of the NB and the general superintendent of Ibracon participated in a meeting with members of Febraban and CFC. The purpose of the meeting was to assess the progress of activities provided for in the Cooperation Agreement signed by the entities in the first quarter of 2022. In addition, the participants discussed and planned the new actions to be developed in 2023.

CBPS

In November, representatives of Ibracon at CBPS participated in the third meeting of the Committee. On the occasion, the superintendent of Ibracon participated as a guest to present a model for monitoring ESG issues. On the occasion, the names nominated by two other invited entities were presented. Respectively, Priscila Maria Wanderley Pereira, CNI representative; and Daniel Coêlho and Reynaldo Lima, CNC representatives.

International Meetings

IFAC

On February 28 and March 1, the president of the NB and the chairman of the BoD of Ibracon represented the Institute at the Annual IFAC Leadership Forum. Opened by the then President of IFAC, Alan Johnson, the event had the topic "Confidence and sustainability in the new normal". The purpose of the Forum is to bring together representatives of the Federation's member entities and discuss proposals for the development of accounting in the world and the profession's contribution to economic protection and sustainable development of nations.

ANJE

In March, Ibracon representatives were visited at the Institute's headquarters by members of ANJE, a non-profit organization based in Mozambique, which brings together more than 1,500 young entrepreneurs, with the aim of promoting entrepreneurship and encouraging the creation of a youth-friendly business environment. At the meeting, ANJE's initiatives and projects were presented, in order to identify opportunities for joint action.

UCALP

In September, the president of Ibracon participated in the meeting of UCALP, a non-profit association that brings together basic regulatory bodies for the Accounting and Audit professions in Portuguese-speaking countries. UCALP's mission is to reinforce the public interest of Portuguese-speaking professionals and the relationship between professionals and their economies. Since 2020, Ibracon has carried out actions to contribute to the updating of professionals from UCALP member nations, involving courses, events and the sharing of informational content.



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IOSCO

In November, the chairman of the BoD of Ibracon participated in a meeting of IOSCO's Monitoring Group (MG). The group brings together international financial institutions and regulatory bodies committed to advancing the public interest in areas related to the definition of international standards and audit quality. The meeting aimed to provide an overview of the document "Strengthening the International Audit and Ethics System", launched in 2020 and in which the MG highlights the importance of high-quality international standards. Also present on the occasion was the President of IFAC, Kevin Dancey, who showed the advances and how the document's recommendations align with the entity's objectives.

Requests

In May, together with the CFC and Fenacon, an official letter was sent to the Special Secretary of the Brazilian Internal Revenue Service (RFB), Julio Cesar Vieira Gomes, to request the extension, to July 31 or for another 30 days, of the deadline for submission of the Digital Accounting Bookkeeping (ECD). The objective was to avoid overlapping the deadline for sending other record-keeping and reporting obligations, such as the Amended Annual Individual Income Tax Return and the Final Declaration of Estate and Declaration of Definitive Departure from the Country. Other issues related to Relp, Simples Nacional and the e-CAC Portal were also reported in the document. In July, the entities sent another letter to the secretary, this time to request adjustments to the Withholding Income Tax (IRRF) and social security contributions system. The objective was to request observation of the mistaken inclusion of debts with suspended enforceability, according to reports received from the accounting class.

Ibracon, CFC and Fenacon jointly signed the open letter that was forwarded, taking a stand for the overthrow of Presidential Veto No. 71/2021, which was submitted for voting between March and April 2022, and is related to the Bill No. 4,157/2019, which proposes the amnesty of infractions and the annulment of debts due to

late submission of the Severance Pay Fund and Information to Social Security (GFIP) Payment Form.

In September, Ibracon, CFC and Fenacon released a manifesto against charging for the use of the Integra Contador platform, a system for providing accounting and tax services, which allows automated access to a large set of information previously only available through individual consultation on the e-CAC Portal.

In December, Ibracon, alongside the CFC and Fenacon, publicly expressed their concern about a possible change in the tax transaction rules contained in the text of the Complementary Law Bill No. 127/2021, which would lead to an increase in bureaucracy in carrying out of the tax transaction.

Ceremonies

Accounting Professional's Day

Under the Banner Supporting the Professional as a Differentiating Factor, on April 11, in a formal session, the Municipal Chamber of the City of São Paulo held tributes to the Accounting Professionals Day, celebrated on April 25. For Ibracon, the president of the NB and the president of the Institute's 5th Regional Section (SR) participated. Proponent of the tribute, councilor Edir Sales (PSD) delivered a Diploma of Merit to the representatives of the accounting entities present, including Ibracon.

On May 18, the chairman of the BoD of Ibracon also participated in a special session in honor of the Accounting Professionals Day promoted by the Federal Senate, in Brasília. On June 14, the president of the BoD and the president of the Institute's 5th RS participated in a formal session to celebrate the date. The ceremony, which took place at the Legislative Assembly of the State of São Paulo, was proposed by the state deputy and president of the Parliamentary Front for Entrepreneurship and Combating the Fiscal War, Itamar Borges, in partnership with Sescon-SP and Aescon-SP.

New CFC board

On February 9, Ibracon attended the inauguration ceremony of the new CFC board and advisors, chaired by Aécio Prado Dantas. On the occasion, the president of Ibracon's NB reinforced in his speech the need to strengthen the joint work of accounting entities to foster sustainable development, good environmental practices and the use of technology to recover Brazil's economic growth.

North Accounting Connection

In September, the president of Ibracon's NB participated in the opening ceremony of the Accounting Connection, North edition, organized by CFC and CRCs. The president of CRCAM, Joseny Gusmão da Silva, opened the ceremony's speeches paying homage to the presidents of the CRCs in the North region and to the Board of Directors that operates in the state of Amazonas.

76 years of CRCSP

In December, the chairman of the BD and the president of the NB of Ibracon, alongside the president of the 5th RS, participated in a formal session in celebration of the 76th anniversary of the CRCSP installation. The event was coordinated by the president of CRCSP, José Aparecido Maion. On the occasion, Idésio Coelho, former president of Ibracon (2015-2017), received the Pedro Pedreschi Medal.

73rd anniversary of Sescon-SP and Aescon-SP

In March, the chairman of Ibracon's BoD, the president of the NB and the president of the 5th RS participated in the celebration of the 73rd anniversary of Sescon-SP and Aescon-SP. On the occasion, there was also the inauguration ceremony of the executive directors of the 2022/2024 Term and the delivery of the President Annibal de Freitas Medal to Idésio Coelho, former president of Ibracon (2015-2017).



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Gallery of former presidents of Sescon-SP/Aescon-SP

On May 17, the president of Ibracon's NB attended the ceremony for the unveiling of the plaque of former president of Sescon-SP and Aescon-SP, Reynaldo Lima Jr. Lima, who was in charge of the entities in the 2019-2021 term and was honored with the inclusion of his portrait in the gallery of former presidents.

Fenacon's new board

In August, the president of Ibracon's NB participated in the inauguration ceremony of Fenacon's new board, 2022-2026 term. The businessman and accountant, Daniel Mesquita Coêlho, the new president of the entity, received the new position from the then president Sérgio Approbato Machado Junior.

Inauguration of Anbima board

In May, the president of Ibracon's NB attended the inauguration ceremony of the new Anbima board. In addition to the new president, Carlos André, eight vice presidents and 13 directors were sworn in.

Inauguration of Apicicon board

In May, the chairman of the BoC of Ibracon honored the inauguration of the board of Apicicon, for the 2022-2025 term, under the leadership of Joaquim de Alencar Bezerra Filho.

70 years of APC

In November, the president of the NB and the president of the 5th RS participated in the formal session in celebration of the 70th anniversary of the foundation of APC. The event took place at the CRCSP headquarters and was attended by representatives of state and national accounting entities, the business sector and the political class. The ceremony swore in twenty new academics.

Coaf Diploma of Merit

In March, the president of Ibracon's NB participated in the ceremony of the "Coaf Diploma of Merit 2022", promoted by Coaf - Financial Intelligence Unit of Brazil. The event honors personalities or institutions that have stood out in the area of preventing and combating money laundering or terrorist financing. In 2017, Ibracon was one of the winners of this distinction.

Participation in events

27th Convention of Accounting Professionals of the State of São Paulo

On February 14, the 19th National Convention of Accounting Service Firms and Advisory, Expert Investigation, Information and Research Firms (CONESCAP), organized by Fenacon and Sescon-SP, and the 27th Convention of Accounting Professionals of the State of São Paulo (Convecon), carried out by the IPC and organized by several entities, among which the 5th RS of Ibracon, started in São Paulo. Under the motto "Understanding the changes, transforming people and adapting the business". The president of the Ibracon's NB gave a speech at the opening and congratulated "the rich program, which will help to implement changes and promote transparency, ethics and the improvement of business in Brazil". Ibracon also had a booth at the event.

9th Gescon

In November, the president of Ibracon's NB participated in the 9th Gescon – Sescon Service Firm Management Seminar. With the theme "Looking, Thinking and Acting Differently", the seminar brought eight current and relevant subjects to rethink the current moment of the accounting services sectors, in paths of Entrepreneurship, Innovation, Management and People.

IX Cumbre de Las Américas

On October 5, the chairman of the BoD of Ibracon participated in the IX Cumbre de Las Américas Panama 2022, an event of the Asociación Interamericana de Contabilidad (AIC) that took place in the capital of Panama. On that occasion, he participated in two important meetings that were part of the event's program: the AIC meeting and the General Assembly of the Comité de Integración Latino Europa – América (CILEA).

7th Congress of the Order of Certified Accountants

From September 21 to 23, the chairman of the BoD of Ibracon participated in the 7th Congress of the Order of Certified Accountants, which took place at the Altice Arena, in Lisbon, Portugal. The Congress focused on Sustainability, not only in terms of the environment, but also with regard to social and governance issues, which are increasingly gaining importance at companies.

XIX CPC International Seminar on International Accounting Standards

On September 14, the president of Ibracon's NB was at the opening of the XIX CPC International Seminar on International Accounting Standards, organized by the Accounting Pronouncements Committee (CPC). The first panel of the event, entitled "IASB comments on relevant topics – Business Combinations; Covenants; Supplier Finance Arrangements and IFRS 9 – Classification and Measurement" had the participation of the Technical director of Ibracon Nacional, and a lecture by Tadeu Cendón, IASB board member. On the second day of the event, the coordinator of Ibracon's Sustainability and ESG Working Group (WG) participated, as moderator, in the panel "Carbon Market and other climate issues".



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Southern Accounting Connection

On August 30, the Accounting Connection, South edition, began. The president of Ibracon's NB spoke at the opening of the event held by CFC and CRCPR. The Institute's general superintendent also participated in the event, which lasted until August 31. Accounting Connection is a space for the promotion of Continuing Professional Education, consisting of a series of events, held free of charge and in a hybrid format.

1st Meeting with Auditors

On June 23, the 5th RS of Ibracon and CRCSP held the first edition of the Meeting with Auditors to address, among other topics, the update of the macro scenario of the Standards, with emphasis on the new Quality Management Standard (ISQM 1) and its application. The event had institutional support from Ibracon Nacional and CFC. Ibracon participated as a speaker in the Technical Panel – New Quality Standard and in the Closing Panel, presented by the presidents of Ibracon - Nacional and 5th RS, CFC and CRCSP.

IAASB conference

On May 11 and 12, members of Ibracon's BoD and Auditing Standards Committee (CNA) participated in the third and last conference held by the entity in Paris, in collaboration with the Compagnie Nationale des Commissaires aux Comptes (CNCC) and the Conseil Supérieur de l'Ordre des Experts-Comptables (CNOEC), to discuss the audit of financial statements of less complex entities (LCEs).

Latin America Roundtable on Corporate Governance

In December, the chairman of the Board of Directors (BoD) of Ibracon, and member of the Board of IFAC participated as a debater in the Latin America Roundtable on Corporate Governance, on the panel: "Sustainability and resilience in the

business sector". The meeting, which took place in Lima (Peru) is an OECD initiative and aimed to facilitate the inclusion of improvements in corporate governance through a forum for the exchange of experiences between policy makers, regulators and market participants.

Participation in courses and lectures

Northeast Accounting Connection

On May 11 and 12, the chairman of Ibracon's BoD gave a lecture at the event, held in Teresina (PI). On the occasion, he spoke about the Professional Accounting Education Program of the Federal Accounting Council (CFC) of which Ibracon is a training entity, the Technical Qualification Exam, administered by a commission made up of accountants appointed by Ibracon and CFC, the National Register of Independent Auditors (CNAI PF and CNAI PJ) and Ibracon's work in the field of Professional Development.

Southeast Accounting Connection

On July 28, the president of Ibracon's NB participated in the panel "Inspection as an instrument for the protection of society" during the second edition of the Southeast Accounting Connection, in Vitória (ES). Moderated by the CFC's Professional Development vice-president, José Donizete Valentina, with the participation of representatives of CFC, Fenacon and CRCSP.

IBGC Audit Committee Course

Ibracon participated in three editions of the event: the 7th (March), the 8th (August) and the 9th (October). At the opening of the August and October editions, the presentation was conducted by Ibracon's director of Communications. The Audit, Inspection and Controls Committee course is an IBGC initiative in partnership with Ibracon and the Institute of Internal Auditors of Brazil (IIA).

3rd Annual Conference of Certified Auditors and Accountants

On November 26, the chairman of the Ibracon's BoD and member of the IFAC Board participated in the 3rd Annual Conference of Certified Auditors and Accountants. The event was organized by the Professional Association of Certified Auditors and Accountants (OPACC) and took place in Cape Verde.



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Strategic Committees

Ibracon Jovem

13 Ordinary meetings

6 Actions at Universities (Fecap, Mackenzie, Senac, Ulbra, Unichristus and Federal University of Ceará)

400 University students reached with outreach lectures

661 Attendances registered at the Ibracon booth at the 5th National Meeting of Young Accounting Leaders

12 Ibracast Youth Programs carried out

Diversity and Inclusion Committee

12 Ordinary meetings

200 Participants assisted in all actions carried out

4 Articles developed by Committee members

560 Visits to articles published by the Committee on Ibracon channels

4 Participations in events and/or presentations of lectures

6 literacy and awareness webinars

2 Appearances on podcasts

Technology and Innovation Committee

10 Ordinary meetings

2 Virtual booths to present technologies

263 Participants in the virtual booths held

4 Audit technology workshops held

95 Participants assisted in the workshops

1 Participation in podcast

2 Participations in events



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Ibracon's Strategic Committees were created in 2021. Through these groups, the Institute proposes to promote, encourage and strengthen specific actions that more assertively contemplate the objectives of its Strategic Planning.

Ibracon Jovem

Ibracon Jovem was born with the aim of representing the interests of young people in the construction of Independent Audit as a profession of the future, innovative, accessible and inclusive, ensuring its perpetuity, developing diverse leaderships for a profession that effectively represents the needs and desires of the new generations and society as a whole. Ibracon Jovem is composed of ambassadors – young auditors, who seek to present paths and opportunities for the profession to those who are entering the market.

The activities carried out throughout the year are in line with Ibracon's 2022-2024 Strategic Planning, and reinforce the Banner Supporting the professional as a differentiating factor.

Participation in Events

Representative entities

Among the actions carried out, the participation of ambassadors from Ibracon Jovem in the "Ponto de Encontro" event, with the theme Corporate Happiness, carried out by CRCSP Mulher, which is within the scope of the Banner Strengthening the Culture of Diversity and Inclusion, deserves to be highlighted. On the occasion, participants highlighted Ibracon's commitment to promoting inclusion and diversity.

5th National Meeting of Young Accounting Leaders

Ambassadors from Ibracon Jovem participated in the 5th National Meeting of Young Accounting Leaders. Conceived by CFC, the event is considered one of the biggest initiatives aimed at young Accounting students. The meeting brought together an audience of more than 3,000 people from different age groups and areas of expertise in Accounting.

The Committee was also part of the event's programming with the panel "The future of young leaders" and a booth that presented Ibracon to participants and its main initiatives aimed at young people, with emphasis on Ibracon Talents.

12th Brazilian Conference on Accounting and Independent Audit

Members of the Management Committee and ambassadors of Ibracon Jovem participated in the 12th Brazilian Conference on Accounting and Independent Audit of Ibracon. They were part of the panel "Skills and competences for the professional of the future", which also included the participation of Paul Ferreira, professor at the Getúlio Vargas Foundation (FGV/EAESP).

Meetings with universities

An important front of action for the Committee was the strengthening of the relationship with Higher Education Institutions (HEIs). During 2022, closer meetings were held with Fecap, Senac and the Lutheran University of Brazil. The objective is to open spaces for dialogue with the young public and the potential for carrying out actions together.

In August, Committee members participated in the 38th edition of the Meeting of Accounting Professionals and Academics (Epac) at Mackenzie University, an accounting study marathon

organized by Sindcont-SP and Mackenzie. On the occasion, the ambassadors were able to address relevant career aspects in the Independent Audit.

In September, Ibracon Jovem held an online lecture for Accounting students at the Federal University of Ceará (UFC). The ambassadors spoke about the auditor profession and the actions of Ibracon Jovem, answering questions about entering the career.

In November, Ibracon Jovem, together with the president of the 1st Regional Section of Ibracon, participated in the IV Unichristus Integrated Congress (CE). During the event, information about the Committee's actions, the profession and the auditor's main competencies were shared.

Institutional Initiatives Meetings

In April, members of Ibracon Jovem and leaders of the various Regional Sections (RS) of Ibracon met in a virtual meeting, with the aim of presenting the group's initiatives and ongoing actions.

Also in April, Ibracon offered the ambassadors of Ibracon Jovem a media training. Institutional topics, tips and guidelines were addressed at the event to help them represent the Institute in front of the press, at events and webinars



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National Curriculum Guidelines for the Bachelor's Degree in Accounting

In May, the Institute, with the support of Ibracon Jovem, sent contributions to CFC for the proposal of the National Curriculum Guidelines for the Bachelor's Degree in Accounting, with the objective of bringing to the training of future professionals skills considered essential for working in Accounting and Independent Audit.

In the document sent, Ibracon highlights, based on the study "Skill shifts: Automation and the future of the workforce", from the McKinsey consultancy, the skills: Cognitive; Social, Emotional and Technological. On the occasion, the ten skills defined by the World Economic Forum were mentioned, which are segmented into the areas: Creativity; Emotional intelligence; Solving complex problems; Judgment and decision-making; Flexibility; Critical thinking; People/team management; and Negotiation and customer focus. For greater applicability of the areas of knowledge indicated in the study carried out, the Institute also indicated the need for a greater workload in the Audit disciplines in the Accounting courses.

Ibracast Jovem

One of the big news in 2022 was the launch of the podcast "Ibracast Jovem", in May, a streaming program created with the main proposal to encourage continuous learning in new Independent Audit professionals, in addition to bringing updates on matters in the area. Throughout the year, 12 programs were produced, with the following themes: Corporate Happiness; Metaverse; Inclusion and Diversity; and partnership with Universities.

Research

Also within the scope of the Banner Supporting the professional as a differentiating factor, Ibracon Jovem worked in the dissemination of a research with more than a thousand young auditors from different states. Some of the main results are mentioned below:

- Most respondents are between 25 and 30 years old.
- The number of male professionals is almost the same as that of females.
- More than 50% have completed graduation.
- Less than 10% are not studying Accounting.
- About 30% are in the area for 3 to 5 years.
- 55% believe that the profession is attractive to young Brazilians.
- Ethical behavior, team effort towards a common goal and independence, all with about 60% of the indications, were the attributes considered as the most important for the profession.

Diversity and Inclusion Committee

Ibracon's Diversity and Inclusion Committee's mission is to strengthen the audit profession by fostering the promotion of an increasingly inclusive and diverse work environment. Among the actions carried out throughout the year, under the Banner Strengthening the culture of diversity and inclusion, we can highlight:

Meetings

Throughout the year, 12 strategic meetings were held to discuss actions in the tactical work plan, covering the pillars: management and governance, culture and engagement, affirmative action and communication and positioning.

Articles

Committee members produced four articles on the topics: LGBTQIA+ pride, gender equity, race and ethnicity, and people with disabilities. The publications, published in the press, had 560 visits, only within Ibracon's communication channels.

Participation in events

One of the most relevant activities carried out by the Committee is awareness, in a broad sense, on the subject of Inclusion & Diversity. To put this proposal into practice, presence at Ibracon events or those organized by different actors is essential. In person or online, Committee members participated in events and webinars.

In March, the Committee's schedule of events began with participation in the webinar "Main advances in female participation in Accounting and Independent Audit and the challenges to be overcome", organized by Ibracon in celebration of the International Women's Day.

The Committee was also present at the event "Inclusion & Diversity: concepts and practices in the corporate environment", held in June by Ibracon's 2nd Regional Section and by CRCPE.

Event promoted by the Group of Business Leaders (LIDE) of Pernambuco, still in June, with the participation of members of the Committee and aimed to raise awareness about the importance of leadership engagement in Inclusion & Diversity actions in the social and organizations' context.

Committee members participated in Ibracon's 12th Brazilian Conference on Accounting and Independent Audit, in October. They were part of the panel "Belonging: the importance for you and your company", which also had the participation of Cristiane Hilário, leader of the Black Professional Network program at audit firms, and Rafael Bonfim, specialist in project management for HR and diversity and inclusion.



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Webinars

The Committee held six webinars during the year, addressing topics such as: "Inclusion and diversity in companies: where to start?"; "Culture of Inclusion and Diversity: unconscious biases"; "The role of men in gender equality"; "Development of people with disabilities and the environment of belonging"; and "The impact of representativeness on the career development of black people in audit firms".

Participation in podcasts

Committee members were invited to participate in the Ibracast Jovem podcast, bringing an objective approach to the importance of the Diversity and Inclusion agenda in audit firms and at a personal level.

They also participated in the podcast of Mundo Corporativo magazine, in a special series on "Diversity and Inclusion - an Era of Changes".

Research

The 1st Diversity and Inclusion Survey was carried out with member firms, with the objective of understanding the existing level of maturity in D&I, in order to better direct the Committee's efforts and measure advances.

Below, some results of the survey, which involved the participation of 37 member audit firms:

Does the firm have a formal Code of Conduct available to all employees?



If so, is the commitment to non-discrimination and promotion of D&I included in the firm's Code of Conduct?



Does the firm have a specific D&I valuation and non-discrimination policy?



Does your firm have prepared channels to receive reports related to D&I?



Does the firm implement actions to ensure equality of opportunity and treatment in the recruitment and selection process?



Does your firm promote specific development programs for minority groups?



Does your firm make public commitments to external D&I-related covenants and associations?





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Technology and Innovation Committee

One of Ibracon's Banners is Leveraging Technology to enhance audit quality, a factor that generates sustainability in the profession and meets the guidelines of the Institute's Strategic Plan. Among the main actions, we highlight the following:

Technology workshops

Four audit technology workshops were held throughout the year, presenting in a practical way the functionalities of the tools: PowerBI, Alteryx, IDEA and Excel for auditors, for all interested professionals. Altogether, these programs brought together 95 participants, totaling 16 hours/workshop and a high level of satisfaction for those involved.

Virtual booths

Ibracon's Technology and Innovation Committee held two virtual booths to demonstrate audit software, which had the participation of 63 people interested in learning about the technologies presented.

Podcast

Committee members were invited to participate in the Ibracast Jovem podcast, where they could present innovations about the metaverse in the Independent Audit..

Survey

In 2022, the Technology and Innovation Committee developed the first edition of a survey aimed at identifying the systems used by member audit firms of Ibracon. The objective was to identify any need for improvement regarding the level of technological knowledge.

More than 45 member firms of various sizes participated, 74% of which stated that they use some management system, their

own or from the market, to carry out their audit work. The main activities carried out through the tools were: scheduling and planning management, team time management and report management.

Based on the insights from the survey and an open meeting of the Small and Medium-sized Audit Firms Working Group, the Committee structured an agenda of actions to support the development of the required technological skills.

Size of responding firms

- Large
- Medium
- Small



Range of employees at the responding firms

- 10 to 49
- 50 to 99
- 100 to 400





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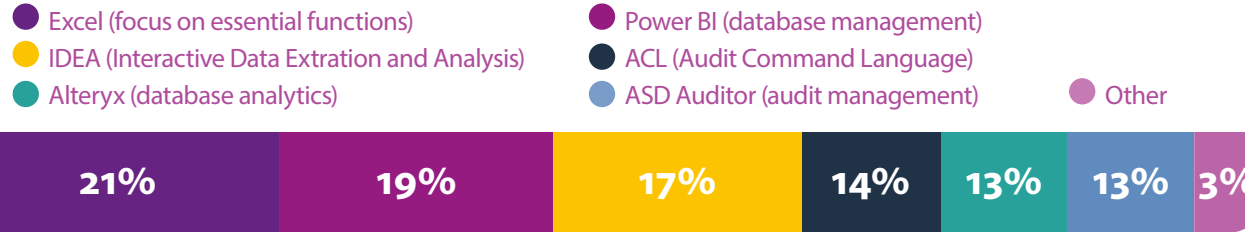
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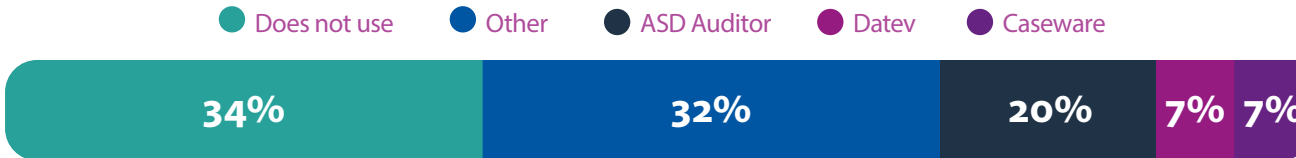
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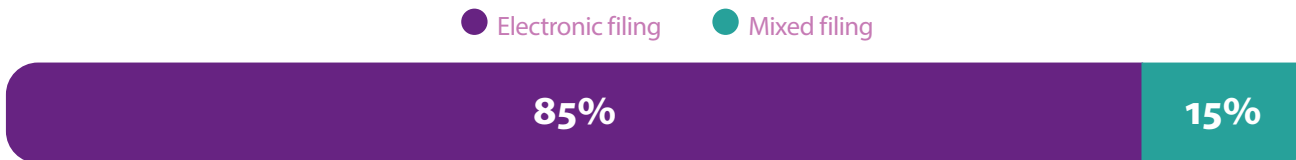
Software of interest for conducting workshops



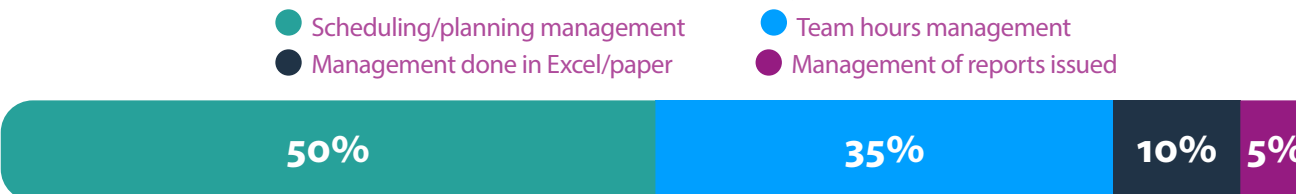
Management/execution system used for audit work



Type of filing of working papers



Information system used for activity management



Participation in events

13th Mackenzie Meeting on Controllershship and Corporate Finance

Committee members participated in the 13th Mackenzie Meeting on Controllershship and Corporate Finance, at Universidade Presbiteriana Mackenzie, with the lecture "Challenges to increase the importance of audit professionals in disruptive times".

12th Brazilian Conference on Accounting and Independent Audit

Members of the Technology and Innovation Committee, alongside a member of the Small and Medium-sized Audit Firms (FAPMP) Working Group (WG) of Ibracon, participated in the 12th Brazilian Conference on Accounting and Independent Audit of Ibracon, as debaters on the panel "Data management value chain: opportunities and challenges for the Independent Audit in the digital era".



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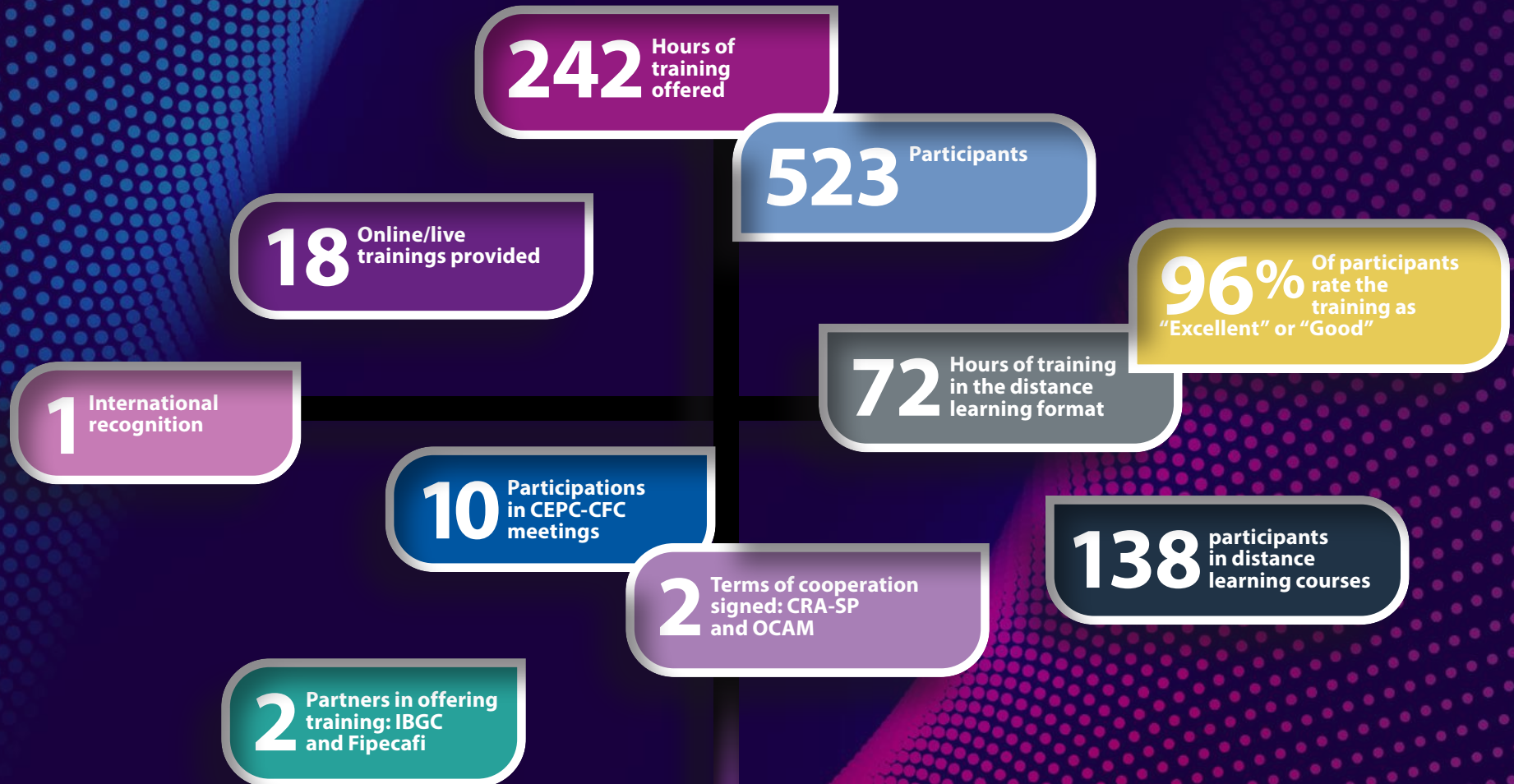
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Under the Banners Driven by continuous professional development and Leveraging technology to enhance audit quality, the Professional Development area plays a strategic role in consolidating Ibracon's institutional mission. This front of action has the main responsibility of offering diversified programmatic content to provide knowledge update to Independent Audit professionals, expanding their horizons and skills in relation to the current and future demands of the job market. To this end, it offers development activities in an online format (live and EAD), which are based on Knowledge Trails: Trainee and Full and Senior Assistant, Manager and Partner, in order to meet the challenges at each stage of the career of an independent auditor. In addition to its own training, Ibracon carries out activities in partnership with other institutions, as will be presented in this management report.

Promotion of Professional Development activities

Own training in online/live format

Ibracon is aware of the need to cover a broad topic, especially considering the importance of technical topics, in addition to the soft skills necessary for training and professional updating. In 2022, the calendar of activities was structured to meet the demands of professionals at different career stages and, mainly considering the Technical, Career, Technology and Governance pillars

Technical Pillar

In this pillar, programs were carried out in ten different themes, always based on the main demands of professionals in terms of technical updates.

- Recent decisions by STF and the Labor Court and their impact on labor relations
- Special Review on Mergers and Acquisitions (Due Diligence)– 2 classes
- Significant Aspects about Transfer Pricing • NBC TA 500, 501, 505, 510, 520, 530
- New EFD-Reinf - Digital Tax Bookkeeping of Withholdings and Other Tax Information - Events Series R-4000
- NBC TA 700, 705, 706, 710, 720 - Formation of opinion and auditor's report, emphasis of matter paragraphs, comparative information and auditor's responsibility for other information in the FS
- Financial Instruments
- Accounting at Financial Institutions
- Closing of Financial Statements
- ISQM 1 Implementation Program - Audit Quality Management (Module 2)

The ISQM 1 Implementation Program - Audit Quality Management was essential in 2022, since the International Standard for Quality Management (ISQM 1), aimed at Independent Audit firms, entered into force in December 2022. In this way, audit professionals were able to count on Ibracon's support for understanding the practical requirements of the standard and the main challenges for its implementation. The standard provides for a risk-based Quality Management approach and its implementation must consider scalability, the nature and circumstances in which each firm operates and the audit work it performs.

Module 2 aimed to present, through workshops and case studies, the practical implementation of the ISQM 1 standard - Audit Quality Management. This module is a continuation of the series of actions initiated in 2021, which included, among others, the holding of webinars and training with the purpose of disseminating knowledge regarding the standard's requirements. This Ibracon program was internationally recognized in the Global Quality Management PAO Knowledge Exchange and relied on the voluntary work of audit firms, which provided instructors and facilitators for the workshops and case studies.

Career Pillar

This pillar is of great importance for strengthening the Independent Audit activity in a broader context, since the initiative is focused on the entry of new professionals and the improvement in the initial stage of their career. Two classes of the Training Course for Auditors – Trainees and Assistants were held in 2022, with great public participation and excellent evaluation.

Technology Pillar

In this pillar, after surveying the members about technological solutions applicable to the provision of audit services and understanding the importance of deepening knowledge about tools that help the audit process, Ibracon held four workshops involving the software below:

- Alteryx
- IDEA
- Excel
- Power BI



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Own training - EAD

Following the same concept as the knowledge pillars, Ibracon also offered a grid of distance learning training with focus on the "Technical" pillar, among which we highlight:

- Audit procedures in response to identified risks and evaluation of the evidence obtained
- Forming an opinion on the Financial Statements and Independent Auditor's Report on the Financial Statements
- New Auditor's Report
- IFRS 9 – Financial Instruments
- IFRS 16 – Leases
- IFRS 15 – Revenue from Contracts with Customers
- ISQM – Quality Management in Audit Firms
- Public Sector Accounting Standards

- Total workload of distance learning training: 92h
- Total participants in 2022: 138

Partnership training

FIPECAFI

In addition to its own distance learning training, Ibracon maintains a partnership with Fipecafi to offer other trainings in the same modality.

Courses	Course load	Participants
Auditing Standards II – Risks	12	17
Auditing Standards IV – Audit Opinion	12	49
IFRS para Pequenas e Médias Empresas	32	63
Total	56	129

IBGC

As part of the "Governance" knowledge pillar, in 2022 IBGC held three online editions of the Audit, Inspection and Controls Committee course, with the support of Ibracon and the Institute of Internal Auditors of Brazil (IIA). The course was created with the objective of qualifying and improving the professional activity of those who work or intend to work in audit committees and other supervisory and control bodies.

- 36 participants in the 7th edition (March)
- 35 participants in the 8th edition (August)
- 37 participants in the 9th edition (October)

Relationship actions

Ibracon signed a partnership agreement with the Order of Accountants and Auditors of Mozambique (Ocam) for the training and updating of professionals in Mozambique, which involves, among other initiatives, the offer with a discount for participation in Ibracon trainings: online/in person and distance learning at the Brazilian Conference on Accounting and Independent Audit and in webinars for members.

Another cooperation agreement was signed with the Regional Council of Administration of São Paulo (CRA-SP) for Ibracon to offer discounts on Continuing Professional Education activities, such as training.

international recognition

On June 30, Ibracon was invited by IFAC and the World Bank to share its experiences regarding the Quality Management Standards implementation program in the webinar: "Global Quality Management PAO Knowledge Exchange". The initiative is due to the recognition by IAASB of the work developed by Ibracon for the dissemination and sharing of knowledge of the Quality Management Standards (ISQM), revised by that

body in 2020, and which entered into force on December 15, 2022. Among Ibracon's actions to assist audit firms in implementing the Quality Management pillars, there are several webinars and the ISQM 1 Implementation Program - Audit Quality Management, which had two modules: Module 1, with introductory and conceptual aspects of the standard and Module 2, focusing on practical aspects and implementation challenges.

The successful adoption and implementation of these standards will greatly contribute to the advancement of the audit profession, achieving high quality deliveries and maintaining society's trust in the profession, a purpose aligned with the Banner The Importance of the Independent Audit function to the market and society in general. In addition to Ibracon's experience in Brazil, presented by the director of Professional Development, representatives from other entities in Belgium, Singapore, England, Canada and South Africa also presented their cases.

CEPC-CFC

Ibracon is also part of the Commission for the Continuing Professional Education Program (CEPC) of the Federal Accounting Council. During 2022, several meetings were held to discuss, among others, the revision of the Standard NBC PG 12 _ Continuing Professional Education and the Program's scoring table, in addition to the analysis of processes and resources and the evaluation of the Commission's internal procedures.

In the 10 CEPC-CFC meetings, which were attended by the Institute's director of Professional Development, in addition to directors from the same Ibracon Regional Sections area, 1,789 requests for accreditation of courses, events and other training activities were analyzed, in addition to processes and resources.



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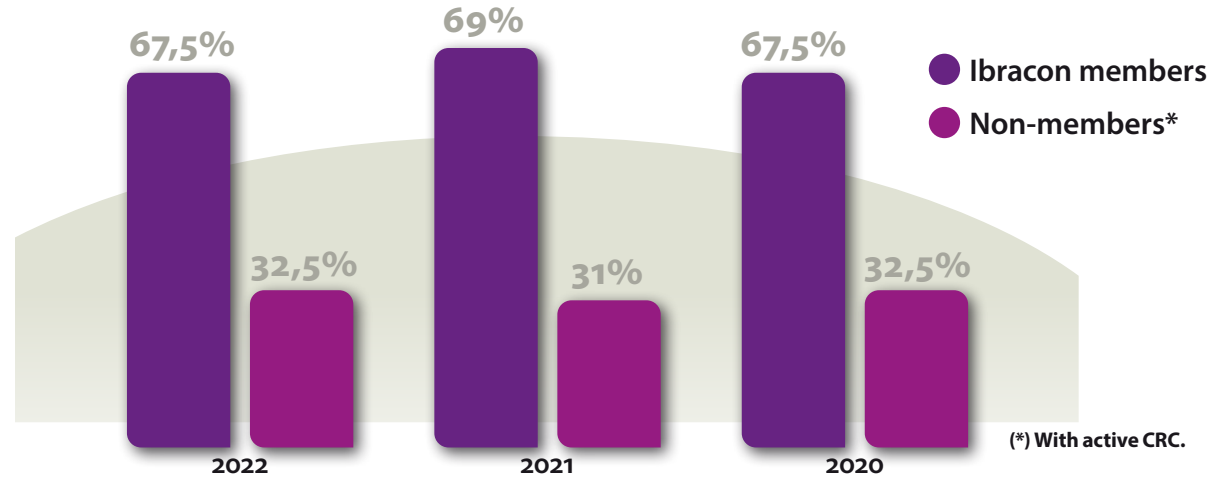
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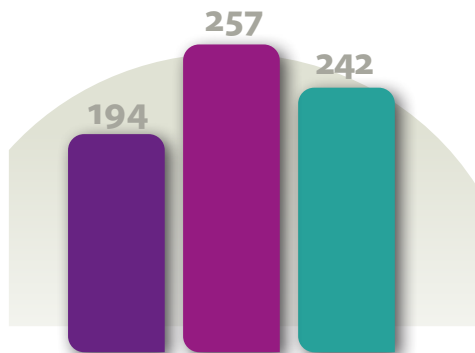
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Profile of training participants

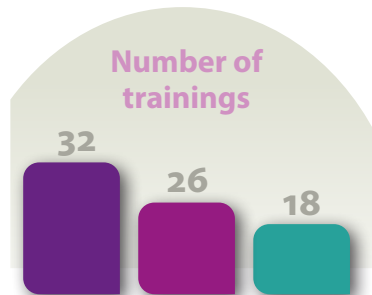
Training carried out by Ibracon: key performance indicators



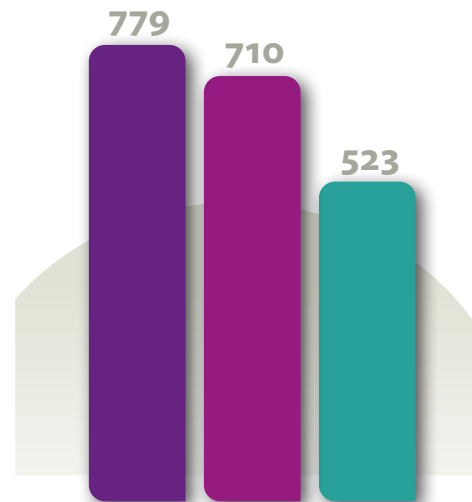
Hours offered



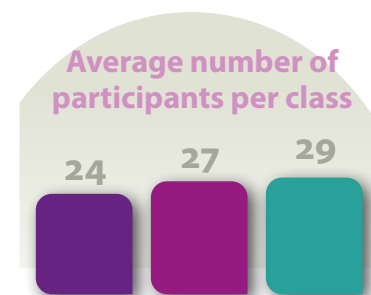
Number of trainings



Total participants



Average number of participants per class



- 2020
- 2021
- 2022



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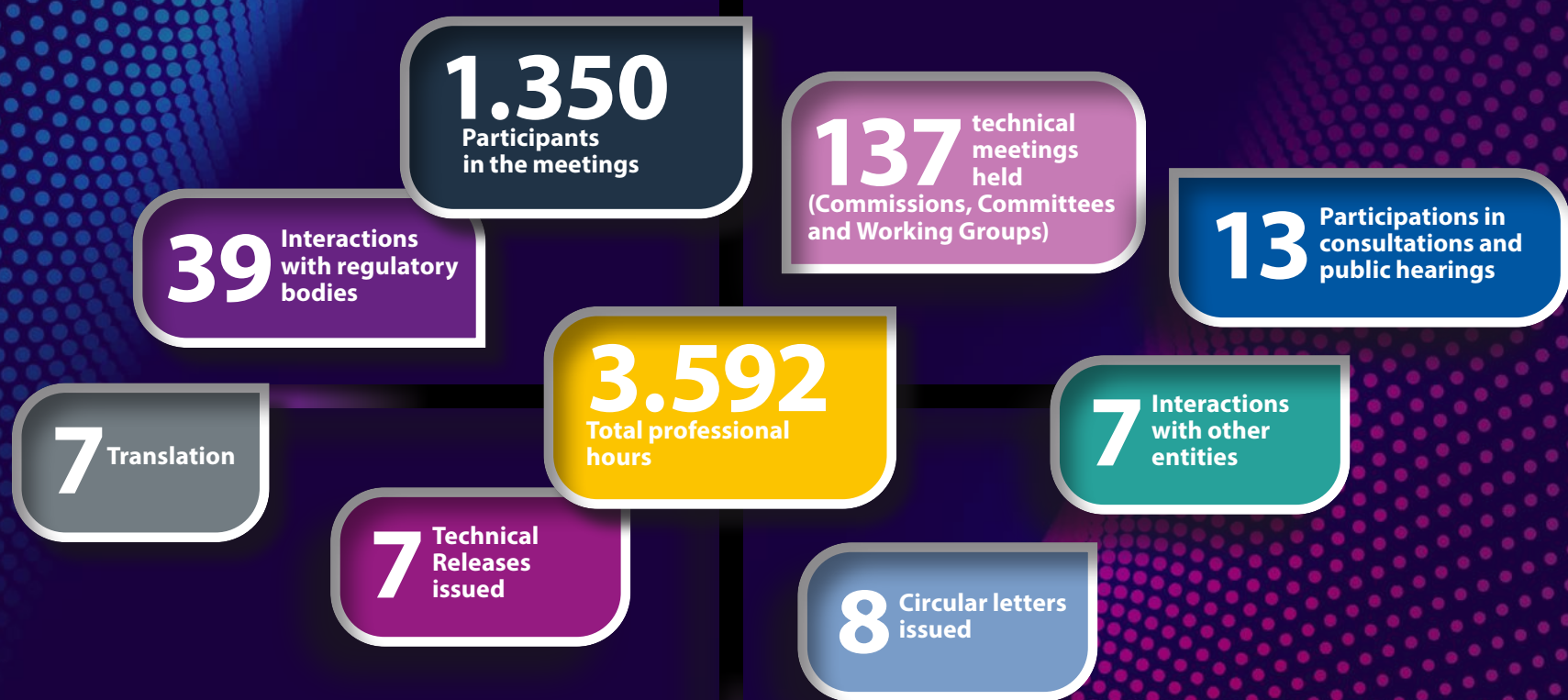
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Technical Area

In 2022, Ibracon's Technical Area carried out its work in line, mainly, with the Banners The Importance of the Independent Audit function to the market and society in general and Driven by Continuous Professional Development. The objective of the area is to promote and carry out initiatives towards the improvement of Independent Audit professionals and of the profession more broadly, being integrated by the National Technical Standards Commission (CNNT), the Accounting Standards Committee (CNC), the Auditing Standards Committee (CNA), in addition to 14 Working Groups and 3 Task Forces. A summary of activities can be seen below.





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Circular Letters

In the period, the following circular letters were issued – an Ibracon activity that is aligned with the Banner Driven by continuous professional development.

No. 01/2022	With guidance to independent auditors on the publication of the Auditor's Report in connection with the changes brought about by Law 13,818/2019 and Complementary Law 182/202
No. 02/2022	Clarification on Normative Resolution No. 393 of January 14, 2016, amended by Normative Resolution No. 476 of December 23, 2021 (RN476/21), and ANS Normative Resolution No. 472 of September 29, 2021
No. 03/2021 (R1)	With guidance on auditing the accounting impacts resulting from amendments to the Information Technology Law
No. 03/2022	With guidance on the performance of procedures related to reasonable assurance engagement on the information contained in the Demonstration Report (DR) that deals with item II of paragraph 7 of art. 2 of Law No. 8,387, of December 30, 1991
No. 04/2022*	With clarification on the CVM Collegiate Board decision regarding the distribution of income by Real Estate Investment Fund. The Circular Letter was issued and revoked in the same year
No. 05/2022	with clarification on the potential impacts of the Ukraine x Russia conflict, warning of the possible economic and financial effects that affect the audited entity in Brazil
No. 06/2022	Deals with the revision of NBC TA 315 - Identifying and Assessing the Risks of Material Misstatement, through the Understanding of the Entity and its Environment and its implications in the audit work
No. 07/2022	Set of questions and answers with the aim of providing guidance and clarification on the main issues observed in relation to the work on issuing comfort letters

Note:* Circular Letter No. 04/2022 was issued and revoked in the same year

Technical releases

Also under the scope of the Banner Driven by continuous professional development, the following Technical Releases were issued in 2022:

CT No. 01/2020 (R1)	With guidelines on the application of Agreed-Up Procedures and report model to meet the requirements by SUSEP Circular Letter No. 631, of June 28, 2021, which establishes rules on the budget forecast of the leading insurer of the DPVAT Consortium
CT No. 01/2022	With guidelines for reasonable assurance engagement on the information contained in the Annual Demonstration Report (RDA), for the purpose of complying with the requirements of Law No. 13,969/2019 and subsequent amendments
CT No. 02/2022	With guidelines regarding the Agreed-Up Procedures to comply with the provisions in art. 7, item III and in Art. 8 of Instruction No. 3, of August 24, 2018, of the National Superintendence of Supplementary Pension Funds
CT No. 03/2010 (R1)	With guidelines for preparing the report on the internal control system and non-compliance with legal and regulatory provisions at financial institutions and other institutions authorized to operate by the Central Bank of Brazil (referring to CMN Resolution No. 4,910 and BCB Resolution No. 130)
CT No. 03/2022	With guidance on the rule to be applied and the procedures to be performed for issuing a limited assurance report on the non-financial information contained in the Integrated Report for the purposes of compliance with CVM Resolution No. 14/2020
CT No. 04/2022	With guidelines on the issuance of audit report of the second quarter and half-yearly consolidated financial statements prepared in accordance with the international financial reporting standards (IFRS) of financial institutions and other institutions authorized to operate by the Central Bank of Brazil
CT No. 05/2022	Equivalent to CTO 08 of the Federal Accounting Council (CFC), with guidance for reasonable assurance engagement in connection with the rebidding process for highway partnership contracts, for the purpose of complying with the requirements of Law No. 13,448/ 2017, regulated by Decree No. 9,957/2019, and for the purposes of compliance with Resolution No. 5,860, of the National Land Transport Agency (ANTT), of December 3, 2019



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Events and meetings

Within the scope of the Banner The Importance of the Independent Audit function to the market and society in general, Ibracon participated in the following meetings.

January:

- Participation in the event organized by Abrasca, with the aim of clarifying the changes brought by Law 13,818/2019, in force from January 2022.

February:

- Lecture presentation at the first Technical Debate Chamber of 2022, with the theme “Closing of 2021 Financial Statements: are you prepared for new challenges?”; event organized by the CRCSC.
- Participation in a meeting of CFC vice-presidents during the Seminar on Management and Strategic Planning, Governance and General System Guidelines.
- Presentation of Ibracon's National Technical Standards Commission (CNNT) at the first meeting of the year of Abrasca's Auditing and Accounting Standards Commission (CANC); on the occasion, the Technical manager of Ibracon analyzed the IASB's agenda from the perspective of what would have the potential to impact Brazilian publicly-held companies, while the members of CNNT addressed the main changes foreseen for 2022 in the IFRS standards.

March

- Participation of the Technical director of Ibracon in the meeting of IBGC's Finance and Accounting Committee, with a presentation on the topic “Changes in CVM 480 and the impact on companies' financial statements”.
- Participation of the Small and Medium-sized Audit Firms WG and the TF LGPD in the event “Do you want to understand about Small Enterprises Audit?”, held by CRCSP.

May

- Participation in a meeting with the Deputy Executive Secretary of the Ministry of the Environment (MMA), Daniel Catelli, to present the proposal for the creation of the Brazilian Sustainability Pronouncements Committee (CBPS).
- Meeting of Ibracon's Regulatory Agencies WG, with the participation of a BNDES representative, to discuss Decree No. 10,432/20, known as the National Privatization Program (PND).

June

- Meeting with the Ministry of Science, Technology and Innovation (MCTI) on issues surrounding the demands related to Law No. 11,196/05, the so-called “Lei do Bem”.
- Meeting with representatives of Associação P&D Brasil, with the participation of the Accounting Standards Committee (CNC) and the National Technical Standards Commission (CNNT) of Ibracon, to discuss Ibracon Circular Letter No. 03/2021 with guidance on auditing the accounting impacts resulting from the amendments to the Information Technology Law.
- Meeting with Previc representatives around related demands on how the ESG issue is being addressed in other countries and what is its importance to regulatory bodies and other market participants.
- Participation of the Sustainability and ESG WG in the panel “The Adoption of ESG in small and medium-sized enterprises and the essential role of the Accounting professional”, during the second edition of the Southeast Accounting Connection, in Vitória (ES).

July

- Participation of the Technical board in the inauguration ceremony of the new CVM president, in Rio de Janeiro, with the presence of the Ministers of Economy and Mines and Energy; the presidents of the Central Bank of Brazil, of Caixa Econômica Federal and Banco do Brasil; and the Secretaries of

the Treasury and Budget, Economic Monitoring, Advocacy for Competition and Competitiveness of the Ministry of Economy.

September

- Participation of the coordinator of the National Technical Standards Committee (CNNT) in the inaugural meeting of the Brazilian Sustainability Pronouncements Committee (CBPS).
- Meeting with the president of ANS, Paulo Rebello, in order to strengthen the institutional relationship between Ibracon and the agency and reinforce the joint work developed.
- Cooperatives WG meeting with BC representatives to discuss aspects of governance in credit cooperatives.

October

- New meeting with representatives of the Ministry of Science, Technology and Innovation (MCTI) to discuss how the Institute can support demands related to Law No. 11,196/05, the so-called “Lei do Bem”.
- Participation of Ibracon's Insurers Working Group (WG) coordinator in a meeting with representatives of Susep, focusing on issues related to the ESG agenda.

November

- Members of the Financial Institutions WG, coordinated by Gilberto Souza, met with Abac representatives to discuss the impacts of CPC 47 / IFRS 15 – Revenue from Contracts with Customers – on Consortium administrators..





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International meetings

From June 13 to 17, in New York, the coordinator of Ibracon's Auditing Standards Committee (CNA) and IAASB Technical advisor participated in a meeting of the international body. The objective was to discuss the approval of amendments to ISAs 260 and 700; the revision of ISA 500 – Audit Evidence; new proposed amendments to ISAs 240 and 570; in addition to presenting the comments received through the Exposure Draft (ED): Proposed International Standard on Audit for Audits of Financial Statements of Less Complex Entities (ISA for LCE).

In September, the Technical director of Ibracon participated in two events promoted by the IFRS Foundation, in London: the World Standard-setters Conference (WSS), on September 26 and 27, and the International Forum of Accounting Standard Setters (IFASS), on September 28 and 29.

The Technical director of Ibracon participated, from November 1 to 3, in the 39th meeting of the Intergovernmental Working Group of Specialists in International Standards of Accounting and Reporting (ISAR), which took place in Geneva, Switzerland. On the occasion, participants were able to follow the discussion of the following topics on the agenda: good practices and approaches for the implementation of Sustainability Reporting requirements and review of the practical implementation of International Accounting Standards and reports in the private and public sectors.

On December 5 and 6, the Technical director of Ibracon participated remotely in the EEG meeting, promoted by IASB. The meeting took place in the city of Riyadh, in Saudi Arabia. On the agenda, the second comprehensive revision of the

IFRS Standard for Small and Medium-sized Entities (SMEs), hyperinflation, cryptocurrencies, among other subjects.

Between December 6 and 9, a member of Ibracon's Public Area Working Group (WG) participated in a IPSASB meeting, in a hybrid format, to discuss the entity's role in advancing public sector sustainability reporting.

ESG survey

In 2022, Ibracon carried out a survey of the companies that make up the Brazil 100 index (IBrX 100) of B3, with the aim of analyzing the disclosure of risks related to Environment, Social and Governance (ESG) in the financial statements.

As a result of the survey, it was identified that among these companies, only 29 (30%) indicated their environmental liabilities in the statement of financial position and only 21 (22%) even mentioned some type of risk related to ESG issues. Most, about 59%, did not demonstrate, in explanatory notes, the existence of environmental risks.

The data collected suggest the need for standardization that establishes the form and content of ESG issues disclosure, allowing the preparation of information that meets the needs of stakeholders, in addition to allowing consistency and comparability between different companies, as with the financial statements.

FAPMP WG open meetings

Continuing the initiative adopted last year, to provide opportunities for the broad participation of members, in March the first open meeting of the FAPMP WG was held with the participation of leaders from Ibracon and firms from all over Brazil, when the technical projects in progress were discussed.

In April, the open meeting of the FAPMP WG for member firms included a lecture to raise awareness about Diversity and Inclusion.

In September, the FAPMP WG announced the opening of the selection process to fill three voluntary positions as new members of the Group.

The FAPMP WG also interacted with several Ibracon commissions to contribute with guidelines of interest to audit firms. It also participated in debates around ISQM 1, the Continuing Professional Education Program, and on the retention and migration of talents, having even acted in the proposal and approval of the Talent Bank. In addition, it acted in the WG's review of operation, through its Internal Regulations.

All these initiatives are in line with the Banners The Importance of the Independent Auditing function to the market and society in general and Strengthening the Culture of Diversity and Inclusion.



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Working Group Meetings

Technical Instance	Number of meetings	participants	Total professional hours
CNA	12	113	452
CNC	5	32	48
CNNT	15	225	900
Regulatory Agencies WG	23	161	322
Agribusiness WG	5	33	99
Public Area WG	1	4	2
Capital Markets WG	4	38	57
Cooperatives WG	5	35	35
Ethics, Compliance and Independence WG	2	19	38
FAPMP WG	11	140	432
Investment Funds WG	5	61	61
Real Estate Developers WG	5	73	219
Financial Institutions WG	10	153	459
New Services WG	3	25	38
Private Pension WG	4	43	65
Insurers WG	5	52	104
Sustainability and ESG WG	10	96	192
IT Law TF	3	25	25
LGPD TF	9	22	44
Grand Total	137	1.350	3.592

Translations

Ibracon acts in the improvement, development and dissemination of the Independent Audit activity in Brazil, in line with the international entities that represent the profession, including translating standards into Portuguese. In 2022, the following work was carried out within this scope:

IAASB: International Standards on Auditing 600 (Revised)

IESBA: Non-Assurance Services (NAS) - mapping table comparison of extant and revised provisions

IESBA: Revisions to the fee-related provisions of the code

IASB: Lease Liability in a Sale and Leaseback Amendments to IFRS 16

IASB: Non-current Liabilities with Covenants Amendments to IAS 1

IAASB: ISAE 3410 - Assurance Engagements on Greenhouse Gas Statements

IAASB: Conforming and Consequential Amendments to the IAASB's Other Standards as a Result of the New and Revised Quality Management Standards



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Consultations and public hearings

Ibracon participates in consultations and public hearings to give its technical contribution on different issues that will direct the preparation of policies, laws and standards.

Entity	Quantity	Theme of contributions
ABNT	1	Contributions to the ABNT 2030 Project, which aims to offer guidance material on the ESG topic
ANPD	3	LGPD application standard for micro and small businesses; Legal hypotheses applicable to the processing of personal data of children and adolescents; Regulation of Dosimetry and Application of Administrative Sanctions.
B3	1	New rules to increase gender diversity and representation of minority groups in senior leadership positions.
IESBA	2	Proposed Technology-related Revisions to the Code; Proposed Revisions to the Code Relating to the Definition of Engagement Team and Group Audits.
Suframa	1	Public Consultation No. 01/2022 – which regulates procedures for monitoring and inspecting the obligations foreseen for the consolidated report and conclusive opinion in the presentation and judgment of research, development and innovation projects in industrialized products in the Manaus Free Trade Zone.
Susep	5	Public Consultation No. 44/2021 – Susep Circular Letter that provides for sustainability requirements; Public Consultation No. 03/2022 – Susep Resolution that provides for preventive prudential measures aimed at ensuring the solvency, liquidity and regular functioning of supervised bodies; Public Consultations No. 07/2022 and No. 08/2022 – Enable the implementation of CPC 48 - Financial Instruments by the market supervised by Susep.

IFRS 2022 Standards E-book

Focusing on the Banner Driven by continuous professional development, Ibracon released the new edition of the IFRS Standards e-Book, a work that contains the official pronouncements issued on January 1, 2022, reflecting changes not yet required. In Brazil, Ibracon is the only entity authorized by the IFRS Foundation to issue and translate the publication into Portuguese. Edition news: Revised version of the Constitution of the IFRS Foundation; Definition of Accounting Estimates – Amendments to IAS 8; Disclosure of Accounting Policies – Amendments to IAS 1 and IFRS Practice Statement 2; Covid-19-Related Rent Concessions beyond June 30, 2021 – Amendments to IFRS 16; Deferred Tax related to Assets and Liabilities arising from a Single Transaction – Amendments to IAS 12; and Initial Application of IFRS 17 and IFRS 9 – Comparative Information – Amendments to IFRS 17.



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Communication, Marketing and Events

17

Interviews given to the press

255.936

Ibracon Portal Views

14

Podcasts developed

3

New communication channels created

1.141

Playbacks of Ibracast podcasts in streaming

5

Win win initiatives

12.407

Interactions on all Ibracon social media

15

Articles published in the press

22

Webinars held

1.347

Materials published in the press

2.636

Participants in the webinars

6

Relationship meetings with journalists



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Ibracon's Communications area underwent a transformation in 2022, starting with an internal restructuring, started in 2021, with the hiring of new professionals, new partnerships, greater interaction with all areas of the Institute, added to the strategic performance of the Editorial Board, which brings together Communication leaders from member audit firms, with whom Ibracon maintains an interaction agenda.

The starting point was the Strategic Planning, approved in 2020, in which Ibracon sought the strategic repositioning and revitalization of its brand, as part of the Institute's 50th anniversary celebration project.

From the design of the Integrated Communication Plan, it was possible to expand the vision and reach in the dissemination of Ibracon's institutional positioning, its mission, vision, values, its purpose and its Banners, which are, all of them, contemplated by the actions carried out, on multiple channels.

The repositioning of the brand adjusted the tone of voice to each persona and assertively reached each of the audiences to which Ibracon wishes to convey its message.

New channels

Three new channels – in audio, video and social media – were created by Ibracon in 2022 to more directly reach its different stakeholders. In the first case, there is a growing interest in podcasts, a type of media in which Brazil ranks 5th in the world. Two products were created: Ibracast Jovem and Ibracast Técnico. In video, the novelty is the new program on the Institute's YouTube channel. Finally, we highlight the creation of the Institute's page on Instagram, a social media channel that has more than 2 billion active users worldwide.

"Ibracast Jovem" Podcast

Produced by Ibracon Jovem ambassadors, the program airs on the main streaming platforms. The Ibracast Jovem podcast proposes to bring matters related to audit in a light and relaxed language, encouraging learning and updating of recurring themes in the area.

- **Creation: 05/27/2022**
- **Number of programs: 12**
- **Number of series: 04**
- **Series 01 – Corporate Happiness**
- **Series 02 – Metaverse**
- **Series 03 – Inclusion and Diversity**
- **Series 04 – Partnership with Universities**
- **Playbacks: 947**

"Ibracast Técnico" Podcast

Presented by members of the Institute's Technical Area, Ibracast Técnico, intended to address key issues for the Independent Audit by Ibracon's technical instances, aims to quickly update the topic under discussion.

- **Creation: 10/27/2022**
- **Number of programs: 02**
- **Program 01 - ISA 315 - Identifying and assessing the risks of material misstatement**
- **Program 02 – The impacts of ANS and Susep Standards on the operations of insurance companies, capitalization companies, private pension entities, reinsurers and health plan operators.**
- **Playbacks: 194 results achieved:**

Instagram

The Ibracon page on Instagram was created to have a younger profile, reaching an audience of students and beginners in the audit career, offering up-to-date content with an informative focus.

- **Creation: 05/25/2022**
- **Number of posts: 101**
- **Stories created: 139**
- **Number of followers: 1,708**

Momento Ibracon

With short videos published weekly on the Ibracon Nacional page on the YouTube platform, the program brings the main updates in important areas of the Institute, covering the different fronts of Ibracon's work.

- **Creation: 10/03/022**
- **Released videos: 12**

Social media

Ibracon's Communication strategy on Instagram, LinkedIn, Facebook and Twitter proved to be essential for consolidating the Integrated Communication Plan. Some highlights of the results achieved:

Instagram	LinkedIn	Facebook	Twitter
Followers(*): 1.708	Followers: 30.684/28723 (2021)	Followers: 6.981/6.924 (2021)	Followers: 2.121/1921 (2021)
Publications: 101	Publications: 222	Publications: 213	Publications: 187
Reach: 39.423	Reach: 172.015	Reach: 20.407	Reach: 6.564
Interactions: 4.476	Interactions: 7.164	Interactions: 573	Interactions: 194

Total publications: 723 Followers: 41,494/37,568 (2021)

Reach: 238,409 Interactions: 12,407

Note.: the reach started to be analyzed from 05/25

(*) The page was created in 2022



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Ibracon Portal

With the structuring of new options for media channels, a strategy adopted by Ibracon to reach, with more Impact Relationship Meetings, an increasingly diverse audience, the interaction of Internet users is more distributed, which reduced the number of visits to the Ibracon Portal. In this new position, the website took on a new configuration, becoming even more relevant to Ibracon's integrated communication strategy. In addition to maintaining its functional structure, with negotiated Interviews, institutional information and comprehensive content, the Portal now acts as a content aggregator and directs the public to new communication channels, where topics are segmented by stakeholders.



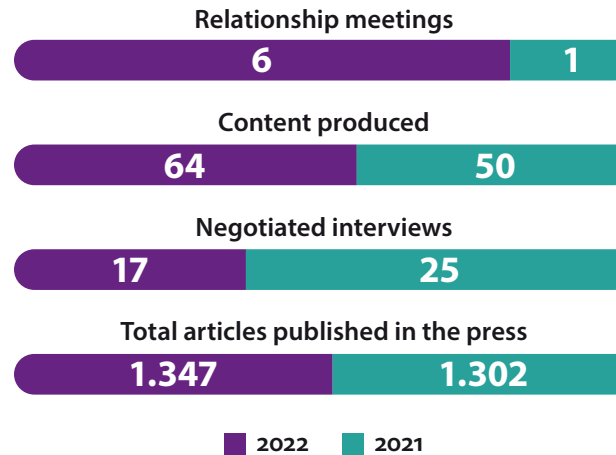
New website

Ibracon will offer a new website, whose project was presented in July at the 12th Brazilian Conference on Accounting and Independent Audit held in October 2022. The new Portal will be much more intuitive and technological. In it, independent auditors will find essential information, in different formats and in a more dynamic way. The project is ongoing and will be completed in 2023.

Press office

When we think of the Banners The Importance of the Independent Audit function to the market and society in general and Change management characteristics, working with the press is an important ally to work with. We highlight the main results obtained in 2022:

Main press results



Some press highlights:

February

Jornal do Comércio (RS) Ibracon, alongside the CFC, was a source for the ESG report.

March

Portal Infomoney, source in the article entitled "After controversy over Maxi Renda dividends, statements of financial position of real estate funds should include a warning about risk factors, advises Ibracon".

April

AMEC Portal, Technical director of Ibracon was a source in an article on conflicts of interest in Transactions with Related Parties (TRP).

May

Agência Mergermarket interviewed the Technical director of Ibracon Nacional, for a report entitled "Brazil ESG initiatives driven more by investor pressure than regulatory requirements".

June

Revista da Abracicon interviewed the president of Ibracon about the profession's advances and challenges. **Valor Econômico newspaper** had the president of Ibracon as the source for the article entitled "Standardization of ESG standards should occur within three years, says Ibracon".

The same newspaper held a livestream with the participation of the president of Ibracon, to talk about topics such as ESG, professional skepticism, the importance of the profession for the market and Independent Audit Banners.

Guia do Investidor consulted the Technical director of Ibracon for an article entitled "New crowdfunding resolution seeks to improve the informational regime".

July

Monitor Mercantil newspaper interviewed Ibracon's Technical director on the topic of new CVM resolutions. **Jornal do Comércio** consulted the director of Professional Development at Ibracon regarding audit's importance for the health of the capital market



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August

Valor Econômico newspaper spoke with the Technical director of Ibracon in a report on a study by Ibracon for an article entitled “Only two out of 10 IBrX companies detail ESG risks in their statement of financial position”.

Jornal O Globo consulted the Technical director of Ibracon for an article entitled “Only two out of 10 IBrX companies detail ESG risks in their statement of financial position”.

Exame Magazine website talked to the leadership of Ibracon’s Technology and Innovation Committee for an article on metaverse in the Independent Audit.

November

Jornal O Estado de S. Paulo consulted Ibracon about the survey “ESG at Ibovespa”, a study carried out in partnership with PwC.

Agência Estado consulted the Technical director of Ibracon for the article entitled “Profit of listed companies drops 11% in the 3rd quarter, amid high interest rates”.

December

Gestão RH magazine interviewed the leader of Ibracon’s Inclusion and Diversity Committee about inclusion and diversity in audit firms..

Press Relations

Highlighting the Banner The Importance of the Independent Audit function to the market and society in general, on March 16, Ibracon, CFC and Fenacon promoted a meeting with journalists from Brasília for breakfast, with the aim of clarifying doubts

about the Income Tax Return. On the occasion, journalists from CBN Brasília, G1 DF, Band TV, Correio Braziliense and Congresso em Foco were present. In order to maintain an open channel for dialogue, exchange of information and promotion of a positive agenda, Ibracon also met with journalist Luciana Tanoue, editor of Revista Capital Aberto; with editors Nelson Niero and Rodrigo Rocha, from Valor Econômico newspaper; with journalist Fernando Torres, at the time editor of Valor Investe; with Auani Cusma de Paula, journalist and editor of Revista LEC - Legal, Ethics and Compliance; and with the journalist specialized in Economy and Market, Luís Nassif, responsible for the GGN news website.

Signed articles

From January to December, fifteen articles signed by Ibracon members stood out in the media.

January

- Best audit rules and practices for investment funds – Published in *O Estado de S. Paulo*.
- Ibracon's participation in the discussion on the issuance of auditing standards for less complex entities – Published on *Ibracon's communication channels*.

February

- Credibility of ESG information is mission critical for accounting professionals – Published by the International Federation of Accountants (IFAC) *Gateway Knowledge Portal* and the *CFC Portal*.
- Digital inequality in Independent Audit – Published in *Jornal do Comércio*.

April

- The challenge of safe investment in cryptocurrencies – Published in the *Valor Investe newspaper*.

May

- The importance of gender equity in Independent Audit – Published in *Jornal do Comércio (RS)*.

June

- The responsibility of independent auditors – Published in *Capital Aberto Magazine*
- From celebration to challenges: the importance of LGBTQI+ Pride month for more respect and inclusion (by the Diversity and Inclusion Committee) – Published on *Ibracon communication channels*.

September

- The advances of Independent Audit in the 21st century – Published in *Jornal do Comércio (RS)*.
- Global fraud – ACFE Nations Report 2022 – Published on the *LEC Magazine blog - Legal, Ethics and Compliance*.
- Auditor independence as a fundamental element.
- for financial statement audits – Published on *Ibracon communication channels*..



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November

- Smaller companies have easier access to the capital market” – Published in *Jornal do Comércio* (RS).
- Black Consciousness: Understanding the anti-racist struggle to ensure rights by assuming duties and responsibilities (by the Diversity and Inclusion Committee) - Published on *Ibracon communication channels*.

December

- “ESG at Ibovespa agenda: survey finds important progress in the publication of reports” – Published in *Revista Exame*.
- “It is urgent to create a global standard for disclosing non-financial information related to ESG” – Published in *Valor Econômico newspaper*.

Media Training

On March 24, Ibracon representatives participated in media training, in a hybrid format, with the participation of guest journalists and Inclusion and Diversity consultants.

In the action, under the Banners The Importance of the Independent Audit function to the market and society in general and Strengthening of the Culture of Diversity and Inclusion, the president of Ibracon spoke about the various innovations that have been undertaken by the Institute – and highlighted the importance of the Independent Audit Banners, presented to the public in December 2021. He also addressed the creation of new Strategic Committees, such as Ibracon Jovem, designed to increase the Institute’s representativeness and diversity, improving its way of communicating with different audiences.

Instagram Workshop

On August 19 and 23, under the Banner The Importance of the Independent Audit function to the market and society in general, Ibracon held two editions of its first Instagram Workshop for the Institute’s technical leaders. The videoconference meeting was held to present the social media, highlight posting practices, interactions and sharing practices, aiming at expanding engagement and a greater reach of information shared by Ibracon on this channel.

Webinars

Throughout 2022, Ibracon held a series of webinars on the most significant topics for its different audiences. Not only technical matters were covered, but also those focused on the market in which it operates, regulation, technology, diversity and inclusion, the ESG agenda.

January	Effects of accounting for tax credits for investment analysis.
	Quality Management Standards - update and benefits of adoption.
February	Quality Management Standards – implementation.
	Reasonable assurance under the Information Technology Law.
March	The role of the Independent Auditor under the General Data Protection Law.
April	Challenges of the Independent Audit: use of technology and possible impacts on ethical and independence principles.

May	Updates to Private Pension Entities Regulations.
	Main points of RN 472/21 of the National Health Agency (ANS) on Agreed-Upon Procedures (AUPs) for economic and financial information reported in the DIOPS/ANS.
	Inclusion & Diversity (I&D) Strategic Management: where to start?
	Society as a monitoring agent for the application of public resources and advances in the adoption of IPSAS in Brazil.
June	Culture of Inclusion and Diversity: unconscious biases.
	Technical Updates – June/22.
July	ESG agenda and key updates in the global context.
August	The role of men in gender equity.
	Clarification of recurring doubts in the Independent Auditor’s Report, detected by the Secretariat for Entrepreneurship and Innovation (Sempi) of the Ministry of Science, Technology and Innovation (MCTI).
	Technical Updates - August/22.
September	Recent decisions by the Labor Court and the Federal Supreme Court (STF) at the labor level – impact on companies.
October	Carbon credit and accounting aspects.
	Technical Updates – October/22.
November	The impact of representativeness on the career development of black people at audit firms.
	Development of people with disabilities and the environment of belonging.
December	The labor scenario for 2023.

- Technical Updates
- Ibracon Talks

22 webinars in 2022

2.636 participants



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Level of satisfaction of the participating public (1 to 5)

Technical Updates: 4.5%

Ibracon Talks: 4.8%

External participations:

Entities/companies

- MCTI – Ministry of Science, Technology and Innovation
- Previc – National Superintendence of Supplementary Pension
- Funds
- Apimec – Association of Capital Market
- Investment Analysts and Professionals
- CFC – Federal Accounting Council
- CRE - External Quality Review Program
- Management Committee
- OSB - Social Observatory of Brazil

Win Win Actions

In the “Win Win” concept are the events that had the participation of Ibracon, in partnership with member firms. They were:

Participation in podcasts

Within the scope of the Banner The Importance of the Independent Audit function to the market and society in general, in March, the leader of the Ibracon Inclusion and Diversity Committee was one of the guests to participate in the series of podcasts: Diversity and Inclusion - an era of change, produced for Deloitte’s Mundo Corporativo digital magazine.

In December, in an action under the Banner Supporting the professional as a differentiating factor, the first episode of the

series “The Future of HR” was aired, prepared and produced by KPMG, and had the participation of the director of Communications and the director of Professional Development of Ibracon.

Ibracon Day

Within the scope of the Banner The Importance of the Independent Audit function to the market and society in general, in October, Ibracon held the Ibracon Day, whose purpose is to create rapprochement with member firms, providing its employees with institutional information and updates on projects in progress by Ibracon. In October, the action took place at PP&C and, in December, at BDO.

Publications

A partnership between PwC and Ibracon, the second edition of the “ESG at Ibovespa” survey was published in 2022, which analyzed the level of commitment to the ESG agenda by companies listed on B3. 88 organizations were consulted and the results indicate that there was an advance in the agenda, with 96% of the companies involved in the UN (United Nations) Global Compact for the Sustainable Development Goals (SDGs) and 67% also members of the GHG Protocol. The survey numbers revealed about the companies:

- 82% disclose greenhouse gas emissions including in the value chain.
- 72% are on the ICO2/B3 and just over half (56%) are on the ISE/B3.
- 57% disclose targets for the reduction of greenhouse gases.
- 80% of organizations prioritize the UN SDG of promoting decent employment, 60% to 80% prioritize gender equality, responsible consumption, reducing inequalities and combating climate change.

Transparency Award

Under the Banner Supporting the professional as a differentiating factor, on October 26, the winners of the 9th edition of the Ibracon Transparency Award were received by the National Board, at the Institute’s headquarters. The journalists Marcelle Pereira Gutierrez, specialist in the financial market, and Nelson Niero, editor at Valor, the professor of Accounting at the Lutheran University of Brazil (ULBRA), Willians Meirelles, and advisor at the time of the student, of the Accounting course at ULBRA, Samantha Andrade. The winners were able to visit the headquarters of Ibracon and learn a little more about the Institute’s initiatives. In addition, the winners of the 9th Transparency Award shared an overview of the winning work and also talked about the experiences they had during their trip to London, from September 24 to 30, for the award ceremony, which included a visit to the headquarters of the IFRS Foundation/International Accounting Standards Board (IASB).

Aberje Award

On November 29, the president of Ibracon attended the Aberje 2022 Award ceremony, in its 48th edition. The award recognizes the main organizations and professionals for contributing to the promotion of good practices in business communication in the country in the year 2022.

Sponsorship

Ibracon sponsored two important events in the sector: the 5th National Meeting of Young Accounting Leaders (ENJLC), in October, in Rio de Janeiro; and the 23rd IBGC Congress, whose theme was “Impact governance – tomorrow’s best practices”, held in November, in São Paulo.



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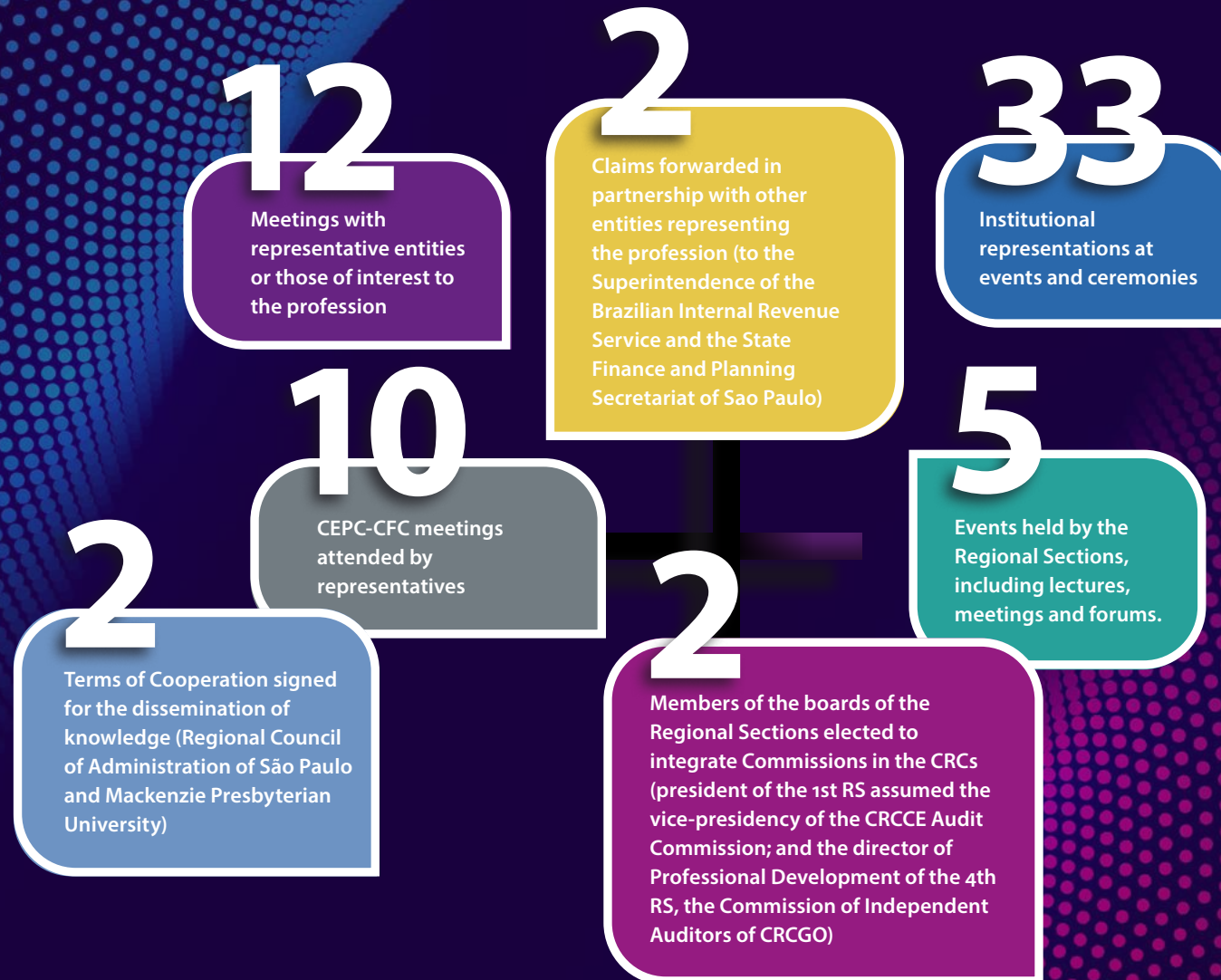
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Regional Sections





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The Regional Sections (RS) of Ibracon are essential for the fulfillment of the mission and the implementation of Ibracon's Strategic Planning, when carrying out actions on different work fronts.

They are the bodies responsible for multiplying, publicizing and defending the Independent Audit Banners throughout the national territory. By covering all Federation Units, the seven Regional Sections represent the Institute with its members, strengthening the relationship and meeting local demands.

In this performance, the Institutional Representation activities stand out, in meetings and events with the regional units of member entities and other bodies of interest for the strengthening of the Independent Audit.

The Regional Sections also stand out for their extensive work in the scope of Professional Development, as their directors participate in the CEPC-CFC, providing Ibracon Nacional with information on the needs of professionals who work in their respective areas of coverage. It is the RS that bring insights and proposals for new professional development projects, in addition to building local partnerships and becoming the agents that take the message of the Independent Audit to an ever-wider audience. This whole set of actions, incorporated into efficient Communication work, also positions Ibracon Regional Sessions as spokespersons for the Institute, by supporting the dissemination of information through communication channels.

Within the scope of Institutional representation, throughout the year, the Regional Sections of Ibracon carried out an extensive agenda of meetings with the boards of CRCs, opportunities in which the claims are debated and aligned in the name of promoting the full exercise of the accounting profession.

Ibracon Regional Sections

1st REGIONAL SECTION

President:

Tiago de Sá Barreto Bezerra

Coverage:

Ceará, Piauí, Rio Grande do Norte, Maranhão, Pará, Amazonas, Amapá, Roraima, Acre e Rondônia

2nd REGIONAL SECTION

Presidente:

Marcelo Guerra

Coverage:

Alagoas, Paraíba, Pernambuco e Sergipe

3rd REGIONAL SECTION

President:

Beatriz Moraes

Coverage:

Rio de Janeiro e Espírito Santo

4th REGIONAL SECTION

President:

Marco Aurélio Cunha Almeida

Coverage:

Minas Gerais, Distrito Federal, Tocantins e Goiás

5th REGIONAL SECTION

President:

Marco Fabbri

Coverage:

São Paulo, Paraná, Mato Grosso e Mato Grosso do Sul

6th REGIONAL SECTION

President:

Paulo Alaniz

Coverage:

Rio Grande do Sul e Santa Catarina

9th REGIONAL SECTION

President:

Luciano Jorge Moreira

Sampaio Junior

Coverage:

Bahia



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Resource Allocation





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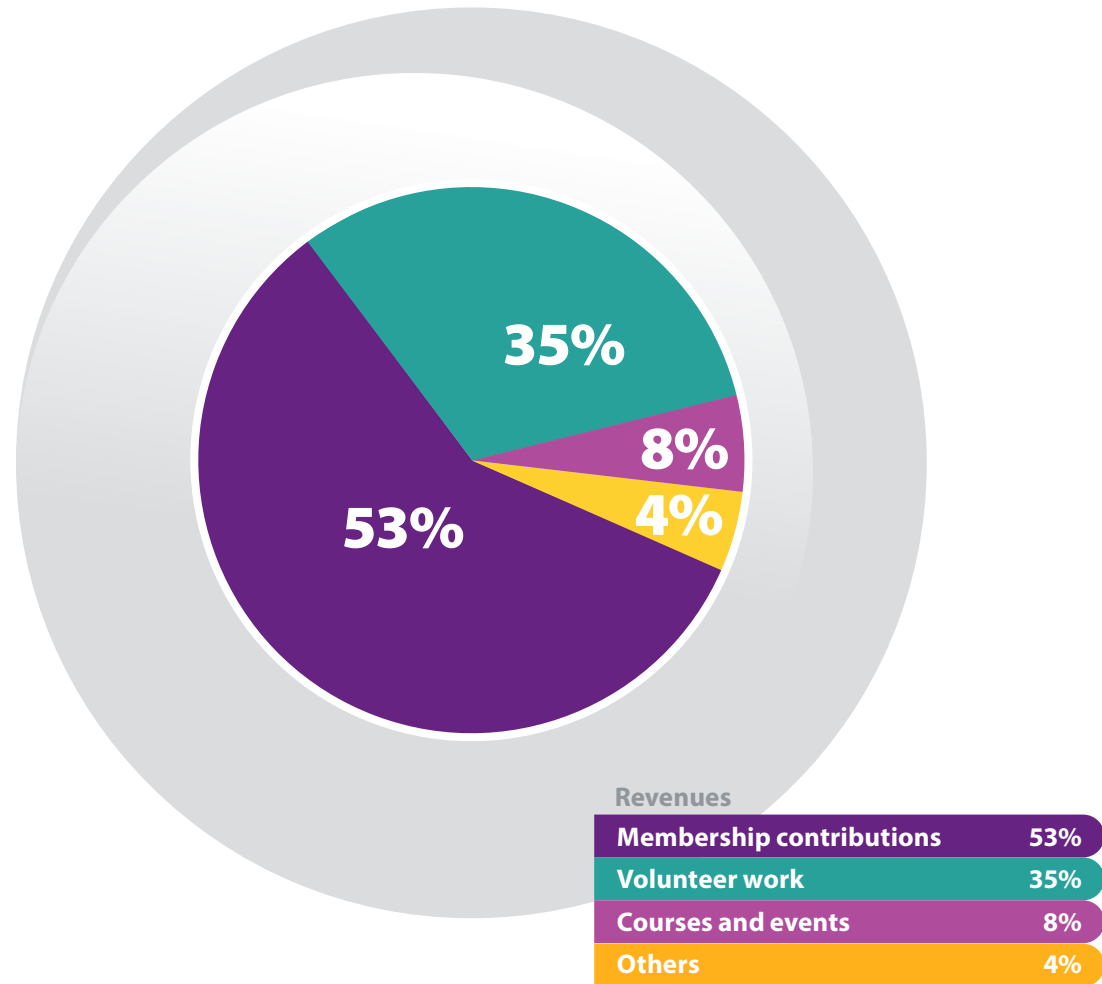
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Ibracon's resource allocation is carried out in accordance with its bylaws. Thus, the economic-financial year begins on January 1 and ends on December 31 of each year.

Revenues

Ibracon is a non-profit entity, therefore, most of its revenues are derived from **membership contributions**. Fees are paid by audit firms and individual members of the Institute – whose profile is detailed in the Institutional section of this report. Members are the main target audience for which the Institute develops various services.

Considered as a “revenue”, **volunteer work** is important for Ibracon's activities. They are “non-material gains”, that is, the services made available free of charge by members who make themselves available to work in the Working Groups and carry out professional development activities. Additionally, part of the revenue comes from **educational activities** that are also offered to the general public. More details on volunteer work and educational activities can be found in the Technical and Professional Development sections of this report.



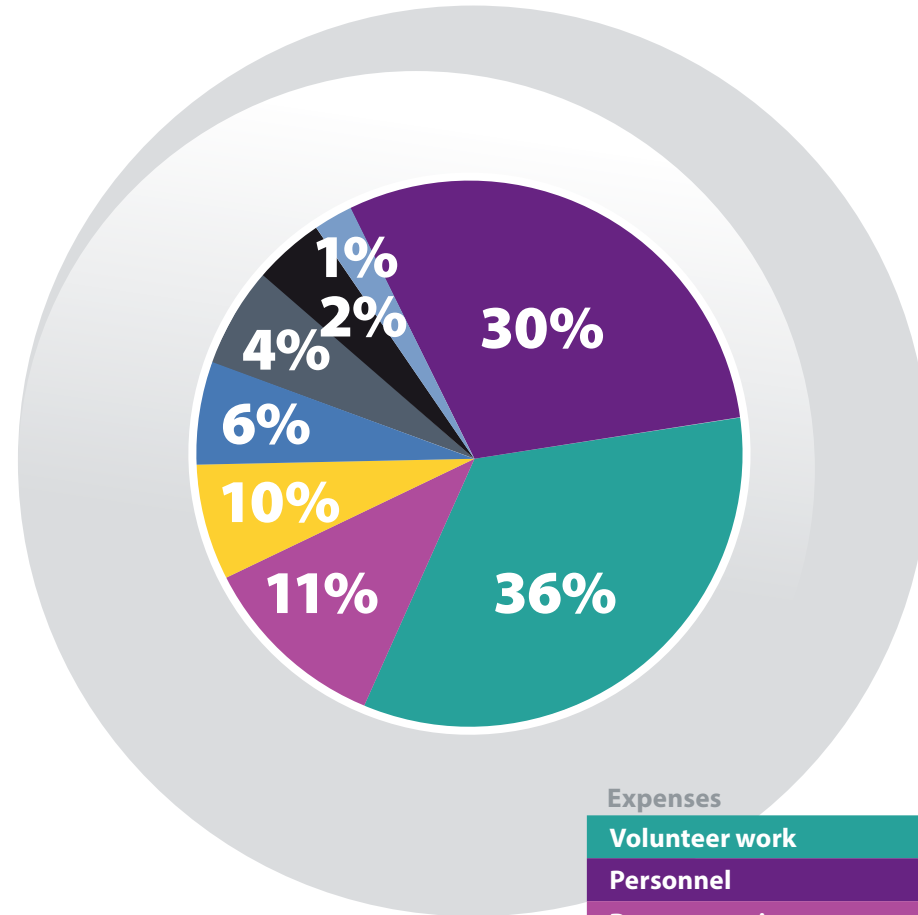
Expenses

An important percentage of Ibracon's resources is directed to the payment of salaries and other benefits to the **staff**, that is, the employees, who work at the national headquarters and at the Regional Sections. These are the teams that keep all the activities provided by the Institute in operation – a work that can be better known in the Institutional section of this report. Expenses are also related to **administrative activities**, which refer to work materials and maintenance costs for Ibracon facilities – both for the Institute's national headquarters and for the Regional Sections.

In the same way that it is considered as "revenue", **volunteer work** is presented as an "expense". The hours that professionals and specialists dedicate to Ibracon's educational and technical activities are computed to estimate the costs of a service that, if paid for, would greatly increase the Institute's monthly expenses.

Expenses with **representations** refer to the cost of Ibracon members' participation in events and meetings, which focus on the institutional relationship and the debate of relevant topics for the strengthening of Independent Audit. These activities are fundamental to Ibracon's mission, as they are opportunities to carry out all the work of defending and valuing the profession. In these events and meetings in which it takes part, in Brazil and abroad, Ibracon participates in the main forums for regulatory discussion, discussion groups on rules and regulations and also in supporting entities that are responsible for issuing standards.

In turn, expenses with **services**, as well as for **courses and events**, refer to compensation for services provided by external professionals, such as lecturers and instructors.



Expenses	
Volunteer work	36%
Personnel	30%
Representations	11%
Services	10%
Administrative activities	6%
Courses and events	4%
Others	2%
Meetings	1%



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Offices

National Board

President

Valdir Renato Coscodai

Technical Director

Rogério Lopes Mota

Director of Administration and Finance

Francisco de Paula dos Reis Júnior

Director of Professional Development

Shirley Nara Santos Silva

Director of Communications

Carla Bellangero

Director of Small and Medium-sized Audit Firms (FAPMP)

Adriano Rezende Thomé

1st Regional Section

President

Tiago de Sá Barreto Bezerra

Technical Director

Paolo Giuseppe Lima de Araújo

Director of Administration and Finance

Pretextato Salvador Quaresma Gomes de Oliveira Mello

Director of Professional Development

Carlos Santos Mota Filho

Director

Francisco Moises de Almeida Gomes

2nd Regional Section

President

Marcelo Galvão Guerra

Technical Director

Pedro Paulo Thiago Gueiros Malta Mendes

Director of Professional Development

Raniery Borges Marques

Director of Administration and Finance

Nelson Mitimasa Jinzenji

Directors

Jonatas Jose Medeiros de Barcelos

Helena de Petribu Fraga Rocha

Francisco da Silva Pimentel

3rd Regional Section

President

Beatriz Gonçalves de Moraes Nicolaci

Technical Director

Paulo Buzzi Filho

Director of Administration and Finance

Antonio Carlos Brandão de Sousa

Director of Professional Development

Antonio Ranha da Silva

Directors

Bernardo Moreira Peixoto Neto

Luis Aurênio Alves Barretto

Aníbal Manoel Gonçalves de Oliveira

4th Regional Section

President

Marco Aurélio Cunha de Almeida

Technical Director

Tomás Lima Assumpção Menezes

Director of Administration and Finance

Paulo César Santana

Director of Professional Development

Marcos Magnusson de Carvalho

Directors

Anderson Luiz de Menezes

Marcelo Salvador

Paulo Eduardo Santos

5th Regional Section

President

Marco Antonio de Carvalho Fabbri

Technical Director

Ulysses Marcelo Duarte Magalhães

Director of Administration and Finance

Vivieni de Paula Rosa Alves Bauer

Director of Professional Development

Renato Barbosa Postal

Director

Nabil Ahmad Mourad

6th Regional Section

President

Paulo Ricardo Pinto Alaniz

Technical Director

Américo Franklin Ferreira Neto

Director of Administration and Finance

Carlos Osvaldo Pereira Hoff

Director of Professional Development

Cristiano Jardim Seguecio

Director

Luís Carlos de Souza

9th Regional Section

President

Luciano Jorge Moreira Sampaio Junior

Technical Director

Hildebrando Oliveira de Abreu Filho

Director of Administration and Finance

José Renato Andrade Mendonça

Director of Professional Development

Luiz Carlos Lopes Viana

Directors

Paulo Ferreira Silveira

Daniel de Araújo Peixoto

Board of Directors

Chairman

Francisco Antonio Maldonado Sant'Anna

Secretary

Marco Aurelio de Castro e Melo

Members

Altair Tadeu Rossato

Beatriz Gonçalves de Moraes Nicolaci

Charles Kriek

Eduardo Camillo Pachikoski

Luciano Jorge Moreira Sampaio Junior

Luiz Sergio Vieira Filho

Marcelo Galvão Guerra

Marco Antonio de Carvalho Fabbri

Marco Aurélio Cunha de Almeida

Monica Foerster

Paulo Ricardo Pinto Alaniz

Raul Corrêa da Silva

Rogério Costa Rokembach

Tiago de Sá Barreto Bezerra

Valdir Renato Coscodai

Supervisory Board

Coordinator

Carlos Augusto Pires

Members

Alexandre de Labetta Filho

Nelson Fernandes Barreto Filho



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Acronyms mentioned in this report

ABNT - Brazilian Association of Technical Standards

Abrasca - Brazilian Association of Listed Companies

Academicon – Academy of Accounting Sciences

Aecon-SP - Association of Accounting Firms of the State of São Paulo

AIC - Inter-American Accounting Association

Alesp – Legislative Assembly of the State of São Paulo

Amec - Association of Capital Market Investors

Anbima – Brazilian Association of Financial and Capital Market Entities

Anefac - National Association of Finance, Administration and Accounting Executives

ANJE - National Association of Young Entrepreneurs of Mozambique

ANPD - National Data Protection Authority

ANS - National Supplementary Health Agency

APC - Academy of Accounting of São Paulo

Apicon - Academy of Accounting Sciences of Pernambuco

Apicicon - Academy of Accounting Sciences of Piauí

Apimec - Association of Capital Market Investment Analysts and Professionals

APJEP - Association of Judicial Experts of the State of Pernambuco

BC - Central Bank of Brazil

BNDES - National Bank for Economic and Social Development

CANC - Auditing and Accounting Standards Commission / Abrasca

CAT - Tax Administration Coordination / Sefaz-SP

CBPS - Brazilian Sustainability Pronouncements Committee

CFA - Federal Administration Council

CFC - Federal Accounting Council

Cilea - General Assembly of the Latin Integration Committee of Europe

CNA - Auditing Standards Committee

CNAI - National Register of Independent Auditors

CNC - Accounting Pronouncements Committee

CNNT - National Technical Standards Committee

CNOEC - Superior Council of the Order of Chartered Accountants

Coaf - Control of Financial Activities

Concat - Advisory Council on Tax and Customs Administration of the Federal Government / Internal Revenue Service

CPC - Accounting Pronouncements Committee

CRA-SP - Accounting Council of the State of São Paulo

CRCCE - Regional Accounting Council of Ceará

CRCGO - Regional Accounting Council of Goiás

CRCMG - Regional Accounting Council of Minas Gerais

CRCPE - Regional Accounting Council of Pernambuco

CRCPR - Regional Accounting Council of Paraná

CCRRS - Regional Accounting Council of Rio Grande do Sul

CRCS - Regional Accounting Council of Santa Catarina

CRCS - Regional Accounting Council of the State of São Paulo

CVM - Brazilian Securities and Exchange Commission

FACPC – Foundation for Support to the Accounting Pronouncements Committee

FAPMP - Small and Medium-sized Audit Firms

Fata - Administrative Forum for Tax and Customs Dialogue/ Internal Revenue Service

FBC - Brazilian Accounting Foundation

Febraban - Brazilian Federation of Banks

Fecap - Álvares Penteado School of Commerce Foundation

Fecontesp - Federation of Accountants of the State of São Paulo

Fenacon - National Federation of Accounting Service Firms and Advisory, Expert Investigation, Information and Research Firms

Fipecafi - Foundation for Accounting, Actuarial and Financial Research

Glenif – Group of Latin American Accounting Standard Setters

IAASB - International Auditing and Assurance Standards Board

IASB - International Accounting Standards Board

IBA – Brazilian Institute of Actuarial Science

IBGC - Brazilian Institute of Corporate Governance

Ibrac - Institute of Competition, Consumption and International Trade Studies

IBRI - Brazilian Institute of Investor Relations

IESBA - International Ethics Standards Board for Accountants

IFAC - International Federation of Accountants

IFRS Foundation - International Financial Reporting Standards Foundation

IIA - Institute of Internal Auditors

IRB - Rui Barbosa Institute

IREE - Institute for the Reform of State-Company Relations

IVSC - International Valuation Standards Council (IVSC).

Previc – National Superintendence of Supplementary Pension Funds

Sescon-SP - Union of Accounting Service Firms and Advisory, Expert Investigation, Information and Research Firms of the State of São Paulo

Sindicont-SP – Union of Accountants of São Paulo

STN - National Treasury Secretariat

Suframa - Manaus Free Trade Zone Superintendence

Susep - Superintendence of Private Insurance

UFC - Federal University of Ceará

The logo for IBRACON, featuring the name in a bold, white, sans-serif font. The letter 'A' is stylized with a diagonal slash through it. The logo is centered on a background of overlapping purple and blue circles with halftone dot patterns.

IBRACON

Instituto de Auditoria Independente do Brasil