

Transparency and Equal Pay Report for Women and Men - 1st Half 2024

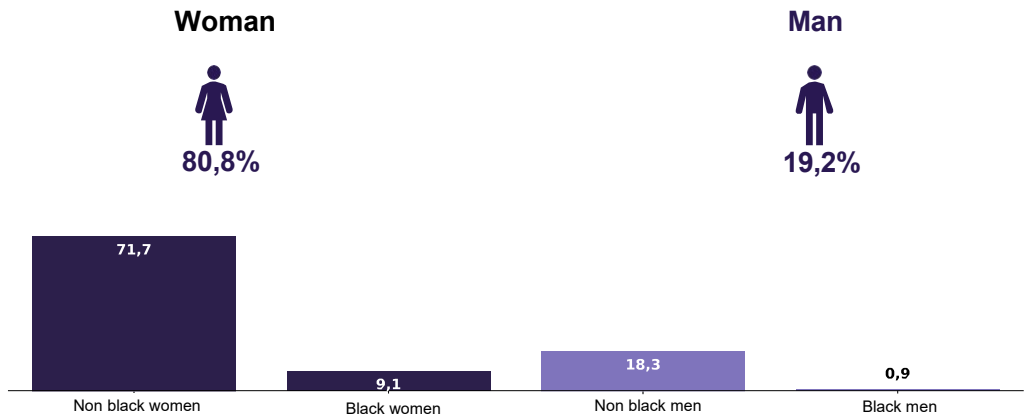
CNPJ: 09011459000165

Salary differences between women and men: The median salary for women is 97.3% against the received by men. The average salary, on the other hand, was 93.6%

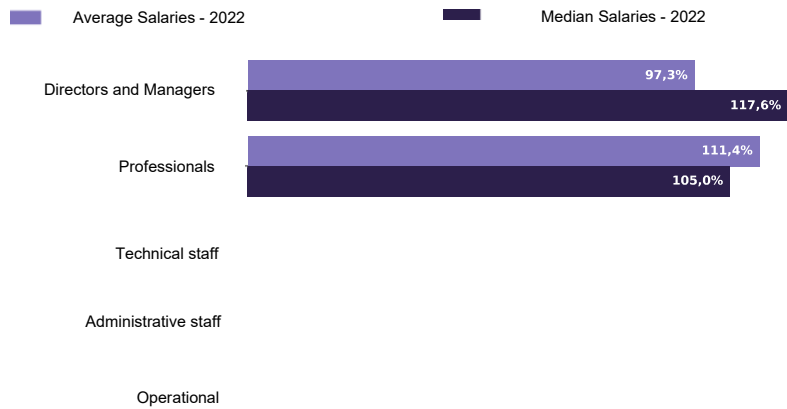
Index	Definition	Ratio W/M
Median Contractual Salary (unpaid) - 2022	Median salary for women (W)	97,3%
	Median salary for men (M)	
Average salary (including discounts and additions) - 2022	Men's Total Number = Men's Average Salary (M)	93,6%
	Women's Total Number = Women's Average Salary (W)	

Elements that might explain the differences:

a) Total employees breakdown by gender, ethnicity and race



By major occupation group, the difference (%) between women's and men's salaries is shown when it is greater or less than 100:



For each occupation group that does not show a difference in the calculation, for the hiring salary or for the average one, there may have been one of the following reasons: (1) less than three women in the selection; (2) less than three men; (3) no women in the selection; (4) no men in the selection; (5) neither three men nor three women in that occupation group; (6) neither men nor women in that occupation group.

b) Compensation criteria and actions to ensure diversity

Compensation Criterias	1st Semester 2024
Salary and Job Plan or Career Plan	RO
Achieving production targets	RO
Availability for overtime, client meetings and travel	
Availability of staff in specific occupations	RO
Length of professional experience	
Teamwork skills	
Proactivity, development of ideas and suggestions	
Actions to ensure diversity	1st Semester 2024
Actions to support the sharing of family obligations for both sexes	RO
Policies for hiring women (black, disabled, in situations of violence, heads of household, LGBTQIA+)	
Policies to promote women to management positions	

Source: eSocial. Rais 2022 and Portal Emprega Brasil March.2024.