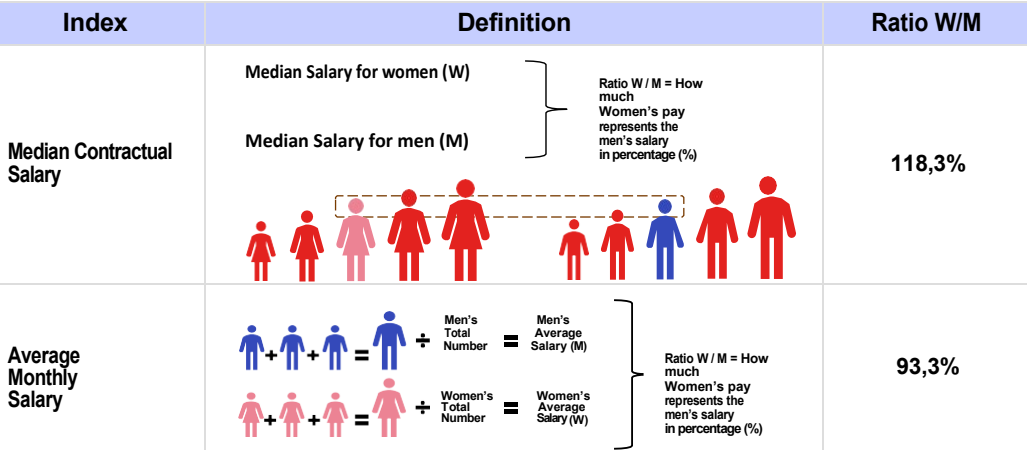


Transparency and Equal Pay Report for Women and Men - 1st Half 2025

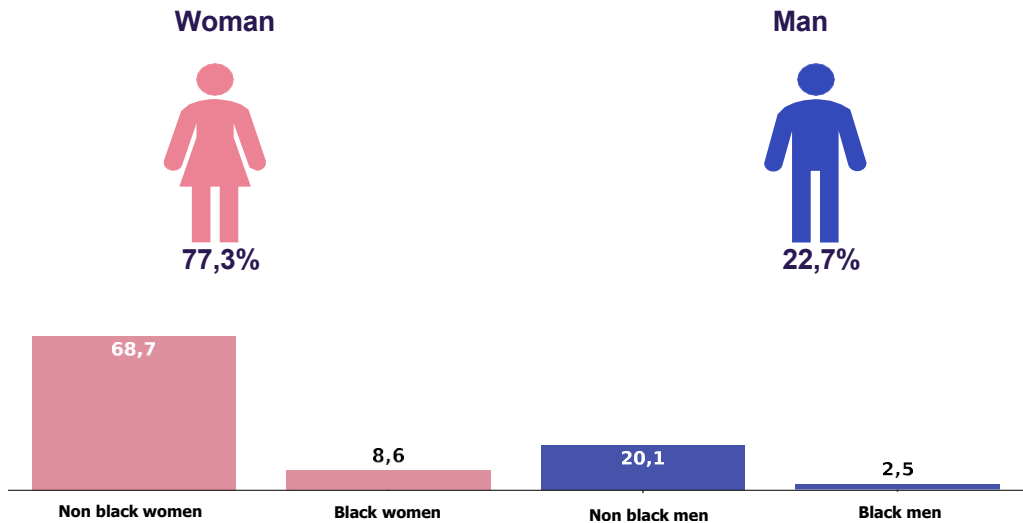
Employer (CNPJ): 09.011.459/0001-65 / Number of Employees in 31/Dec/2024: 296

Salary differences between women and men:

- The median salary for women is 118,3% against the received by men
- The average salary, on the other hand, was 93,3%.

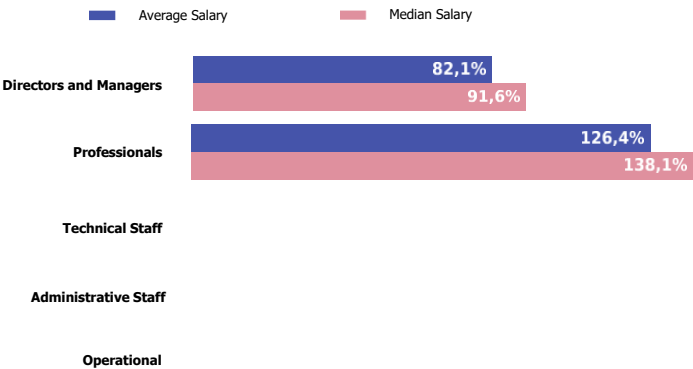


Breakdown of total employees by gender and race/color







Gender pay gap by major occupational groups

The difference (%) between women's and men's salaries is shown when it's 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.

Compensation criteria and actions to ensure diversity - 2nd Semester 2024

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