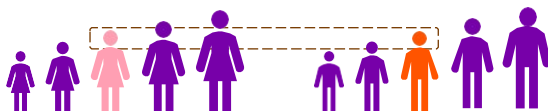








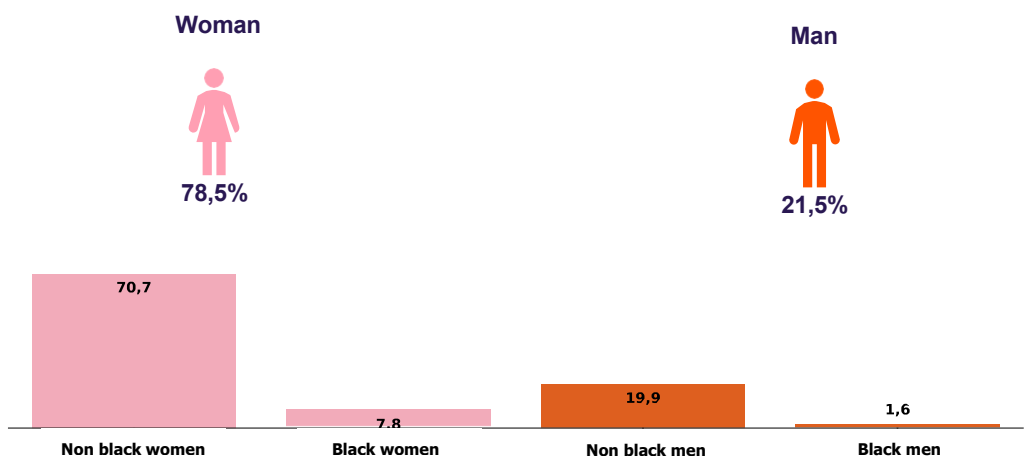
# Transparency and Equal Pay Report for Women and Men – 2nd Half 2024

Employer (CNPJ): 09.011.459/0001-65 / Number of Employees: 278

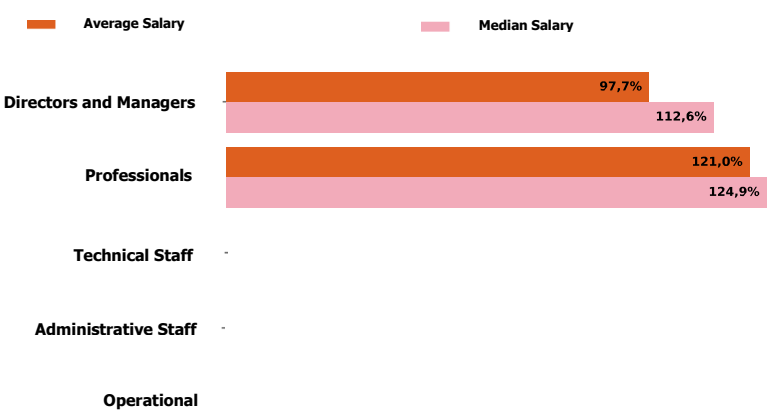
Salary differences between women and men: The median wage for women is equivalent to 114,3% of that received by men. The average salary, meanwhile, was equivalent to 99,7%.

Index	Definition	Ratio W/M
Median Contractual Salary	<div><div>Median Salary for Women (W)</div><div>Median Salary for Men (M)</div><div></div></div>	<div>Ratio W / M = How much women's pay represents the men's salary, in %</div> <div>114,3%</div>
Average Monthly Salary (including discounts and surcharges)	<div><div><div><div></div><div>+</div><div></div><div>=</div><div></div><div>÷</div><div>Men's Total Number</div><div>=</div><div>Men's Average Salary</div></div><div><div></div><div>+</div><div></div><div>=</div><div></div><div>÷</div><div>Women's Total Number</div><div>=</div><div>Women's Average Salary</div></div></div><div><div>Ratio W/M = how much women's pay represents the men's salary, in percentage (%)</div></div></div> <div>99,7%</div>	

Factors that may explain the differences observed:  
Breakdown of total employees by gender and race/color







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.

## a) Compensation criteria and actions to ensure diversity

Compensation Criterias	1st Sem 2024
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	1st Sem 2024
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	