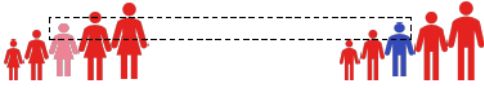
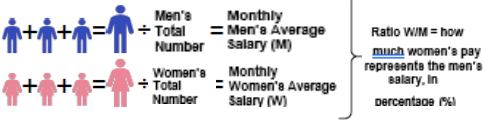


Transparency and Equal Pay Report for Women and Men – 2nd Half 2025

Employer (CNPJ): 09.011.459/0001-65 / Number of Employees: 292

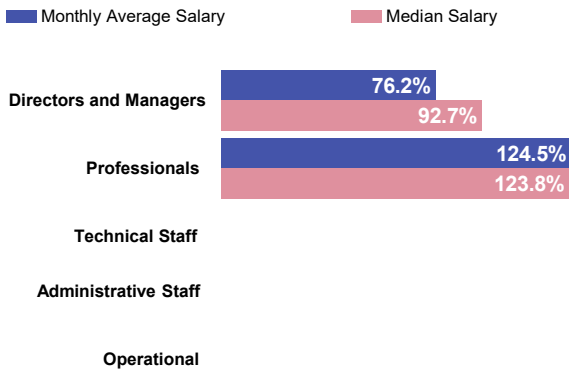
Salary differences between women and men

- The median wage for women is equivalent to 107.0% of that received by men
- The average salary, meanwhile, was equivalent to 93,1%.

Index	Definition	Ratio W/M
Median Contractual Salary	<div>Median Salary for Women (W)</div> <div>Median Salary for Men (M)</div> <div>Ratio W / M = How much women's pay represents the men's salary, in %</div> 	107.0%
Average Monthly Salary	<div>Men's Monthly Total Salary (M)</div> <div>Women's Monthly Total Salary (W)</div> <div>Ratio W/M = how much women's pay represents the men's salary, in percentage %</div> 	93.1%

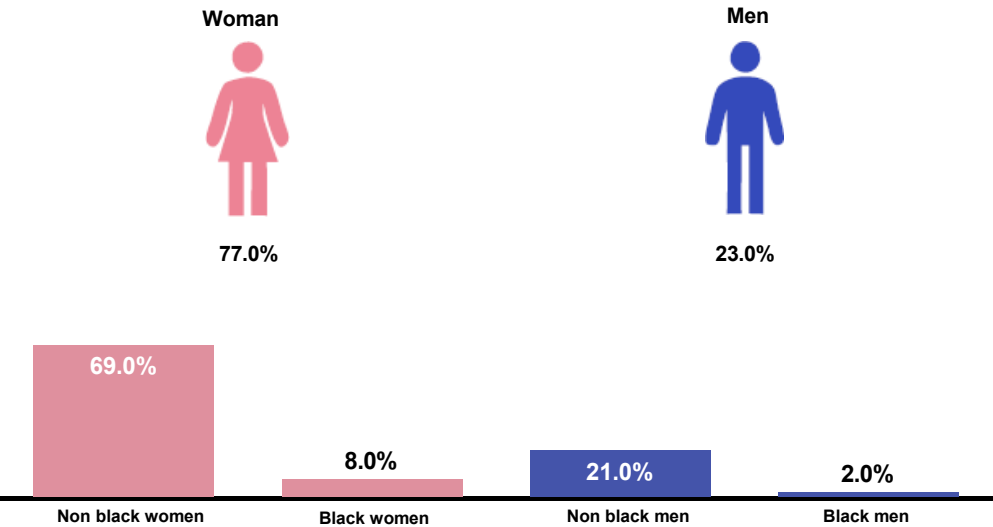
Salary gap between men and women, by major occupational groups

The percentages show how women's compensation compares to men's. Positive situations reflect values equal to or greater 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.

Breakdown of total employees by gender and race/color



Compensation criteria and actions to ensure diversity

Compensation Criteria	
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	