

Transparency and Equal Pay Report for Women and Men – 1st Half 2026

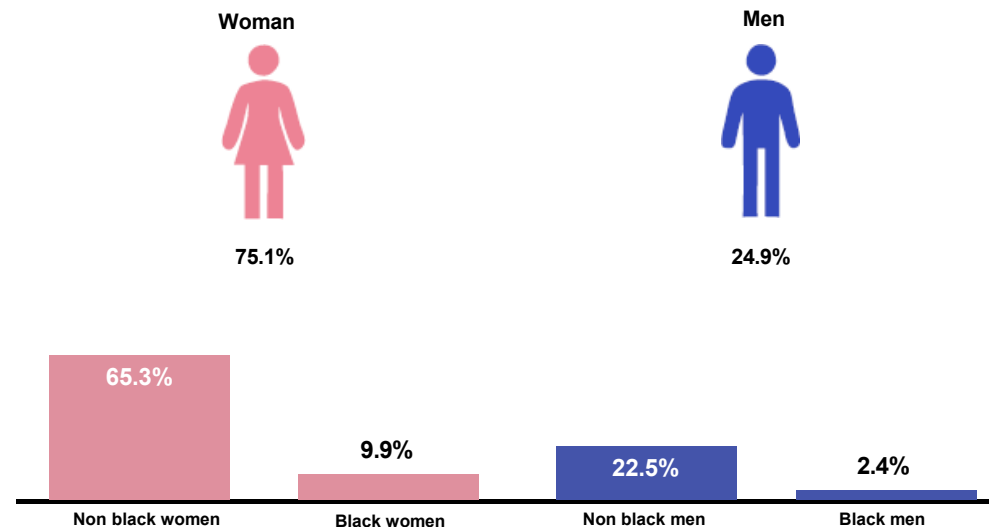
Employer (CNPJ): 09.011.459/0001-65 / Number of Employees on Dec 31, 2025: 334

Salary differences between women and men

- The median wage for women is equivalent to 105.0% of that received by men
- The average salary, meanwhile, was equivalent to 89,6%.

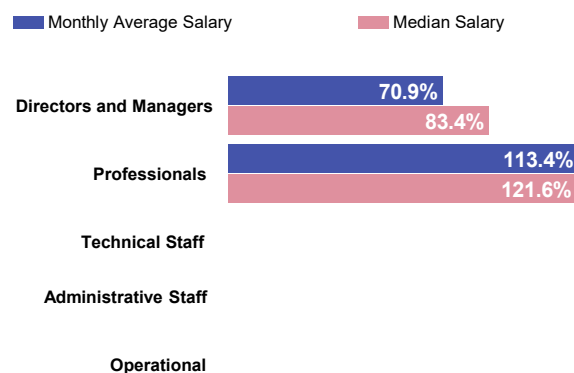
Index	Definition	Ratio W/M
Median Contractual Salary	<p>Median Salary for Women (W) } Ratio W / M = How much women's pay represents the men's salary, in %</p> <p>Median Salary for Men (M)</p>	105.0%
Average Monthly Salary	<p>Men's Monthly Total Salary (M) = Men's Average Salary (M)</p> <p>Women's Monthly Total Salary (W) = Women's Average Salary (W)</p> <p>Ratio W/M = how much women's pay represents the men's salary, in percentage %</p>	89.6%

Breakdown of total employees by gender and race/color



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.

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	

Source: MTE - eSocial. Rais (December/2025) and Portal Emprega Brasil (February 2026). Note: Active headcount figures refer to December 2025, while compensation data covers the period from January to December 2025. All other supplementary information was collected in February 2026.