

Transparency and Equity Report for Women’s and Men’s Salary – 2025.2

CNPJ: 04.323.351/0001-94 / Active workers (June 30th): 102

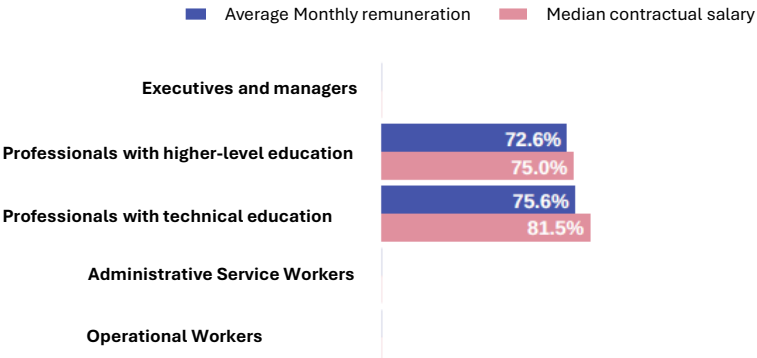
Wage gap between women and men

- The median contractual salary for women is equivalent to 60.0% of that received by men.
- The average monthly remuneration for women is equivalent to 62.4% of that received by men.

Indicator	Definition	Ratio W/M
Median Contractual salary	Median salary for Women (W) Median salary for Men (M) Ratio W/M = how much women's salary is equivalent to men's salary	60.0%
Average Monthly Remuneration	All men = Average monthly remuneration for Men All women = Average monthly remuneration for Women Ratio W/M = how much women's salary is equivalent to men's salary (in %)	62.4%

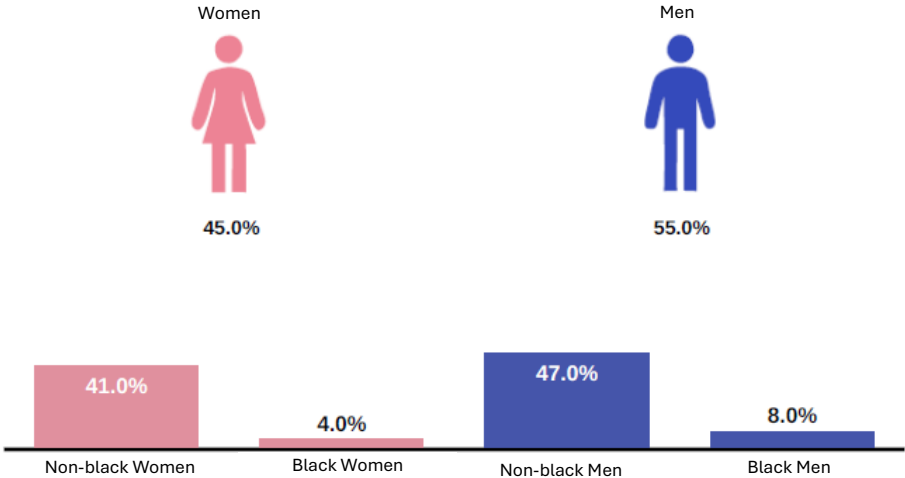
Remuneration differences between men and women, by major occupational groups

Presented as the percentage of women's remuneration compared to men's. Positive situations show values greater than or equal to 100%.



For each occupational group that does not present a wage gap calculation, for either contractual salary or average remuneration, one of six reasons may have occurred: (1) fewer than three women; (2) fewer than three men; (3) no women; (4) no men; (5) fewer than three men and three women in that occupational group; (6) neither men nor women in that occupational group.

Composition of total employees by gender and race



Remuneration criteria and actions to increase diversity

Remuneration Criteria	
Carrer and/or Salary Plan	⚠️
Meeting production goals	⚠️
Availability for overtime, client meetings, and travel	
Availability of people in specific occupations	
Professional experience	⚠️
Ability to work in a team	⚠️
Proactivity, development of ideas and suggestions	⚠️
Actions to increase diversity	
Support actions for sharing family responsibilities for both gender	⚠️⚠️⚠️
Hiring policies for women (black, with disabilities, in situations of violence, heads of household, indigenous, LGBTQIA+)	⚠️⚠️
Promotion policies for women to management and leadership positions	⚠️