

Transparency and Equal Pay Report for Women and Men – 1st Semester 2025

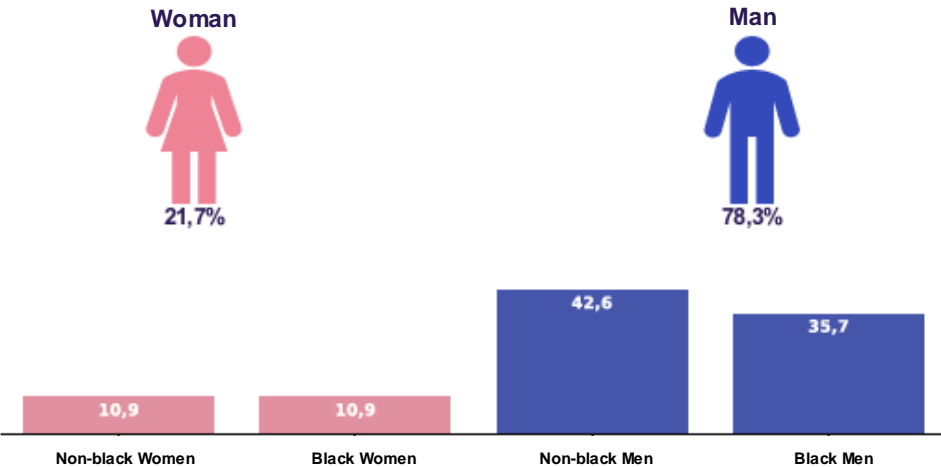
Employer: 33.633.471/0001-96 / Quant. of employees: 131

Gender pay gap:

- The median contractual salary of women is 93.3% of that received by men.
- The average monthly remuneration of women is 74.7% of that received by men.

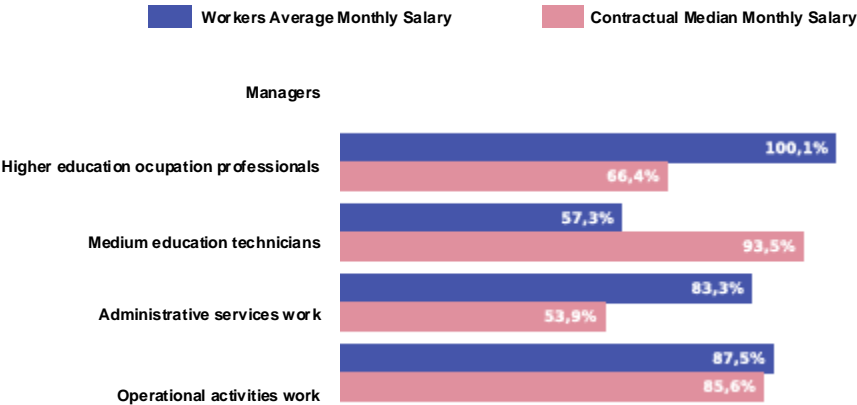
Indicator	Definition	W/M Ratio
Median Contract Salary	<div>Median Salary for Women (W)</div> <div>Median Salary for Men (M)</div> <div>W/M Ratio = How much women's pay equals men's pay, in %</div> <div></div>	93,3%
Average Monthly Remuneration	<div>Total Number of Men = Average salary of Men (M) Total Number of Women = Average salary of Women (W) Division W/M = How much women's pay equals men's pay, as a percentage (%)</div>	74,7%

Composition of the total number of employees by sex and ethnicity and race



Gender pay gap by major occupation group

The difference (%) in women's salary compared to men's appears when it is greater or less than 100:



For each group of occupations that does not calculate the difference, for hiring salary or for average remuneration, one of six reasons may have occurred: (1) because there are fewer than three women; (2) for having less than three men; (3) for not having women; (4) for having no men; (5) because there were not three men or three women in that occupational group; (6) because there were neither men nor women in that occupational group.

Compensation criteria and actions to ensure diversity – 2<sup>nd</sup> Semester 2024

Remuneration criteria	
Job and Salary Plan or Career Plan	
Meet production targets	
Availability for overtime, client meetings, and travel	
Availability of person in specific occupations	
Time of professional experience	
Teamwork skills	
Proactivity, development of ideas and suggestions	
Actions to increase 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 for the promotion of women to management and management positions	