

Transparency and Pay Equity Report (Women and Men) – 1st Half 2026

Employer CNPJ (Tax ID): 04.844.206/0004-00 / Number of Active Employees as of 12/31/2025: 373

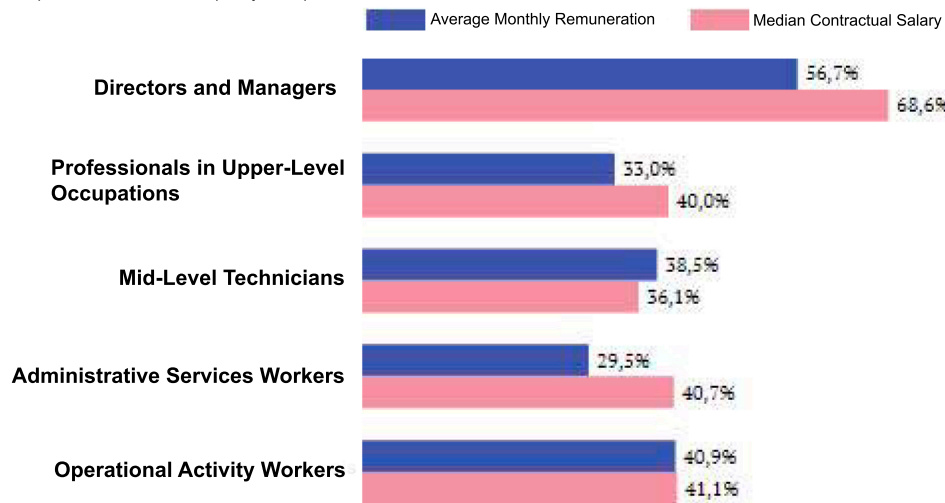
Salary Difference Between Women and Men

The median contractual salary for women is equivalent to 79.8% of that received by men.
The average monthly remuneration for women is equivalent to 76.1% of that received by men.

Indicator	Definition	F/M Ratio
Median Contractual Salary	<p>Women's Median Salary (F)</p> <p>Men's Median Salary (M)</p> <p>F/M Ratio = The extent to which women's salary is equivalent to men's salary, in %</p>	79,8%
Average Monthly Remuneration	<p>Men's Average Monthly Remuneration (M)</p> <p>Women's Average Monthly Remuneration (F)</p> <p>F/M Ratio = The extent to which women's remuneration is equivalent to men's remuneration, in percentage (%)</p>	76,1%

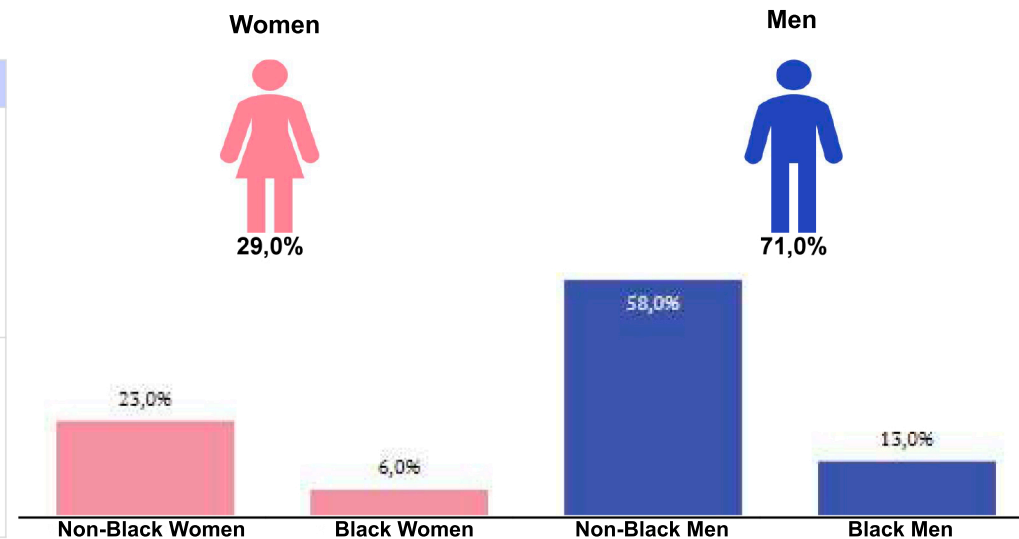
Salary Difference Between Men and Women, by Major Occupational Groups

Values shown represent the percentage of women's compensation relative to men's compensation. Values greater than or equal to 100% indicate parity or a positive situation for women.



For any occupational group without a calculated difference (for contractual salary or average remuneration), the absence is due to one of six reasons: (1) fewer than three women; (2) fewer than three men; (3) no women; (4) no men; (5) fewer than three men and fewer than three women; or (6) neither men nor women in that occupational group.

Composition of Total Employees by Sex and Race/Color



Remuneration Criteria and Actions to Ensure Diversity

Remuneration Criteria	
Job and Salary Plan or Career Plan	
Meeting production goals	
Availability for overtime, client meetings, and travel	
Availability of personnel in specific occupations	
Length of professional experience (ou Time of professional experience)	🗨️✅
Ability to work in a team (ou Teamwork skills)	🗨️✅
Proactivity, development of ideas and suggestions	🗨️❌
Actions to Increase Diversity	
Support actions for sharing family obligations for both sexes	🗨️✅
Hiring policies for women (Black, disabled, in situations of violence, head of household, LGBTQIA+, Indigenous)	
Policies for the promotion of women to directorial and managerial positions	