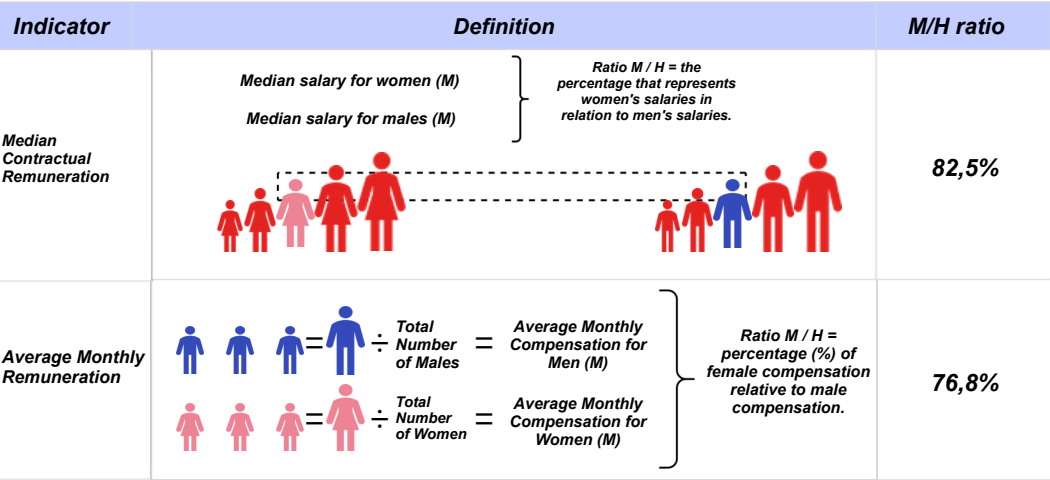


Transparency and Equal Pay Report for Women and Men - 2nd Semester 2026

Employer: 04.844.206/0004-00 / Number of active employees as of 06/30/2026: 371

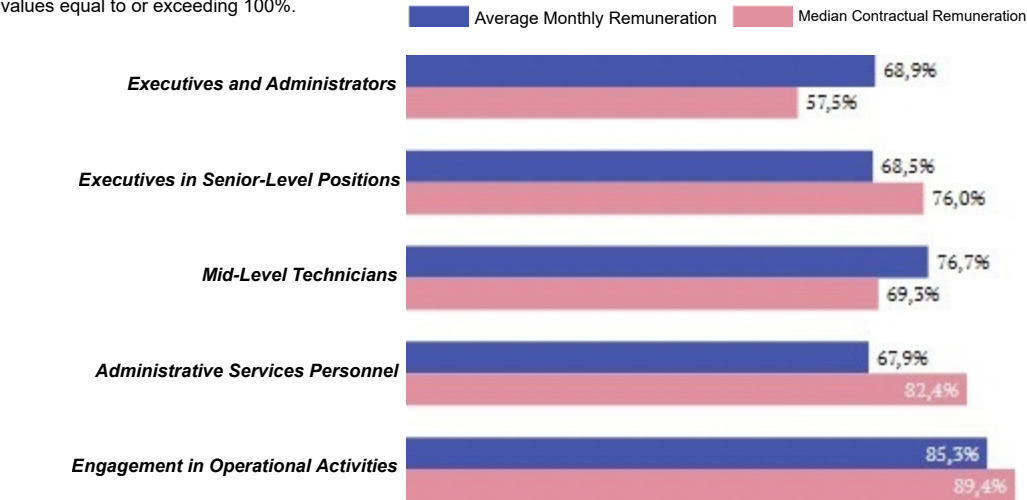
The disparity in earnings between women and men

- The median contractual salary for women is 82.5% of that earned by men.
- The average monthly compensation for women is 76.8% of that received by men.



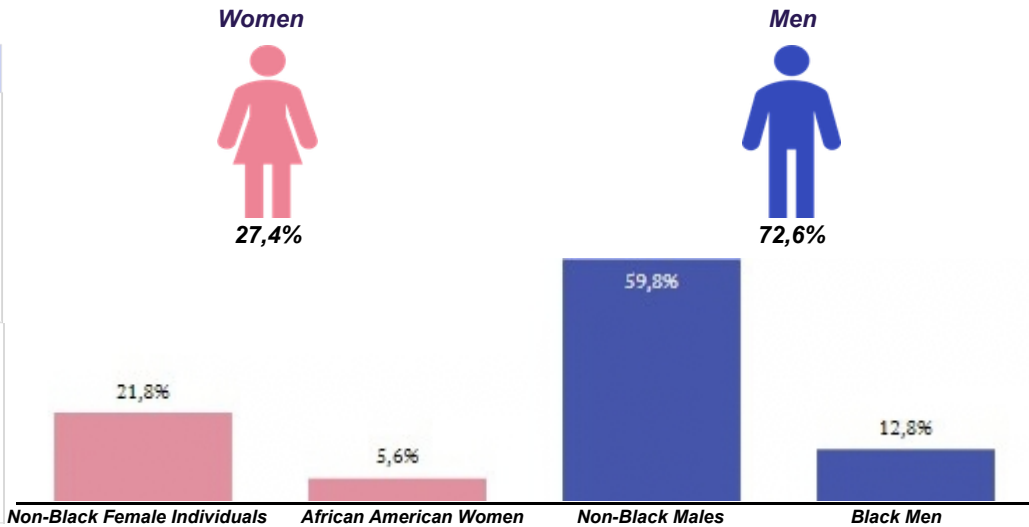
Wage disparity between men and women across major occupational categories.

The percentage of women's compensation in relation to men's compensation is presented. Positive scenarios indicate values equal to or exceeding 100%.



For each occupational group that lacks a calculation of the difference in hiring salary or average remuneration, one of six reasons may apply: (1) fewer than three women; (2) fewer than three men; (3) no women; (4) no men; (5) neither three men nor three women in that occupational group; (6) neither men nor women in that occupational group.

Composition of total employees by gender and race/ethnicity



Compensation standards and measures to promote diversity.

| Compensation criteria                                                                                                                                      |    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Job and Compensation Strategy or Career Development Plan                                                                                                   |    |
| Achieving production objectives                                                                                                                            |    |
| Availability for overtime, client meetings, and travel engagements.                                                                                        |    |
| Availability of personnel in designated professions                                                                                                        |    |
| Professional Background                                                                                                                                    | ⚠️ |
| Teamwork proficiency                                                                                                                                       | ⚠️ |
| Proactivity in generating ideas and recommendations.                                                                                                       | ⚠️ |
| Measures to enhance diversity                                                                                                                              |    |
| Measures to promote the equitable distribution of family responsibilities among both genders.                                                              | ⚠️ |
| Policies for the recruitment of women (Black women, women with disabilities, women facing violence, heads of households, LGBTQIA+ women, Indigenous women) |    |
| Policies aimed at advancing women into leadership and management roles.                                                                                    |    |

MTE – eSocial, Monthly RAIS (June 2026) and Emprega Brasil Portal (August 2026).

Note: Active employment records pertain to the period from June 2026, while compensation figures encompass the period from July 2025 to June 2026. Additional supplementary information was gathered in August 2026.