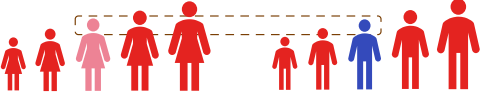
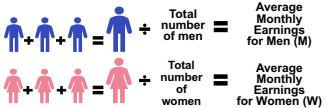


Transparency and Equal Pay Report for Women and Men - 2st Semester 2025:

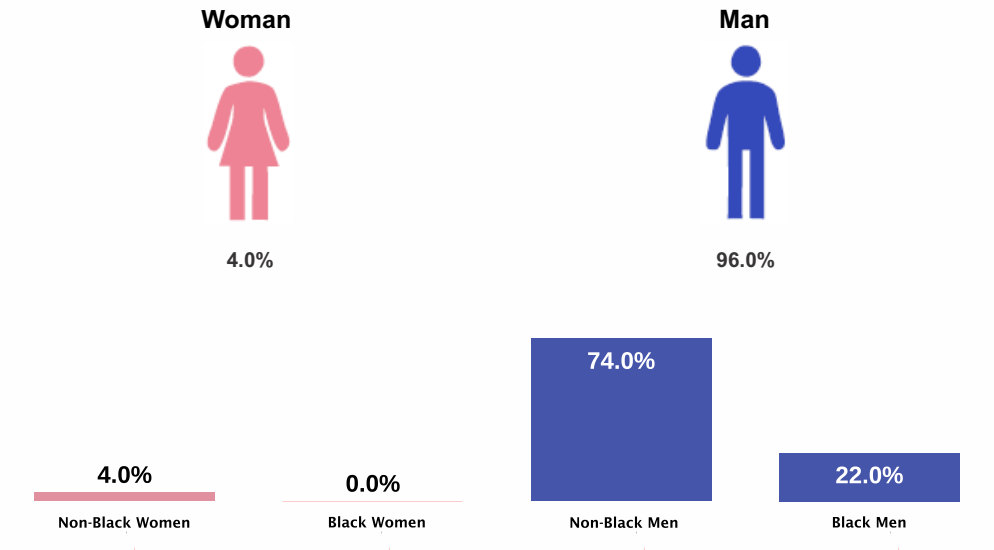
Employer: 00.934.658/0001-70 / Number of active workers in 06/30/2025: 724

Difference in salaries between women and men

- The median contractual salary of women is equivalent to 152,4% of that received by men.
- The average monthly remuneration of women is equivalent to 212,4% of that received by men.

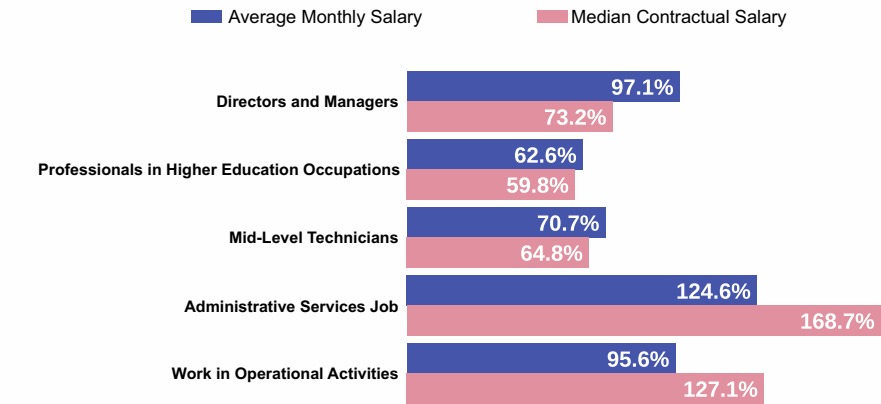
Indicator	Defininition	Reason W/M
Median Contractual Salary	Median Salary for Women (W) Median Salary for Men (M) Division W/M = how much women's pay equals men's pay, in % 	152.4%
Average Monthly Salary	+ + + + Total number of men = Average Monthly Earnings for Men (M) + + + + Total number of women = Average Monthly Earnings for Women (W) Division W/M = How much women's salary is equivalent to men's salary, in percentage (%) 	212.4%

Composition of total employees by sex, ethnicity and race



Wage gap between men and women, by major occupational groups

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



For each occupational group that does not present a calculation of the difference, for hiring wage or for average remuneration, one of six reasons may have occurred: (1) for having less than three women; (2) for having less than three men; (3) for having no women; (4) for having no men; (5) for not having three men or three women in that occupational group; (6) for not having either men or women in that occupational group.

Compensation criteria and actions to ensure diversity

Remuneration criteria	
Job and Salary Plan or Career Plan	
Meet production goals	
Availability for overtime, client meetings and travel	
Availability of people in specific occupations	
Length of professional experience	
Ability to work in a team	
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 family, LGBTQIA+, Indigenous)	
Policies for promoting women to management and management positions	