

Transparency and Equal Pay Report for Women and Men - 1st Semester 2026

Employer: 00.934.658/0001-70 / Number of active workers in 12/31/2025: 818

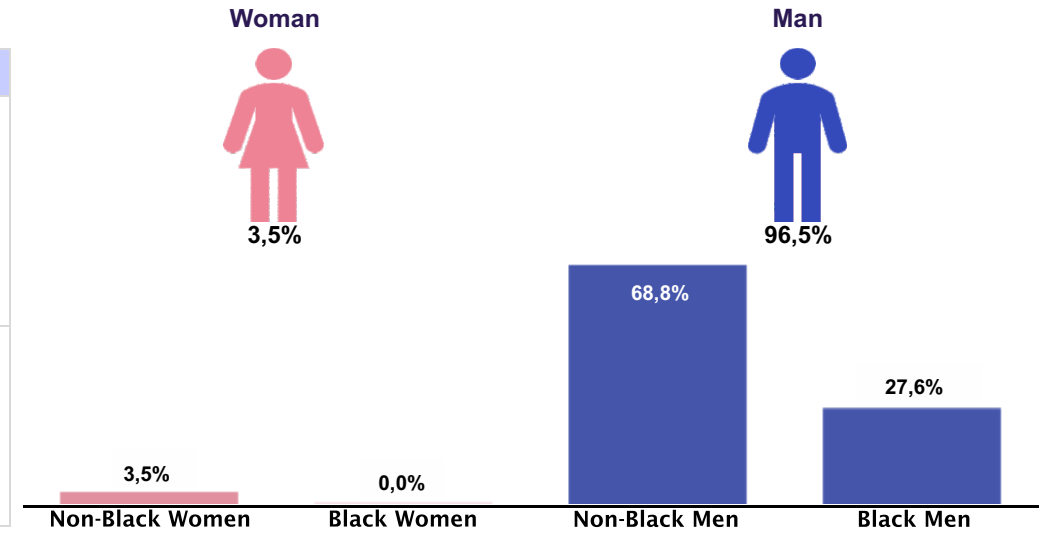


Difference in salaries between women and men

- The median contractual salary of women is equivalent to 182,8% of that received by men.
- The average monthly remuneration of women is equivalent to 220,2% of that received by men.

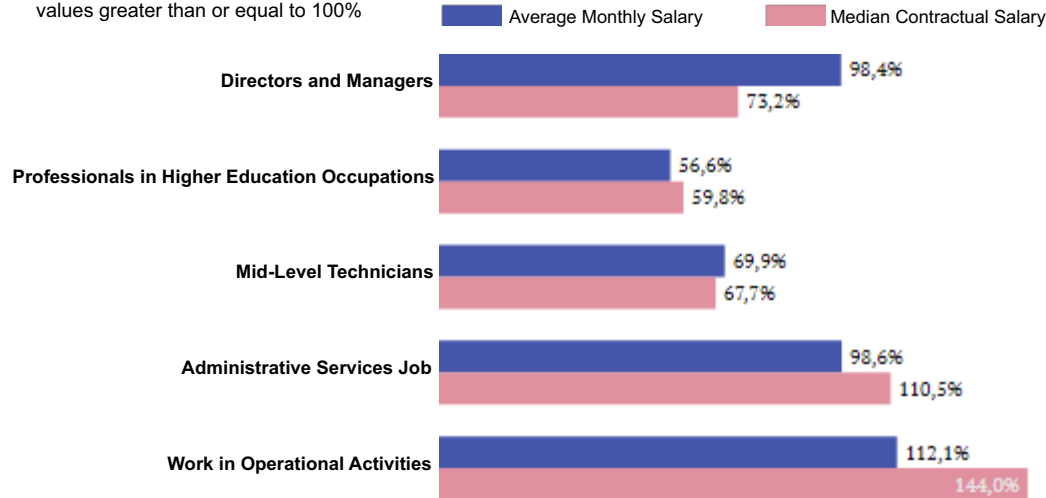
Indicator	Definition	Reason W/M
Median Contractual Salary	<p>Median Salary for Women (W)</p> <p>Median Salary for Men (M)</p> <p>Division W/M = how much women's pay equals men's pay, in %</p>	182,8%
Average Monthly Salary	<p>Total number of men = Average Monthly Earnings for Men (M)</p> <p>Total number of women = Average Monthly Earnings for Women (W)</p> <p>Division W/M = How much women's salary is equivalent to men's salary, in percentage (%)</p>	220,2%

Composition of total employees by sex, ethnicity and race



Wage gap between men and women, by major occupational groups

They are presented in % regarding how women's remuneration compares to men's. Positive situations show values greater than or equal to 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	🚫

Source: MTE - eSocial, Monthly Rais of (December/2025) and Portal Emprega Brasil (February/2026).

Note: The active links correspond to the December 2025 period, while the salaries consider the period from January to December 2025. The remaining supplementary information was collected in February 2026.