

Transparency and Equal Pay Report for Women and Men - 2st Semester 2026
Employer: 00.934.658/0001-70 / Number of active workers in 06/30/2025: 850



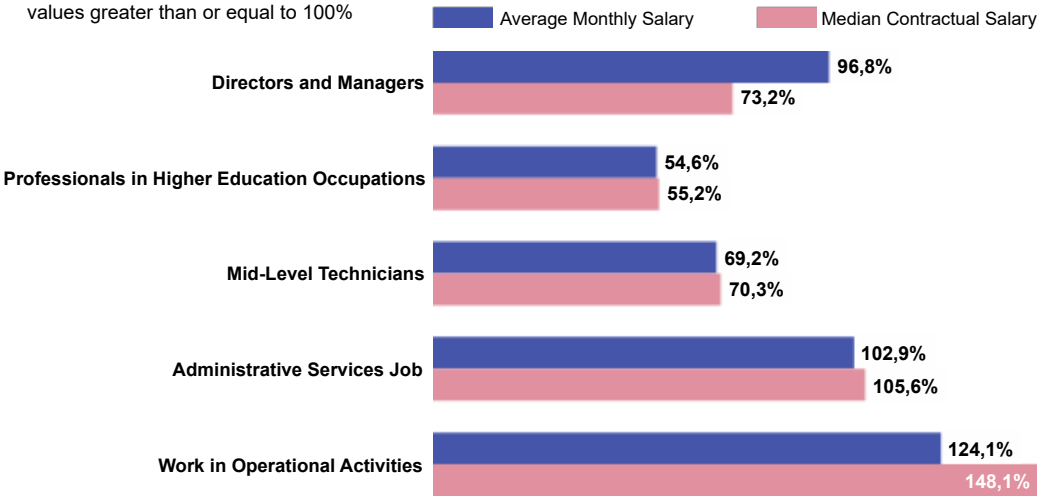
Difference in salaries between women and men

- The median contractual salary of women is equivalent to 177,3% of that received by men.
- The average monthly remuneration of women is equivalent to 227,4% of that received by men.

Indicator	Definition	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 %	177,3%
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 (%)	227,4%

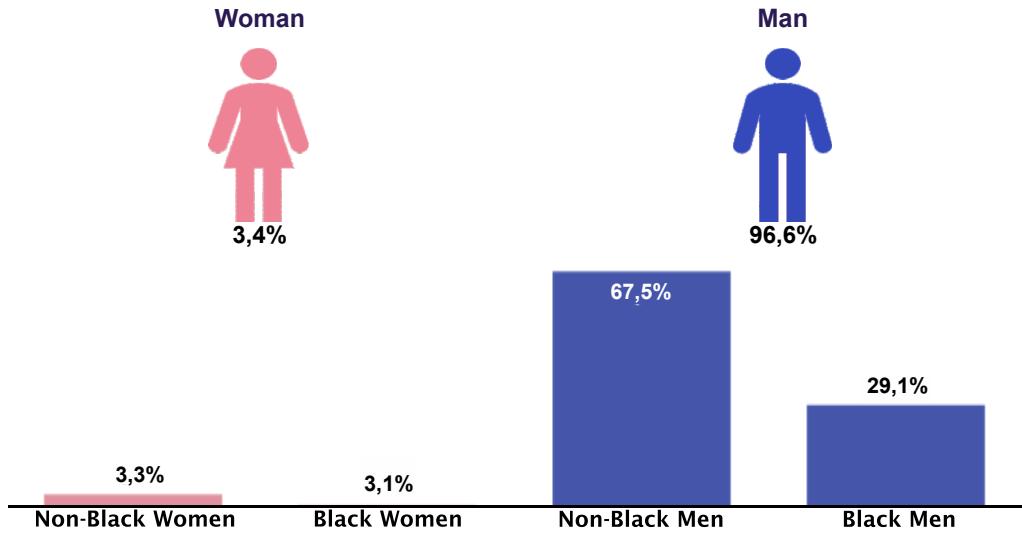
Wage gap between men and women, by major occupational groups

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.

Composition of total employees by sex, ethnicity and race



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 (June/2026) and Portal Emprega Brasil (August/2026).

Note: The active links correspond to the June 2026 period, while the salaries consider the period from July 2025 to June 2026. The remaining supplementary information was collected in August 2026.