

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

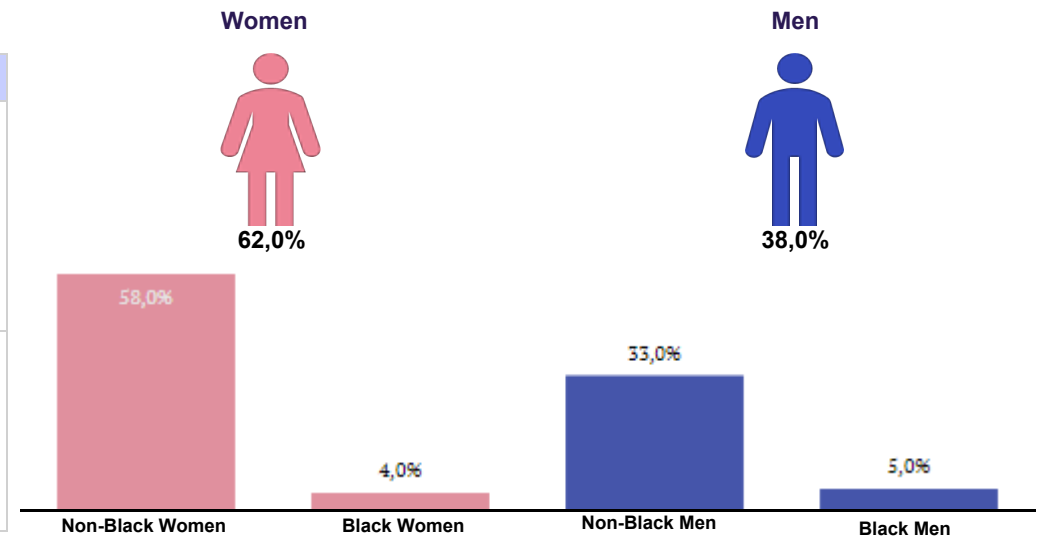
Employer: 88.346.564/0001-21 / Number of Actives Employees on 31/12/2025: 165

Wage gap between women and men

- The median contractual salary of women is equivalent to 104.2% of that received by men.
- The average monthly remuneration of women is equivalent to 109.5% of that received by men.

Indicator	Definition	Ratio W/M
Median Contractual Salary	<p>Median salary for Women (W)</p> <p>Median salary for Men (M)</p> <p>W/M Ratio = how much women's salary corresponds to men's salary, in %</p>	104,2%
Average monthly remuneration	<p>Total number of men = Average monthly remuneration for men</p> <p>Total number of women = Average monthly remuneration for Women</p> <p>W/M Ratio = how much women's remuneration corresponds to men's remuneration, as a percentage (%)</p>	109,5%

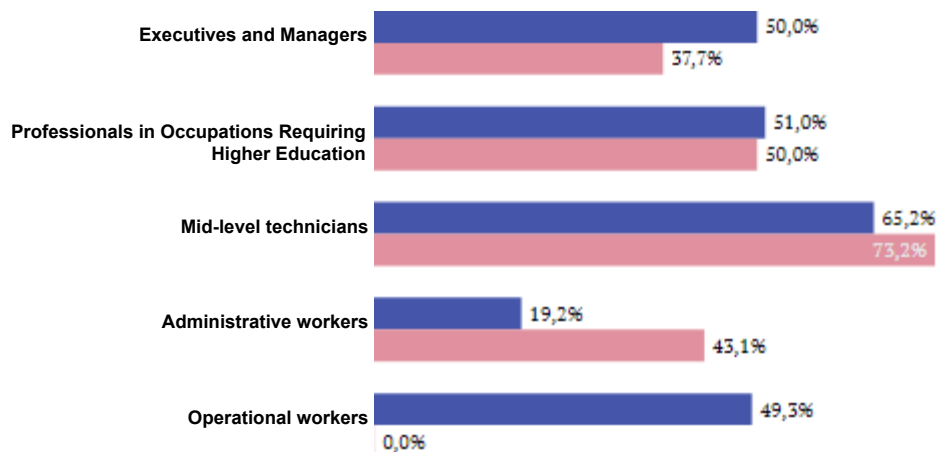
Composition of total employees by gender and race/ethnicity



Wage gap between men and women, by major occupational groups

They are presented as percentages showing how women's remuneration compares to men's. Positive values indicate amounts greater than or equal to 100%.

■ Average Monthly Remuneration ■ Median Contractual Salary



For each occupational group where the difference is not calculated, either for contractual salary or for average remuneration, one of the following six reasons may apply: (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 in that occupational group; (6) neither men nor women in that occupational group.

Remuneration criteria and actions to ensure diversity

Remuneration Criteria	
Position and Salary Plan or Career Plan	
Meeting production goals	
Availability for overtime, client meetings and travel	
Availability of people in specific occupations	
Time 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 genders	🚫🚫🚫
Policies for hiring women (black, disabled, in situations of violence, heads of household, LGBTQIA+)	
Policies to promote women to leadership and management positions	