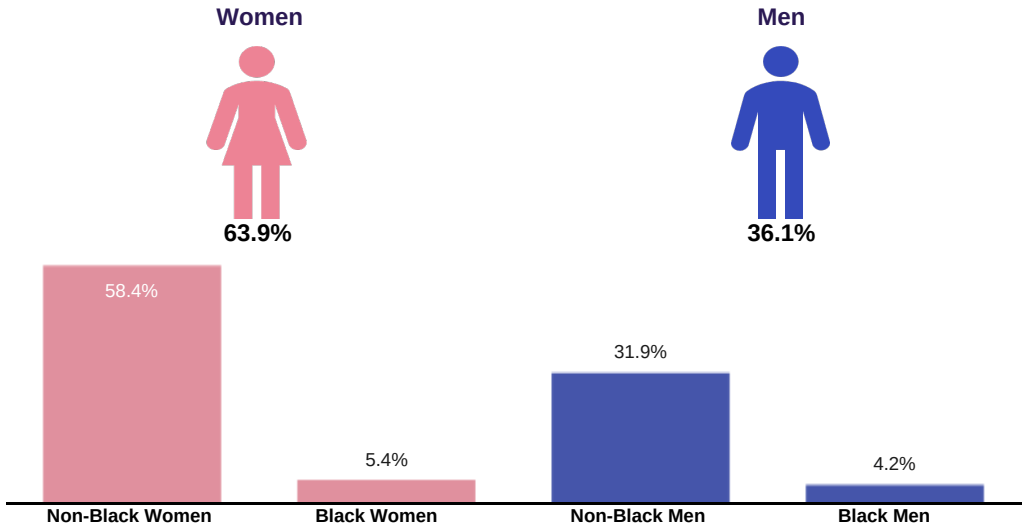
Transparency and Salary Equality Report for Women and Men - 2nd Half 2026
Employer: 88.346.564/0001-21 / Number of active workers as of June 30, 2026: 166

Salary Difference between Women and Men

- The median contractual salary of women is equivalent to 103.4% of that received by men.
- The average monthly remuneration of women is equivalent to 101.1% of that received by men.

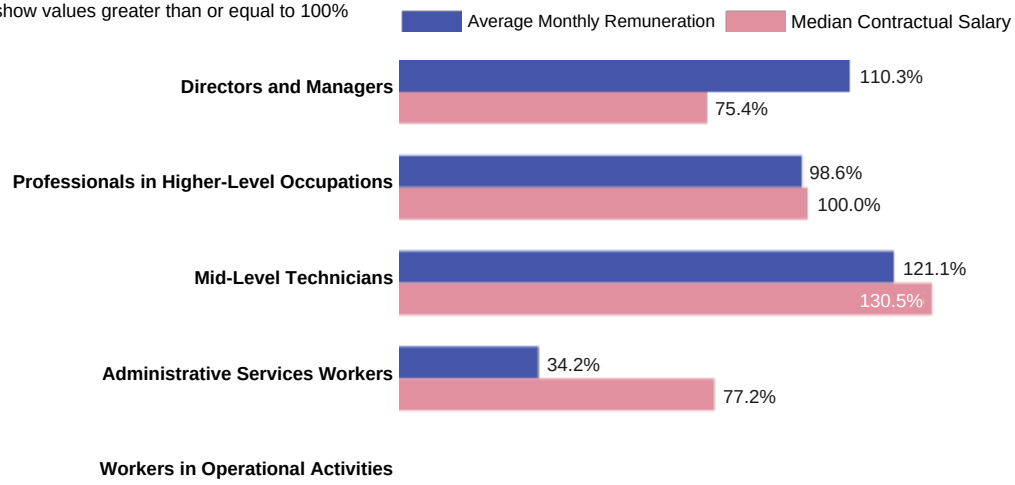
Indicator	Definition	Ratio W/M
Median Contractual Salary	Median salary for Women (W) / Median salary for Men (M) — Ratio W / M = how much women's salary is equivalent to men's salary, in %	103.4%
Average Monthly Remuneration	Total Number of Men = Average Monthly Remuneration for Men (M); Total Number of Women = Average Monthly Remuneration for Women (W) — Ratio W / M = how much women's remuneration is equivalent to men's remuneration, as a percentage (%)	101.1%

Composition of Total Employees by Sex and Race/Color



Salary Difference between Men and Women, by Major Occupational Groups

Shown in % is how much women's remuneration is worth relative to men's. Positive situations show values greater than or equal to 100%



For each occupational group for which no difference is calculated, whether for contractual salary or for average remuneration, one of six reasons may apply: (1) due to having fewer than three women; (2) due to having fewer than three men; (3) due to having no women; (4) due to having no men; (5) due to having neither three men nor three women in that occupational group; (6) due to having neither men nor women in that occupational group.

Remuneration Criteria and Actions to Ensure Diversity

Remuneration Criteria	
Job and Salary Plan or Career Plan	
Meeting production targets	
Availability for overtime, client meetings and travel	
Availability of personnel in specific occupations	
Length of professional experience	✓
Ability to work in a team	
Proactivity, development of ideas and suggestions	
Actions to Increase Diversity	
Actions supporting the sharing of family obligations for both sexes	✓ ✓ ✓
Hiring policies for women (Black, with disabilities, victims of violence, heads of household, LGBTQIA+, Indigenous)	
Policies to promote women to leadership and management roles	

Source: MTE (Ministry of Labor and Employment) - eSocial, Monthly RAIS (June/2026) and Emprega Brasil Portal (August/2026).
Note: Active employment relationships correspond to the June 2026 reference period, while remunerations consider the period from July 2025 to June 2026. Other complementary information was collected in August 2026.