

Transparency and Gender Pay Equality Report – 2nd Half of 2024

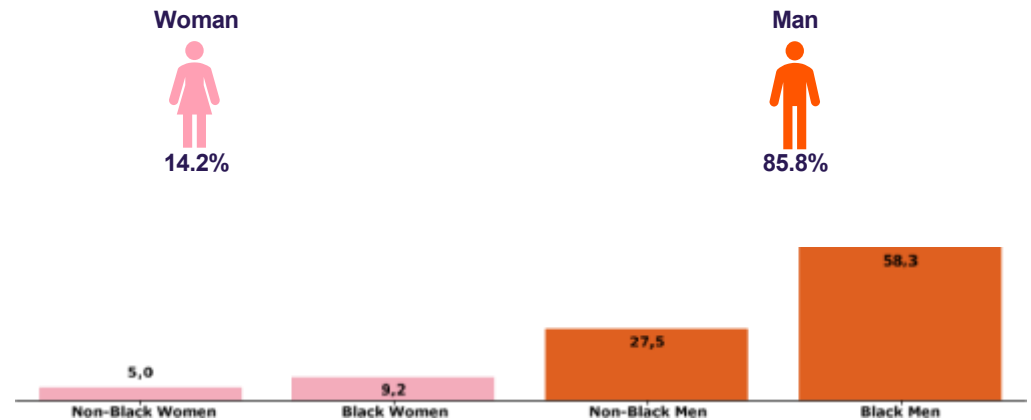
Employer: 01.561.064/0001-24 / Number of employees: 226

Salary differences between women and men: The median salary of women is equivalent to Factors that may explain the observed differences:

91.1% of what is earned by men. The average salary was equivalent to 91.3%.

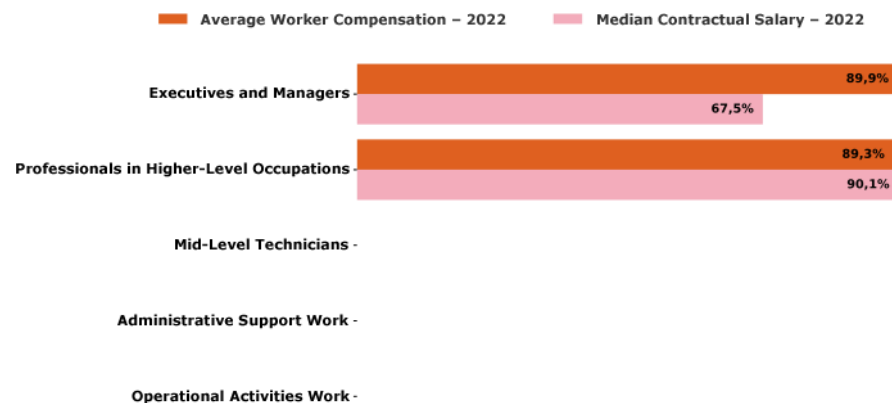
a) Composition of total employees by gender, ethnicity, and race

Indicator	Definition	W/M Ratio
Median Contractual Salary (unpaid) – 2022	<p>Median Salary for Women (F)</p> <p>Median Salary for Men (M)</p> <p>Division F/M = how much women's salary corresponds to men's salary, in %</p>	91,1%
Average Compensation (includes deductions and additions) – 2022	<p>Division F/M = how much women's salary corresponds to men's salary, in percentage %</p> <p>Total Number of Men = Average Salary for Men (M)</p> <p>Total Number of Women = Average Salary for Women (F)</p>	91,3%



By major occupational group, the difference (%) in women's salaries compared to men's will be shown when it is greater or less than 100:

b) Compensation criteria and actions to ensure diversity



For each occupational group where the difference calculation for hiring salary or average compensation is not shown, 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) no men and no women in that occupational group.

Remuneration criteria	1st Half 2024
Job and Salary Plan or Career Plan	☑️
Meet production targets	☑️
Availability for overtime, client meetings, and travel	
Availability of personnel in specific occupations	☑️
Length of professional experience	☑️
Teamwork skills	☑️
Proactivity, development of ideas, and suggestions	☑️
Actions to increase diversity	1st Half 2024
Support actions for sharing family responsibilities for both genders	☑️ ☑️
Hiring policies for women (Black, with disabilities, in situations of violence, heads of household, LGBTQIA+, Indigenous)	
Policies for promoting women to leadership and management positions	