

# Transparency and Equal Pay Report for Men and Women - 2nd Semester 2025 Employer:

06.031.187/0001-77 / Number of active workers on 06/30/2025: 103

## Wage gap between women and men

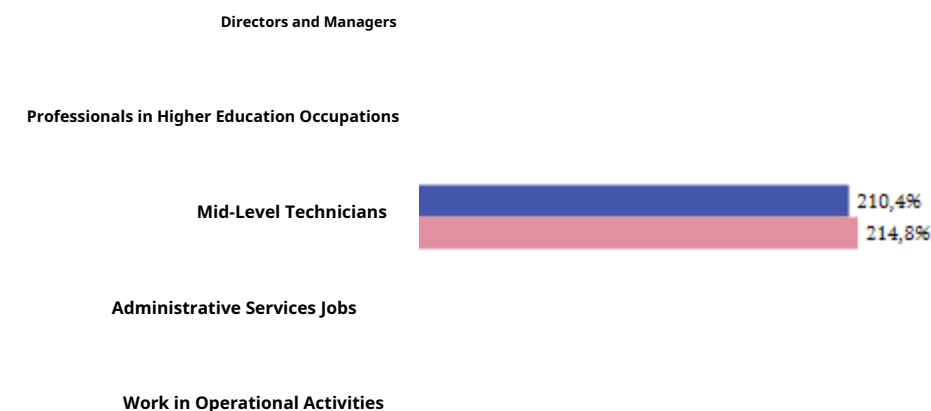
- The median contractual salary for women is equivalent to 81.5% of that received by men.
- The average monthly salary of women is equivalent to 144.3% of that received by men.

Indicator	Definition	M/H ratio
Wage Contractual Median	<p>Median Salary for Women (M)</p> <p>Median Salary for Men (H)</p> <p>M/H ratio = how much the women's wages equivalent to the salary of men, in %</p>	81.5%
Remuneration Monthly Average	<p>Number Total of Men = Remuneration Monthly Average for Men (H)</p> <p>Number Total of Women = Remuneration Monthly Average for Women (M)</p> <p>F<sub>avg</sub> / H = how much the remuneration of women is equivalent to remuneration of men, in percentage (%)</p>	144.3%

## Wage gap between men and women, by major occupational groups

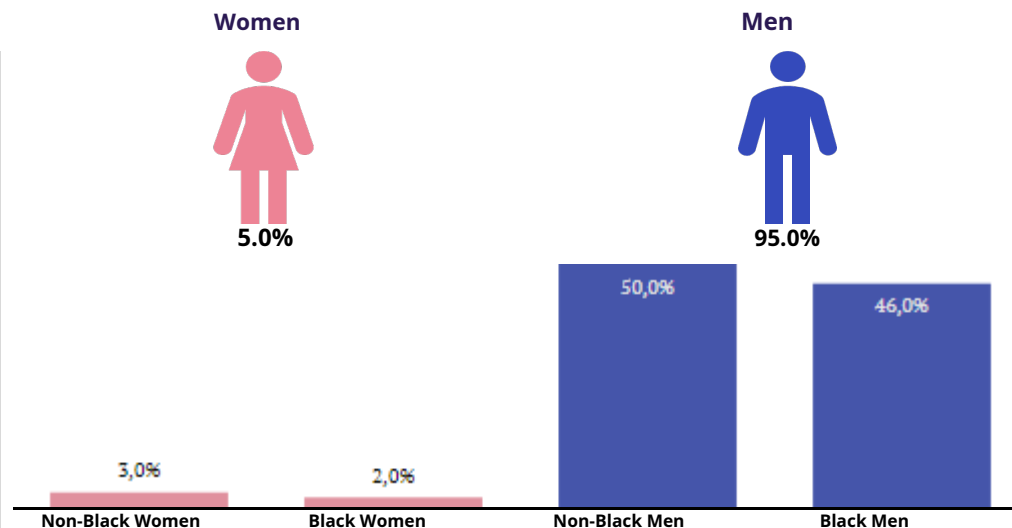
They are presented in % how much women's pay is worth in relation to men's. Positive situations show values greater than or equal to 100%

■ Average Monthly Salary ■ Median Contractual Salary



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) having fewer than three women; (2) having fewer than three men; (3) having no women; (4) having no men; (5) having neither three men nor three women in that occupational group; (6) having neither men nor women in that occupational group.

## Composition of total employees by sex and race/color



## Compensation criteria and actions to ensure diversity

Remuneration criteria	
Job and Salary Plan or Career Plan	
Meet production targets	
Availability for overtime, client meetings and travel	
Availability of people in specific occupations	
Length of professional experience	
Teamwork skills	
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, with disabilities, in situations of violence, heads of households, LGBTQIA+, Indigenous)	
Policies for promoting women to management and executive positions	