

Transparency and Equal Pay Report for Women and Men - 1st Semester 2024

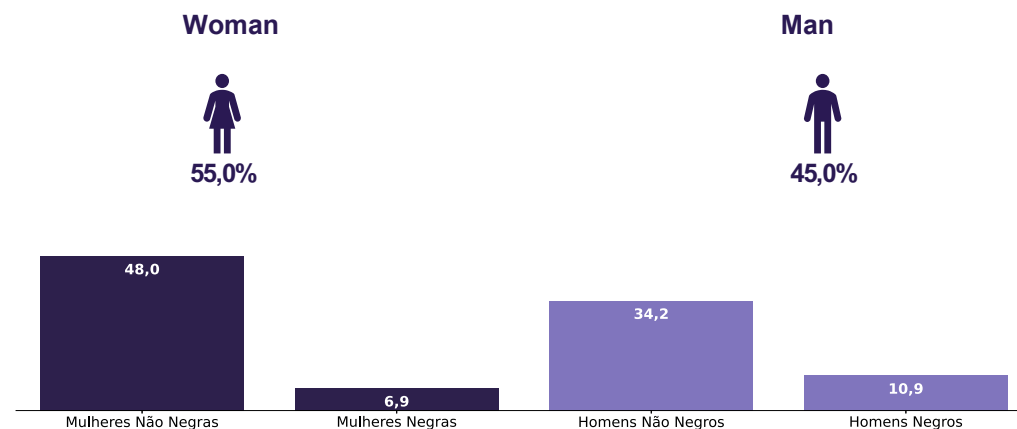
CNPJ: 65456832000162

Salary differences between women and men: The median salary of women is equivalent to 102.2% of that received by men. The average salary was equivalent to 97.2%

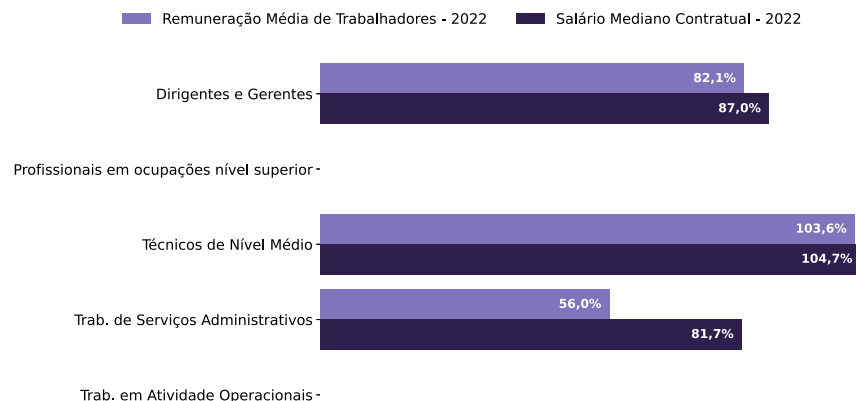
Indicator	Definition	Percentage M/H
Median Contractual Salary (unpaid) – 2022	<p>Median Salary for Women (M)</p> <p>Median Salary for Men (H)</p> <p>Division M/H = how much is equivalent to the men's salary, in %</p>	102,2%
Average Remuneration (includes discounts and additions) – 2022	<p>Average salary for men = Total number of men / Average salary for men</p> <p>Average salary for women = Total number of women / Average salary for women</p> <p>M/H division = how much women's salary is equivalent to men's salary, in percentage (%)</p>	97,2%

Elements that may explain the differences observed:

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



By major occupation group, the difference (%) in women's wages in compared to men, appears when it is greater or less than 100



For each occupation group that does not present a calculation of the difference, for hiring salary or for average salary, one of six reasons may have occurred: (1) having fewer than three women; (2) for having fewer than three men; (3) for not having women; (4) for not having men; (5) because there are not three men or three women in that occupational group; (6) because there are neither men nor women in that occupational group.

b) Compensation criteria and actions to ensure diversity

Remuneration criteria	1st Sem 2024
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	1st Sem 2024
Actions to support the sharing of family obligations for both genders	☑️
Policies for hiring women (black, disabled, in situations of violence, heads of family, LGBTQIA+)	
Policies for promoting women to management and management positions	☑️