

**ALUISIO CESAR DE MATOS**

**Tradutor Público e Intérprete Comercial do Idioma Inglês  
Matrícula Nº 253 - JUCERJA  
CPF/MF 186.041.296-34**

**Praça Quinze de Novembro, 20, 556, Rio de Janeiro, RJ**

AM-0221-1-(2026) Livro 040

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I, the undersigned, Sworn Public Translator and Commercial Interpreter, with full faith and credit throughout the Federative Republic of Brazil, duly appointed and commissioned by the Board of Trade of the State of Rio de Janeiro (JUCERJA) and registered therewith under no. 253, DO HEREBY CERTIFY AND ATTEST that a document set forth in the Portuguese language was presented to me for translation into English, which I have lawfully performed, by virtue of my Official Capacity, as follows: -----

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*[Document bears mark of Federal Government]*-----

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**Report on Transparency and Equal Pay for Women and Men -  
1st Semester 2025**-----

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**Employer: 02.657.017/0002-22/ Number of active workers as  
of 12/31/2024: 235**-----

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**Wage gap between women and men**-----

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• The median contractual salary for women is equivalent to 183,1% of that received by men.-----

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• The average monthly pay for women is equivalent to 120,5% of that received by men.-----

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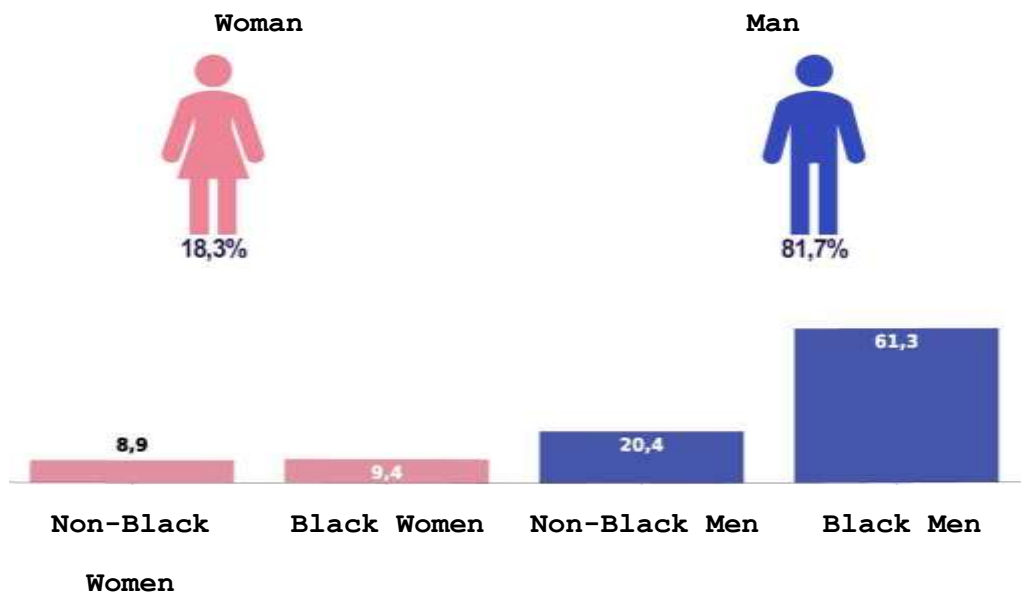
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Indicator	Definition	F/M ratio
Median Contractual Salary	<p>Median salary for Women (W)            Median salary for Men (M)</p> <p>M/W Split = how much women's salaries are equivalent to men's salaries, in %</p>	183.1%
Average Monthly Compensation	<p>Average Monthly Compensation for Men (M)            Average Monthly Compensation for Women (W)</p> <p>M/W Split = how much women's salaries are equivalent to men's salaries, in percentage (%)</p>	120.5%

Composition of the total number of employees by sex and race/color: -----



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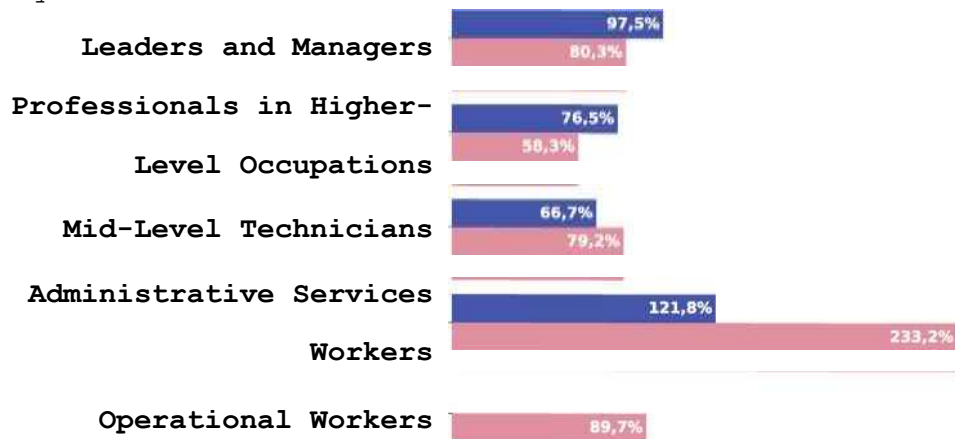
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**Wage difference between men and women, by major occupational groups.**-----

The difference (%) in the salary of women compared to men is shown when it is greater or less than 100%:-----

■ Average Monthly Compensation ■ Median Contractual Salary-----



**Remuneration criteria and actions to ensure diversity**----

Questionnaire not answered by the CNPJ provided-----

For each occupational group that does not show a calculation of the difference, for hiring salary or 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.-----

**Source: eSocial. Rais 2024 and Emprega Brasil Portal - February 2025**-----

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THIS WAS THE FULL TEXT of said document, the true translation  
whereof I ATTEST. -----

WITNESS MY HAND AND SEAL, February 25, 2026-----



*Aluisio Cesar de Matos*