

REPORT ON TRANSPARENCY AND SOCIAL EQUALITY FOR WOMEN AND MEN 1ST SEMESTER 2024

Cellera, reaffirming its commitment to social issues and as part of its ESG Program, is publishing its 1st Report on Transparency and Social Equality for Women and Men 2024.

It is important to note that Celleria develops programs and training aimed at empowering managers, leaders and employees to foster equity, inclusion, permanence and advancement of employees in the job market without any discrimination based on gender, ethnicity, age or any other exclusionary factor.

Check out the reports.



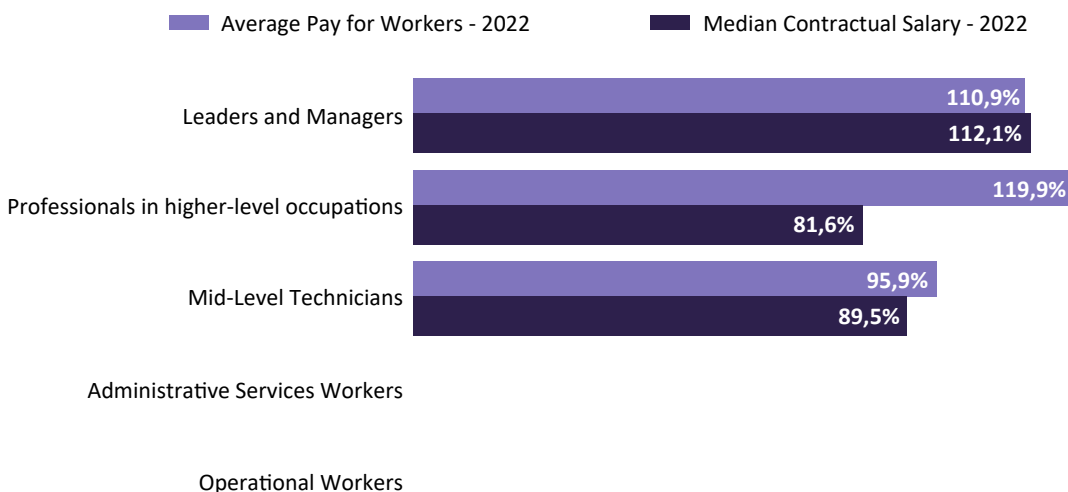
Report on Transparency and Equal Pay for Women and Men

1st Semester 2024 - CNPJ: 14626301000130

Differences in salaries between men and women: women's salaries are equivalent to 98.4% of those received by men. The average salary was 99.1%.

Indicator	Definition	F/M ratio
Median Contractual Salary (unpaid) - 2022	<p>Median salary for Women (W)</p> <p>Median salary for Men (M)</p> <p>W/M split = how much women's pay equals men's pay, in %</p>	98,4%
Average Salary (including discounts and increases) - 2022	<p> $\frac{\text{Total number of Men} \times \text{Median salary for Men (M)}}{\text{Total number of Women}} = \text{Average salary for Women (W)}$ </p> <p>W/M split = how much women's pay equals men's pay, in percentage (%)</p>	99,1%

By major occupation group, the difference (%) in the salary of women compared to men is shown when it is greater or less than 100:



For each occupation group that does not show a calculation of the difference, either for the hiring salary or for the average salary, one of six reasons may have occurred: (1) because there are fewer than three women; (2) because there are fewer than three; (3) because there are no women; (4) because there are no men; (5) because there are neither three men nor three women in that occupational group; (6) because there are neither men nor women in that occupational group.

Elements that may explain the observed differences:

a) Composition of the total number of employees by sex and ethnicity and race:

Woman

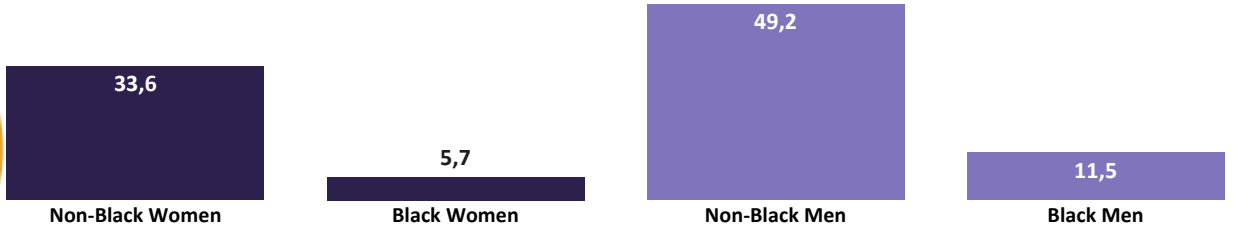


39,3%

Man



60,7%



b) Remuneration criteria and actions to ensure diversity

Remuneration criteria	1st Sem 2024
Job and Salary Plan or Career Plan	☒
Meeting production targets	☒
Availability for overtime, client meetings and travel	
Availability for specific jobs	
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 sexes	☒
Policies for hiring women (black, disabled, in situations of violence, heads of household, LGBTQIA+)	
Policies to promote women to management positions	☒

For each occupation group that does not show a calculation of the difference, either for the hiring salary or for the average salary, one of six reasons may have occurred: (1) because there are fewer than three women; (2) because there are fewer than three; (3) because there are no women; (4) because there are no men; (5) because there are neither three men nor three women in that occupational group; (6) because there are neither men nor women in that occupational group

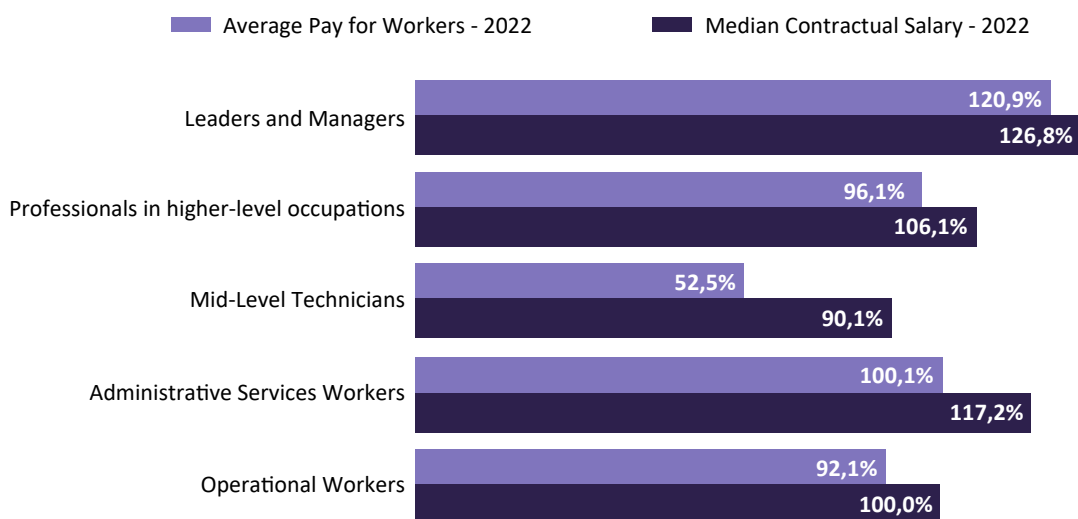
Report on Transparency and Equal Pay for Women and Men

1st Semester 2024 - CNPJ: 33173097000274

Differences in pay between women and men: The median salary for women is equivalent to 114.1% of that received by men. The average salary is 91.7%.

Indicator	Definition	F/M ratio
Median Contractual Salary (unpaid) - 2022	<p>Median salary for Women (W)</p> <p>Median salary for Men (M)</p> <p>W/M split = how much women's pay equals men's pay, in %</p>	114,1%
Average Salary (including discounts and increases) - 2022	<p> $\frac{\text{Total number of Men} \times \text{Median salary for Men (M)}}{\text{Total number of Women}} = \text{Average salary for Women (W)}$ </p> <p>W/M split = how much women's pay equals men's pay, in percentage (%)</p>	91,7%

By major occupation group, the difference (%) in the salary of women compared to men is shown when it is greater or less than 100:



For each occupation group that does not show a calculation of the difference, either for the hiring salary or for the average salary, one of six reasons may have occurred: (1) because there are fewer than three women; (2) because there are fewer than three; (3) because there are no women; (4) because there are no men; (5) because there are neither three men nor three women in that occupational group; (6) because there are neither men nor women in that occupational group.

Elements that may explain the observed differences:

a) Composition of the total number of employees by sex and ethnicity and race:

Woman

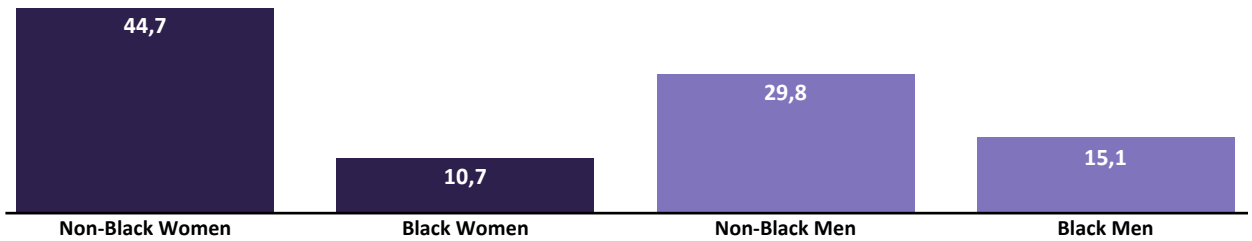


55,3%

Man



44,7%



b) Remuneration criteria and actions to ensure diversity

Remuneration criteria	1st Sem 2024
Job and Salary Plan or Career Plan	☒
Meeting production targets	☒
Availability for overtime, client meetings and travel	
Availability for specific jobs	
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 sexes	☒
Policies for hiring women (black, disabled, in situations of violence, heads of household, LGBTQIA+)	
Policies to promote women to management positions	☒

For each occupation group that does not show a calculation of the difference, either for the hiring salary or for the average salary, one of six reasons may have occurred: (1) because there are fewer than three women; (2) because there are fewer than three; (3) because there are no women; (4) because there are no men; (5) because there are neither three men nor three women in that occupational group; (6) because there are neither men nor women in that occupational group