

INDICIUM AND GENDER DIVERSITY

INDICIUM regards gender equality as a central pillar of its operations and an essential factor in building a more balanced, innovative, and sustainable work environment. In this regard, the company has made consistent progress, with structured policies and regular monitoring of its results, aiming to gradually reduce disparities and ensure that women and men have equitable access to opportunities throughout their professional journeys.

In people management, INDICIUM maintains a structured job and salary program and formal performance evaluation processes, guided by objective criteria, decision-making transparency, and controls that prevent bias. Promotions and salary adjustments are based on merit, performance, and alignment with competencies, ensuring fairness and predictability in career progression.

The Transparency Report shows that women's median contractual salary corresponds to 95.9% of men's, an indicator that demonstrates a significant level of proximity between the groups and reflects consistent progress in equitable pay practices. Although the index does not yet represent full parity, it suggests that the company's job and salary structure is already very close to formal equality.

Regarding average monthly compensation, women receive 84.0% of men's earnings, a proportion that, while indicating room for improvement, still highlights a scenario of relative convergence, particularly when compared to sectoral and national benchmarks. The observed difference arises largely from variables such as job composition, work schedules, and additional pay elements—factors the company critically and systematically monitors.

At the same time, the company invests in access to and development of talent through programs such as Flashlight (internship training) and Lighthouse (new professional development), with reserved spots for women and qualification tracks tailored to specific areas of expertise. INDICIUM also maintains internal listening groups with exclusive female participation, which foster discussions on careers, experiences, and development, amplifying women's voices and sense of belonging.

INDICIUM's parental and well-being policy includes extended parental leave for fathers and, since adopting the Empresa Cidadã (Citizen Company) program, grants mothers six months of full leave. The full granting of this period represents a direct

investment in the well-being of female employees and their families, reaffirming the company's commitment to valuing parenthood as part of its organizational culture. In addition, flexible schedules are offered, supporting the balance between professional and personal life.

Taken together, these measures not only reduce barriers to retention and expand opportunities for women's career advancement, but also consolidate a more equitable and sustainable work environment. By integrating parenthood into its management policy, INDICIUM reinforces that the balance between personal and professional life is a core value of its culture, an essential element for talent retention and for building solid pathways toward female leadership.