

## INDICIUM AI AND GENDER DIVERSITY

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Indicium AI 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 AI 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 for the first half of 2026 shows that women's median contractual salary corresponds to 91.8% of men's salary, an indicator that confirms a high level of proximity between the groups in base contractual pay. Any fluctuations compared to the previous period reflect the hiring profile during the semester, where new hires at different seniority levels naturally affect the calculation of the median.

A particularly relevant point in the current cycle is the evolution of average monthly compensation, which now corresponds to 89.6% of men's compensation, compared to 84.0% in the previous period. This result objectively reflects the consistency of internal people management policies and the company's ongoing commitment to the gradual reduction of pay gaps.

Residual differences between the indicators largely stem from structural factors such as job composition, working hours, and additional compensation elements, especially in occupational groups with smaller sample sizes, where isolated fluctuations can produce significant variations in the reported figures. The company systematically monitors these factors within the context of its regular management tools.

In parallel, Indicium AI invests in talent access and development through the Flashlight program (training interns) and the Lighthouse program (upskilling new professionals), with reserved positions for women and qualification tracks aligned with the company's areas of operation. It also maintains internal listening groups exclusively for women, which foster discussions on careers, experiences, and professional development, strengthening voice and a sense of belonging.

The Indicium AI parental leave and well-being policy includes extended parental leave for fathers and, since joining the "empresa cidadã" (corporate citizen program),

guarantees mothers six months of full paid leave. The full granting of this period represents a direct investment in employees' well-being and their families, reaffirming the company's priority in valuing parenthood as part of its organizational culture. In addition, flexible working hours are offered, supporting a better balance between professional and personal life.

Taken together, these measures not only reduce barriers to retention and expand conditions for women to progress in their careers, but also consolidate a more equitable and sustainable work environment. By integrating parenthood into its management policy, Indicium AI reinforces that work-life balance is a core value of its culture, becoming a key element for talent retention and for building solid female leadership trajectories.