

Clarifying Memorandum on Transparency and Equal Pay

At Simoldes Plásticos Indústria Ltda., we firmly believe in gender equity as a fundamental pillar for a fair and inclusive work environment. It is with this commitment that we address our employees, customers and the community in general to clarify our position and practices related to salary transparency.

As a responsible company committed to equality, we are in full compliance with Law 14.611/2023 by publishing our Salary Transparency and Remuneration Criteria Report. This report, made available on 16/09/2024 on the website of the Ministry of Labour and Employment, reflects our commitment to transparency and openness in the disclosure of relevant information.

We understand that the primary objective of the legislation in force is to promote equal opportunities and eliminate any form of discrimination, including gender pay disparities. However, it should be emphasised that the methodology adopted in the reports does not necessarily reflect the complexity and particularities of our company.

The reports use the Brazilian Classification of Occupations (CBO) as a basis, grouping jobs into 'Major Occupation Groups'. However, this simplified approach does not take into account the individual nuances of each role, such as area of expertise, length of service, performance and hierarchy. Therefore, the comparative analyses of salaries and positions presented may not accurately reflect the reality of our organisation.

We recognise the authorities' efforts to standardise data from thousands of companies, but we believe that the methodology used needs to be reviewed and improved to ensure a more accurate and effective assessment of gender pay equity. At Simoldes Plásticos Indústria Ltda., we are committed to promoting gender equality and will continue to do so tirelessly.

Our company has a long history of defending women's rights, implementing internal gender equality policies and supporting women-led initiatives. We recognise the significant value that women add to our workforce and are committed to eliminating any unconscious biases that may contribute to inequality, including with regard to pay.

At Simoldes Plásticos Indústria Ltda., we maintain systemic practices to ensure an equal working environment for all our female employees. We are open and willing to collaborate with the competent authorities in the search for a methodology that truly reflects and drives measures to achieve equal pay for men and women.

Our commitment to gender equity is unwavering, and we will continue to work tirelessly to ensure that everyone, regardless of their gender, is treated fairly and with respect in our company.

[The Federal Government's Salary Transparency Report is available in full in this link.](#)