

PUBLIC COMMITMENT — GENDER EQUALITY

# Gender Equality Plan

Garimpo de Soluções was founded and is led predominantly by women. This plan formalises our commitment and establishes concrete mechanisms to ensure that this culture is sustained and continuously improved over time.

2/3

of partners are women

100%

legal representation held by a woman

≥2x

per year, monitoring and internal reporting

## OUR REALITY

### Equality as practice, not as a goal

Garimpo de Soluções was founded and is led predominantly by women. Two thirds of our partners are women, and the company's legal representative is exclusively a woman. For us, promoting gender equality is not a corrective effort — it is a natural extension of who we are.

This Gender Equality Plan formalises our commitment and establishes concrete mechanisms to ensure that this culture is sustained and continuously improved over time.

## THEMATIC AREAS

### What this plan addresses with concrete measures and targets

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

## PROCESS REQUIREMENTS

### How this plan meets the requirements to which we commit

1

#### Public document approved by top management

This plan is published on the institutional website of Garimpo de Soluções and has been formally adopted by the Board of Directors, with a four-year term.

2

#### Dedicated resources and gender expertise

Implementation of this plan began on 01/01/2026 and is reviewed quarterly using internal resources from the Board of Directors.

3

#### Data collection and monitoring

We conduct a semi-annual survey of sex/gender-disaggregated data on the composition of the project team, covering remuneration and participation in decision-making processes.

4

#### Training and awareness-raising

All members of the Board of Directors commit to gender equality awareness activities, including unconscious bias training, documented with programmes and attendance records.

## MEASURES AND TARGETS

### What we commit to doing

**Culture and balance:** Adoption of flexible working policies, equal leave entitlements and an environment that allows personal responsibilities to be reconciled without professional penalty.

**Recruitment:** Selection processes and equivalent remuneration brackets across genders, in projects led by the company.

**Research and content:** Incorporation of the gender perspective into methodologies and products developed by the company.

This document is a formal declaration, adopted by the management of Garimpo de Soluções Consultoria Empresarial Ltda. and published on our institutional website, in line with what is advocated by the Horizon Europe programme.

São Paulo, 1 January 2026 · Next review: January 2030