

Pay Equity Report

April 2024



Design the future. Transforming the World.

Wood is a global leader in consulting and engineering, providing critical solutions in the energy and materials markets. We offer Consulting, Project, and Operational solutions in 60 countries, employing about 35.000 people.

Introduction

We present the Pay Equity Report, reinforcing our commitment to an Inspirational Culture where Diversity and Inclusion are part of the company's strategy. This report and the transparency of information comply with the national Pay Equity and Payment Criteria Law.

In 2023, the Brazilian Federal Government enacted the Pay Equity and Payment Criteria Law between men and women (Law No. 14.611/2023, the decree N°. 14.611/2023, and the normative act 3.714/2023), aiming to address potential gaps, combating, and eliminating gender-based wages disparities, and providing greater security for women. This is important for the implementation of rights already provided in the Constitution and the Consolidation of Labor Laws (CLT), with the intention of promoting equal payment between individuals who perform equivalent functions, combating wage discrimination, and ensuring that women receive fair and equal salaries compared to men for the same job.

In line with our transparent reward policy, Wood has provided all the request data, both from Rio de Janeiro and Macaé units.



“Today, 29% of our leadership in Brazil is female and we are working actively to prepare the next generation of talents for a more balanced gender diversity.” *Hugues Corrignan, Country Manager.*



At Wood we believe in the benefits of a diverse and inclusive workplace, and we are committed to improve gender equity. We continue to emphasize diversity, inclusion, belonging, and talent while ensuring that our policies, recruitment process, and work environment are free from bias.

We empower our Leaders to create an Inspired Culture by:

- Ensuring equal opportunities for growth and development for all employees;
- Developing local actions to promote dialogue for gender balance;
- Reviewing continuously our policies to ensure they remain inclusive;
- Focusing on engaging our employees which are increasingly involved with a diverse workforce.

Attract and retain talents

The concept of Diversity and Inclusion is an essential part of our organizational culture, starting from the initial attraction phase and continuing through talent retention. We offer the best growth opportunities, monitoring and developing targeted action plans. Our commitment to Diversity and Inclusion is consistently reinforced through internal campaigns and actions.

Pay equity

Transparency in wages is one of our principles for fair rewards and aligns with the company's internal policies.

Ensuring fair, competitive, and transparent rewards is essential to convey our Inspirational Culture and make Wood a great place to work. Our policies include:

- Individual contribution: rewarding individuals based on their capacity and performance, consistently managed within our frameworks, with flexibility to recognize exceptional performance, skills, competencies, experience, and potential.
- Externally competitive: market analysis and benchmarking of structures and reward plans ensure that Wood remains competitive and relevant in the markets where we operate today and in the coming future.
- Internally fair and legally compliant: ensuring minimum legislative requirements compliance and alignment with our equal opportunity policy.

The line managers are responsible for ensuring fair compensation practices for their employees and engaging in open and honest dialogues with them about their wages.

According to data from the Brazilian Institute of Geography and Statistics (IBGE), the wage gap between men and women in Brazil reached 22% in 2022.

This means that, on average, a Brazilian woman earns 78% of what a man earns.

The women at Wood in Brazil currently receive better salaries than the national average, and our commitment is to increasingly ensure fair payment. Gender pay equity is a practice at Wood Brasil, constantly evaluated and reviewed. The Diversity and Inclusion pillar is one of the components to build an inspiring culture, and our actions are also focused on investing in and increasing the number of women working in our company and qualified to take on leadership positions.

As for gender equity in leadership positions, within our strategic goals, we aim to achieve 40% female representation in senior leadership roles by 2030.

Today, at Wood Brasil, 29% of women hold these leadership positions, and we are working in alignment with corporate guidelines to further increase this number over the next 5 years.

The Transparency Report is a very important and necessary step towards wage and career equity. However, as presented, it should be analyzed with caution because it raises some points of concern that certainly impact the findings. These are: (i.) The CBO classifies professionals from different positions and seniorities that are not directly comparable; (ii.) The Report does not consider justifiable salary differences under Article 461 of the CLT, which is "equal productivity and the same technical perfection among individuals whose difference in service time with the same employer is not more than four years and the difference in time in the same role is not more than two years"; (iii.) The Report reflects information from 2022. You can check the government reports for further details below:

Data from Rio de Janeiro/RJ Office

Relatório de Transparência e Igualdade Salarial de Mulheres e Homens - 1º Semestre 2024
CNPJ: 04681287000202

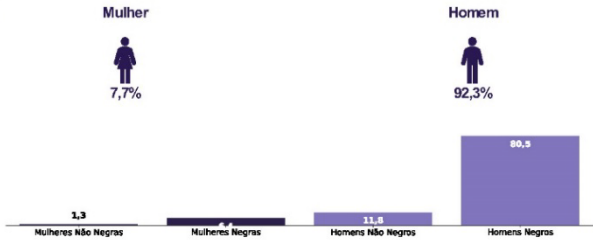


Diferenças de salários entre mulheres e homens: O salário mediano das mulheres equivale a 131,1% do recebido pelos homens. Já o salário médio equivalia a 92,6%

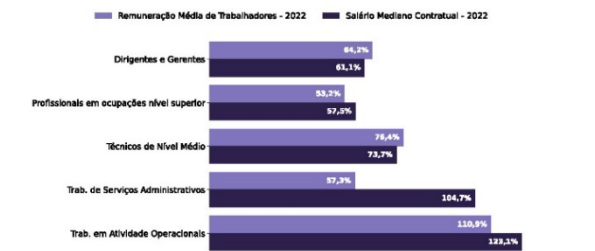
Indicador	Definição	Razão M/H
Salário Contratual Médio (não pago) – 2022	Salário mediano para Mulheres (M) Salário mediano para Homens (H) Divisão M/H = quanto salário das mulheres equivale ao salário dos homens, em %	131,1%
Remuneração Média (inclui descontos e acréscimos) – 2022	Número total de Homens = Salário médio para Homens (H) Número total de Mulheres = Salário médio para Mulheres (M) Divisão M/H = quanto salário das mulheres equivale ao salário dos homens, em %	92,6%

Elementos que podem explicar as diferenças verificadas:

a) Composição do total de empregados por sexo e etnia e raça



Por grande grupo de ocupação, a diferença (%) do salário das mulheres em comparação aos homens, aparece quando for maior ou menor que 100:



b) Critérios de remuneração e ações para garantir diversidade
Questionário não respondido pelo CNPJ informado.

Para cada grupo de ocupação que não apresenta cálculo da diferença, para salário de contratação ou para remuneração média, pode ter ocorrido um dos seguintes motivos: (1) por ter menos de três mulheres; (2) por ter menos de três homens; (3) por não ter mulheres; (4) por não ter homens; (5) por não ter três homens nem três mulheres naquele grupo ocupacional; (6) por não ter nem homens nem mulheres naquele grupo ocupacional.

Fonte: eSocial. Rais 2022 e Portal Emprega Brasil mar.2024

Data from Macaé/RJ Base

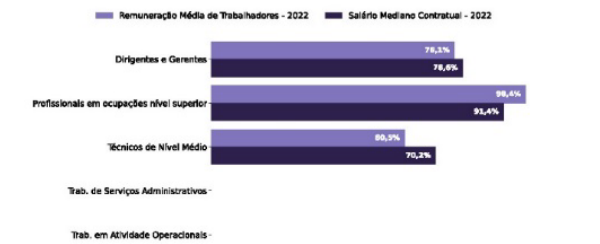
Relatório de Transparência e Igualdade Salarial de Mulheres e Homens - 1º Semestre 2024
CNPJ: 04681287000113



Diferenças de salários entre mulheres e homens: O salário mediano das mulheres equivale a 86,9% do recebido pelos homens. Já o salário médio equivalia a 88,6%

Indicador	Definição	Razão M/H
Salário Contratual Mediano (não pago) – 2022	Salário mediano para Mulheres (M)	86,9%
	Salário mediano para Homens (H)	
Remuneração Média (inclui descontos e acréscimos) – 2022	Salário médio para Mulheres (M)	88,6%
	Salário médio para Homens (H)	

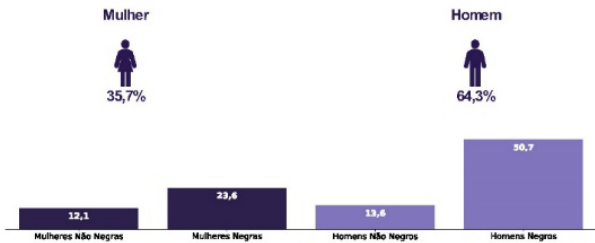
Por grande grupo de ocupação, a diferença (%) do salário das mulheres em comparação aos homens, aparece quando for maior ou menor que 100:



Para cada grupo de ocupação que não apresenta cálculo da diferença, para salário de contratação ou para remuneração média, pode ter ocorrido um dos seis motivos: (1) por ter menos de três mulheres; (2) por ter menos de três homens; (3) por não ter mulheres; (4) por não ter homens; (5) por não ter tido homens nem três mulheres naquele grupo ocupacional; (6) por não ter nem homens nem mulheres naquele grupo ocupacional.

Elementos que podem explicar as diferenças verificadas:

a) Composição do total de empregados por sexo e etnia e raça



b) Critérios de remuneração e ações para garantir diversidade

Critérios remuneratórios	1º Sem 2024
Plano de Cargos e Salários ou Plano de Carreira	Re
Cumprir metas de produção	Re
Disponibilidade para horas extras, reuniões com clientes e viagens	Re
Disponibilidade de pessoa em ocupações específicas	Re
Tempo de experiência profissional	Re
Capacidade de trabalho em equipe	Re
Proatividade, desenvolvimento de ideias e sugestões	Re
Ações para aumentar a diversidade	
1º Sem 2024	
Ações de apoio a compartilhamento de obrigações familiares para ambos os sexos	Re
Políticas de contratação de mulheres (negras, com deficiência, em situação de violência, chefes de família, LGBTQIA+)	Re
Políticas de promoção de mulheres para cargos de direção e gerência	Re

Fonte: eSocial. Rais 2022 e Portal Emprega Brasil mar.2024