

# Salary Transparency and Equal Pay Report

Supplementary statement and official report  
Ministry of Labour and Employment — Brazil

# Salary Transparency and Equal Pay Report

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BW Energy Maromba do Brasil Ltda. (“BWE”) is committed to equal opportunity, objective compensation practices, and a respectful, inclusive workplace. Our approach reflects our core values of ethics, collaboration, safety, and respect.

This commitment is supported by measures intended to promote fairness, well-being, and equal opportunity across the organization. Some of these initiatives include:

1. BWE’s flexible work policy gives employees greater freedom and comfort in balancing their personal and professional lives.
2. Extended maternity and paternity leave reinforce the company’s commitment to the equitable sharing of family responsibilities.
3. Childcare benefits, available to both women and men.
4. BWE applies a structured approach to compensation, ensuring that salary levels are aligned with job scope and internal equity. Employees in comparable roles, with similar qualifications, are compensated consistently, regardless of race or gender.

BWE addresses these principles through its Code of Conduct, company values, and targeted initiatives, including employee training on unconscious bias, equal opportunity, and the value of a diverse workforce, as well as forums that support women in sharing experiences, raising concerns, and contributing ideas to strengthen representation and leadership across the Company.

BWE also maintains measures to ensure that concerns are addressed appropriately, including a confidential Speak Up channel, available 24/7 in multiple languages through an independent third party, with anonymous reporting available by phone or online, and a strict non-retaliation policy for any employee who raises a concern in good faith.

Together, these measures support a respectful workplace in which employees are treated fairly and advancement is based on merit.

## Note on the Report's Methodology

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The Salary Transparency Report published by the Brazilian Ministry of Labour and Employment presents aggregate indicators for BWE, including women's median contractual salary as a percentage of men's and women's average monthly compensation as a percentage of men's. While these indicators are important, they do not by themselves provide the full context of BWE's workforce profile or compensation structure.

The Report's indicators of median contractual salary (62.5%) and average monthly compensation (63.4%) do not fully reflect BWE's compensation practices because they present aggregate results without accounting for job function, specific role, seniority, area of activity, or the nature of the work performed. BWE operates in the offshore oil and gas sector, with a workforce spanning onshore corporate and administrative roles as well as technical, operational, and offshore positions, some of which include role-specific compensation elements such as rotation schedules, overtime, shift patterns, and other pay components tied to the demands of the position. As a result, the aggregate figures may reflect differences in workforce composition across functions rather than differences in pay for the same or equivalent work.

BWE remains committed to equal treatment and to expanding opportunity across the organization. We will continue to review workforce composition, support fair and objective compensation practices, encourage broader representation over time across technical, operational, and leadership roles, and maintain workplace practices that support employees in balancing professional and family responsibilities.

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*The following page reproduces the official Salary Transparency and Equal Pay Report issued by the Brazilian Ministry of Labour and Employment (Ministério do Trabalho e Emprego), based on eSocial and RAIS data for the reference period.*

# Relatório de Transparência e Igualdade Salarial de Mulheres e Homens - 1º Semestre 2026

Empregador: 04.672.503/0001-64 / Quant. de trabalhadores ativos em 31/12/2025: 100

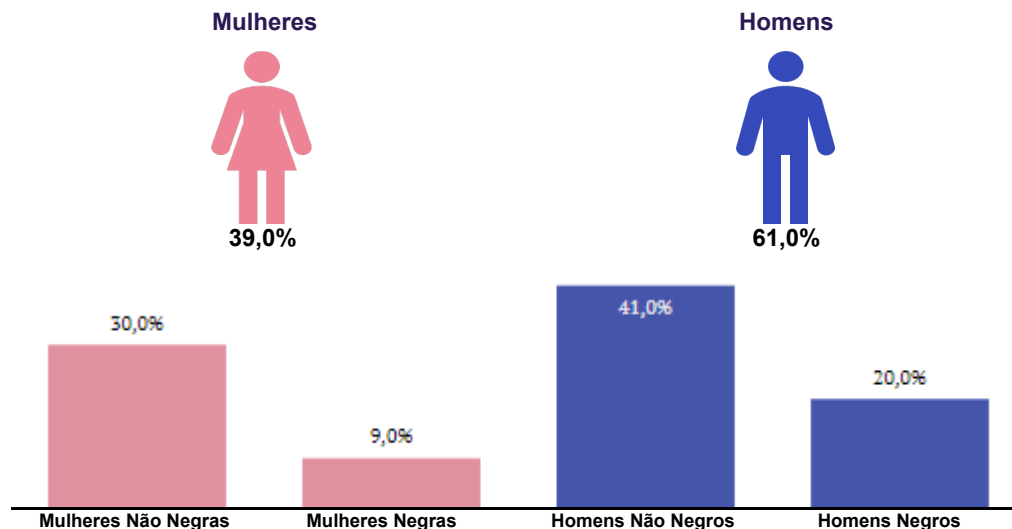


## Diferença salarial entre mulheres e homens

- O salário contratual mediano das mulheres equivale a 62,5% do recebido pelos homens.
- A remuneração média mensal das mulheres equivale a 63,4% da recebida pelos homens.

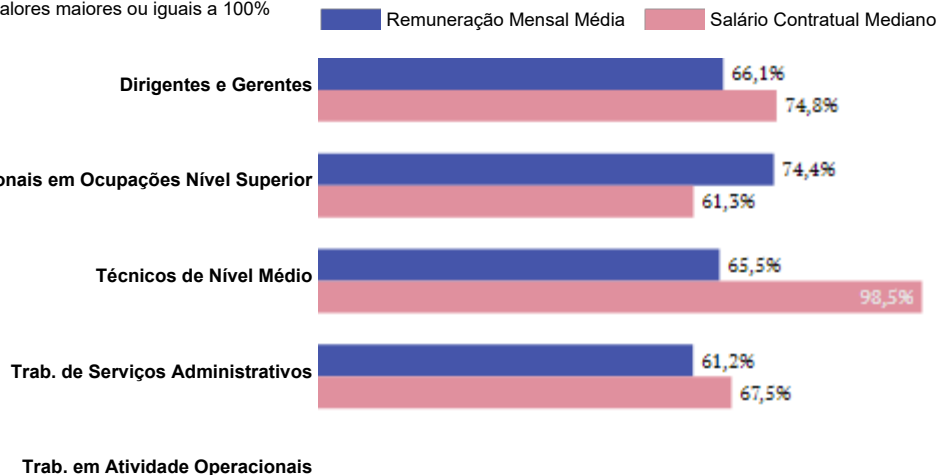
Indicador	Definição	Razão M/H
Salário Contratual Mediano	<p>Salário mediano para Mulheres (M)</p> <p>Salário mediano para Homens (H)</p> <p>Razão M / H = quanto o salário das mulheres equivale ao salário dos homens, em %</p>	62,5%
Remuneração Mensal Média	<p>Número Total de Homens = Remuneração Mensal Média para Homens (H)</p> <p>Número Total de Mulheres = Remuneração Mensal Média para Mulheres (M)</p> <p>Razão M / H = quanto a remuneração das mulheres equivale à remuneração dos homens, em porcentagem (%)</p>	63,4%

## Composição do total de empregados por sexo e raça/cor



## Diferença salarial entre homens e mulheres, por grandes grupos ocupacionais

São apresentadas em % quanto a remuneração das mulheres vale em relação à dos homens. As situações positivas mostram valores maiores ou iguais a 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 três homens nem três mulheres naquele grupo ocupacional; (6) por não ter nem homens nem mulheres naquele grupo ocupacional.

## Critérios de remuneração e ações para garantir diversidade

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

Fonte: MTE – eSocial, RAIS Mensal (Dezembro/2025) e Portal Emprega Brasil (Fevereiro/2026).

Nota: Os vínculos ativos correspondem à competência de dezembro de 2025, enquanto as remunerações consideram o período de janeiro a dezembro de 2025. As demais informações complementares foram coletadas em fevereiro de 2026.