

The Salary Transparency Report was created through **Law 14,611, of July 3, 2023**, which provides for salary equality between men and women.

This report uses the data on salaries and occupations of men and women already provided by the company through e-Social, plus some additional information that the company was asked to provide through a questionnaire on remuneration criteria and actions that support the hiring and promotion of women in companies.

All this information was consolidated into a report by the Ministry of Labor and Employment (Ministério do Trabalho e Emprego (MTE)) and made available for companies to publish.

Below is the Salary Transparency Report for Minebea AccessSolutions - Guarulhos site, which shows that we comply with the legal provisions set out in the aforementioned legislation.

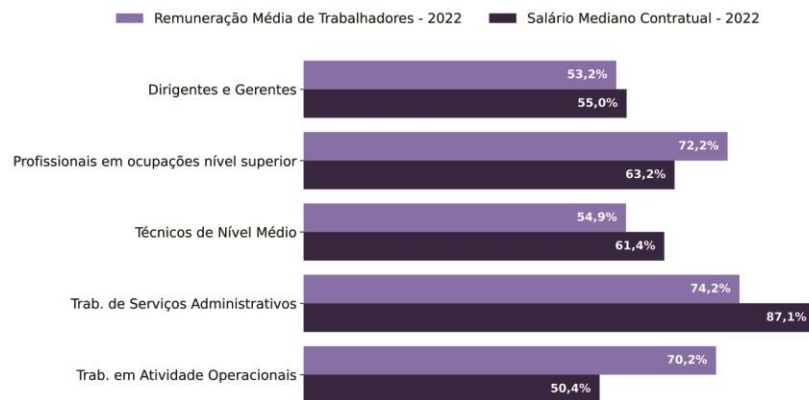
Transparency and Equal Pay Report for Women and Men - 1st Semester 2024

CNPJ: 17.465.122/0001-56

Salary differences between women and men: Women's median salary equivalent to 54.2% of that received by men. The average salary was equivalent to 51.4%

Indicador	Definição	Razao M/H
Salário Contratual Mediano (não pago) – 2022	<p>Salário mediano para Mulheres (M)</p> <p>Salário mediano para Homens (H)</p> <p>Divisão M / H = quanto salário das mulheres equivale ao salário dos homens, em %</p>	54,2%
Remuneração Média (inclui descontos e acréscimos) – 2022	<p>Número total de Homens = Salário médio para Homens (H)</p> <p>Número total de Mulheres = Salário médio para Mulheres (M)</p> <p>Divisão M / H = quanto salário das mulheres equivale ao salário dos homens, em porcentagem (%)</p>	51,4%

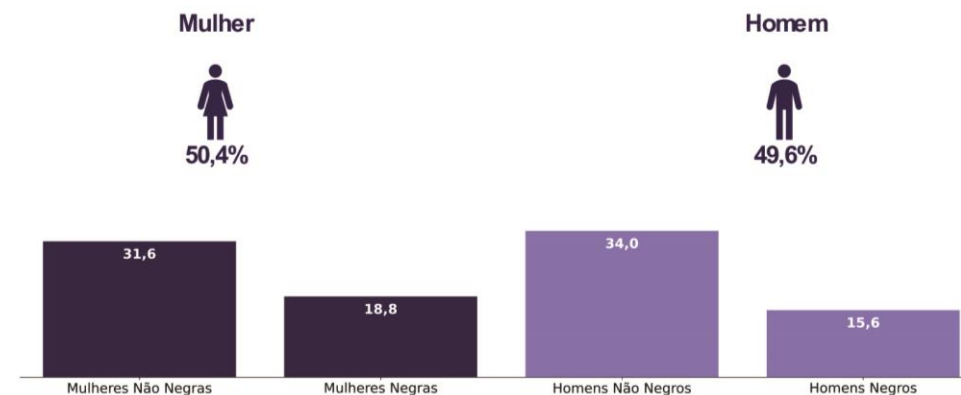
By major occupation group, the difference (%) in women's wages compared to for men, it appears when it is greater or less than 100:



For each occupation group that does not present a calculation of the difference, for hiring salary or for average salary, one of the following may have occurred. Six reasons: (1) for having fewer than three women; (2) for having fewer than three men; (3) for not having women; (4) for not having men; (5) for not having three men nor three women in that occupational group; (6) because there are neither men nor women in that occupational group.

Elements that may explain the differences observed:

a) Composition of total employees by sex, ethnicity and race



b) Remuneration criteria and actions to ensure diversity

Crítérios remuneratórios	1º Sem 2024
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	1º Sem 2024
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+)	
Políticas de promoção de mulheres para cargos de direção e gerência	