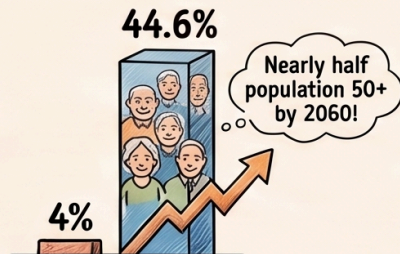


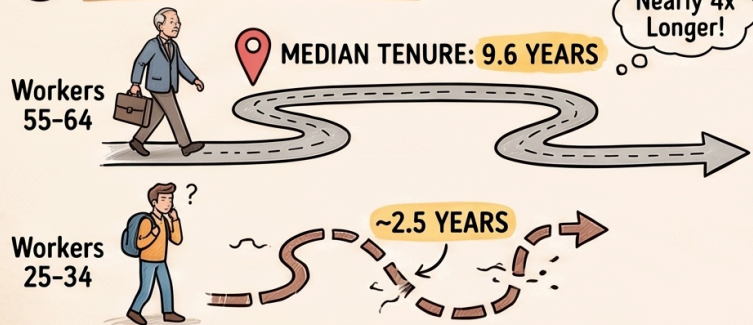
THE STRATEGIC DISCONNECT

4% vs. 44.6%

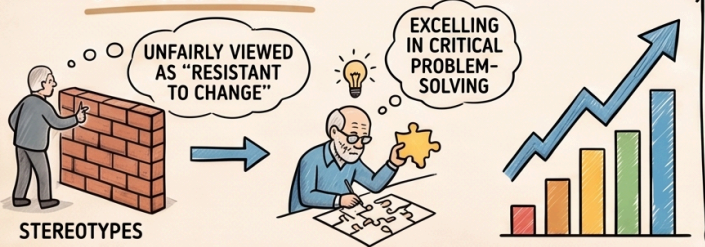
Top Employers with Age Policies
vs. Population Aged 50+
(2060 Projection)



THE RETENTION ROI



THE BARRIER OF STEREOTYPES



The Silver Workforce: Bridging Brazil's Age Gap

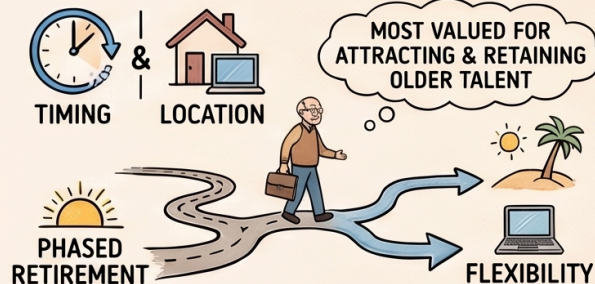


DEMOGRAPHIC REALITY VS. CORPORATE READINESS

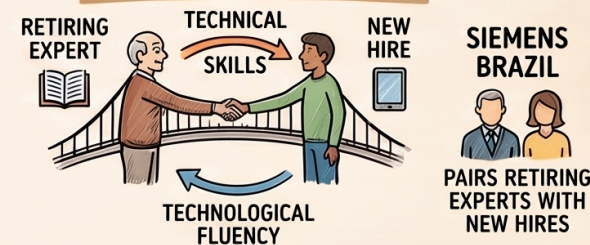
2010/2019 DATA	2030/2060 PROJECTION
POPULATION 50+: 27.71% (2022)	POPULATION 50+: 44.63% (2060)
FORMAL EMPLOYMENT (50+): 14.21% (2010)	FORMAL EMPLOYMENT (50+): 19.14% (2021)
FIRMS WITH AGE POLICIES: 3.3% (2019)	FIRMS WITH AGE POLICIES: 4.0% (2025 STUDY)

EVIDENCE-BASED SOLUTIONS

FLEXIBLE WORK & PHASED RETIREMENT



INTERGENERATIONAL "KNOWLEDGE BRIDGES"



LEADERSHIP INTELLIGENCE

