



# INDEX

# CLICK ON THE RED SQUARES TO GO TO THE SECTION.











Introduction

About CI&T

ESG Strategy

CEO Letter Quick Glossary Global Presence Digital Specialists Our 3 Pillars Why are we doing this? Our ESG Journey ESG at CI&T ODS - Why

ESG Pillars

SDG - Results

**ESG** Highlights

Governance Environmental Social

Goals, Results & Ambitions

Numbers Recognitions Last but not least

# INTRODUCTION

Throughout this material, you will see that Cl&T's ESG history dates back to 2009, with the creation of the Sustainability Area. In more than a decade, we have learned a lot about how to relate to this topic and how it connects with our strategy. Today, Cl&T's ESG strategy is based on UN Sustainable Development Goals (SDGs) and the Global Compact Commitment, to which we have been a signatory since July 2021.

Much like the CI&T way, this journey was possible due to our eternal non-conformity and desire to break with a traditional way of doing things. We saw an opportunity to do better and found inspiration from internationally recognized standards such as the UN SDGs, the MCSI's ESG Ratings criteria and the Sustainability Accounting Standards Board's (SASB) reporting framework.

At the same time, we share our initiatives related to the Global Compact principles. This report preparation was a journey of learning and discoveries, which we now want to share with you.

We are agents of an ecosystem called technology. We understand that our way of contributing to ESG issues has a strong focus on people to impact society and the community. That's why you'll notice that our S (Social) section is the biggest and has the most story to tell. We want to generate an impact on all CI&Ters—what we call CI&T employees—and also on the community.

THIS IS CI&T'S FIRST ESG REPORT, THE FIRST TIME WE SHARE OUR STORY OF HOW WE MAKE THEIR TOMORROW.



# LETTER FROM OUR CEO

We live in a time of great and positive transformation in society. There is no doubt that this will be the century of diversity, equity and inclusion – a long and hard redesign of human behavior, which will result in a society that not only accepts but is inspired by people's differences.

At CI&T, ESG is a longstanding commitment. We've been working on this for years, understanding our gaps, fixing our holes and always improving things year after year. It's a long journey that requires a powerful vision, solid actions and a lot of pragmatism. We don't just want to do the right thing. We want to be agents of change in society. And we will be.

CI&T was born in Brazil, a country with great historical inequalities, and we are at a time when entrepreneurs need to take responsibility, act and lead the change. These are the changes that challenge each one of us and this journey of reflection and personal evolution can be greatly enriched if it is lived as a collective dream. So, as a company and a community, this is our most purposeful collective dream.

We want to help foster more responsible leadership in the corporate world, with a broader vision of what success means for the company that translates into success for people and society as a whole.

I would say that without it, the success of any company would be totally compromised. That's what I believe and this report demonstrates our commitment and the evolution to date that we are proud of and, at the same time, an opportunity to reinforce our commitment to the Global Compact principles.

We know there's a long way to go, but we've already plunged into this journey and there's no going back. We are confident in the direction we are headed and believe we are doing the right things, for the right reasons.

Together with our leadership and our entire team, CI&T is committed to being an agent of a better society and a more sustainable world.

#### Cesar Gon

Founder & CEO





# QUICK GLOSSARY

**UNDERREPRESENTED GROUPS (URG)** - A group of people who are insufficiently or inadequately represented in media, economic power and access to rights.

**ESG** - The set of environmental care, social justice and corporate governance strategies and practices.

**BU -** Business Unit, independent structures divided by clients.

**EU -** Enterprise Units, areas in the back office such as Human Resources, Finance, Marketing, Legal, etc.

**ERG** - Employee Resource Group

**PWD -** People With Disabilities

**D&I -** Diversity & Inclusion

**DEI -** Diversity, Equity & Inclusion

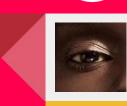
NAE - North America & Europe

**AFFIRMATIVE ACTION** - A policy aimed at increasing workplace or educational opportunities for underrepresented parts of society.

**HR** - Human Resources

# ABOUT CIST







**BRL 1.4 BILLION** 

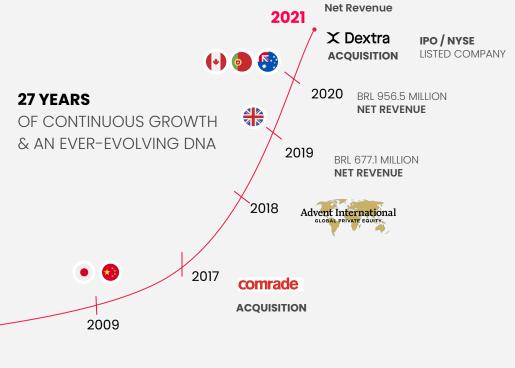
### WHO WE ARE

We're digital specialists impacting the world's most valuable brands.

As a digital native, we bring a 27-year track record of accelerating business impact through complete and scalable digital solutions. With a global presence of 5,500+ professionals in strategy, data science, design and engineering, we unlock top-line growth, improve customer experience and drive operational efficiency.

CI&T helps companies by combining three major competences: digital strategy with customer-centric design and top-of-the-line software engineering, to act end-to-end, from the business opportunity to the hands of the consumers, and also full-stack, in terms of software development and technology integration.

**FOUNDED** 



For more information about our financial results access our <u>Quarterly Public Results page</u>.

1995

2006

### **OUR HISTORY**

#### 1995

### **CI&T Foundation**

Creation of our top-notch software engineering company, in the early days of the commercial Internet.

### 2006

### **High Performance Teams**

We launched our US operation and added digital product design as a core part of our "High Performance Teams" offering.

### 2019

### Advent International

We partnered with Advent International as a minority investor (replacing BNDES) to prepare the company for going public.

### 2021

### IPO

To conclude our 2021 strategic plan, we started trading our shares on the New York Stock Exchange ("NYSE"), to advance our growth plans.

### 2005 BNDES Partnership

We partnered with the National Development Bank (BNDES) in Brazil, to fund our global expansion dreams.

#### 2015

### **New Positioning**

We added Strategy to our offering, and with this new positioning of Strategy, Design, Engineering and a strong point-of-view of what Digital Transformation is, we could accelerate our growth pace and increase our margins and profitability.

### 2021

### **Dextra Acquisition**

CI&T acquired Dextra, an end-to-end digital products company. Thus, we have added more than 1,200 experienced professionals and an experienced group of founders and leaders to our pool of talents.

# WE ARE **DIGITAL SPECIALISTS**

#### 27 years

of consecutive and profitable growth (CAGR 34% L5Y)



#### **Global Presence**

US, Brazil, Canada, Colombia, UK, Portugal, Japan, China and Australia

(1) Employee count as of December 31, 2021 (2) R\$ 5.39 to US\$ 1.00 exchange rate as of 2021 average (3) Adjusted EBITDA margin is a non IFRS financial measure

(4) Voluntary annual employee attrition, excluding departures with less than 6 months tenure

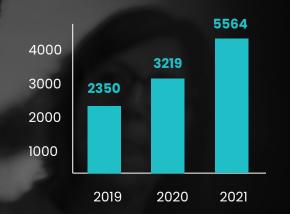
## **GLOBAL**



# OUR PEOPLE BY COUNTRY



# PEOPLE'S **GROWTH**



# ABOUT **ACQUISITIONS**

The ESG data you will read in this report does not include people from recently acquired companies.

One of those is Dextra, a company we acquired in August 2021, with over 1,000 people.

Since December 2021, we have been working to integrate CI&T and Dextra data, and when it comes to ESG, we needed to start from the self-declaration. In order to have more accurate and up-to-date data, we are working on different initiatives such as improving the self-declaration awareness, sharing our diversity and inclusion values, and encouraging the Dextra team to be part of CI&T Affinity Groups.

Somo, a company acquired in 2022, is also not included in this report.





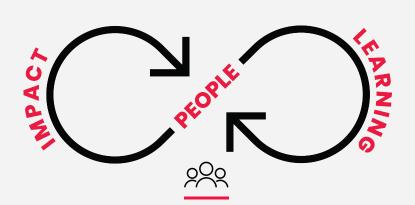
### THE THREE PILLARS

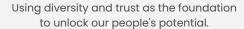
The CI&T Way brings three essential pillars for CI&T that work together: **Impact, Learning and People**, with ESG as the foundation for everything that we do, guiding our actions in society. These pillars complement each other, and people are at the center as they form our culture and connect everything.

The first pillar is Impact, resulting from combining strategy with customer-centric design and technological mastery. The second is Learning, with an entrepreneurial organization model, decentralized decision and autonomy to adapt and learn quickly. And the third pillar is People, with respect, diversity, inclusion and freedom to unlock people's potential and keep them always evolving.



Combining impact-focused strategy with client-centric design and technical mastery to delivery end-to-end programs.







Decentralizing the decision-making process and fostering entrepreneurship and autonomy to adapt and learn faster.

# WHAT WE DO

We build digital products and solutions focused on client needs.



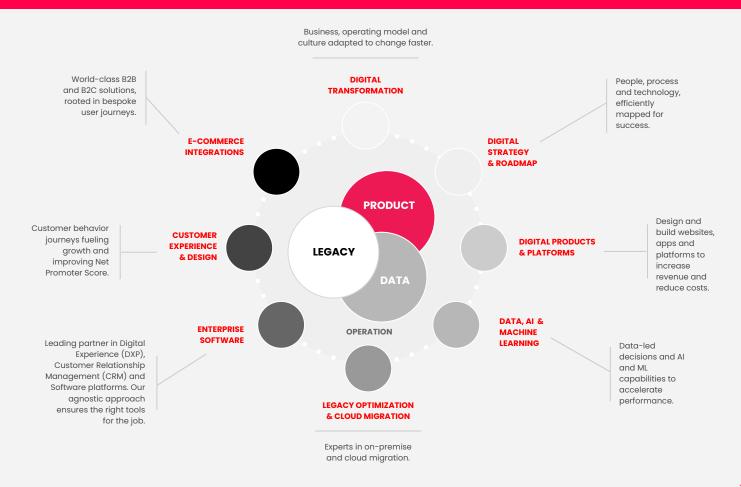




Each team topography is customized to the project requirements.



We use Lean, Agile & DevOps practices to deliver what matters most, in **short cycles**.



### HOW IT IS

# TO WORK HERE

The CI&T culture is made by our PEOPLE – it is genuine, strong and fostered daily by our actions, processes and values.

At the center of this culture is TRUST, which permeates who we are. It is what unites our culture and gives cohesion to what we believe and do, making culture a joint construction and always evolving.

### **HUMAN FIRST**

We have a human perspective that goes beyond the work relationship. Our people are our top priority.

# **DIVERSITY,** EQUITY AND INCLUSION

We are committed to inclusion and creating opportunities for underrepresented groups.

# COLLECTIVE

We go beyond collaboration. We build knowledge jointly between people, teams and communities.



# POWER OF **CHOICE**

We believe in autonomy, where people decide what makes sense to them, which we believe will also be most beneficial for CI&T.

### CONTINUOUS LEARNING

& DEVELOPMENT

We encourage continuous learning in our culture so that our people always develop.

### **ACCOUNTABILITY**

We support our people's direct involvement in their career development and foster a sense of ownership.

### HOW IT IS TO WORK HERE

#### **CAREER & DEVELOPMENT**

All Cl&Ters go through the career development process, which we call PDP (People Development Process). We see our people's aspirations and desires, seeking to inspire and develop them by respecting their career choices.



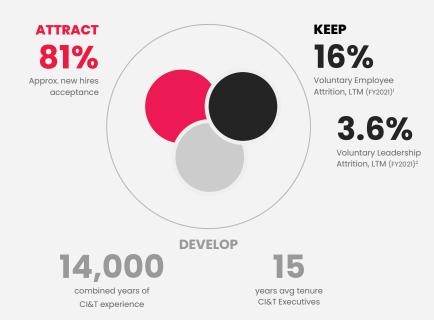
#### **OUR CAREER DESIGN**

All Cl&Ters have a career plan, it is divided into tracks, focusing on an area of knowledge, namely: **tech, management, architecture and specialization**.

Our people can grow within the same track, or have the autonomy to change roles and tracks.

# CI&T HAS THE **MOST EXPERIENCED WORKFORCE** WHEN COMPARED TO THE MAIN COMPETITORS

With an average of 11 years of experience' per professional, which is the result of having a low attrition combined with very long careers.



### HOW IT IS TO WORK HERE

#### **LEARNING & TRAINING**

CI&T University is an internal corporate education initiative to learn, share, connect knowledge and unlock the creativity of our people to generate high business impact and build the future.

In order to support the continuous learning, training and development of our people, CI&T University offers content and promotes actions strategically connected to CI&T's business challenges.

50,000+

Access to our platforms in 2021

NPS of

87

Average monthly active users

55%

As examples of initiatives that strengthen our learning culture, we have:

- **Learning with Senseis**: People experienced in a certain topic who teach what they know and accompany learners on their learning journey.
- The English Boost Program and GoFluent (Language Connects Us): These initiatives aim to support and boost CI&Ters' skills in English and 11 other languages, including Italian, Spanish, German and French.
- Leadership Development: With online training, practical programs, interventions and personalized guidance, we build strategies together with the business units, with a focus on the development of leadership as a skill.
- **Learning Trails:** We work on preparing learning paths in connection with our business units as an option for our people to acquire new skills (both hard skills and soft skills).



### HOW WE ARE

# **ORGANIZED**

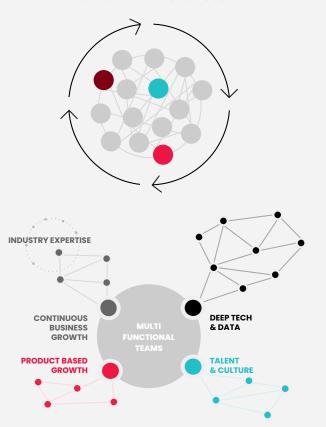
# ADHOCRACY AND THE BUSINESS UNITS (BU) ENTREPRENEURIAL ORGANIZATION

We are pretty sure that hierarchical structures need to be left behind. That's why we believe we need more organic organization models that learn fast, are more resilient and promote entrepreneurship.

The adhocracy model helps us to create a work environment where people can experiment, make mistakes and learn. It is easy to make decisions when autonomy and adhocracy work together.

Each BU works autonomously with its portfolio of clients, sharing knowledge through what we call "powerhouses," horizontal groups organized into deep expertise focused on learning, formation and innovation, providing alignment among different units to deliver fast impact at scale.

#### **BU'S WORKING AUTONOMOUSLY**



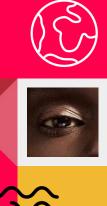
# DESIGNED FOR **GROWTH**

- Experimenting
- · Insight-Gathering
- Revising
- Sense-Making

# **LEARNING**AT SCALE

Combining capabilities in multi-functional teams to generate deep domain and vertical expertise

# CIST ESG STRATEGY



## OUR

### **PURPOSE**

WITH ESG

### TRANSFORM WITH INTENTION

Diversity is what makes us human. Inclusion is what got us here. That's why we build things with everyone, because everyone makes us better.

We can't ignore the world around us.
We are all part of a larger system.
Change begins in each one of us.
So every day, and in every way, we must work to create an equitable world.

We can transform our future.
Connected with the rest of the world.
To change our tomorrow for the better.
To transform with intention.

A shared vision drives our Environmental Social and Governance (ESG) strategies. We strive to create equitable advancement opportunities for everyone, provide educational and workforce development experiences for underrepresented groups, and reduce our environmental impact to create a more sustainable world where everyone thrives.



### COMMITMENTS



In support of

### WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office



Since 2021, CI&T has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, the environment and anti-corruption. CI&T is a signatory of **WEPs** and a participant of **Movimento Elas Lideram 2030**, both UN initiatives, with the objective of promoting gender equity and women empowerment in companies, the market and the community.

# ESG Why are we doing this?

We are changing businesses and lives at the same time, with the courage and conviction to create a better future.

ALWAYS LOOKING FOR ECONOMIC & SOCIAL BALANCE

# THE REASONS WHY WE BELIEVE IN AND WORK ON ESG ACTIONS

To build a better, more human company culture

To be a **reference** for our clients and their consumers

To make a **profit** with **purpose** 

To invest in a **better world** 

### **OUR ESG JOURNEY**



# ESG AT CIST

In 2020, the company's Sustainability and Diversity area underwent a major strategic reorganization, with the involvement and participation of the board of directors. The company's top leadership studied and prioritized the UN SDGs, choosing the objectives most connected with our business and the themes CI&T could contribute most. The result of this work is the prioritization of 6 SDGs.

CI&T has been a signatory to the UN Global Compact since July 2021, reinforcing our commitment to responsible businesses and sustainable development. We believe that the SDGs prioritized by CI&T are connected with the 10 principles of the Global Compact, and all the initiatives that we visit throughout this report are somehow related to them.













Studying the challenges of this industry, we understood that the main topics that we would be able to contribute to are those related to **social issues**, **especially people**, **opportunities for employability**, **diversity and inclusion**, **social assistance and education**. With that in mind, SDGs 1, 4, 5, 8 and 10 were prioritized. We also see potential to be explored in terms of climate change which is why we prioritized SDG 13.

These 6 SDGs guide our company's ESG strategy. We understand that, as a company, the best way to contribute to the SDG is:

- To hire more people from underrepresented groups and increase their representation in leadership positions.
- To monitor the satisfaction indicator of this group.
- To keep our activities focused on social assistance, such as donation campaigns, and start taking steps to contribute more to society through education.
- To monitor our greenhouse gas emissions as the first step toward climate action.





The SDG UN Goals are our starting point to define our main strategy and goals.













EQUITY OF **OPPORTUNITIES** BY **EMPLOYMENT** AND **DECENT WORK** 



#### IMPACT FOR PEOPLE



% URG % Women % Black+ % PwD % LGBTQIA+

% URG in leadership % Women in top leadership

**URG eNPS** 







## TOMORROW OF URG EMPOWERMENT AND SUSTAINABLE GROWTH

# REDUCED POVERTY THROUGH QUALITY EDUCATION AND SOCIAL ASSISTANCE ENVIRONMENTAL IMPACT

## IMPACT FOR **SOCIETY** AND THE **ENVIRONMENT**

# People impacted by education # Employed trained people

# People from community impacted by social assistance initiatives

% Reduction environmental impact







# A GOVERNANCE FRAMEWORK

# TO GUIDE OUR ACTIONS

Guiding our relationship with stakeholders, including investors, public agencies and our employees, we have a governance framework to foster best practices through our Code of Ethics and Conduct. We also have a strong and independent Governance structure that supports our business and our social and environmental strategies. Compliance with the best practices, procedures and legislations leads to a safer environment and increases our credibility with the market.



## GOVERNANCE AT CI&T

## WHY?

Governance generally refers to the way in which decisions are made within organizations. It involves defining policies, procedures, and responsibilities to help the organization define its quidelines and objectives as well as coordinate people, processes and technologies to achieve its business goals.

## HOW?

The CI&T Governance model is based on 4 principles:

Accountability

**Fairness** 

**Transparency** 

Responsibility

### **WHAT?**

Our actions and activities are associated with one or more of the 9 COMPLIANCE PILLARS at CI&T:

Senior Management Support

**Investigations** 

Reporting Channel

**Risk Evaluation** 

Internal Controls

**Audit and** Monitoring

**Code of Conduct** and Compliance Policies

Communication and Training

**Due Diligence** 

Each pillar plays a vital role in ensuring that we make timely and correct decisions aligned with our community's expectations and driven by our values.

# ETHICS, COMPLIANCE AND HUMAN RIGHTS

From an ESG perspective, our commitment to Ethics, Compliance and Human Rights are essential for the company's sustainable development, and the policies are primordial to support our governance and path.

We are committed to ensuring compliance with applicable laws and regulations to allow growth with adequate controls, providing support and security for Cl&T business, as well as ensuring that all our operations comply with internal policies, standards and procedures.

Further, we are committed to creating a safe and ethical work environment for our people through the pillars of the Compliance Program, based on the values and attitudes contained in the CI&T Code of Ethics and Conduct, ensuring respect for the human rights of all our employees.

See more about our Code of Ethics and Conduct on the next page.

#### OUR POLICIES SUPPORT ALL OF OUR GOVERNANCE:

Code of Ethics and	Audit Committee	Related Person
Conduct	Charter	Transaction Policy
Anti-Corruption Policy	Nominating Committee Charter	Disclosure Procedures and Control Policy
Conflict of Interest	Whistleblower	Insider Trading
Policy	Contacts	Policy

THESE DOCUMENTS AND POLICIES CAN BE FOUND ON THE CI&T WEBSITE.

# ETHICS, COMPLIANCE, AND HUMAN RIGHTS

The Code of Ethics and Conduct is an important tool to guide our business and our interactions with our stakeholders. The Code is reviewed and updated annually as part of our corporate culture. It is available to all employees, suppliers and partners on our website.

The Code, the main policies, the portal and the mandatory training are presented to all new CI&Ters on their first day at the company, as a first step in a company-wide awareness program. These training sessions on Welcome Day have a high NPS of 96. Our Code of Ethics training will be available to all CI&Ters in 2022 on the University website (CI&T internal learning platform).

To report a possible violation of the Code of Ethics and Conduct anonymously, employees can access the <u>Cl&T Ethics and Conduct Portal</u>, through the Ethics Point, a third-party vendor. This channel is open to all people, from inside and outside the company.

It is available on our website homepage.

Anyone can report a complaint by filling out the form online. Employees in Brazil can also call 0800-892-0459. Employees can also provide suggestions on the policy and procedures related to the Code of Ethics and Conduct. Any and all information provided is treated with complete confidentiality and can be handled anonymously, if the person prefers. CI&T has a specific non-retaliation section in the Code of Ethics and Conduct, so people know that they are protected when opening investigation in our Reporting Channel.

# DATA PRIVACY AND INFORMATION SECURITY

The relationship between CI&T and its people and customers is based on trust, and one of the key elements of this trust is the protection of business and people-sensitive data.

All of our people, partners and suppliers have the responsibility to protect CI&T and its culture against these threats, adding value to our business, reducing the possibilities of loss, and ensuring its sustainability.

The Information Security Policy is intended to guide us in all aspects that make this type of relationship possible: business decisions, protection of Cl&T's image, protection of client and company data, and security in the workplace, and especially the behavior expected of our people, suppliers, and vendors in providing information security, confidentiality, integrity, and availability.

The Information Security Policy is part of the <u>Code of Ethics and Conduct</u> that must be known to all of our people. It was created to ensure a harmonious working environment, to foster our culture and guide all our activities.

The constant evolution of threats makes it necessary to frequently review this Policy to cover new security aspects that have not been previously anticipated.

Significant updates will be made available through CI&T's official communication channels, and we encourage everyone to review it frequently for continuous updates on our protection practices.

Our information security team is prepared to act in:

- **Prevention**, through traditional security controls and safeguards,
- Monitoring, with the continuous review of events and alerts, and
- Response, by treating incidents quickly to remediate and mitigate impacts (we have a SOC, Security Operation Center, which receives and alerts on each detected security event).

All these events are always treated immediately by the internal security team, and for incident handling, it may be necessary to mobilize other areas such as Human Resources, IT, Legal, etc.

CI&T has a team dedicated to data privacy and information security. We also have strategic partners to ensure SOC monitoring, support for anti-malware and intrusion detection solutions, and regular information security testing. The monitoring of our environment is 24–7.

### WE BASE OUR PRACTICES IN:

ISO 27001

MITRE ATT&CK

NIST nethodologies

LGPD,GDPR,

In addition to our information security policy and data privacy policy, we have mature processes, norms and plans that are executed daily, helping maintain business continuity even outside commercial hours. The documentation of these tasks guides CI&Ters, helps to mitigate risks and gives the appropriate treatment to the most varied types of events or security incidents.

To keep our people always alert, we have:

100%
OF OUR EMPLOYEES TRAINED IN

SECURITY AND DATA PROTECTION

AWARENESS CAMPAIGNS & PHISHING SIMULATION

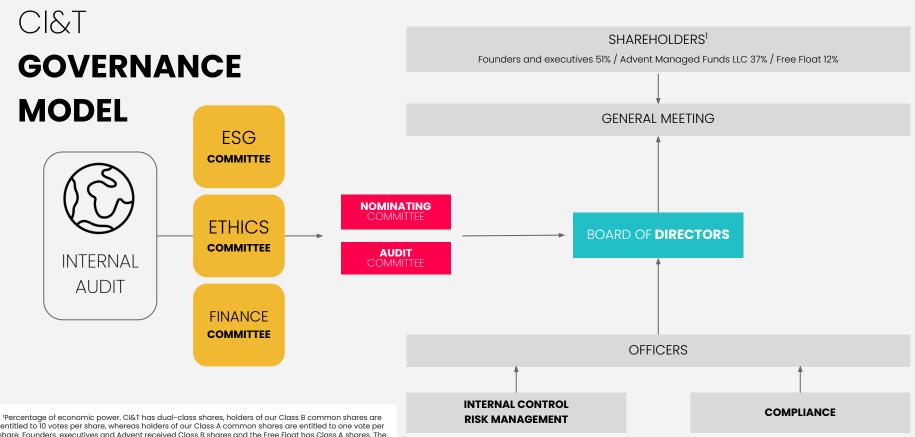
INFORMATIVE CONTENT TO EMPLOYEES

We maintain several channels for reporting problems or incidents, such as chat, email, incident tool, and internal website, targeting to make communication quick and effective, increasing proximity and agility in response.

These channels are widely publicized, and new CI&Ters are trained in them on day one.

Our **Security Program** and **Risk Management Rites** are reviewed annually or whenever a relevant event that impacts our risk scenario occurs. A risk analysis is performed to keep the level of residual risk adequate for our business. This risk review takes into consideration the external cybersecurity landscape, lessons learned, regulatory and customer requirements and gaps identified in our security assessments. The review of our Security Program and Rites helps in optimizing the use of available resources, prioritizing risk mitigation and defining all controls and safeguards to protect the organization's assets.





Percentage of economic power. Cl&T has dual-class shares, holders of our Class B common shares are entitled to 10 votes per share, whereas holders of our Class A common shares are entitled to one vote per share. Founders, executives and Advent received Class B shares and the Free Float has Class A shares. The number of outstanding shares of each class of stock of Cl&T Inc as of December 31, 2021 was 15,000,000 Class A and 117,197,896 Class B. Please refer to the Annual Report on Form 20-F, item 7 - Major Shareholders, available on the Company's Investor Relations website. for more information.



# **BOARD OF**

# **DIRECTORS MEMBERS**

85.7% Men

14.3% Women



Brenno Raiko

Chairman of the Board of Directors Advent's Managing Director responsible for investments in the technology sector in Latin America.



**Cesar Gon** 

**Board Member** Cesar is one of the founders of CI&T and has been our CEO since the Company's organization in 1995.



Eduardo Gouveia

Independent Board Member Investor and board member at start-ups and large companies. He served as CEO of several Brazilian companies in the financial services sector.



**Fernando Matt** 

**Board Member** CI&T founder, an experienced executive in the IT industry, and an angel investor in tech and non-tech start-ups.



Maria Helena Santana

Independent Board Member She worked for the São Paulo Stock Exchange for 12 years, served as the Executive Chairman of the Brazilian Securities and Exchange Commission.



**Patrice Etlin** 

**Board Member** One of Advent's global managing partners and member of its executive committee.



Silvio Meira

Independent Board Member Brazilian computer scientist, professor and entrepreneur. Creator of one of the most important innovation ecosystems in Brazil - the Recife Center for Advanced Studies and Systems (CESAR).

### **SOLID MANAGEMENT**

### AND GOVERNANCE

# TOP-NOTCH MANAGEMENT TEAM

Longtime CI&T Tenure
Seasoned & Experient Team
Thought Leaders

90% Men 10% Women

### **CURRENT CI&T TOP MANAGEMENT TEAM**



**Cesar Gon** Founder & CEO



Bruno Guicardi Founder & NAE President



**Leonardo Mattiazzi**Partner, EVP
24 years@CI&T



Felipe Brito Partner, EVP 22 years@CI&T



Solange Sobral Partner, EVP 25 years@CI&T



Amin Nunes Partner, EVP 24 years@CI&T



Mauro Oliveira Partner, EVP 24 years@CI&T



Stanley Rodrigues Partner, CFO 8 years@CI&T



Bob Wollheim Partner, CSO 2 years@CI&T



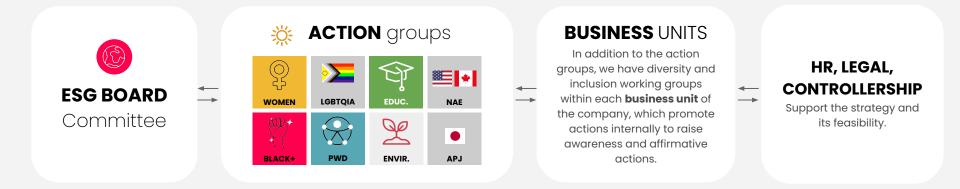
Mars Cyrillo Partner, EVP 22 years@CI&T

## CI&T GLOBAL ESG

# GOVERNANCE STRUCTURE

During the 2020 strategic restructuring of ESG, we also reviewed the way that the company organizes itself internally to manage and promote actions. This new governance was framed with the participation of all the agents involved: action groups, ESG team, business units and human resources. The biggest change was the decentralization of the theme in the company and the autonomy of the groups and initiatives.

The ESG strategy is guided by a Global Committee, which includes the participation of Board members. Global Committee outputs guide the ESG team and action groups.



### **ESG TEAM**

This set of personas and initiatives is orchestrated by the ESG team and distributed across each of the company's action groups and business units. The mission of the ESG team is to synchronize and coordinate the ESG initiatives that take place within the company, always supported by legal, compliance and HR guidelines.

# **ESG BOARD COMMITTEE**

The Global ESG Committee is composed of executives from each geographic region where Cl&T has offices (Americas, Europe, and Asia), Cl&T board members, People and ESG team representatives, and external advisors.

This group's mission is to approve and review the annual budget to guide the company's ESG strategy.

3 REGIONAL REPRESENTATIVES: Solange Sobral, Leonardo Mattiazzi, and Felipe Rubim

#### + 2 BOARD MEMBERS:

Fernando Matt and Silvio Meira

#### + 2 BOARD ADVISORS:

Andrea Guthrie and Fábio Buckeridge

### + 4 REGIONAL CORPORATE GROUPS:

Silvana Xavier and Paulo Camara (BR), Elena Engle (NA), and Fernando Henrique (EU)

### +1ESG TEAM:

Kelcy Matsuda

#### + 2 PEOPLE TEAM:

Carla Borges and Victoria Maitland

#### MISSION:

Goals and True North Definition and Review Budget and Governance







# **ESG** TEAM

The ESG team is responsible for orchestrating the entire program throughout the company. It generates connection and partnership between the action groups, the committee, and the company's business units. It also supports the BUs in carrying out actions and programs.

The team is composed of a management level and an analyst level that is distributed among action groups and business units who manage the programs that are implemented across the company. The company's sign language interpreters are part of the ESG Team. The ESG team also has a dedicated data person to support the analysis of our metrics and a technical IT person to support technical training initiatives.

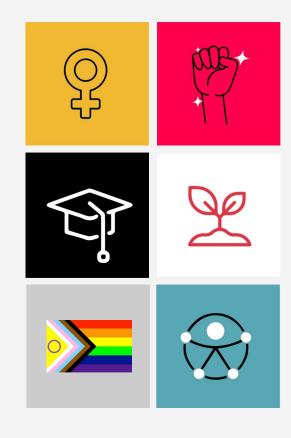
# **ACTION GROUPS**

In addition to the ESG Committee and the ESG Team, a third strategic persona in our structure is the **Action Groups**. In Brazil, the Action Groups are composed of four Affinity Groups: Women, Black People, People with Disabilities, LGBTQIA+ and Environment and Education groups. The definitions of these groups are connected with the UN SDGs prioritized by CI&T.

The Action Groups are responsible for understanding the context and gaps for that group inside our company, designing programs to address those gaps and monitoring the progress with KPIs.

They are small groups focusing on strategy and action. Each group has the autonomy to accept new members. They have leadership, strategy and budget dedicated to creating programs.

For North America, we have a single group that addresses all ESG topics in the same forum. The same happens in the existing group in Japan.















# **DISCUSSION** GROUPS



In Brazil, we have discussion groups, which are different from action groups. They are groups formed by people from underrepresented groups to create a safe environment for exchanging experiences and learning. They have been created organically by our people and exist throughout our regions. We have groups for people who identify as LGBTQIA+, transgender people, women, people with disabilities, and Ubuntu, for people who identify as Black. Each group has its own criteria for accepting new members.

### **Cool Example**



An example of success is Ubuntu, a group for Black people in Brazil. Ubuntu can best be described as an African philosophy that places emphasis on 'being self through others.' It is a form of humanism which can be expressed in the phrase I am because of who we all are." With more than 140 Black employees registered, the group has been an important community for Black people in Brazil.

"Ubuntu has become a safe place for me. It's where I can talk about my insecurities, talk about my experiences and find that support and empathy that we want from the world, but don't even believe we can find. It's our home in CI&T"

Adriana Mary da Silva, Tester.



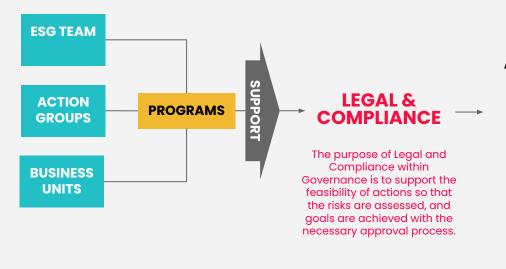
In the US, in addition to the DEI Action Group that works on the diversity strategy as a whole, we have groups locally called Employee Resource Groups (ERG). These local groups provide a sense of belonging in the workplace by creating a safe space for individuals with diverse identities to discuss concerns, highlight needs and develop goals to evaluate and increase equity and inclusion.

In North America, there is currently an ERG for women and an ERG for people who identify as LGBTQIA+ and their allies. We are also starting ERGs for Asian Americans and Pacific Islanders, as well as people with disabilities.



In Japan, a discussion group was formed on the topic of diversity and inclusion. The group includes anyone from the Japan office who wants to discuss and talk more about diversity-related topics. The group meets monthly. This is just the beginning of the journey as we are a small office. Topics of discussion in this group have included: LGBTQIA+, Women: sexism versus low birth rate, Immigrants in Japan, Nagasaki memorial month and others.

# ESG SUPPORTED BY LEGAL AND COMPLIANCE



### **ACTIONS AND PROGRAMS**

- Sessions and workshops on DEI and cultural bias
- Code of Ethics training to reinforce respect
- Partner background checks
- ESG Team monthly meetings
- External reporting channel
- Affirmative actions
- Data privacy
- Support for social organizations and donations

The company's Legal and Compliance Teams work together with the Global ESG committee to align ESG practices throughout the company. The entire ESG strategy is developed with Legal and Information Security support to ensure legitimacy, respect for laws and compliance with the company's Code of Ethics and Conduct.



# © ENVIRONMENTAL



# TOMORROW'S

# **SUSTAINABILITY**

The first initiatives focused on reducing the environmental impact at CI&T started in 2009, with the foundation of the Sustainability Area.

Since then, we have evolved and implemented new projects to improve the impact on the environment by reducing the use of water, energy, and transport and decreasing the usage of resources in general.







### **ELECTRONIC** WASTE

As a technology company, our main tools are electronic: laptops, monitors and peripherals. We are genuinely concerned about the environmentally friendly disposal of these materials after their useful life.

Computers that are still in good condition are donated to social institutions. In Brazil, for equipment that is no longer in working conditions, we have a certified partner that disassembles the equipment and disposes of the parts for appropriate recycling according to the material.

In our Japan office, we also donate laptops, tablets and other electronic items to social institutions.

In the USA and China, we also donate working computers that have become obsolete.

### **ENERGY EFFICIENCY**

More than 90% of the lamps in our buildings in the USA and Brazil are LED.

### **ENVIRONMENTAL** | BUILDING CERTIFICATION

# OFFICE CERTIFICATION



15% of our expenses are building lease contracts. Since we have some leverage with our building leases, we encourage our partners to follow the best environmental practices.

Of the buildings where we are located in Brazil, 66% have environmental certifications (LEED GOLD and ISO 14001). Our Oakland, CA office is also LEED GOLD certified.

In addition, our offices in Campinas and Belo Horizonte are located in buildings that are part of the *Mercado Livre de Energia (Free Energy Market)*. As a result, a part of our electricity consumption comes from renewable sources. In Brazil, more than half of the energy generated comes from renewable sources.





LEED (Leadership in Energy and Environmental Design) is a certification for sustainable buildings, conceived and granted by the non-governmental organization United States Green Building Council (USGBC), in order to promote and encourage sustainable building practices, and meeting criteria for green building.



# **CARBON FOOTPRINT**

# INVENTORY

### **WORK IN PROGRESS**



We want to do more to reduce our environmental impact. To start, in 2021, CI&T concluded its first greenhouse gas inventory to measure the company's carbon footprint in scope 1 and 2 for the brazilian operation with the support of Green Domus Consulting company.

Based on the results of our first inventory, our main goal in 2022 is to develop a plan to minimize our environmental impact. The results and mitigation plan are going to be published in the 2022 ESG Report.





# SOCIAL





# LEARNING BY DOING WITH **DIVERSITY**, **EQUITY** AND **INCLUSION**. THAT'S OUR ETHOS.

Raising awareness and building a strategy for the issues of social impact and diversity, equity and inclusion at CI&T has been a long journey, with many inspiring learning opportunities along the way.

Our journey is to understand what is holding us back from ensuring that CI&T represents the communities where we operate. Our responsibility is to be agents of change to intentionally transform our communities into a diverse, inclusive and equitable society for future generations.

Most of our Cl&Ters are located in Brazil, a country with high rates of social, economic and opportunity inequality. We believe that our responsibility is to positively impact our people and our communities.

Our mission is to grow responsibly and invest in our people who build this company every day.







Our first social actions date back to 2009 when we created the Sustainability Area. The first actions were donation campaigns, partnerships with NGOs and intentional diversity hiring. In the following years, this work grew, and we learned that **diversity, equity and inclusion** are critical in impacting lives in and out of our company.

The first person who identified as a person with a disability was hired in 2007. Gender equality gained prominence in 2015, and between 2016 and 2018, we were part of the Pro-Gender and Race Equality Program of the Federal Government of Brazil. This program ended in 2018 but was crucial in helping us structure the first steps of this theme.

We have had an internal diversity census since 2016, which is also the first year we established our diversity discussion group. And in 2016, we addressed the LGBTQIA+ theme for the first time with awareness-raising actions.

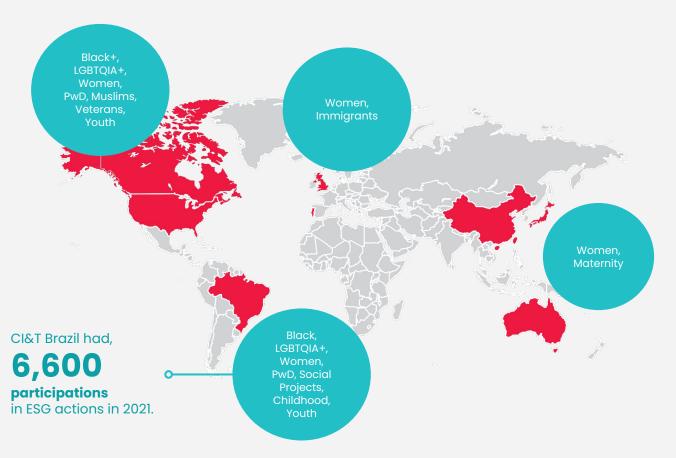
In the years following, our D&I initiatives kept growing, as well as our data security and compliance best practices. The census, for instance, is protected data used only for ESG goals, not disclosed to anyone, regardless of their position. Everyone at CI&T feels free to share their identities anonymously.

The following pages explain our main initiatives to increase diversity, equity and inclusion and keep our social responsibility actions alive at our company.



# GLOBAL MAIN TOPICS

Working with Diversity and Inclusion globally made us understand that every geography has its own demands and contexts.



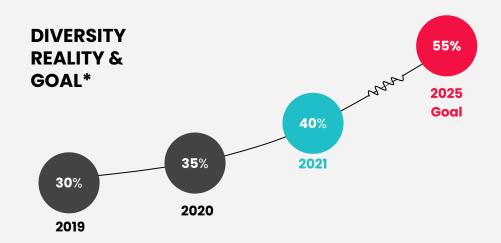


# GLOBAL CI&T CENSUS & DIVERSITY INDICATOR

The CI&T census was created in 2016 to collect data about gender and ethnicity. In 2019, the CI&T community also began to share their gender identity, sexual orientation and other underrepresented group status, taking into account differences in each country. The self-declaration is confidential, and the data is used only to monitor the representation and analysis of our programs aimed at equity and inclusion.

In 2019, we added a corporate diversity indicator to our True North using the self-declaration data. We monitor the representation of people from 4 underrepresented groups: Women, People with Disabilities, Black people and people from the LGBTQIA+ community. This indicator is the sum of the four groups, with single participation (in case of intersection, the person is counted only once for the final indicator result). We would like to highlight the 10% increase from 2019 to 2021.

Our 2021 number does not include people from the Dextra acquisition. Since December 2021, we have been working to integrate CI&T and Dextra data, and when it comes to ESG, we needed to start from the self-declaration. In order to have more accurate and up-to-date data, we are working on different initiatives such as improving the self-declaration awareness, sharing our diversity and inclusion values and encouraging people coming from acquired companies to be part of CI&T Affinity Groups.

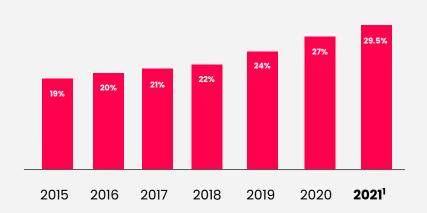


<sup>\*</sup>The reality and goal are about Women, PwD, Black+ and LGBTQIA+ people.



# **GLOBAL WOMEN**

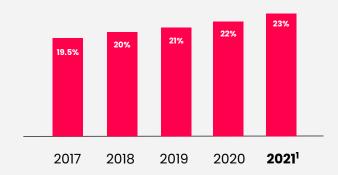
# REPRESENTATION



The numbers are presented according to the year they started to be monitored.

# **GLOBAL WOMEN DATA**

# TOP LEADERSHIP<sup>2</sup>





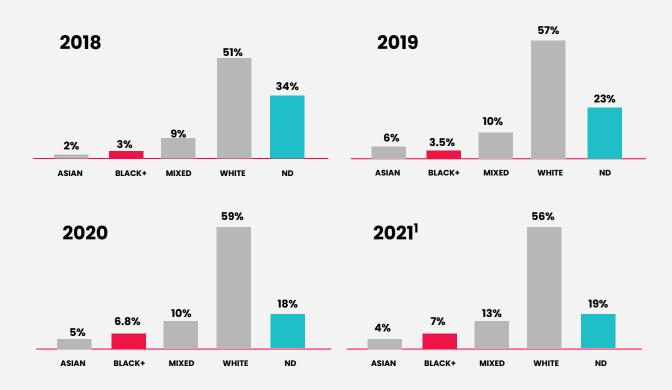
# **ETHNICITY**

# GLOBAL INDICATOR

We continue to give special attention to the **Black** community while encouraging self-declaration, which has seen a marked increase in recent years.

In 2022, the goal is to begin to monitor the group we call "Pardos" in Brazil.

The numbers are presented according to the year they started to be monitored.

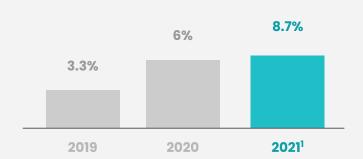




# **GLOBAL LGBTQIA+**

# REPRESENTATION



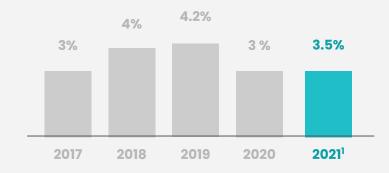


The numbers are presented according to the year they started to be monitored.

# **GLOBAL PWD**

### REPRESENTATION







# ATTRACTING AND HIRING RESULTS

On the following pages, we detail our recruitment practices to increase diversity at CI&T, focusing on those that took place in the years 2020 and 2021. As a result of our efforts to increase representation in the company, we have an increasing number of new hires from underrepresented groups following the company's growth.

### 246 Trained Managers

trained on unconscious bias in the hiring process at CI&T



In order to increase the representation of people from underrepresented groups, we have developed a series of specific recruitment strategies. In Brazil, there is an exclusive recruitment team dedicated to hiring people from underrepresented groups. This team is composed of people from diverse gender and ethnic identities and trained to make the hiring process and experience as inclusive as possible.

The mission of this group, in addition to recruiting, is to train and prepare the global recruitment team to search for diverse profiles for all open positions in the company. They also train recruiters and hiring managers so that they are increasingly aware of unconscious biases during the hiring process.

As a result of these initiatives, we have seen an organic increase in hiring people from underrepresented groups in the company, for all positions.



In North America, all job descriptions are reviewed prior to posting by the DEI Specialist to ensure that the position does not have biased language that might exclude applicants. All vacancies are posted on industry-specific DEI-focused job boards as well as Historical Black Colleges & Universities job boards.



Hiring diverse and multifaceted talent is a challenge, and we still have a lot to learn, but our efforts have shown positive results in attracting and training people from diverse backgrounds.



### **NEXT GEN**



CI&T has an internship program called Next Gen that has been running since 1997. We believe this program is a vital gateway for students who want to work with technology to become the next generation at CI&T.

This is a huge one-year program that starts with a technical test, group dynamics, and interviews. It has been a consistently positive experience for those who apply. We also include challenges about diversity and inclusion so that candidates can experience our inclusive culture from their first interactions with the company.

Each year, the program grows, and we hire more interns. In recent years, we have also invested in bringing more diversity to our intern cohort. In 2020, we hired 200 people, and 40% of them were from underrepresented groups. In 2021 we hired 400 new interns, and 50% of them were from URG, and they started with us in February 2022.

50%

Of 2021 interns in the program are part of URG



# PARTNERSHIP PROGRAMS



In 2020, we partnered with <u>Laboraria</u> on a program to hire more women at the beginning of their careers in technology to increase female representation.

A group of women participated in six months of technical training and professional social skills development and were then hired by CI&T. We have hired 20 women through this program, and we are happy to report that all of them continue to work at the company one year later.

20

Women were hired

37
Black people were hired



In 2020, we started a <u>recruitment program</u> exclusively for Black talent in partnership with EducaAfro, Indique Uma Preta and Share RH. We designed the entire employee experience, including how they would be welcomed, trained and included in teams to ensure they immediately felt they belonged at CI&T.

One of the strategies we adopted was one-year education training, with bootcamps to prepare them for real client projects.

"By carrying out actions such as the Black Identity program we are not just giving people opportunities, we are giving the company the opportunity to be better, at the human level."

Marcelo Marciano, Senior Digital Strategist and Co-leader of the Black Action Group.



### **YOUTH APPRENTICES**

### **PROGRAM**



In 2020, CI&T started the first program dedicated to <u>hiring young people</u> from vulnerable backgrounds. CI&T hired 10 teenage students and offered training on technology, soft skills, ESL (English as a Second Language) and internal CI&T processes and tools.

The program, supported by the Brazilian federal law 10.097, aims at being the first job opportunity for young people who are still in high school, exposing them to jobs in technology and offering training.

Dedicating time to young apprentices allows us to **impact their lives** and their families. We also have the opportunity to learn about people's **different backgrounds and experiences**.

"I have no words to describe how much I'm enjoying this area, with many people willing to help me, answer questions and support me in this moment of learning that I'm living".

Giovana do Nascimento Ferreira Youth Apprentices at CI&T





# UPSKILL AND DREAM CORPS PROGRAMS



In 2021, CI&T Portugal participated in the **UPSkill program**, a professional retraining program from the government of Portugal in partnership with universities and companies.

We hired all three candidates in the 2021 cohort because the projects they were a part of were a huge success.



"During the UPSkill Program I got to learn
the basics of developing and
programming alongside amazing
company and mentorship. Enrolling in the
course made it possible for me to pursue
a career in IT in Cl&T, where I keep on
learning and growing each and every day,
always with the extraordinary help of my
colleagues!"

Maria Pimentel, developer at CI&T



In addition to promoting Diversity, Equity & Inclusion internally, CI&T USA is also committed to leading tangible initiatives to diversify and promote equity within the tech industry. One of these initiatives in 2021 was partnering with **Dream Corps TECH** to host five interns for 12 weeks.

Dream Corps TECH works with corporate partners to provide training, professional mentorship, lunch & learn workshops, and on-the-job training to give "engineers in training" practical experience.

"I have learned a lot from so many people. Not only have I significantly gotten better at my IT and coding skills, but also my soft skills and learning how to effectively communicate with people from many backgrounds."

Jocelyn Diaz, intern at CI&T.





# EQUITY AND INCLUSION THROUGH BELONGING



Along with increasing our internal diversity, we want to make sure that our people feel included in everything we do. To ensure a sense of belonging, we monitor our membership and engagement indicators with a focus on diversity groups.

Some of these indicators and climate surveys include the GPTW index, eNPS, turnover and a survey measuring the sense of belonging of a person from an URG. Based on these measurements, we propose actions to improve inclusion, belonging and leadership engagement.

In addition to looking at indicators, some equity initiatives started in the second semester of 2021, which are still in progress. We want to wait for the results of these experiments and then scale them to the entire company.

### **IN PROGRESS**

- Glass ceiling analysis
- Analysis of pay gap
- Bias verification in the promotion process
- Mentoring and career acceleration for people from URGs.

# 2021 D&I SURVEY AND RESULT NPS MODEL

In your perception and experience, is CI&T a company that really includes all people, values and respects diversity?

85

(NPS score)
COMPANY INDEX

82

(NPS score)
URG INDEX



# PROFESSIONAL DEVELOPMENT AS A DAILY COMMITMENT



One way to ensure equity, inclusion and career advancement is through continuous training and learning.

With education being a critical imbalance in society, especially in Brazil, we use a company-school approach to share our working knowledge with everyone. For URG hired in the programs cited, we offered personalized training according to the needs for their activities inside of the company. CI&T offers bootcamps, online courses, training & learning opportunities with teams who work directly with clients.

This technical training takes place within the business units with the support of CI&T University and the ESG Team.



# EQUITY & INCLUSION STRATEGIES

The ESG team in Brazil is organized to support and monitor the development and inclusion of people from underrepresented groups. There is a person on the team dedicated to supporting each group.

This support happens through a satisfaction survey, meetings with people from URG and close monitoring with leaders, career mentors and the Human Resource team. We believe that equity and inclusion work best when the entire support network works together.

# ESL (English as a Second Language)

If the person needs a second language to perform their work, CI&T offers access to language courses.



# CAREER DEVELOPMENT



### **IN PROGRESS**

In partnership with Mulheres do Brasil (Women of Brazil), CI&T participates in the Accelerator of Careers Program, aimed at accelerating the careers of Black women.

Aimed especially at future Black leaders who seek training, learning and skills to boost their professional advancement, the program is in its 10th edition and has transformed the lives of more than 200 women.

The program takes place through fantastic content and mentors in a 100% online and free format. The main objective is to include and expand the performance of Black women in the labor market.

**Black women at CI&T** Impacted by the Accelerator of Careers program in 2021

### **MENTORING - PEOPLE WITH DISABILITIES**

In 2021, the People with Disabilities Group together with the CI&T Center of Culture, Leadership & Emotional Safety (HUB) carried out an incredible mentoring initiative for people with disabilities. Representatives of this group underwent training to mentor other PWDs, fostering the growth and development of both and helping CI&T to have more PWD leaders.

"Today I can have a lot more clarity about my challenges and the way I have to face them. Regardless of the paths they will follow, I know what attitudes and values I will seek in my career." - Mentoring participant

#### **WAGE SALARY ANALYSIS**

In 2020, in light of reflections and internal lessons learned at CI&T regarding racial issues in Brazil, we found it imperative that the pay gap be analyzed and monitored. In that same year, we proposed internally to carry out an initial analysis of the salaries of Black people at CI&T.

We did an analysis of the average salary by seniority level and role throughout the Company and identified cases in which the averages were not equal or close to those of declared White people. We set up a working group to address these cases over a period of six months.

For 2022, we plan to resume this analysis and establish a recurrent right to monitor the pay gap of Women and Black people, following good market practices.



# **AWARENESS**



We believe that part of our mission as an inclusive and equitable company is to promote a safe environment for people to learn about diversity and ask questions.

### TRAINING FOR ALLIES

In our internal learning platform, CI&T University, we have online training created by people from underrepresented groups to share about appropriate language, context and what it means to be an ally.

In 2021, we closed a partnership with Talento Incluir to promote content on the inclusion of people with disabilities. 50 senior managers and executives participated in the sessions conducted by Talento Incluir, and the NPS was 91.

2,000+

**CI&Ters participate in** awareness-raising sessions or leadership workshops in 2021



#### **AWARENESS SESSIONS**

We offer awareness sessions to all teams at CI&T. Topics include a deep dive into diversity, equity and inclusion, the importance of affirmative actions and how to exercise empathy, acceptance and inclusion every day.

#### WORKSHOPS FOR TEAMS AND LEADERSHIP

We provide training developed for teams and leaders, including tips and suggestions on how leaders can be inclusion agents in their teams.



### **AWARENESS**



### **EVENTS**

We host events to promote knowledge and awareness for International Women's Day, LGBTQIA+ Pride Month, Black Consciousness Month, in addition to other celebrations that reflect our community.

During these events, we give visibility to our people and bring external guests to talk about diversity, awareness and cultural sensitivity.



# SUPPORTING **DIVERSITY**



In 2021 CI&T in the USA sponsored the Oakland Pride Parade providing a monetary and in-kind donation of graphic design for social media and their website.



Also in 2021, we hosted Lunch & Learns every day during Gender Equality Week for Cl&Ters who identify as women. Topics included health, wellness, finances and professional development.

+4,000+

participants in events in 2021



# EMPOWERING PEOPLE



<u>I am Remarkable is a Google initiative</u> empowering women and other underrepresented groups to celebrate their achievements in the workplace and beyond.

At CI&T, we have five facilitators for this initiative, who have held more than 20 workshops and impacted more than 350 women.

**67%** 

NAE staff attended the 2020 Unconscious Bias training

350+

### **CI&T Women**

Impacted by the I am Remarkable program in 2021



### **MANAGING UNCONSCIOUS BIAS TRAINING**

In 2020, all North American and Europe (NAE) employees were invited to a three-hour Managing Unconscious Bias session with Brooks E. Scott from Merging Path. Brooks created a safe space for people to learn about their existing biases and how to widen their perspectives.

In 2021, we hosted two sessions for new hires and plan to host two sessions for new hires in 2022



# **ACCESSIBILITY**

# STARTS WITH US



To be inclusive and equitable, our deliverables must be accessible for People with Disabilities. We pay special attention to learning and educating both ourselves and our clients on the digital industry's best practices and regulatory compliance of accessibility.

We believe it is vital to have PwD on our development teams to transform our way of coding to reach this goal. And to create a safe and welcoming workplace, we are constantly improving accessibility in our physical offices and our digital workspace.



### **WORK ALREADY DONE**

- Two sign language interpreters to support deaf employees
- Braille signage around the offices
- Elevators and tactile flooring
- Sign language glossary for internal expressions
- Brazilian sign language classes for employees



### **WORK ALREADY DONE**

- Elevators in buildings
- Counter heights, sinks and entryways are ADA (Americans with Disabilities Act) compliant





# **ACCOMMODATIONS**

# **FOR ALL**



- Nursing rooms available in Brazil, China and USA
- No dress code









- Gender-neutral bathrooms in Campinas and Belo Horizonte offices
- Use of preferred name on the company's platforms
- Health, dental plans and wellbeing platform for dependents are valid for everyone, including same-sex couples
- Assistance to a dependent with a disability





We put people at the center of our decisions, listening to their needs and encouraging them to learn, develop and grow.

We also approach our external communities in the same way through partnerships with non-profit organizations and social responsibility programs.

Over the past 14 years, we have carried out actions with a social focus, such as donations, campaigns and social events. Plus, many of our CI&Ters have participated in group volunteer work.



# **SOCIAL PROJECTS**

# SUPPORTED BY TAX INCENTIVES



CI&T allocates part of the amount that would be paid in taxes to social projects aimed at children and teenagers, the elderly, people with disabilities, cancer care, and promoting inclusion in technology. This governmental tax incentive program promotes the reduction or elimination of the rate of certain taxes to be paid. Know the laws:

#### **CITY LAWS:**

Law of Support for Children and Adolescents (Law No. 8069/1990) Law for the Elderly (Law No 12213/2010)

### **FEDERAL LAWS:**

Sport Law (Law no. 11438/2006)
Culture Incentive (Law no. 8313/1991)
PRONAS - Law for Person with Disabilities (Law no 7988/2013)
PRONON - Law for Oncology Care (Law no 7988/2013)

We use a series of criteria to prioritize the projects that we are going to support through the Incentive Laws, as follows:

- Projects that connect with the UN SDGs prioritized by CI&T
- Development of long-term partnerships with the Social Institutions
- Support for institutions located close to our offices in Brazil
- Projects focused on social impact (especially vulnerable background people)
- Serve people from underrepresented groups
- Use the maximum amount of tax for social projects





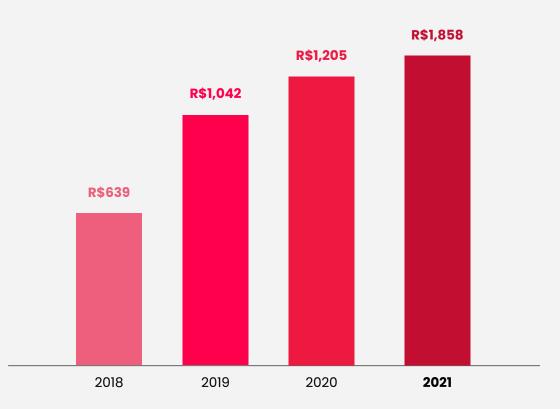
# TAX INCENTIVE

Donations have increased in recent years.

In thousands of Reais

Total amount contributed in 2021 R\$ 1,858.6

In 2021, more than 10,000 people were impacted by the projects supported by tax incentives.

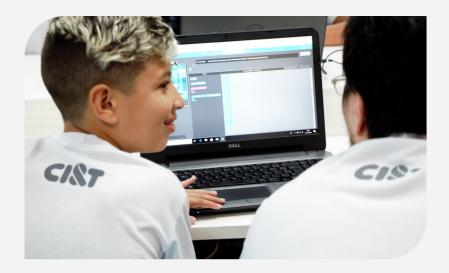




# SUPPORTING THE COMMUNITY IN MANY WAYS



We believe that we can contribute to the community not only through financial means but also through donations, campaigns, actions and social events. Here are some of our initiatives.



### INTERNATIONAL WOMEN'S DAY

We invite young women from partner institutions to an event at our offices in Belo Horizonte and Campinas.

The purpose of the event is to connect young women to the world of technology. The event is organized by and with women from the company. CI&T women share their experiences about their careers, daily work, and education. The goal is to demystify the idea that women cannot work in technology.

### **HOUR OF CODE**

The Hour of Code started as a one-hour introduction to computer science, designed to demystify code and show that anybody can learn the basics to broaden participation in the field of computer science. It has since become a worldwide effort to celebrate computer science, starting with one-hour coding activities and expanding to all kinds of community efforts. Since 2013, we have promoted the event to socially vulnerable groups and children of employees.



# SUPPORTING THE COMMUNITY IN MANY WAYS





### **SOCIAL CAMPAIGN WITH INTERNS**

Every February, our interns join us at our offices in Campinas and Belo Horizonte to help with a social campaign. When they arrive to start their internships in the summer, they already have experience collaborating and impacting the community. They help mobilize social action in both cities, working with partner organizations according to their needs.

### **DONATION CAMPAIGNS**

Due to the pandemic in 2020, we were unable to carry out all the in-person campaigns and donations that we usually promote. We adapted to the pandemic by promoting online campaigns. In the online campaigns, people were able to help institutions with cash contributions, hygiene products, toys for children, and others.



# **NGOS PARTNERS**

In addition to the institutions we partner with via tax incentives, we have partnerships with organizations for social actions and specific campaigns.







































# SOCIAL ACTIONS AND CAMPAIGNS IMPACT

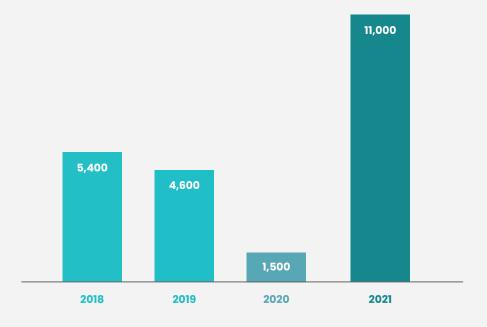
#### NUMBER OF PEOPLE IMPACTED BY CI&T SOCIAL INITIATIVES



The chart reflects the number of people impacted outside the company by our social actions mentioned in the last pages in Brazil.

It is remarkable the consolidation of actions over the years, where we had great learning to generate the scale of this impact.

The year 2020 was highlighted by the pandemic, which forced many institutions to stop their activities for months and cancel many planned events. In 2021, the actions were reviewed and adapted for a remote format continuing to generate impact even during the pandemic.





# **DONATIONS** IN

# CHINA AND JAPAN





We are proud that our culture of helping, giving and impacting society is global and present in our offices around the world.

In 2020 and 2021, the Japan office donated computers, clothes, towels and household appliances to social assistance organizations.

CI&Ters from China also donated clothes to families and children who live in remote and needy areas.







# SOCIAL | SUPPORT DURING THE PANDEMIC

#### **FOR OUR PEOPLE**

In 2020, the Covid-19 pandemic changed remote work for everyone. On March 12, 2020, all CI&T people embraced the challenge and, in an unprecedented task force, **just four days later**, **99% of the teams were already working from home.** We did it fast because we already had the culture of working remotely and necessary tools.

Initiatives implemented to give the best support to our people:

- Covid-19 work squad and coronavirus communication channel
- Definition of epidemiological control levels
- Training and safe instructions implemented to work in our the offices
- Adaptation and protection of the infrastructure and network
- Case investigation and contact tracing flowchart,
- "Ask Me Anything" sessions with doctors and CI&T top leadership
- Doctor online support
- Support for covid testing and oximeters

#### FOR THE COMMUNITY

Most of the institutions we support are located in regions of high social vulnerability in Brazil, and as a result, essential items were scarce at the beginning of the pandemic.

Actions taken by CI&T to support the community through our social partners:

- Sessions with doctors for health orientation on safe practices
- Sessions to guide best practices to work remotely
- Technical guidance for remote work as information security and cloud backup
- Donation page on Covid-19 communication channel
- Donation of hygiene and cleaning products
- Donation of basic food kits



# CAMPAIGN "MAKE THEIR TOMORROW, TODAY"

In 2021, following our global business campaign "Make Their Tomorrow," during the pandemic, we created the campaign "Make Their Tomorrow, Today." This campaign generated immediate social impact due to the social demand in Brazil aggravated by the pandemic crisis.

We invited all Cl&Ters to mobilize the largest food donation campaign ever created by the company. On behalf of two partner institutions, Gerando Falcões and CPTI, for each basic food kit donated by one of our people, Cl&T doubled the number of donations. In all, **we impacted 5,000 people**.



## **IMPACTING SOCIETY**

## WITH TECHNOLOGY AND EDUCATION



Last year, CI&T started a partnership with the One Million Opportunities initiative (1MiO), led by the United Nations Children's Fund Brazil (UNICEF). The objective of the project is to generate opportunities for young people in vulnerable situations in Brazil.

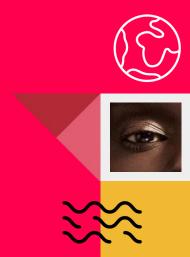
<u>The digital platform</u> is the main hub of the initiative to publicize job vacancies and professional training for young people, focusing on soft skills. In the first year, more than 160,000 opportunities were created and published on the platform, which underwent a complete redesign in partnership with CI&T.

Based on the partnership with Cl&T, the updated version of the platform was designed with features that were developed from listening to young people and companies. These features sought to address the obstacles to reaching the most vulnerable, such as offline resources, thinking about the distribution of opportunities in social organizations, school systems, and guardianship councils, among others.

The new version of the application went live in April 2022.

# SDGs GOALS, RESULTS & AMBITIONS

2020, 2021 & 2025



# ESG GOALS & RESULTS AT CIST 2021

#### TOMORROW OF **EQUITY**

Promote equal opportunities
Increase number of people from URG in the company
Promote representation of URG in leadership

	2020 RESULT	2021 RESULT <sup>1</sup>
% URG (Women, Black, PwD, and LGBTQIA+)	35%	40%
% URG at Leadership	27.4%	28%
% Women at Top Leadership	22%	23%
URG eNPS	86	87

#### TOMORROW OF URG EMPOWERMENT AND SUSTAINABLE GROWTH

Implement education program for underrepresented groups
Promote social inclusion by employment
Impact society through social assistance
Implement environmental responsibility programs

	2020 RESULT	2021 RESULT
Trained and employed people	_2	64
People from community impacted by social assistance initiatives	4k	22k
Environmental impact assessment	_2	1st GHG Inventory



# ESG GOALS AT CIST 2025

**PILLARS** 

TOMORROW OF **EQUITY** 



Promote equal opportunities
Increase number of people from URG in the company
Promote representation of URG in leadership

**ACTIONS** 



55% URG (Women, Black, PwD, and LGBTQIA+)

**IMPACT** 

40% URG at Leadership

**30%** Women at Top Leadership

90+ URG eNPS

#### TOMORROW OF URG EMPOWERMENT AND SUSTAINABLE GROWTH

Implement education program for underrepresented groups
Promote social inclusion by employment
Impact society through social assistance
Implement environmental responsibility programs

Scale the number of people impacted by digital tech education

100K people from the community impacted by social assistance initiatives

Program to reduce environmental impact



# ESG HIGHLIGHTS







# NUMBERS THAT SHOW THAT WE ARE ON THE RIGHT TRACK

40%

#### **Diversity Representation**

40%<sup>1</sup> of CI&T employees are part of at least one diversity group: Women, Black, PwD, or LGBTQIA+ **87** 

#### **URG eNPS**

The eNPS from URG in the company was 87 compared to 84 of global employees

**22k** 

# People Impacted by Social Initiatives

Number of people from the community impacted by our social campaigns and tax incentive projects

38%

#### **Diversity Hired**

38% of people hired in CI&T in 2021 were from URG

**Ist** 

#### **GHG Inventory Done**

In 2021, CI&T did the first greenhouse gases inventory

15

### **Years in GPTW Ranking**

15 years in a row in Great Place to Work Ranking in Brazil **ESG HIGHLIGHTS** 

# **RECOGNITIONS**





### **TOP 5 in Brazil**

In Brazil for 15 years in a row In the USA and China for 6 years For 2 years in Japan, and 1 year in Portugal



Recognized for "Good Employability Practices for Disabled Workers" at the UN<sup>3</sup>







**4.7**<sup>2</sup> In Diversity and Inclusion

<sup>1,2</sup> data from december, 2021.



On our ESG journey, I was very excited to bring responsibility and engagement to the topic and to every person at CI&T. We have the understanding that a company only moves forward, towards inclusive environments, if the subject is part of the culture.

In the vision we are building, ESG is something that permeates our day-to-day activities, not something isolated, but a framework of concepts and premises that are in the way we do things, how we are in the world and how we relate to it.

This new level that we have reached in ESG was only possible with an autonomous governance structure, as are our business units, supported by legal aspects, policies and codes that guarantee the safety of our people, as well as our reputation as a company. Action groups, for example, form a particular living organism in our organization. They have influence within the ESG framework. No one is better qualified than people from minoritized groups to propose actions involving their areas of activity.

This autonomy relies on the orchestration of an ESG team, which understands the topic as a shared mission with leaders, business areas and people. An ecosystem working for the environment, society and governance.

For the future, a series of challenges lie ahead. As a technology company, we are still understanding our role in the environment and how we can contribute more to this cause. We hope to evolve this discussion in the coming year.

At the end of the day, we cannot pull these goals off a dream schedule, as there is still so much to be done. We want to look at our society and see that we have done something that has changed the social profile of the places where we are. And for that mission, we need to change the way we make decisions for the future of the world, and that will only be possible through diversity. It is essential that we work on the representation of underrepresented groups in decision-making positions. We believe that Education is a powerful agenda for the transformation and impact of society, mainly through technology. It's an active agenda, and we're building our way.

#### Solange Sobral

EVP and partner at CI&T

This report includes forward-looking statements that present our current expectations regarding future events or results. All statements other than statements of historical fact are statements that could be deemed forward-looking statements, which include but are not limited to: the statements including expectations relating to revenues and other financial or business metrics; statements regarding relationships with clients; and any other statements of expectation or belief. The words "believe," "will," "may," "may have," "would," "estimate," "continues," "anticipates," "intends," "plans," "expects," "budget," "scheduled," "forecasts" and similar words are intended to identify estimates and forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking.

Forward-looking statements represent our management's beliefs and assumptions only as of the date of this report. You should read this report with the understanding that our actual future results may be materially different from what we expect. These statements are subject to known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to differ materially from results expressed or implied in this report. Such risk factors include, but are not limited to, those related to: the current and future impact of the COVID-19 pandemic, the ongoing war in Ukraine and economic sanctions imposed by Western economies over Russia on our business and industry; the effects of competition on our business; uncertainty regarding the demand for and market utilization of our services; the ability to maintain or acquire new client relationships; general business and economic conditions; our ability to successfully integrate Dextra and SOMO; and our ability to successfully execute our growth strategy and strategic plans.

Additional information concerning these and other risks and uncertainties are contained in the "Risk Factors" section of our annual report on Form 20-F filed with the SEC. Except as required by law, we assume no obligation and do not intend to update these forward-looking statements or to update the reasons actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.



Report cycle: annual

**Edition period: 2021** 

Website: <a href="mailto:ciandt.com/us/en-us/esg">ciandt.com/us/en-us/esg</a>









