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CIST GLOBAL ESG 2022 REPORT

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About this report

We are pleased to share CI&T's 2022 ESG Report.

This report highlights advances in our Environmental, Social, and Governance (ESG) performance from **January 1st to December 31, 2022.** This year's report was developed following the GRI (Global Reporting Initiative) 2021 Standards and the Sustainability Accounting Standards Board (SASB) specific to the Software and IT Services industry. Our alignment to these frameworks demonstrates our commitment to pursuing the best ESG practices.

This year, we conducted our first ESG materiality analysis. We consulted with our internal and external stakeholders to understand the relevance of specific economic, environmental, governance, and social matters. Our materiality assessment included interviews with directors and investors, surveys to internal personnel, and market analysis. The results of our materiality analysis guided the focus of this Report and will shape our ESG strategy, focus, and areas of improvement for coming years. Further details about our materiality process can be find on page 18.

We continue to reinforce our commitment to the Global Compact and United Nation Sustainable Development Goals (SDGs) by developing our ESG strategy in alignment of both.

This year's ESG Report supplements our Global Compact Communication on Progress (CoP). To prepare this ESG Report, we partnered with an external professional service firm. This guidance does not constitute an audit, though.

In 2022, we experience growth through the acquisition of four companies (Somo, Box 1824, Transpire and Ntersol). These acquisitions have expanded our geographic presence as well as our teams. We are committed to a Merge & Acquisition strategy where we identify companies deeply aligned with our values, a commitment to Diversity, Equity, and Inclusion, and creating a positive impact on the world around us. For the 2022 ESG report, the KPIs, metrics, and indicators will not consider the numbers coming from Somo, Box 1824, Transpire, and Ntersol, except for the total employees and gender figures.

Next year, we will showcase our KPIs, metrics, and indicators with data from acquired companies.





To start, I would like to reinforce our commitment to FSG.

As you can see in this report, we continue to seriously work on ESG, understanding our gaps and continuously improving, year after year. We know it's a long journey that requires a powerful vision, concrete actions, and a lot of pragmatism.

CI&T was founded in the belief that it is by developing and unlocking people that we enhance growth and transformation in a company. And, as entrepreneurs, we are part of a more extensive transformation and growth opportunity to impact our society.

CI&T is based on adaptability and constant evolution, but there is one thing that doesn't change: our beliefs. ESG is embedded in our core values and is part of my mission. With pragmatism, focus, and an innovation, we are always improving, camp by camp, facing all challenges tackling all opportunities.

It's not a simple or easy task, but CI&T loves complex problems to solve. And so do I. We are confident that we are doing the right things for the right reasons. Our leadership and our entire team at CI&T is committed to being an agent of change to create a better society and a more sustainable world.

Cesar Gon

Founder & CEO



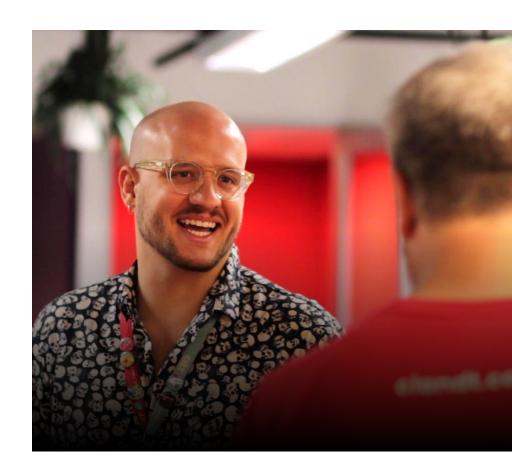
CIST GLOBAL ESG 2022 REPORT

Who we are

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

As a digital native, we bring a 28-year track record of accelerating business impact through complete and scalable digital solutions. With a global presence of +6,900 professionals in strategy, data science, design and engineering, we unlock top-line growth, improve customer experience and drive operational efficiency.

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



R\$ 2.2 Billion

2022

Net Revenue

CIST

Our **History**

28 years

ACQUISITIONS of continuous growth & NTERSOL an ever-evolving DNA transpire X Dextra We partnered with **ACQUISITION** Advent International as a minority investor **≠**Somo to prepare the company for going public. 2021 (*) **(*)** We launched our US Advent International **FOUNDED** operation and added IPO / NYSE Creation of our digital product design LISTED COMPANY top-notch software as a core part of our "High Performance engineering BRL 1.4 Billion company, in the early comrade Teams" offering. 2020 **Net Revenue** days of the commercial Internet. **ACQUISITION** BRI 956.5 Million **Net Revenue** 6 2019 2009 2017 BRL 677.1 Million 1995 2006 **Net Revenue**

We are **Digital Specialists**

28 years of consecutive and profitable growth (CAGR 39% L5Y) 6,900+ Top Ranked professionals. "Great Place to Work" including strategists, 16 consecutive years designers and via GPTW Institute in Brazil software engineers(1) 14.5% Employee 100+Large **Attrition Enterprises &** FY 2022⁽⁴⁾ **Fast-Growth Clients** from several industries, 4.9% Top leadership primarily located in the U.S. **Attrition** and Latin America ~R\$2.2 Billion Net Revenue 123% Net Revenue (US\$ 419 Million)(2) \$ (^ ^ Retention average L5Y (2018-2022) Adj. EBITDA margin of 19.3 % (FY2022)(3) **Global Presence** US, Brazil, Canada, Colombia, UK,

Portugal, Japan, China and Australia

Notes:

CIST

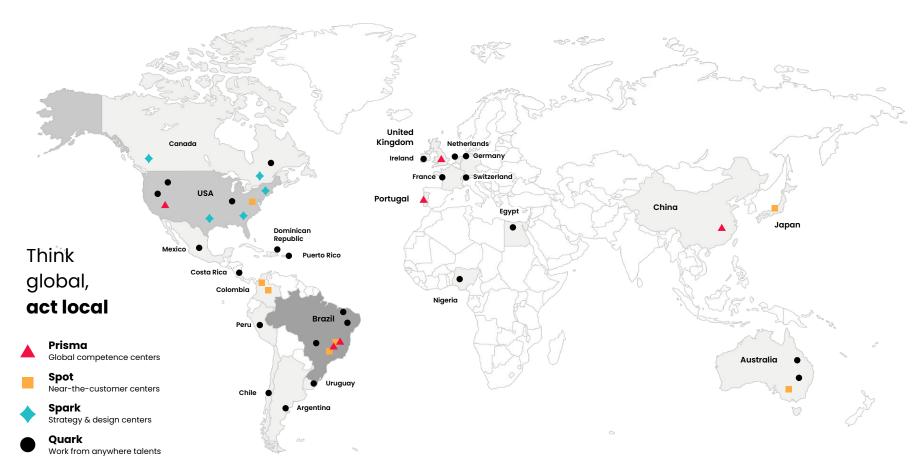
(1) Employee count as of December 31, 2022 (2) R\$ 5.2177 to US\$ 1.00

exchange rate as of 31 December 2022

(3) Adjusted EBITDA margin is a non IFRS financial measure

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

About CI&T | GRI 2021: 2-6



CI&T Way:

The Framework that Guides Us

The CI&T Way combines innovation elements that differentiate us as a company and a community. We are guided by a shared vision with three essential pillars for CI&T that work together: Impact, Learning, and People, with ESG as the foundation for everything we do, guiding our actions in society.

These pillars complement each other, and people are at the center as they form our culture and tie everything together. The CI&T Way connects our purpose of making their tomorrow, sincerely engaging us in a broader dream for the world that directly impacts people, business and lives.

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



Decentralizing the decision making process and fostering entrepreneurship and autonomy to be able to adapt and learn fast.

Using diversity and trust as the foundation to unlock our people's potential.

ESG as the foundation













How we combine

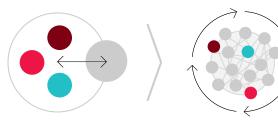
Innovation, Learning and Growth

We certainly have a secret sauce. Our clients reach new highs in their industries working with us. We offer more than short-lived engineering services. We are genuinely using the power of digital to transform businesses.

We organize ourselves in Growth Units (GU) & Alliances, autonomous structures working to improve digital efficiency and put its portfolio of clients at the leading position of disruption in digital. The CI&T Platform supports cohesion, including Strategy, People, Finances, Legal, Security, and other core competencies. The **Adhocracy management model** is our base, allowing easy integrations of new companies as they become a GU or Alliance. Thus, assimilation is smooth and step-by-step, incorporating the best of each new merger.

The "Powerhouses" work horizontally and have deep expertise in learning, formation, and innovation, providing alignment among different GUs and Alliances to deliver innovative digital experiences.

Platform, GUs & Alliances



Designed for growth

- Experimenting
- Insight-GatheringRevisina
- Sense-Makina

Powerhouses provide tech expertise







Crypto & Web3



Data & Analytics



Gaming



Open Finance



Product



Retail



Salesforce



Tech Boosters

What we do

Digital solutions come to life when insight driven digital strategy, customer centric design, and best in class engineering combine to generate immediate business results and scalable transformative solutions.

Digital Products & Platforms

Legacy Optimization & Cloud Migration

Data 📶
Solutions

Digital Transformation

Business, operating model and culture adapted to change faster.

Legacy Optimization & Cloud Migration

Experts in on-premise and cloud migration.

Enterprise Software

Leading partner in Digital Experience (DXP), Customer Relationship Management (CRM) and Software platforms.

Digital Strategy & Roadmap

People, process and technology, efficiently mapped for success.

Digital Products & Platforms

Design and build websites, apps and platforms to increase revenue and reduce costs.

Customer Experience & Design

Customer behavior journeys fuelling growth and improving Net Promoter Score.

Data, AI & Machine Learning

Data-led decisions and AI and Machine Learning capabilities to accelerate performance.

E-Commerce Integrations

World-class B2B and B2C solutions, rooted in bespoke user journeys.

Our **culture**

Is the unique aspect that differentiates us.

Our culture is built upon six concepts created through years of experience alongside our people, with Trust as the element that connects everything.

We work daily to strengthen CI&T's culture so that we achieve the highest levels of employee well-being and satisfaction.

Our goal is to create a perfect fit between the company's purpose and our people's purpose.

Human First

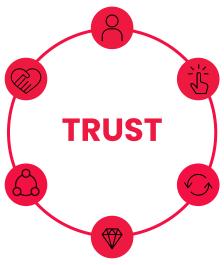
We have a human perspective that goes beyond the work. Our people are our top priority.

Diversity, Equity and Inclusion

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

Collective Intelligence

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



Accountability

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

Power Of Choice

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

Continuous

Learning & Development

We encourage continuous learning in our culture in order to keep our people in constant development.

Innovation

is part of our culture

At CI&T, innovation is everyone's responsibility and not limited to a single department. Innovation is encouraged across the organization through our organizational policies, practices, and culture that promote flexibility and autonomy in decision making for each area. The culture of innovation is sustained by smaller and entrepreneurial business units using adhocracy, a decentralized and action-oriented management model that allows for more experimentation and agility. Each business unit has a less hierarchical leadership structure, allowing for more freedom of action, budget use, and innovation.

CI&T recruits individuals based on their interests, talents and potential. We earnestly believe in the potential and intelligence of our people. To drive innovation and continuous learning, CI&T created Powerhouses. Powerhouses operate horizontally across business units to promote learning, training, innovation, and alignment.

We have found that our Powerhouses are essential in supporting onboarding, rapid growth, and alignment of innovative projects towards overall organization strategy. The combination of autonomous business units and learning and development communities fosters intentional entrepreneurship and innovation. Each business unit at CI&T has a budget for professional development that can be used for the development and reinforcement of skills for their team. Innovative ideas are not only shared but also introduced to people who can help make them happen.

The company has a culture of autonomy and protagonism. CI&T encourages piloting and testing innovative of ideas using a lean mindset and minimum viable products, and if an idea doesn't work out, analysis is done to learn from the experiment. Our culture of innovation has resulted in the creation of many new assets for our organization, our clients, our industry, and our communities. Through research, development, and partnerships, we have advanced many methodologies and technologies including agile methodologies, mobile application development, computing in the cloud, artificial intelligence, machine learning, Internet of Things (IoT), and open finance.

About CI&T





Innovation

in practice

Much of our innovation is made possible through our partnerships with leading technology pioneers like Google, Amazon, Microsoft, Acqui, etc. These partnerships provide our teams with early access to new technologies, R&D sandboxes, advanced training, and certification opportunities that support curiosity and ingenuity. We are continuously learning, growing, and experimenting. Here are some of our innovations of 2022:

Powerhouses: Cross-functional and horizontal teams focused on generating deep knowledge, vertical expertise and drive the acceleration of innovative ideas in the areas of Open Finance, Retail, Analytics, cloud modernization and others.

Jude, our chatbot for employee recognition: At CI&T, we foster a culture of acknowledgement and gratitude. Prior to creating Jude, our people teams received an overwhelming number of employee recognitions.

To support the demand, a team of developers created Jude, a chatbot that collects recognition requests that will be generated into badges on Workplace, our intranet. Jude notifies managers of the recognition requests so that they can approve or deny them. In Jude's first month, recognition requests increased by 40% and turnaround time reduced by 25%.

Coffee Buddy: As a global organization, we understand the importance of connecting with other people and cultures. We also recognize the value in connections beyond work collaborations. In 2021, we created our Coffee Buddy platform. The Coffee Buddy platform randomly assigns a new coffee buddy to users each week and encourages them to schedule a quick meeting with one another. Currently, 79% of our registered users meet with a new Coffee Buddy each week.

Predictive: To better understand attrition, we created "Predictive." Predictive uses technology, artificial intelligence, and data science to generate flags related to the industry and employee engagement. Predictive has allowed us to identify and resolve matters quickly. The insights from Predictive have helped us to reach an attrition rate 4% below the industry average!



Our **ESG** journey

Decentralization and **Actions and programs** Scale up inclusion power to the edge Designed and executed by First steps in looking outward Orchestrated governance and Sustainability and the DEI area dedicated rollout support 2022 2009 2013 2016 2021 2019 2020 > First employee > Sustainability > First program > 2014 to 2019: > DEI prioritized as a strategic > First steps in Public planning topic with executive area created related to diversity diversity discussion Awareness initiatives Communication (People with group is formed women, LGBTQIA+ leadership engagement > Concluded first FSG Disabilities) community and Black > Environmental focus materiality analysis > First CI&T people. > First affirmative actions for added to the strategic self-declaration women and Black people > Increased knowledge aaenda > 2018: > First hackathon for Recognition at the UN > ESG budget defined with > Signed UN Global alass ceilina) hiring people with for good inclusion participation from all Affinity Groups Compact commitment disabilities (2015) practices for our

People with Disabilities > Corporate and global DEI KPIS

inclusion initiatives for

> First DEI experiment in one Business Unit, establishing the Affinity Groups

- and Business Units
- > UN WEPs signed
- > ESG strategy is formalized
- > ESG Advisory Committee is formally structured

- > Published first ESG Report
- about equity (pay gap,
- > Set a goal for Climate change
- > People with Disabilities Bootcamp
- > MoveTech initiative: impact in society through Education

Our **ESG** Materiality

In 2022 we conducted our first materiality analysis.

We used a broad strategy to engage internal and external stakeholders to learn about their priorities related to sustainability. We began our materiality analysis by engaging in workshop sessions with stakeholders from different departments within our organization including IT, Facilities, Legal, People, Compliance, and Marketing to better understand their objectives, pain points, and concerns related to our operations. This allowed us to clearly articulate the value of their contributions towards a successful ESG strategy.

After the workshop sessions, we conducted qualitative interviews with stakeholders, including our people, clients, and local social organizations we partner with. Finally, we invited all Cl&Ters through email and corporate social channels to participate in surveys to learn more about their ESG priorities. 589 people answered, including employees, executives, advisers, clients and social partners.

We partnered with Ambipar, a well-known Environment Management and Waste Recovery company, to help carry out this whole process of workshop, interviews and analysis of the materiality. For the final definition of the material subjects, qualitative perceptions, the results of the survey, as well as the perception of stakeholders and the market on risks related to the subjects were considered.

List of material topics:

GOVERNANCE

- 1. Ethics and compliance
- 2. Innovation
- Operational and Economic performance
- 4. Risks management
- 5. Security and data protection

SOCIAL

- I. Attraction and retention people
- 2. Diversity and inclusion
- Education and tech training
- 4. Engagement of value chain for social impact

ENVIRONMENTAL

Climate Change



ESG at CI&T

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 in this report are somehow related to them.

Considering the challenges of the industry we are part of, we were able to identify the "whys" behind ESG at Cl&T. We want to build a better and more humane company. We want to be a reference for our clients and their customers. We exist to make a profit with a purpose, and we do this by investing in a better world. We influence this through social issues, especially people, opportunities for employability, diversity and inclusion, social assistance, education, and, ultimately, climate change. The Sustainable Development Goals we chose to focus on are 1, 4, 5, 8, 10, and 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 measure and promote of equity and inclusion of the underrepresented groups (URG)
- To keep our activities focused on social assistance, like donation campaigns, and start taking steps to contribute to society through education.
- To monitor our greenhouse gas emissions to take the first step toward climate action.

COMMITMENTS



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.

In support of

WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the



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 empowering women in companies, the market and the community.



ESG Goals & Results



PILLARS

Tomorrow of **Equity**



GOALS

Equity of opportunities for employment and decent work





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

IMPACT	2020	2021	20221	2025 GOALS
% URG (Women, Black, PwD, and LGBTQIA+)	35.0%	40.0%	50%¹	55% URG (Women, Black, PwD, and LGBTQIA+)
% URG in Leadership	27.4%	28.0%	37.3%¹	40% URG at Leadership
% Women in Top Leadership ²	22.0%	23.0%	25.7%³	30% Women at Top Leadership
URG eNPS	86	87	84¹	90+ URG eNPS

PILLARS Tomorrow of URG Empowerment and Sustainable growth



GOALS



Reduce poverty through **quality education and social assistance**Reduce **environmental impact**

ACTIONS



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

IMPACT	2020	2021	2022 ¹	2025 GOALS
People trained and starting career in technology	_4	64	66¹	Scale the number of people impacted by digital tech education
People from communities impacted by social assistance initiatives	4K	22K	22,5K ¹	100K people from the community impacted by social assistance initiatives
Environmental impact assessment	_4	1 st GHG inventory	100% Carbon Neutral Brazil	Carbon neutral commitments outside of Brazil

1 The 2022 ESG data doesn't include employees from acquired companies in the period. 2 Top Leadership refers to senior managers and above.

- 3 This includes the acquired companies in the period
- 4 This indicator was created and started to be monitored in 2021



GOVERNANCE



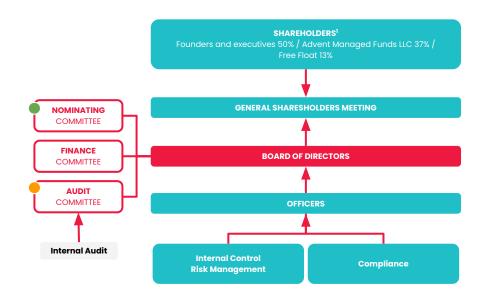
Governance Structure

We have developed a Governance Framework based in four principles:

- Accountability
- Fairness
- Transparency
- Responsibility

CI&T Inc, Cayman and its subsidiaries are constantly improving governance processes and ESG practices by partnering with different stakeholders, as exemplified by our participation in the Amcham and Brasscom networks. This year, we developed the Materiality Analysis as an example of improvement in our processes.

In this page you can see the visual representation of the governance structure, including the governance bodies.



ESG Advisory Committee Discuss subject

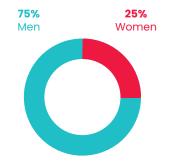
Discuss subjects from ESG matters

ETHICS Commission

Discuss subjects from Code of Conduct Percentage of economic power. CI&T has dual-class of 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 CI&T Inc as of December 31, 2022 was 19,969,110 Class A and 113,845,201 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





Brenno Raiko
Chairman of the Board of
Directors
Advent's Managing Director
responsible for investments in
the technology sector in Latin
America. 4 years on the Board.



Cesar Gon
Board Member
One of the founders of CI&T
and CEO since the Company's
foundation in 1995.
4 years on the Board.



Eduardo Gouveia
Independent Board Member
Investor and board member
at start-ups and large
companies. Served as CEO of
several Brazilian companies in
the financial services sector. 4
years on the Board.



Silvio Meira
Independent Board Member
Brazilian computer scientist,
professor and entrepreneur.
Creator of the Recife Center for
Advanced Studies and Systems
(CESAR). 4 years on the Board.



Fernando Matt
Board Member
CI&T Co- founder, an experienced executive in the IT industry, and an angel investor in tech and non-tech startups. 4 years on the Board.



Maria Helena Santana
Independent Board Member
Worked for the São Paulo Stock
Exchange for 12 years, served as the
Executive Chairman of the Brazilian
Securities and Exchange
Commission. 2 year on the Board.



Patrice Etlin
Board Member
One of Advent's global managing
partners and member of its
executive committee. 4 years on
the Board



Carla Trematore
Independent Board Member
Experience in audit firms,
chairperson of the audit committee
of Caixa Econômica Federal, and
member of the board of directors
Banco de Brasília. Less than 1 year
on the Board.

91.7% Men **8.3%** Women

Senior Management



Cesar Gon Founder & CEO 28 years@CI&T



Bruno Guicardi Founder & NAE President 28 years@CI&T



Leonardo Mattiazzi Partner, EVP 25 years@CI&T



Felipe Brito Partner, EVP 23 years@CI&T



Solange Sobral Partner, EVP 26 years@CI&T



Amin Nunes Partner, EVP 25 years@CI&T



Mauro Oliveira Partner, EVP 25 years@CI&T



Stanley Rodrigues Partner, CFO 9 years@CI&T



Bob Wollheim Partner, CSO 3 years@CI&T



Mars Cyrillo Partner, EVP 23 years@CI&T



Carl Uminski Partner, EVP 1 year@CI&T



Tony Jenkins Partner, EVP 1 year@CI&T





Governance teams and responsibilities

Board of Directors

The Board is composed of independent and non-independent members with expertise in CI&T's market. The directors are elected by an ordinary resolution of shareholders. The main responsibilities include overseeing Senior Management work and supporting decision-making in all company sectors. They contribute to defining the company's strategy and analyzing the company's finances and ask for further information in relevant contracts, investments, or partnership. Also, they appoint members for the Audit and Nominating Committees.

Learn more in our annual report on form 20-F.



Audit Committee

The audit committee assists our Board of directors in overseeing our accounting and financial reporting processes. The audit committee also assists with the audits of our financial statements. In addition, the audit committee is directly responsible for the appointment, compensation, retention and oversight of the work of our independent registered public accounting firm.

The audit committee consists exclusively of independent members of our board of directors who have financial experience, which currently consists of Maria Helena dos Santos Fernandes de Santana, as the Chairperson, Eduardo Campozana Gouveia and Carla Alessandra Trematore.

Learn more in our annual report on form 20-F.

Nominating Committee

Our nominating committee, which consist of Fernando Matt Borges Martins, as the Chairperson, Eduardo Campozana Gouveia and Brenno Raiko de Souza, assists our Board of directors in nominating candidates for election to the Board of directors and overseeing the human resources policies and practices adopted by CI&T and its subsidiaries, as appropriate. We have a full definition of this Committee in our our annual report on form 20-F.







Compensation & Attributions

CEO Attributions

Our executive officers are responsible for the management and representation of our company. We have a strong experienced management team led by Cesar Nivaldo Gon, our CEO, with broad experience in the technology/IT services industry. Mr. Gon is a member of our board of directors and our global CEO. Mr. Gon has been leading CI&T since he co-founded it in 1995.

Executive Compensation

The executive compensation is fully governed within CI&T. In a cyclical process, the People Area leads the evaluation process of the company's global executive total compensation, in partnership with external

consultants, in order to map through benchmarks where we are in relation to the market, in order to remain competitive.

Faced with a scenario that implies any change in fixed compensation and short and long-term incentives, the People Area is responsible for leading the design of proposals and approving them in the Nominating Committee, as well as in the Board of Directors.

Executive promotions involve a mature evaluation process, through recommendation and approval involving VPs, CEO, Nominating Committee and the Board. It is noteworthy that even at the non-executive level, compensation models are handled with the involvement of the company's CEO and VPs.

Learn more in our annual report on form 20-F.





Support Groups

Ethics Commission

The Ethics Commission, along with the Ethics Squad, is responsible for monitoring and investigating all complaints reported on our Ethics Portal (ethics.ciandt.com), a third-party vendor. Meetings are held with the Ethics Squad, the Compliance team, and the Ethics Commission to regularly evaluate and improve the complaint process, policy, practice, and education. This group is also responsible for creating the policy for receiving and handling complaints. In ultimate instance, if necessary, the ethics commission reports to the Officers.

ESG Advisory Committee

The ESG Advisory Committee is comprised of executives from each geographic region where CI&T has offices (Americas, Europe, and Asia), CI&T board members, People and ESG team representatives, and external advisors. This group's mission is to review and approve the company's ESG strategy and the annual budget to make it happen. Today, the ESG Advisory Committee is composed by two board members, two independent board advisors, four regional corporate groups, one ESG team member, and two People team members. This advisory committee does not respond to other structures although subjects of discussions themes are proposed in the Nominating Committee.

CI&T Global ESG Governance Structure

The goal of ESG at CI&T to pursue best practices and influence the company towards better business.



ESG Advisory Committee

Composed of executives from each geographic region where CI&T has offices (Americas, Europe, and Asia), CI&T board members, People and ESG team representatives, and external advisors. More details can be found on page 28.



WOMEN

BLACK+









NA

Action groups

Formed by employees engaged in ESG challenges, helps to formulate policies and strategies for each of the ESG subjects. More details can be found on page 31.

Business Units

Groups

Smaller gathering of people working on DEI inside the business unit to impact every corner of the company.

Enterprise Services

CI&T supports areas such as HR, legal, controllership etc. All these areas are vital to determine the feasibility of new policies and practices in the scope of ESG.

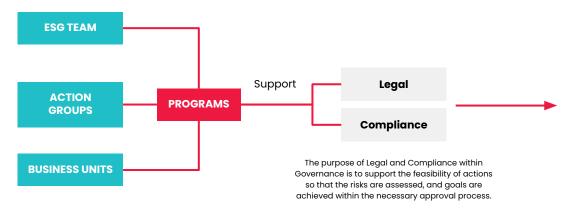
ESG TEAM

The dedicated team that supports this structure. The team is distributed across 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.

How **Legal and Compliance** support ESG actions

The company's Legal and Compliance teams work with the ESG Advisory Committee to align ESG practices throughout the company.

The 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.



The result of this process: ESG 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





Action Groups

At CI&T, Action Groups are responsible for understand the challenges and providing strategy, direction and support for actions related to underrepresented groups. In Brazil, the Action Groups are composed of four Affinity Groups: Black people, people who identify as women, people who are part of the LGBTQIAP+ community, and People With Disabilities. There are also Groups focused on improving educational access and environmental efforts.

Our Groups create KPIs, goals, and initiatives to resolve those concerns. They also have a dedicated budget to execute their programs and initiatives. These Groups are comprised of internal volunteers and allies committed to carrying out the ESG strategy within their region.

North American and Asia each have one Group that focuses on all ESG related topics. And we are starting a group for EMEA in 2023.

Discussion Groups

A Discussion Group (or Employee Resource Group) is a voluntary, employee-led group of people who share common identities, interests, or backgrounds. Discussion Groups are also safe spaces for allies to learn how to best support underrepresented groups. The goal of Discussion Groups are to provide opportunities to network and to create a more inclusive workplace. CI&T has Discussion Groups available globally to support our diverse teams.

We currently have Discussion Groups across the world that support Black people, people who identify as women, people who are part of the LGBTQIAP+community, People with Disabilities, as well as parents and caregivers.

In UK we have "Circles", a initiative from Somo, one of the acquired companies in 2022, to open up conversations, build communities and share resources around key themes and life events that we know are important to employees. Some of the groups are: fertility, mental-health, parents, menopause, rainbow (LGBTQIAP+), neurodiversity and disabilities.



Ethics, Compliance and Human Rights

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 regulations related to ethics and human rights. We subscribe to all laws, policies, procedures, and controls that promote support and security for CI&T business as well as ensure that all of our operations comply with internal and regulatory policies, standards and procedures.

CI&T has a Global Compliance Program, which is structured by the 9 pillars:

- i) Tone at Top; ii) Code of Ethics and Conduct and Policies;
- iii) Risk Management; iv) Internal Controls; v) Reporting Channel;
- vi) Communication and Training; vii) Internal Investigations; viii) Due Diligence; and ix) Auditing and Monitoring.

Furthermore, 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 within the CI&T Code of Ethics and Conduct.

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

Our Policies **support all** of our **Governance**:

These documents and policies can be found on the **CI&T website**.

Compliance Program

_

Nominating Committee

Charter

Code of Ethics and

Conduct

Plan

Whistleblower Contacts

Anti-Corruption Policy

Related Person
Transaction Policy

Conflict of Interest Policy

<u>Disclosure Procedures</u> and Control Policy

<u>Audit Committee</u> Charter

Insider Trading Policy



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 reporting channel and the ethics training are presented to all new Cl&Ters on their first day at the company.

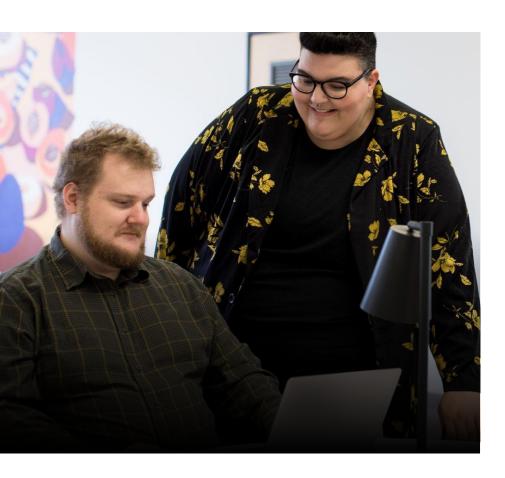
Our Code of Ethics training is available to all Cl&Ters on the University website (Cl&T internal learning platform).

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

It is a global channel that operates 24 hours a day, seven days a week and it is available in English, Portuguese and Chinese. There is an option to make either an anonymous or identified report. In addition, employees in Brazil can call 0800-892-0459, and employees in the US can call 1-833-602-2018.

Complaints can cover a variety of topics, such as, for example, harassment, discrimination, retaliation, conflict of interests, and inappropriate use of company resources, among others, and we investigate all complaints following CI&T's internal procedures.

Ethical violation complaints are investigated by our Ethics Squad, Ethics Commission, and internal investigators. We maintain the legitimacy of our ethics reporting and investigation process by granting only a limited number of people access to complaints, consulting with an external agency for ethical investigation training, and only allowing ethical investigations to be conducted in pairs.



Ethics, Compliance and **Human Rights**

CI&T requires all employees to complete an ethics training annually, and as ethics policies are subject to change. The latest update to our ethics policy was in October 2021. Prior to mandating ethical training, we regularly held "Compliance Talks" for our Business Units to promote education about it. We always encourage our people to report any situation that does not align with the values, principles, and attitudes of our Code of Ethics and Conduct.

Employees can also provide suggestions on the policy and procedures related to the Code of Ethics and Conduct. Any and all information provided can be submitted anonymously. CI&Ters are also reminded about our non-retaliation policy within the Code of Ethics and Conduct.



Anti-corruption and **Conflict of interest**

CI&T complies with all local laws related to anti-corruption and conflicts of interest. We also have an Anti-Corruption Policy, <u>available online</u>. This policy applies to all people in the CI&T, including subsidiaries, acquired companies and to third parties. The purpose of this Policy is to ensure that the company complies and works with high standards of ethical conduct in its business. **All CI&Ters must carry out their activities ethically and lawfully to avoid deceptive conduct.**

Gathering information about CI&T's competitors is considered a legitimate activity if it is conducted legally and ethically. CI&Ters must never illegally obtain information about competitors, customers, or partners.

In the case of complaints involving members of the Ethics Commission itself, the Board of Directors, or Senior Management, regarding corruption or any other complaint related to Ethics and Compliance, the CEO and CFO of the company will receive the complaints. They will be responsible for assessing the need to involve the Ethics Commission or part of it and for defining which investigative persons will act to investigate the facts. The policy for receiving and handling complaints is being revised, and the current rules are those mentioned above. Under this policy, we haven't had any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.

We communicate our policies governing the acceptance of gifts, payments, corrupt relationships with government officials and other organizations, as well as the process of due diligence each quarter to our people.

For example, CI&T must conduct diligence before any agreement or contract for third-party entities and partners. We describe the diligence practice in the Anti-Corruption Policy, attachment A.

We established procedures for inappropriate conduct to avoid conflicts of interest. The <u>Conflict of Interest Policy</u> guides the good standards of relations with government officers, relatives, close friends, domestic partner, spouse, or partner, and other close relationships. The Policy extensively describes situations where conflicts of interest can happen and how to behave, including sending concerns to compliance@ciandt.com and using the Ethics portal to communicate any possibility of misbehaving.

Following Sarbanes Oxley Act (SOX), we might not hire any Audit firm where the CEO or CFO played a role one year prior. This package of agreements and conducts contribute to our commitment to building trust and transparency with our people, customers, and partners.



Data Privacy and Information Security

The relationship between CI&T and our people and customers is based on trust. 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 our people, suppliers, and vendors in making sound business decisions, protecting Cl&T's image, protecting client and company data, and ensuring security in the workplace. The policy also guides behavior for maintaining information security, confidentiality, integrity, and availability.

The Information Security Policy is part of the <u>Code of Ethics and</u>
<u>Conduct</u>. 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.



Data Privacy and **Information Security**

Significant updates will be made available through Cl&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:

- Prevent: through traditional security controls and safeguards
- Monitor: with the continuous review of events and alerts
- Respond: by treating incidents quickly to remediate and mitigate impacts (we have a Security Operation Center (SOC) 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.

We monitor 24-7 our environment.

This work has made it possible to have:

- zero data breaches;
- zero user data used for secondary purposes;
- zero financial losses during the current reporting period.

Also, we did not have any law enforcement requests for user information. We base our **practices** in:

- ISO 27001
- MITRE ATT&CK
- NIST methodologies
- LGPD,GDPR, and CCPA



Data Privacy and **Information Security**

In addition to our information security policy and data privacy policy, we have processes, norms and plans that are executed daily, helping maintain business continuity even outside commercial hours. The documentation of these tasks guides Cl&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 for employees

We maintain several channels for reporting concerns or incidents, including chat, email, our 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 Cl&Ters are informed about them as part of their onboarding.

Our **Security Program** and **Risk Management Rites** are reviewed annually or whenever a relevant event that impacts our risk scenario occurs. We regularly conduct risk analyses 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 policies helps in optimizing the use of available resources, prioritizing risk mitigation and defining all controls and safeguards to protect the organization's assets.







Business risks

by disruptions of operations

At CI&T we have a Business Continuity/Disaster Recovery Plan internally, which includes the risks associated with People, Contracts, Financial Aspects and the Company's Brand/Image in the market. The main objectives of the plan are:

- Protect the integrity of people;
- Map and prioritize critical risks associated with vital CI&T systems;
- Plan the necessary actions to ensure the continuity of the client's operations and services in case of disruptive events;
- Enable the restoration of normal business operation in a timely manner after a disaster:
- Minimize the impact of an eventual disaster;
- Reduce the risk of human-made disasters, deliberate destruction, and building or equipment failures;
- Plan and execute periodic tests of the DRP to ensure the effectiveness of the plans.



Business risks

by disruptions of operations

The assumptions and limitations considered as the basis for the plans to be met they are:

- The recovery plan was prepared considering the various levels of criticality, including the worst case of destruction that could affect the operation of CI&T. The worst case of destruction is the total and long-term loss of facilities, infrastructure (energy, telephony, internet, water) and key people.
- The plan is based on the number and technical capacity of people capable of implementing and executing a recovery plan.
 Therefore, the level of detail of each plan is described by people from the respective areas that each plan addresses.
- This plan is revised every year or when there are changes that significantly impact the recovery plans for each area.
- All necessary equipment, software and data are described in the recovery plan for each incident;
- The plan does not cover incidents associated with extreme situations such as civil war and terrorism.

This plan is established as described and so far there has been no need to put it into practice. In the period covered by this report (2022), we have had

no service interruptions or total customer downtime that has generated
performance issues for our business.

About operation restrictions: We are subject to costs and risks associated with increased or changing laws and regulations affecting our business, including those relating to the sale of consumer products. Specifically, developments in data protection and privacy laws could subject us to fines and reputational harm, which could, in turn, harm our business, financial condition or results or operations. As of the date of this report, we have

no restrictions to operate in the countries where we are present.



Stakeholders

Engagement

At CI&T we have key stakeholders for the sustainability of our business: our people, our clients, our investors, suppliers, shareholders and the community in which we operate. We relate to each of them in different ways. In 2022, it was the first time that we carried out an ESG materiality work with all these stakeholders to understand with them the most relevant topics related to social, environmental and governance issues. To learn more about our materiality analysis, check out page 18.

Regardless of ESG-related work, we maintain relationships and communication with our stakeholders. We are a publicly traded company and all communication and transparency of our information with our investors and shareholders is stated on our website https://investors.ciandt.com. We have an open and always available channel for contact at investors@ciandt.com.

With our customers we often carry out a satisfaction survey. With the local community, we maintain a constant relationship with partner institutions. In Brazil, we have recurring actions such as campaigns, donations, promotion of volunteering and others. For institutions that sponsor projects through tax incentives, we monitor the progress of the project throughout the year through activity reports. Whenever possible, we carry out visits to institutions to strengthen the relationship and also provide meetings and visits to our offices. In contracts with suppliers and customers, we include contractual clauses referring to socio-environmental responsibility.

We have a series of internal channels for dialogue and transparency of information for our people. We have an intranet where everyone has access and where all corporate communications are made, including the CEO's communication every quarter. In addition, we have the annual GPTW survey, which provides us with important feedback for analyzing our workplace environment and continuous improvement. In 2022 we also started using the Team Culture tool, a weekly organizational climate survey, where we constantly have feedback on what people are feeling and observing within the work environment. The informal and autonomous culture in the company allows leaders and the HR team to act as corporate channels giving everyone direct access to them, through meetings, chat or email. In 2022 we sent three NPS surveys about ESG for all the employees and the result was always above 80. Learn more about our employee engagement on page 63.

ABOUT COLLECTIVE BARGAINING AGREEMENTS

In Brazil, 100% of our people are covered by collective bargaining agreements. For all other regions, we follow local laws and union rules working according to the country.

Top Client's Net Revenue Share

% Of Total

TOP CLIENT

TOP 10 CLIENTS

(EX - TOP 1)

34%

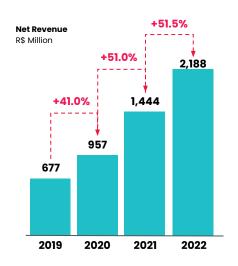
15%

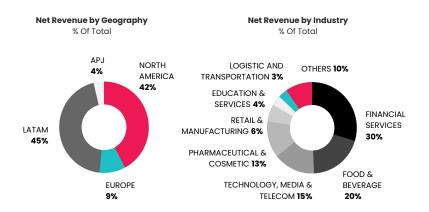
OTHER

CLIENTS 51%



2022 Financial Performance





Resilient Top-line Growth:

+51.5% growth compared to 2021.

Our strong revenue growth reflects our (i) **expansion** within existing clients, (ii) the addition of new clients every year, and (iii) our programmatic M&A strategy.

In 2022, CI&T grew its revenues in **all regions and industry verticals** that we operate compared to 2021. During 2022, CI&T **added 84 new clients** with annual revenue above R\$1.0 million in the last twelve months to our portfolio, totaling 178 clients in 2022.

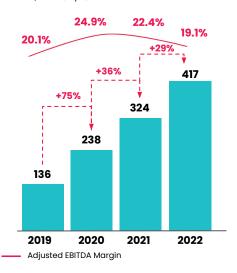
For more information about our financial results access our Quarterly Results page



2022 Financial Performance

Adjusted EBITDA & Margin

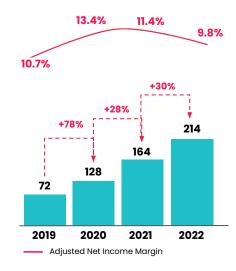
R\$ Million; %



Solid Profitability Metrics: In 2022, the **Adjusted EBITDA** was **R\$417.5 million**, an increase of 28.8% compared to 2021. Adjusted EBITDA margin was 19.1% in the year.

Adjusted Net Profit & Margin

R\$ Million; %



Adjusted net profit was R\$213.6 million, 30.2% higher than 2021. The adjusted net profit margin was 9.8% in 2022.

For more information about our financial results access our <u>Quarterly Results page</u>. Adjusted EBITDA, adjusted EBITDA margin, and adjusted net profit and adjusted net profit margin are non-IFRS financial measures, please refer to the appendix for the reconciliation tables of non-IFRS measures.



Appendix **Financial**Performance

Condensed consolidated statement of profit or loss

(In thousands of Brazilian Reais)

	Full year ended December 31		
	2022	2021	
W-4.P	0.107.710	1 444 000	
Net Revenue	2,187,710	1,444,380	
Costs of services provided	(1,425,219)	(935,732)	
Gross Profit	762,491	508,648	
Selling expenses	(163,871)	(89,654)	
General and administrative expenses	(315,915)	(151,681)	
Research and technological innovation expenses	-	(4)	
Impairment loss on trade receivables and contract assets	(329)	(497)	
Other income (expenses) net	(8,458)	(22,206)	
Operating profit before financial income and tax	273,918	244,606	
Finance income	172,996	69,816	
Finance cost	(246,642)	(104,048)	
Net finance costs	(73,646)	(34,232)	
Profit before Income tax	200,272	210,374	
Income tax expense			
Current	(69,873)	(95,375)	
Deferred	(4,483)	10,958	
Net profit for the period	125,916	125,957	



Appendix

Financial Performance

	2022	2021
NetRevenue	2,187,710	1,444,380
Reconciliation of Adjusted EBITDA		
Net profit for the period	125,916	125,957
Adjustments		
Net finance costs	73,646	34,232
Income tax expense	74,356	84,417
Depreciation and amortization	94,558	48,354
Stock-based compensation	5,486	2,531
Consultant expenses	-	2,220
Government grants	-1,141	-2,481
Write-off and Impairment	-	21,895
Acquisition-related expenses	44,652	6,957
Adjusted EBITDA	417,473	324,082
Adjusted EBITDA Margin	19.1%	22.4%
Reconciliation of Adjusted Net Profit		
Net profit for the period	125,916	125,957
Adjustments		
Consultant expenses	-	2,220
Write-off and Impairment	-	21,895
Acquisition-related expenses	87,721	14,062
Adjusted Net profit for the period	213,637	164,134
Adjusted Net profit Margin for the period	9.8%	11.4%

Reconciliation of Non-IFRS measures

(In thousands of Brazilian Reais)

In calculating **Adjusted EBITDA**, we exclude components unrelated to the direct management of our services. For the periods herein, the adjustments were: (i) stock-based compensation expenses; (ii) consulting expenses related to the initial public offering and corporate reorganization; (iii) government grants related to tax reimbursement in the Chinese subsidiary; (iv) non-cash expenses related to the impairment associated with the discontinuation of certain investments made by Dextra on intangible assets related to digital platforms; and (v) acquisition-related expenses, including fair value adjustment on accounts payable for business combination, consulting expenses, and retention packages.

In calculating **Adjusted Net Profit**, we exclude components unrelated to the direct management of our services. For the periods herein, the adjustments applied were: (i) consulting expenses related to the initial public offering and corporate reorganization, (ii) non-cash expenses related to the impairment associated with the discontinuation of certain investments made by Dextra on intangible assets related to digital platforms; and (iii) acquisition-related expenses, including amortization of intangible assets from acquired companies, fair value adjustment on account payables for business combination, consulting expenses, and retention packages.



CIST **GLOBAL** ESG 2022 **REPORT**

ENVIRONMENTAL

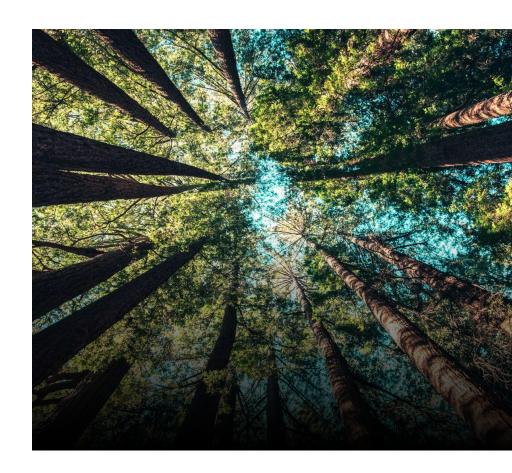


Understanding our **environmental impact**

2022 was an important year for understanding our environmental impact. We are excited to showcase our environmental related data, actions, and commitments for the first time. We measured our greenhouse gas emissions in Brazil, where more than 85% of our people and offices are concentrated. Our goal for the coming years is to expand our data collection to all the countries where we operate.

As it relates to the environment, our materiality (page 18) and internal analysis indicated that the most relevant topic is **climate change.** In addition, we are always looking to engage in best practices in our offices, such as recycling, better water and energy use, and sustainable building certification.

In line with the commitment and transparency of our environmental information, we respond to CDP and Ecovadis and follow the GHG protocol model for measuring our emissions.





Our actions to **reduce environmental impact**

Due to the nature of our business, our environmental actions focus on increasing awareness about correctly discarding materials, using renewable sources, and consciousness about water and electricity waste. **Our actions include:**

- We encourage the use of cleaner fuels. We installed an electric car charger in Campinas office, which is available to our people. There is also a charger in the condominium in São Paulo office.
- For our fleet cars and cars rented for business trips, we recommend using just ethanol fuel.
- After a survey of information about our computers, we confirm that we have 100% of our notebooks with Energy Star seal to ensure efficient international energy consumption.
- In 2022, CI&T started a partnership with Flora Energia, bringing a benefit to our employees in Brazil. Flora Energia is a platform that connects users to Renewable Energy Sources, which allows financial discount on the traditional electricity bill.



Energy Consumption

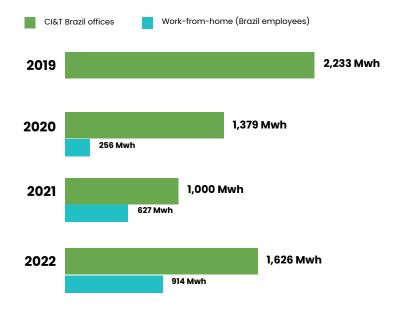
As a technology company, **electricity** is one of the essential resources for our operation.

While this is the first year that we are reporting our energy consumption data, we have been monitoring our consumption for several years. Our goal for the coming years is to understand the electricity scenario in each of the regions and monitor what percentage of renewable energy our operation is. More than 90% of the lamps in our buildings in the USA and Brazil (94% of our offices) are LED.

After the 2020 pandemic, many of our employees started to work from home, which presented us with the challenge of measuring the energy consumption of people working remotely.

We made a calculation to stipulate this consumption of our people in Brazil for our 2022 emissions inventory.

For the GHG Inventory, we calculated the energy consumption of computers from people working from home, taking into account the model used by employees, the total number of employees in each month with the the average of number of hours worked to determine the number hours notebooks were used per month, and the consumption per hour of each model from their respective technical card. The same methodology was used for monitors.





WaterConsumption

We monitor water consumption in our offices on a monthly basis.

In addition, we have practices related to efficient use of water, such as:

- Monthly monitoring of water consumption in our buildings in Brazil;
- Automatic faucets with a flow timer in the bathroom sinks in Brazil's offices;
- Flushes with double flow or small bottles in the box attached to the toilet to reduce the flow;



 In Belo Horizonte, flushing toilets and urinals use rainwater that is captured on the roof of the building and stored in a reuse reservoir, which makes it possible to achieve an even greater reduction in water use;

Consumption in our offices in Brazil in 2022 was 9550 m³.

 According to the Brazilian Water Security Index, developed by the National Agency for Water and Basic Sanitation, two of our offices, located in Curitiba and Belo Horizonte, have a low degree of water security and the two others, São Paulo and Campinas, have a medium degree of water security.



Office **Certification**

We leverage our relationships with our leasing partners to encourage them to follow the best environmental practices.

66% of our office spaces in Brazil have environmental certifications (LEED GOLD and ISO 14001).

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.

Our Oakland, CA office is also LEED GOLD certified.

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.

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. Our equipment in Brazil undergoes sorting and is sent as a donation to nonprofit organizations or recycled with a certified partner.

In our Japan, China regions, we donate outdated laptops, tablets and other electronic items to nonprofit organizations.







Our climate strategy



The path to net-zero

CI&T, as a company with social and environmental responsibility and engaged in the ESG theme, wants to do more to reduce its environmental impact. Based on the Paris Agreement, in 2015, we are commitment to becoming Net Zero in Brazil by 2027. And for 2023 we want to start to measure our footprint in the USA and the UK and develop a strategy to net-zero emissions for these countries.

As we work in our mitigation plan for greenhouse gas emissions to avoid and reduce our carbon footprint, supported by the Science-Based-Targets Business Ambition for 1.5°C, we are committed to offsetting all remaining carbon emissions, including Scope 3.

Nature-based carbon removal

As a company originated in Brazil, the country with the greatest biodiversity in the world, we have a responsibility to support the conservation and restoration of the Brazilian biomes, which are responsible for providing key ecosystem services to the country and also play a crucial role in future of the planet.

We opted to support **nature-based carbon removal projects**, ideally operating within our geographic footprint and that promote ecological restoration, increasing ecosystem services and biodiversity, sustainable agriculture, alongside the development of the community involved.



Carbon Footprint

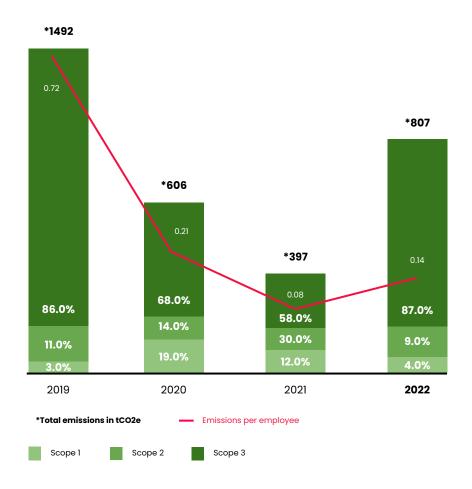
We measure our emissions since **2019** in Brazil, as **a base year**. We determined this date for comparative purposes and to understand pre and post pandemic behavior. We started to measure our greenhouse gas emissions by our operations in Brazil, where more than 85% of our people and offices are concentrated.

The GHG Protocol was used as our official framework to measure our emissions, all parameters, emission factors, and reference sources used are found in the <u>calculation</u> <u>quidelines</u> of the Brazilian GHG Protocol Program.



In 2022 we obtained a value of 0.14 tCO2e of emissions per employee, which is

80% less than the value obtained in 2019.





Carbon Footprint

In our 2022 GHG inventory we measure Brazil's emissions in Scope 1, 2 and 3, including energy consumption for people working from home, commuting to the office for people who are in a hybrid work model and also the footprint by use of data centers. Our main emissions originate from Scope 3*, that is, indirect emissions, and corresponds to 80.0% of our total emissions. The categories that accumulates the most emissions are business trips, upstream transportation and employee commuting, which also contains the consumption-related emissions of employees working from home.

In 2019, pre-pandemic, was the year when our total emissions had the highest value in the four years measured. In 2020 and 2021, due to the COVID-19 pandemic, emissions had a significant drop due to social isolation and decreased face-to-face activities. In addition, the working-from-home model was established at CI&T, and continued for most employees even after the pandemic ended.

Scope	Category	Source	2019 (tco2e)	2020 (tCO2e)	2021 (tCO2e)	2022 (tCO2e)	% 2022
	Stationary combustion	Diesel oil	10,8	10,7	12,3	3,9	0,49%
		Hydrated Ethanol	17,3	4,5	0,1	0,4	0,04%
	Mobile Combustion Sources	Gasoline	0,0	0,0	11,0	0,4	0,05%
Caama 1	Sources	Diesel	0,0	0,0	0,0	0,2	0,02%
Scope 1		Carbon Dioxide	0,1	0,1	0,1	0,1	0,02%
	Fugitive emissions	R-410A	0,0	98,3	1,1	4,8	0,60%
	rugitive emissions	HCFC-22	5,4	0,0	12,8	0,0	0,00%
		R-407C	5,4	0,0	12,8	24,4	3,02%
Scope 2	Purchased or acquired electricity	Grid Power	166,6	83,3	122,3	69,7	8,64%
	Transp. e Distr.	Gasoline	0,6	17,0	1,2	13,2	1,63%
	(Upstream)	Air Travel	0,0	1,1	4,7	24,3	3,02%
	5	Commuting	260,6	63,6	18,8	156,7	19,42%
Scope 3	Employee Commuting	Working from Home	0,0	15,8	79,2	38,8	4,80%
	Business travel	Air Travel	985,4	293,8	122,5	411,2	50,97%
	Business travel	Gasoline	40,3	18,0	2,3	29,8	3,69%
	Purchased Goods and Services	Data Centers	-	-	8,9	29,0	3,59%
		Total	1492,5	606,2	410,1	806,7	

Calculated by the GHG Protocol Brazil tool.

CI&T had its emissions inventory 2022 verified by Totum Institute and complies with the Specifications of the Brazilian GHG Protocol Program Verification Standard and ABNT NBR ISO 14064-3 and achieved the **reasonable assurance confidence level**. This level corresponds to the highest level of qualification granted to companies that demonstrate compliance with all transparency criteria in the publication of their greenhouse gas inventory. The verification statement can be checked at the following <u>link</u>. **Our 2022 inventory will be published in the 2nd half of 2023 in the <u>Public Emissions Registry</u>.**

^{*}For 2023 we want to improve our measure for sources to Scope 3, such as all sources of emissions from commuting by employees and all the carbon footprint related to the use of data centers, fundamental to the projects developed by CI&T.



Our carbon neutrality

We **offset all emissions** from our Brazilian operations for 2022.

We support a project that promotes sustainable regenerative agriculture, located on coffee farms in southern Minas Gerais, in the Atlantic Forest and Cerrado biomes. The project is related to the identification and mapping of minerals naturally present in the soil, indicating recommendations and good practices that are more appropriate for the agricultural cycle, increasing the permanence of carbon in the soil.

"The benefits of the financial incentive of the carbon project is to encourage and maintain the investment inside the property to improve the carbon sequestration practices, and to training the surrounding area, which would be the communities, family farmers, and to invest in the education of the young people of the municipality."

Armand Fábio - Farmer | Novo Horizonte Farm (all rights reserved)

Terrus Carbon Coffee: Nature's Solutions and Brazilian Coffee.

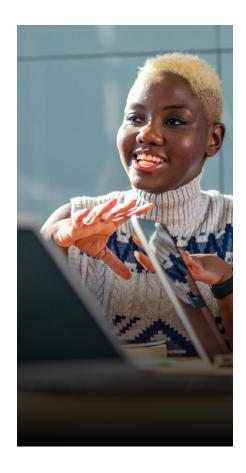




People are key to social impact

From a Social perspective, we believe that our most expressive power of impact is related to people.

CI&T proactively engages in practices to diversify our hiring pool and teams to include people from underrepresented groups. To promote equity, we partner with local non-profits to create and host educational, internship, and mentorship opportunities for underrepresented youth.



Understanding the complex diversity, equity, and inclusion concerns of each geographic region we operate within is essential to supporting underrepresented groups around the world.

Our priority is to create a diverse, equitable, and inclusive environment

increasing our contribution to society during the company's accelerated growth in a year with a few M&As to maintain a strong culture of collaboration, autonomy and inclusion.



Our People In numbers

6.904 total

employees, including the acquired companies in the period.

42 not direct

employees

People who work inside of the company but whose work is not controlled by CI&T (cleaning staff, firemen and others).

Country	# CI&Ters	Women (%)	Men (%)	Foreign employees
Australia	98	22.4%	77.5%	15
Brazil	5843	29.2%	70.8%	23
Canada	30	46.7%	53.3%	23
China	241	33.6%	66.4%	0
Colombia	107	32.7%	67.3%	4
Japan	19	57.9%	42.1%	8
Portugal	48	37.5%	62.5%	33
United Kingdom	160	39.4%	60.6%	20
United States	358	26.8%	73.2%	67



Diversifying **Talent**

We intentionally infused Diversity, Equity, and Inclusion into our Talent Acquisition process this year through a number of actions. This year, all North American vacancies were posted to job boards targeting underrepresented groups. In the United States, Portugal, UK and Brazil we train hiring managers on recognizing and limiting Unconscious Bias in Hiring. In North America, our DEI Specialist reviews all requisitions to remove any exclusionary language before posting. In Brazil, we have launched Affirmative Actions to identify talented Black people.

43% of new hires in 2022 were people from URG.

(Women, Black, PwD, and LGBTQIA+)

Tomorrow's talent - Our program to hire and develop entry-level developers in Brazil. In the program, we hired 207 people, and 60% were from URG.

Young Aprendices and Next Gen - In 2022, our Young Apprentice program provided 15 young professionals from underrepresented groups their first professional experience in tech. Similar but focused on graduate students, the Next Gen internship program is annually launched by us to hire engineering and design interns.

In 2022, we hired 390 interns in Brazil and **46%** were from URG. In the group hired in the US, **100%** were URG

Total hired	Total women	Total people
people	hired	hired in 2022 by
in 2022	in 2022	country
2238	642 (29%)	Brasil: 2063 INC: 25 Japão: 5 China: 99 UK: 3 Canadá: 9 Portugal: 8 Austrália: 5 Colômbia: 21



People's development and retention

We consider all the people in our company important.

At CI&T, we deeply understand the importance of equity. We understand that each person at our organization has different needs to reach their individual definition of success or self actualization. Each person at CI&T has a career advisor to support the development, achievement, and review of professional goals. Career Advisors also serve as advocates, mentors, and champions for CI&Ters seeking promotion, growth, or new learning opportunities.



CI&Ters are invited, encouraged, and empowered to showcase their achievements during a Professional Development Presentation (PDP). CI&Ters select colleagues, business unit leaders, career mentors, advisors, etc. to provide feedback on their performance over the course of a cycle, and then host a meeting where they showcase all of their accomplishments and compliments.

We believe by providing our people the autonomy to schedule their PDP when they are ready, the autonomy to select who provides feedback, and the autonomy to set their own goals and benchmarks aligned to organization strategy, we empower them to have more control in the direction of their career with us. This entire process has salary transparency: each Cl&Ter has access to consult the salary table for their current position and level of proficiency.



People's development and retention

Our teams are also encouraged to contribute constant feedback.

In addition to personal feedback, an opportunity to see its performance from multiple perspectives, the company also values open space for exchanges and questions, stimulating and making possible moments such as CI&T Connecting (meeting to connect CI&Ters from all over the world and stay on top of news), the AMAs (Ask Me Anything, meeting for updates on contracts and teams or CI&T), Kickoffs (first corporate communication event of the year, where each business unit meets to reflect on the results of the year previous year and discuss challenges and goals for the current year), WGO (What's Going On, monthly meeting to bring past and future information about fronts and clients).

Another example is our recognition processes, which value attitudes and not just the result itself, serving as a positive example for other people or areas. We value and recognize positive scenarios, expressing our admiration for what our people do for the project, the area, the team and the company. We recognize solo work, group work and cross-functional work. We recognize the nominees personally and share this moment with the entire team.







People's

development and retention

At CI&T, we have a motto: "We develop people before developing software." This phrase is from our CEO and sums up our spirit well. It reflects how much we believe that at CI&T, people come first.

The HUB (Center for Culture, Leadership, and Emotional Safety) is one of the strategies we have created to impact mental health and work-life balance in CI&T globally. In 2022 the HUB team promoted the **Psychological Safety Week** with the objective of raise the awareness of CI&T people about Psychological Safety and make clear the impact that having a culture of rewarded vulnerability generates in the business.

The event had 10 talks with specialists of the theme as Tim Clark and Madelin Santana. The event featured content in Portuguese and English, subtitles and LIBRAS (brazilian sign language) to be accessible for everyone. As result, we had 1455 participations and an NPS of 98. All the content of this week is available for all the employee in our internal learning platform, University.

In 2022 the HUB and ESG team promoted a partnership for inclusion. Together, they developed a program for People with Disabilities with focus on leaders and the initial steps for a program for Black people that will roll out in 2023. Find out more in the DEI additional information session.

The HUB also promotes webinars and meetings about mindfulness for the employees. See more about retention indicador in page 66.



Benefits, well-being and engagement

Generally, we offer on a worldwide basis:

- Meal and supermarket vouchers without payroll discount.
- Life Insurance, Health and Dental Insurance,
- Employee Assistance Program, which includes Legal,
 Medical, Mental Health and Nutrition support,
- Profit sharing for everyone,
- Discount on Gym, psychologists, and other discount programs,
- Internet subsidy for those in Hybrid or full remote work.

Trust is at the center of this culture, which permeates what we build and must keep evolving. Each person has their story and needs, and we encourage everyone here to talk about it and, consequently, recognize themselves in us, continually seeking to evolve and supporting us to develop as well.

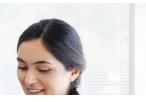
That's why we faithfully track engagement indicators such as eNPS by quarter and GPTW annually. More recently, we partnered with Team Culture, an online engagement platform, to collect the prevailing sentiments within CI&T, allowing us to prevent waves of dissatisfaction, and evolve procedures to achieve high levels of engagement and positive perceptions about working at CI&T.

We started using Team Culture in the second half of 2022. It is a **weekly organizational climate survey**, where we constantly get feedback on what people are feeling and observing within the work environment, which we use to adjust and adapt aspects inside of the company in a faster way. The platform is anonymous and has space for comments and suggestions.











Health and **Safety**

A critical aspect of our Health policy is the models of work we established as a company. According to their leaders, team, and roles, all employees can chose to work either physical, hybrid, or entirely from home or in any other geography within their country's borders. It means no required days to work at the office. The in-person gatherings can happen in a joint agreement with the team when it is indispensable. We have learned that a "remote culture at the center" can boost our productivity and well-being, so we have invested in empowering our people to enjoy their time at home with families and friends and work at their best time. These model of work are supported by a Wellness team and actions worldwide. It includes:

FOR BRAZIL: Environmental Risk Prevention Program, Internal Accident Prevention Commission (CIPA in Portuguese), Vaccines campaigns and Free-of-charge Health Assistance.

FOR UNITED STATES & CANADA: Employee Assistance Program (24/7 Service Centre Access, In Person Counseling, Video Counseling, Chat Support, Life Coaching, Financial Consulting, Legal Consulting, Specialty Consulting (Eldercare, Childcare, etc.), Substance Abuse Management, and Critical Incident Support (included but additional costs may be applicable).

FOR CHINA: Annual Physical Examination, Give me a break Program (spontaneous team activities among employees)

FOR UK¹: Partner with Fertility Matters at Work to help us on the path to become one of the first Fertility Friendly Employers, where Cl&Ters can be open about and are supported through their family-building experiences, Committed to being a Menopause Friendly Employer and is working towards accreditation with Henpicked to make sure all employees have access to the right support, guidance and awareness. We can also say that all UK employees have premium access to Bubble, the UK's no. 1 app for flexible childcare

1 these are initiatives that we incorporated from the acquired company and that we are keeping.



CI&T University

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.

At CI&T University, everyone can share knowledge, create courses and learning trails and access all areas of expertise available in the collection.

150,000+

Access to our platforms in 2022

57.0%

Average monthly active users

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).

Other Learning initiatives

CI&T has people dedicated to **learning initiatives** inside of business units to facilitate the onboarding process, accelerate careers and knowledge in specific technologies, to share gembas (visits where the work happens) and successful stories and promote mentoring. These initiatives take place in a decentralized way, in which each unit has the autonomy to develop training according to the need for technical knowledge of its strategies.

8

Some **People** indicators

Everything that we do has made it possible to achieve a high level of employee satisfaction. We have one of the highest retention rates compared to peers in our industry. Also, global recognition programs, including Great Place to Work (GPTW), acknowledge the impactful work we do internally.

We are GPTW in every country we are in, with special certifications for LGBTQIAP+ and IT professionals in Brazil and Youth in Canada. In Brazil, we have been in the ranking for 16 years. In 2022, we were ranked as the 4th best place to work in the large enterprise category.







Recognized for "Good Employability

Practices for Disabled Workers" at the UN









Attract

Approx. new hires acceptance



Develop

14,000

combined years of CI&Ters experience

15

years avg tenure CI&T Executives Keep

14.5%

Voluntary Employee Attrition, LTM (FY2022)¹

4.9%

Voluntary Top Leadership Attrition (FY2022)

1 Voluntary annual employee attrition, excluding departures with less than 6 months tenure



Global CI&T

Diversity Numbers

We started the self-declaration process in CI&T in 2016 to collect data about gender and ethnicity. In 2019, the CI&T community also began to answer about their gender identity, sexual orientation, and other underrepresented group statuses, considering 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).

Negros:

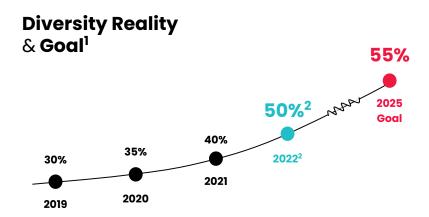
Word in Portuguese that represents the group of Black and Pardos people in the country. According to the census of Brazil, this group represents more than 50% of the population.

Pardos:

Word in Portuguese that means the mixing of ethnic groups.

In 2022, we started to count the number of negros (Black and Pardos) in Brazil, when previously only black people were counted.

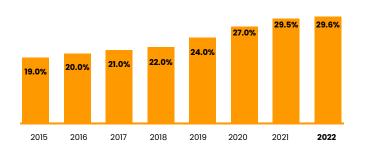
Furthermore, in the numbers we are showing on the following pages, we have integrated the data from acquired companies **only for women.**During the integration period, we are closely working with the companies to apply the self-declaration to have a clear vision of the company's situation in DEI after the acquisitions.



- 1) The reality and goal are about Women, PwD, Black+ and LGBTQIA+ people.
- 2) This number doesn't include data from acquired companies in the period

8

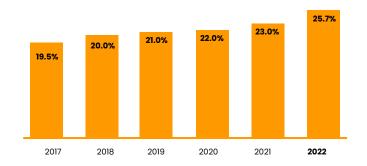
Global Women Representation



Women distribution per area

	Delivery Area	Not delivery Area
General	26.4%	64.9%
Leadership	23.09%	59.8%

Global Women Data Top Leadership



Gender Pay Gap



Our pay gap index is calculated by the sum of the wage difference between men and women. The result is divided by the total number of women.

All gender indicators, except by Pay Gap, include the companies acquired in the period.



Ethnicity

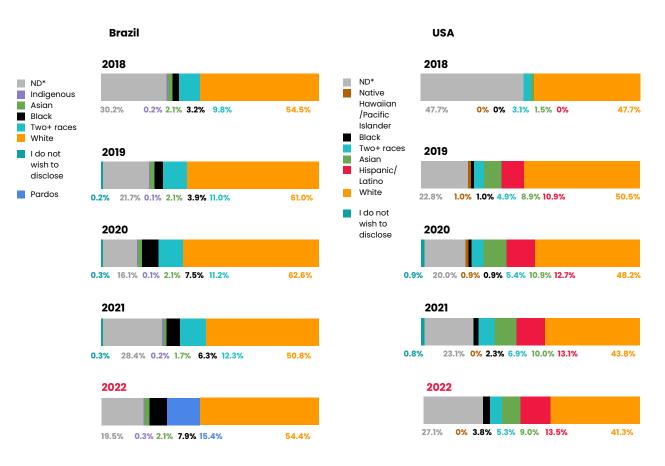
Global Indicator

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.

Negros: Word in Portuguese that represents the group of Black and Pardos people in the country. According to the census of Brazil, this group represents more than 50% of the population.

Pardos: word in Portuguese that means the mixing of ethnic groups.

The 2022 ehinicity data doesn't include employees from acquired companies in the period



Ethnicity by Areas

Delivery areas - Brazil

	Asian	Black	I do not wish to disclose	Indigenous	Not declared	Parda	White
General	2.0%	8.1%	0.4%	0.3%	19.4%	15.5%	54.4%
Leadership	1.8%	3.1%	0.5%	0.2%	14.1%	10.5%	69.7%

Not delivery areas - Brazil

	Asian	Black	l do not wish to disclose	Indigenous	Not declared	Parda	White
General	3.1%	6.1%	0.0%	0.0%	21.7%	14.5%	54.7%
Leadership	6.5%	1.1%	0.0%	0.0%	10.9%	9.8%	71.7%

Delivery areas - USA

	Asian	Black	Hispanic / Latino	Native American	Not declared	Two or more races	White
General	9.7%	2.7%	13.3%	0.0%	26.5%	6.2%	41.6%
Leadership	9.3%	1.3%	16.0%	0.0%	17.3%	5.3%	50.7%

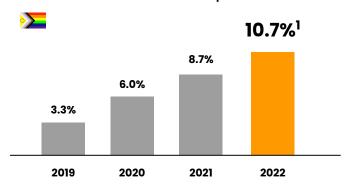
Not delivery areas USA

	Asian	Black	Hispanic / Latino	Native American	Not declared	Two or more races	White
General	5.0%	10.0%	15.0%	0.0%	30.0%	0.0%	40.0%
Leadership	0.0%	13.3%	13.3%	0.0%	26.7%	0.0%	46.7%

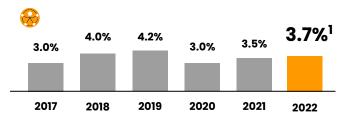




Global LGBTQIAP+ Representation



Global PwD Representation



1 The numbers are presented according to the year they started to be monitored. The 2022 ESG data doesn't include employees from acquired companies in the period





Social impact in external communities

The first actions aimed at social impact at CI&T date back to approximately 2005, and were started with the aim of contributing to the surrounding community.

Currently at CI&T, the ESG team is responsible for managing all initiatives aimed at social impact. We have people dedicated to carrying out social actions such as volunteer initiatives, donations, support for social projects and a series of other customized initiatives according to the needs of partner institutions. We have an annual calendar in Brazil with fixed actions, such as a donation campaign at the end of the year and the Hour of Code event. We also donate computers, furniture and other office items. Due to the close relationship we maintain with social institutions in Brazil, we register requests for donations and make these donations according to the availability of the items. We always prioritize actions that contribute to socially vulnerable groups located around our offices.

We strongly encourage our people in citizenship values. In Brazil, we are covered by tax deduction laws the allow us to invest in social projects, NGOs and other social movements that connects with our purpose.



CHINA

Fighting the epidemic: In order to ensure the regular operation of work and to prevent the spread of the pandemic, our office building required the green code and itinerary code to be checked before entering the office.

Picking up garbage: As part of our commitment to the environment, CI&T partnered with Shounan Street on an event called "Waste Classification, Environmental Protection Wings".

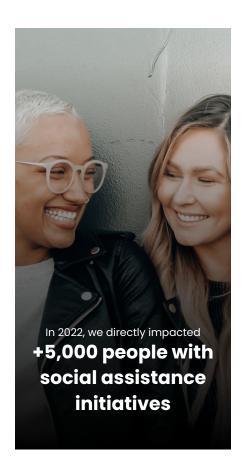
JAPAN

Donations: In 2022 we donated 180 items for homeless people, which reduces waste in addition to improving the daily lives of people in our community.

Impact through Education

Impact through Education: In 2022, CI&T became a supporter of the Tech 2030 Movement. The initiative is the union of 30 Brazilian organizations, including organizations, technology companies, edtechs and NGOs committed to the future of technology in the country. The objective is to strengthen technology education and foster an inclusive, developed and economically sustainable scenario. The Movement aims to generate knowledge about social investment in the sector, articulate, mobilize networks, develop and implement projects aimed at attracting, training and employing young people from minority groups and contexts of vulnerabilities in the technology industry.

CI&T, together with other organizations, will contribute to the network's research and articulation axes to strengthen the debate and spread the importance of technology training to strengthen the economy in Brazil.



Social | GRI 2016: 413-1 - 74



Social projects

supported by tax incentives

In Brazil, 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. In December of 2022, we used the following laws:

- Law of Support for Children and Adolescents (Law No. 8069/1990)
- Law for the Elderly (Law No 12213/2010)
- Sport Law (Law no. 11438/2006)
- Culture Incentive (Law no. 8313/1991)

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

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

In 2022, CI&T donated

R\$ 1.147.453,01

via tax incentive

17,000+

people were impacted

by the projects supported by tax incentives in 2022.

Social projects

supported by tax incentives

PROJECTS TO SUPPORT KIDS AND **YOUNG PEOPLE**

Social Institution:

Associação Move Cultura

Project:

Escola Livre de Artes Digitais: A Tecnologia Move o Futuro The project offers a training program focused on innovation and technological inclusion.

Social Institution:

Aldeia Movimento Pró Cultura

Project:

Intercâmbio Social The project offers workshops for teenagers from twelve years old, with themes focused on opportunities for the future.



PROJECTS TO SUPPORT **ELDERLY PEOPLE**

Social Institution:

Lar dos Velhinhos Dr. Adolpho Barreto **Project:**

Lar Alta Dependência It offers older people leisure, occupational, cultural, and artistic activities to encourage more remarkable coexistence and group participation.

Social Institution:

Perifa 60+ 3ª edição

Project:

FA.vela

The Perifa 60+ 3rd edition aims to contribute positively to the reality experienced by 125 elderly vulnerable people by offering training for developing digital, entrepreneurial and leadership skills.

Social

Social projects

supported by tax incentives

PROJECTS TO SUPPORT CULTURE

Social Institution: Gerando Falcões Project: Polo Cultural Gerando Falcões

The Polo Cultural project includes a range of cultural workshops for 1,700 children and young people aged 6 to 18 years.

Social Institution: Grupo Primavera **Project:** Arte & Cultura

The project's goal is to contribute to the cultural education of children and adolescents, offering diversified artistic formation through cultural workshops.

PROJECTS TO SUPPORT SPORTS

Social Institution: Instituto Ingo Hoffmann

Project: Famílias do Instituto em Ação Esporte

The project uses the available space within the Ingo Hoffmann Institute to practice sports and recreation activities for the 30 children and 60 parents at the Child and Family Support House daily.

Social Institution: Instituto Esportivo Social

Project: Corrida pela Diversidade - LGBTQIA+

The goal is to stimulate the practices of running and jogging to maintain a healthy lifestyle. The event has the participation of the LGBTQIA+ audience and supporters of the cause.





Tax Incentive & social impact numbers

We have had a remarkable number of actions over the years, increasing the scale of our 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.

In 2022, we had 5.000 people impacted by social assistance initiatives and 17.500 people impacted by projects supported by tax incentives,

totaling 22.500 people from society impacted by our social initiatives.

In 2022 we returned to the same level of impact as pre-pandemic. We expect to increase this number even further in the coming years.

22.5k

people from local community impacted by our social initiatives.



CIST GLOBAL ESG 2022 REPORT

Numbers that show that we are on the **right track**

50%¹

Diversity Representation

50%¹ of CI&T employees are part of at least one diversity group: Women, Black, PwD, or LGBTQIAP+

43%

Diversity Hired

43% of people hired in CI&T in 2022 were from URG

22.5k

People Impacted by Social Initiatives

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

92

GPTW Global Result

92 of 100 score globally and 4th place in Brazil

100%

Carbon Neutral in Brazil

In 2022, CI&T neutralized all the emissions for Brazilian operations via nature-based carbon removal projects

16

Years in GPTW Ranking

16 years in a row in Great Place to Work Ranking in Brazil

ESG Highlights

Recognitions







In Brazil for 16 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 3



4,61



glassdoor

4,7²

In Diversity and Inclusion

^{1,2} data from December, 2022.

³ Available in https://ciandt.com/us/en-us/announcement/ciandt-receives-award-united-nations

Last but not least



Solange Sobral EVP and partner at CI&T

Our growing engagement with the ESG agenda reflects our purpose and belief in businesses that can be successful while still addressing the social and environmental aspects in their context. As a Global Digital Specialist, along with our responsibility, ESG is on the short list of strategic priorities to grow our business sustainably. ESG is key to attract and retain amazing talents, so important to the health of our operation. At the same time, having our team fully committed to ESG is the only way to produce digital products that are socially and environmentally aligned. In 2022, we took bold steps to create a more inclusive and diverse workplace.

Our efforts have been mainly recognized by our people, what we can track during the discussions with our affinity groups as well as in the engagement level measured by GPTW® and eNPS. It is worth mentioning that we have been recognized by GPTW® as one of the best companies for LGBTQIAP+ community in Brazil. Cl&T has increased the number of women on the executive board and top leadership, incorporating new perspectives and experiences into our decision making process. We see progress in creating a safe place for Black people and People with Disabilities, through special programs and initiatives that enable them to thrive in their careers.

We have also seen progress with hiring and inclusion for underrepresented groups in general. As a tech company, one of our purposes is to foster education, not only within our walls, but also in the wider community, with the mission of reducing unemployment. We are planning to expand these initiatives in the coming year.

In 2022, CI&T conducted a carbon emissions assessment for our offices in Brazil and successfully implemented strategies to neutralize our carbon footprint, demonstrating our unwavering commitment to sustainability. We also grew and expanded our operations globally through the acquisition of brands worldwide. The new perspectives and insights that come with diverse and global teams are invaluable. As we expand our reach, we must know what ESG actions mean for each country we do business. We are facing this challenge and meeting it head-on: listening, learning, mapping, and making new commitments.

The progress we made in 2022 was possible because the spotlight on ESG grew and became a central part of our corporate culture. For 2023, we still see a crucial challenge to improve our processes to guarantee the evolution of these priorities. We will continue to dedicate ourselves to underrepresented groups (black people, women, people with disabilities, LGBTQIAP+ community) as well as education and the environment, with a focus on accelerating even more women in leadership and environmental sustainability. Our mission is to change businesses and lives at the same time, with the courage to create a better future. We are embracing this journey with open hearts and curious minds, using our creativity and determination to uncover new and innovative ways to drive changes for the future.

Forward-Looking Statements

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 recent acquisitions; 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.

CIST

GRI Content Index

GRI General Disclosures

STATEMENT OF USE

CI&T has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

GRITUSED

GRI 1: Foundation 2021

GRI Standard	GRI Disclosure	Title	Page Location
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	2-3	Reporting period, frequency and contact point	<u>3, 87</u>
	2-4	Restatements of information	<u>3</u>
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	2-17	Collective knowledge of the highest governance body	<u>25, 26, 28</u>
	2-18	Evaluation of the performance of the highest governance body	<u>25, 26</u>
	2-19	Remuneration policies	<u>27</u>
	2-20	Process to determine remuneration	<u>27</u>
	2-21	Annual total compensation ratio	<u>27</u>
	2-22	Statement on sustainable development strategy	<u>4</u>
	2-23	Policy commitments	<u>3, 19</u>
	2-24	Embedding policy commitments	<u>19</u>
	2-25	Processes to remediate negative impacts	<u>32</u>
	2-26	Mechanisms for seeking advice and raising concerns	<u>32</u>
	2-27	Compliance with laws and regulations	32
	2-28	Membership associations	19
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	2-30	Collective bargaining agreements	41
GRI 3 2021	3-1	Materiality construction process	<u>18</u>
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GRI Specific Material Topic Disclosures Related to CI&T Materiality

	GRI MATERIAL TOPIC DISCLOSURES	Location
GRI 2016 201: Economic Performance		42
GRI 2021 3-3	Management	42
GRI 2016 201-1	Direct economic value generated and distributed	44
GRI 2016 205: Anti-Corruption		<u>35</u>
GRI 2021 3-3	Management	<u>35</u>
GRI 2016 205-2	Communication and training about anti-corruption policies and procedures	<u>35</u>
GRI 2016 206: Anti Competitive Behavior		<u>35</u>
GRI 2021 3-3	Management	<u>35</u>
GRI 2016 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<u>35</u>
GRI 2016 305: Emissions		<u>47, 52, 53, 54</u>
GRI 2021 3-3	Management	<u>47, 52, 53, 54</u>
GRI 2016 305-1	Direct GHG Emissions (Scope 1)	<u>53, 54</u>
GRI 2016 305-2	Indirect GHG Emissions (Scope 2)	<u>53, 54</u>
GRI 2016 305-3	Other Indirect GHG Emissions (Scope 3)	<u>53, 54</u>
GRI 2016 305-4	GHG emissions intensity	<u>53</u>
GRI 2016 305-5	Reduction of GHG emissions	<u>53</u>
GRI 2016 401: Employment		<u>59</u>
GRI 2016 401-1	New employee hires and employee turnover	<u>8, 59, 66</u>
GRI 2016 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>63</u>
GRI 2016 404: Training and Education		<u>60, 61, 62</u>
GRI 2021 3-3	Management	<u>60, 61, 62</u>
GRI 2016 404-2	Programs for upgrading employee skills and transition assistance programs	<u>60, 61, 62, 65</u>
GRI 2016 404-3	Percentage of employees receiving regular performance and career development reviews	<u>60, 61, 62</u>
GRI 2016 405: Diversity and Equal Opportunity		<u>67</u>
GRI 2021 3-3	Management	<u>67</u>
GRI 2016 405-1	Diversity of governance bodies and employees	<u>68</u>
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GRI 2021 3-3	Management	<u>72</u>
GRI 2016 413-1	Operations with local community engagement, impact assessments, and development programs	<u>72, 73, 74, 77</u>
GRI 2016 418: Customer Privacy		<u>37</u>
GRI 2021 3-3	Management	<u>37</u>
GRI 2016 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<u>37</u>

GRI Specific Non-Material Topic Disclosures (Other disclosures related to CI&T ESG Management)

GRI Standard	GRI Material Topic	GRI Disclosure	Title	Location
GRI 2018 303	Water	303-5	Water consumption	<u>50</u>
GRI 2016 302	Energy	302-1	Energy consumption within the organization	<u>49</u>
GRI 2018 403	Occupational Health and Safety	403-1	Occupational health and safety management system	64

SASB Disclosures Index

Торіс	Disclosure Code	Title	Response
	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total energy consumed: 2631 MwH. For more information, see pg. 49
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Total water consumed: 9550m³. For more information, see pg. 50
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	66% of our location buildings have environmental certifications. For more information, see pg. 51
DATA PRIVACY & FREEDOM OF EXPRESSION	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	The Information Security Policy is part of the Code of Ethics and Conduct that must be known to all of our people. For more information, see pg. 36
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	The monitoring of our environment systems is 24-7, We have zero user data used for secondary purposes. For more information, see pg 37
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	The monitoring of our environment systems is 24-7. We have no monetary losses associated with user privacy. For more information, see pg 37

Торіс	Disclosure Code	Title	Response
DATA PRIVACY & FREEDOM OF EXPRESSION	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	We did not have any law enforcement request for user information. For more information, see pg. 37
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	As of the date of this report, we have no restrictions to operate in the countries where we are present. Fore more information, see pg. 40
DATA SECURITY	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PI), (3) number of users affected	We have zero data breaches during the period of the report. Fore more information, see pg 37
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Our Security Program and Risk Management Rites are reviewed annually or whenever a relevant event that impacts our risk scenario occurs. 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. For more information, see pg 38
RECRUITING & MANAGING A GLOBAL, DIVERSE and SKILLED WORKFORCE	TC-SI-330a.1	Percentage of employees that are (i) foreign nationals and (2) located offshore	Percentage of foreign nations employees: 1,76%. We have 1061 employees located offshore in 8 countries. For more information, see pg. 58
	TC-SI-330a.2	Employee engagement as a percentage	Our engagement indicators: eNPS and GPTW. For more information, see pg. 63.
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	To see our results of diversity representation , see pg. 68, pg. 69, pg. 71
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We haven't had any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations. Fore more information, see pg. 37
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	In the period covered by this report (2022), we have had no service interruptions or total customer downtime that has generated performance issues for our business. Fore more information, see pg 40
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	The assumptions and limitations considered are listed on pg. 39, pg. 40
ACTIVITY METRICS	TC-SI-000.A	Number of licenses or subscriptions, (2) percentage cloudbased	None of our processes generate licensed products or subscriptions to consumers.
	TC-SI-000.B	Data processing capacity, (2) percentage outsourced	This data is not tracked centrally based on the nature of Cl&T's business and client service arrangements. To learn more about the business performance please check our 20F document.
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	This data is not tracked centrally based on the nature of CI&T's arrangements with vendors and clients. To learn more about the business performance please check our 20F document.

Report **Profile**

Company Name

CI&T Inc, Cayman

Headquarters

CI&T' corporate headquarters are located at Estrada Guiseppina Vianelli De Napoli, 1455 – block C, 2nd floor, Globaltech 13086-530, Campinas – State of São Paulo, 13086-902- Brazil.

Click here to see all our office's locations.

Entidades incluídas no Report

CI&T Software S.A. CI&T, Inc (US), CI&T Software Inc, CI&T UK Limited, CI&T Portugal Unipessoal LTD, CI&T Australia PTY LTD, CI&T Japan, Inc, CI&T China, Inc, CI&T Colombia

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Additional information about our DEI & Social programs

Diversity, Equity & Inclusion

around the world

From Brazil to the United States, going through Portugal and Japan, in all countries where we are present, DEI is part of our ESG strategy.

UNITED STATES & CANADA

We are committed to closing equity gaps through education, mentorship, and employment opportunities and for the second consecutive summer, we hosted a DEI Summer Internship program. This year, we partnered with community colleges and historically black colleges and universities (HBCUs) to recruit and host interns from underrepresented groups for 10 weeks. In addition to a paid work experience, interns did weekly professional development training, were assigned a CI&T mentor, and were able to meet with CI&T executives.

"[CI&T] helped me put my goals into perspective, connected me with other individuals that would put me on the path to success, taught me how to manage my finances, and introduced me to new job possibilities that I wasn't aware of before. I credit a large portion of my growth as a software developer and human to the knowledge [CI&T]gave me."

- Summer 2022 intern

We formalized our partnership with DreamCorps TECH and led eight sessions of Technical Resume Writing & Overcoming Imposter Syndrome workshops for Dream Corps TECH participants. We are committed to disrupting inequity through our actions, policies, and commitment to education. This year, we developed and facilitated six new DEI trainings for new hires and teams:

- Diversity, Equity & Inclusion Welcome Session
- Overcoming Unconscious Bias in Hiring
- The Power of Diverse Teams
- Building Inclusive Teams
- Creating Inclusive Spaces for LGBTQIA+ Colleagues
- Understanding and Overcoming Unconscious Bias in the Workplace

PORTUGAL

In 2022 we did the UPSkill program again, a professional retraining program from the government of Portugal in partnership with universities and companies. Also, we had meetings with Portuguese Women in Tech (gender) and Associação Salvador (PwD) to plan future collaborations.

JAPAN

We started with a small team and were committed to recruiting people from many backgrounds and creating a workplace that is rich in diversity where everyone can play an active role. We already have people from 5 different countries, with a balance of 60% female and 40% male.

90

Diversity, Equity & Inclusion

Women

BRAZIL

Pay Gap: We are not free from reproducing salary differences between men and women as it is a structural problem. Through a survey, the Women Action group noticed that by market standards, women usually start earning 5% less than men, among other meaningful numbers. So we introduced Pay Gap discussions and research at the beginning of each new hiring.

Glass Ceiling / Attrition: The goal of "Glass Ceiling" is to analyze the difference in the pattern of career advancement between underrepresented groups and dominant groups. In "Attrition", we started to analyze the root cause of the reasons for women's dismissals and resignations. Based on this data, we identified female talents with the highest attrition risk and conducted preventive retention actions.

Women of Brazil Partnership: We participated in this Career Accelerator Program, which seeks to step up the careers of Black women. The program is in its 12th edition and has already transformed the lives of more than 200 women.

Women in Architecture: Our main objective is to unlock the careers of developers and architects who wish to follow the path of Architecture. The project started in January 2022, and we are in the 3rd group, totaling 193 participants. For each group, mentoring sessions last for one year.



Social



Diversity, Equity & Inclusion

Black People

BRAZIL

Career Acceleration Program: Our goal is to increase the representation of Black people in leadership. During 2022 we worked with Black talents from middle management to foster their careers and map opportunities in the Top Leadership pipeline for these professionals. A total of 66 Black people were invited to the program in its first wave.

Executive Mentorship: Through this program created by the Black Action Group, we are keen to increase promotions and decrease the average time between Black people's career promotions. We engaged 12 Black professionals in this program, alongside top executives at CI&T that found a space to make difference.

Black Month: Throughout November, when we remember Black Counciness Day in Brazil, we developed a series of unique events about race, ethnicity, and anti-racism. We created three webinars, an edition of Tech voices, and other content during this period. Internal research in December has shown that 60% of interviewed strongly agreed that "I leave this month of November with a greater awareness of the racial and anti-racism agendas."





Diversity, Equity and Inclusion:

People with Disabilities

BRAZIL

NEXT GEN - PwD edition: In order to increase the representativeness of People with Disabilities in CI&T, we carried out this program in partnership with IGTI (Institute of Management and Information Technology). 560 people were approved and participated of a Bootcamp with junior developers, totaling 148 hours of content. Of this total, 25.0% passed the assessments and final challenge. After a hiring process with IGTI, CI&T hired 51 new People with Disabilities.

Mentoring Program "Nothing about us without us.": The mentoring program aims to enable these 20 people trained in Neuro-Linguistic Programming (NLP) to mentor other people with disabilities. With this, we aim to work to unlock the potential of our people and accelerate their careers.

Tera Training - Digital Product Leadership: We partner with Tera to train 6 PwD Leaders in different roles who act as product managers in their contexts. This course provides our people with a certificate recognized by the market; teaching with 150+ hours of content.

Neuro Linguistic Programming

Course: We offer this training to 20 people who act as leaders or are in the process of becoming leaders. They received 40 hours of training with the Arline Davis Institute. The goal was to develop the mindset of our leaders, seeking to improve the skills they already have.

HD professional course: We bought 100 licenses of an online training course with the company Líder HD. The goal is to develop People with Disabilities to strengthen their leadership skills and teach them how to become high-performance professionals.



Diversity, Equity & Inclusion

People with Disabilities

Accessibility in our products:

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.

Read a case of digital accessibility.

Accessibility in our offices and daily work:

BRAZIL

- 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

UNITED STATES & CANADA

- Elevators in buildings
- Counter heights, sinks and entryways are ADA (Americans with Disabilities Act) compliant
- Braille signage and disposable ear plugs for people who need fewer distractions in our Princeton office.

LGBTQIAP+

BRAZIL, UNITED STATES & CANADA

LGBTQIAP+ Paredes: We participated as sponsors of the 22nd LGBTQIAP+ Parade in Campinas, Brazil and the 5th Trans and Transvestites Pride March in São Paulo, Brazil distributing gifts and talking to people about our opportunities.

Design in Kind: In the United States, we supported community organizations serving underrepresented groups with graphic design services free of charge through this program. This year, we donated \$17,000 in design services to Oakland Pride and the Oakland Asian Cultural Center's 26th Annual Gala.

Inclusive Language Workshop in Brazil: The Trans Affinity group and the LGBTQIAP+ Action Group created this Workshop to foster awareness to the People area in good communication practices.

As a recognition for all this work, we were named one of the 38 **best companies for LGBTQAIP+ people to work for** in Brazil by the Human Rights Campaign Foundation, Mais Diversidade Institute, and LGBTQI+ Business.







Diversity, Equity & Inclusion

Global actions

TECH VOICES: Some special awareness campaigns took place globally at CI&T. In March, **Women's History Month** steered the Equity dialogue through the Americas and Europe. We developed one webinar and an edition of Tech Voices with excellent content, articles, and other pieces of information related to Technology, Career, Motherhood, and central subjects to discuss in order to break the bias against women in tech.

Similarly, **Pride Month** raised awareness and belonging for our LGBTQIAP+ Community. We held an external edition of Tech Voices that discussed inclusive environments, careers, and equity in tech. Also, in partnership with the Data & Analytics Powerhouse, the LGBTQIAP+ group curated a webinar with external guest speakers about **Data & Ethics** when working with diverse groups. In North America we held a **Pride Panel** with a large participation of our people.

Share the Mic: this project is a commitment to four practical actions we can take in remote meetings to improve inclusion, and we spread this inclusive message globally through our internal communication channels.



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2022 REPORT

