CI&T

GLOBAL ESG REPORT 2024

CI&T

CHAPTER 1

INTRODUCTION

What you should know
before reading

Thank you for reading our ESG annual report. This annual publication highlights our actions and advances in integrating ESG principles into our strategy and operations, reflecting the value we create for our stakeholders and society.

Published for the fourth consecutive year, the document is prepared in accordance with the Global Reporting Initiative (GRI) guidelines, a GRI Standards 2021 version, and incorporates the indicators from the Sustainability Accounting Standards Board (SASB) for the Software and IT Services industry. It also aligns with the

United Nations (UN) Sustainable Development Goals (SDGs). In this document, you will find essential information about our ESG strategy and indicators, which involve both human and AI contributions. AI is utilized for editing, proofreading, and creating images. Also, you will find mention of "CI&Ter," the term we use for our employees.

This edition covers the period from January 1 to December 31, 2024, and was published on March 31, 2025. Any exceptions to this scope are specified for each indicator. The report has been reviewed by CI&T's ESG Committee and the company's top leadership.

We appreciate your feedback and suggestions on how we can improve our ESG performance and reporting. For more information or feedback, please contact us at **esg@ciandt.com.**

We hope you enjoy!

GRI

Throughout the report, references to "GRI XXX-X" will be located at the bottom left side of each page, signaling the indicators reported in each section. The full index of all GRI indicators within the report can be found on page 92.

SASB STANDARDS
Now part of IFRS Foundation

In this report, we present the indicators with priority information for the sector. The related information is referenced as " TC-SI-XXX". The complete index is available on page 96.

SUSTAINABLE DEVELOPMENT GOALS

As signatories of the UN Global Compact's Universal Principles, we present this document outlining progress on CI&T's six priority SDGs, as defined by the company's materiality study. The complete map linking the report content to the company's priority SDGs can be found on page 22 and 97.

Letter from our **CEO**

Cesar Gon

Founder & CEO at CI&T

GRI 2-22

In 2024, our journey at CI&T has been both challenging and transformative.

We embraced the opportunity to adapt, reinvent, and launch new initiatives, including a brand change that reinforced our identity as an AI-First company, combining human expertise with AI. Our focus on collaboration, innovation, and transformation has shaped our approach, empowering our people, society, businesses, and clients to navigate change together.

By blending human expertise with AI, we delivered efficient, scalable results to our clients. Our deep knowledge in technology strategy,

customer experience, software development, cloud services and data – coupled with CI&T Flow, our AI platform that celebrated its first year with over 85.0% of CI&Ters use AI daily and 50% gain in lead time reduction, – positions us at the forefront of innovation.

To foster ongoing dialogue with our stakeholders and enhance our ESG impact, we revisited our processes, policies, and internal structures this year.

This effort promotes transparency and governance, aligning with global best practices focused on sustainable outcomes. Notable initiatives include a new Environmental Policy, reinforcing our commitment to environmental care; volunteering programs that transformed 3,700 members of our community; and the third edition of the Black Leadership Career Acceleration Program, which helped develop people of color for new career challenges.

In 2024, we achieved revenue of R$2,367.8 million, representing a 6.0% year-over-year growth. As we close out 2024, I acknowledge the hard work and foundational efforts that have propelled our growth and transformation. I am proud of our expanding global presence, with over 6,900 CI&Ters across more than 25 countries, enhancing our adaptability and project scalability.

As we delve into 2025, I am genuinely excited about the possibilities ahead.

Together, we are just beginning to explore a sustainable future full of potential, creativity, resilience, empathy, solidarity, and hope!

CI&T

CI&T GLOBAL
ESG

In this chapter:

CHAPTER 2

GET TO KNOW US

Nice to have you here!

We are CI&T.

CI&T stands for Collaborate, Innovate, and Transform. We are a tech transformation specialist, helping our clients navigate and create solutions at every stage of their tech transformation journey.

2024 recognitions and highlights:

Innovation

85.0%

of CI&Ters use AI daily.

Our Business

R$2,368 million

of Net Revenue in 2024, a 6.0% increase compared to 2023.

FORRESTER®

Forrester names CI&T a Leader in Modern Application Development Services 2025 | Learn more

ISG Provider Lens

CI&T was identified as a leader in the 'Generative AI Services 2024 ISG Provider Lens™ Study' (BRAZIL)

Everest Group®

Top 5 Services Provider in Everest Group's Enterprise Pulse for IT Services 2024 – Retail and Consumer Packaged Goods (CPG) Industry | Learn more

degreed

Learning Innovator of the Year at the Degreed Visionary Awards 2024 | Learn more

Gartner Peer Insights

Strong Performer in the Gartner Peer Insights™ Voice of the Customer for Custom Software Development Services. | Learn more

aws

AWS migration competency; the AWS well-architected authorized partner; and the AWS service delivery designation for EKS.

Operational Excellence by Globo is an award granted to suppliers of the leading media company in Latin America. | Learn more

GREENHOUSE GAS PROTOCOL

Golden Seal of Quality by the Brazilian GHG Protocol Program

Prêmio VALOR INOVAÇÃO Brasil 2024

Valor Innovation Award 2024

aws

CI&T Named Winner of 2024 AWS Partner Awards | Learn more

GRI 2-6

CI&T

ESG Ratings Performance 2024

We reaffirm our commitment to sustainable practices and transparency, reflected in our ESG performance evaluations. The following scores are based on specific methodologies established by rating agencies to assess our performance in environmental, social, and governance areas, as well as our exposure to risks and opportunities.

CDP Climate Change: Score D

EcoVadis: 62 points

S&P Global- CSA: Score 45

We acknowledge the challenges and are actively working to improve our ratings. Our track record demonstrates continuous progress in meeting the demands of a market that values sustainability.

External commitments

In 2024, we strengthened our strategy by

renewing our multi-sectoral public voluntary commitments and expanding our participation in relevant industry associations.

Public commitments

United Nations Global Compact

In support of
WOMEN'S EMPOWERMENT PRINCIPLES
Established by UN Women and the UN Global Compact Office

Membership associations

Brasscom

AMCHAM Brasil

Our people come from

25+

countries

Canada

USA

Mexico

Dominican Republic

Puerto Rico

Costa Rica

Colombia

Peru

Brazil

Chile

Uruguay

Argentina

United Kingdom

Ireland

Netherlands

Germany

France

Switzerland

Portugal

Egypt

Nigeria

China

Japan

Philippines

Singapore

Australia

CI&T

Tech Transformation Specialists

We generate high-performance scale

by combining focused growth units, knowledge-based structures called Powerhouses, and an enterprise platform. Our management model is a case study at the London Business School, and our unique way of working distinguishes us from traditional tech consultants. Our organization is structured into three primary segments:

GROWTH UNITS (GU)*

Growth Units are autonomous business units with focused leadership and dedicated teams that deliver projects to our clients.

POWERHOUSES

Powerhouses are horizontal knowledge-based structures combining capabilities in multi-functional teams to generate deep domain and vertical expertise.

ENTERPRISE SERVICES

Enterprise supports our continuous growth and remains focused on teams handling facilities, brand, communication, security, administrative, finance, legal, IT, and people management.

*At CI&T, we refer to Business Units as GUs. Throughout the report, we will refer to them as Business Unit (BU).

CI&T

Application Modernization

AI Legacy Modernization

Artificial Intelligence

CI&T FLOW
AI & Machine Learning
Generative AI

Cloud

Cybersecurity

Data & Analytics

Data & AI

Digital Experience

Customer Experience & DXP
Digital Commerce
Digital Products Design & Dev.
Digital Solutions For Sustainability
Enterprise Solutions
Immersive Experiences

Strategy & Consulting

Agile Software Development
Digital Transformation
Future–Driven Strategic Consultancy
Gen AI Responsible Strategy Roadmap
Product Discovery

Outsourcing

Hyper Efficient Teams
Nearshore
Staff Augmentation

We reach the pinnacle of tech, then help our clients get there

We combine human expertise with AI to quickly deliver efficient and scalable results. Our expertise spans technology strategy, customer experience, software development, cloud services, data and AI, and more.

CI&T

We navigate change in the AI revolution

FLOW **2025**

Flow's 1st Year

Flow for CI&T

OFFICIAL **LAUNCH** OF
FLOW

90+ CLIENTS 5K+ USERS

TECH BOOSTERS PH

10 Clients 400 Users

First AI projects with clients

DATA & ANALYTICS PH

Open Platform Approach
Enable AI makers to create their own agents and share them (power to the CI&T Community)

Relevant cases in AI with **Nestlé, SulAmérica, and other clients.**

The 5 Alphas

CI&T Ignition Framework
Adoption

30 CLIENTS 1K USERS

| 2017 | 2018 | 2021 | 2022 | APR/23 | JUL/23 | AUG/23 | SEP/23 | NOV/23 | JAN/24 | JUL/24 |

CI&T

A brand new CI&T

We will celebrate our 30th anniversary in 2025.

To warm up, we underwent a rebranding process to visually and verbally reflect our global identity after our IPO in 2021.

More than colors and shapes, this redesign brought us together to rethink our brand positioning.

We define ourselves as tech transformation specialists, and our tagline reflects our commitment to navigating change in the tech landscape across our clients' industries—alongside them, creating value for both business and society.

Helpful links:
Learn more about our brand ↗
Careers webpage ↗
How we work webpage ↗

CI&T

Our Cultural Tenets

Our culture is the **bedrock of our success**

We shape the future with our clients

Our partnerships forge new paths and create what's next.

Excellence is our standard

Excellence is the foundation of everything we do.

We master the infinite game

We quickly learn, adapt, and reinvent, thriving in perpetual innovation.

Collaboration is our superpower

Together, we amplify our strength and drive collective success.

Results fuel our ambition

Our relentless pursuit of impact ensures continuous growth.

Diversity strengthens us

Each person enriches our community, their unique perspectives fueling our collective intelligence.

CI&T

How do we generate value?

Our Capital

Financial Capital
> Operating Revenue
>Shareholders

Manufactured Capital
>Our global services

Human Capital
> Employees [CI&Ters]
>Cultural Tenets

Intellectual Capital
> Innovation
> Management model

Social and Relationship Capital
> Clients
> Communities
> Suppliers
> Investors

Natural Capital
> Renewable natural resources
> Non-renewable natural resources

Purpose

To use technology as a **force for good,** empowering businesses, people, and communities to achieve their full potential.

Business Model

What we do?
Tech transformation specialist

How do we do?
Adhocracy

Who we are?
Cultural Tenets

Value Generated

Financial Capital
>Total net revenue of R$2,368 million
>Net Revenue by Geography: North America (44%), LATAM (42%), Europe (10%), APAC (4%)

Manufactured Capital
>10 global offices
>Our global services:
Application Modernization | AI | Cloud | Cybersecurity | Data & Analytics | Digital Experience | Strategy & Consulting | Outsourcing

Human Capital
> 6,907 CI&Ters
> 2,281 CI&Ters welcomed in 2024
> 10.7% Attrition*
> 51.0% of the total workforce is composed of DEI

Intellectual Capital
>80%+ of Revenue using Flow; 50% optimization of effort in automated test case generation
>Autonomous and dedicated Business Units

Social and Relationship Capital
>Client contribution to Net Revenue: 8% from the top client, 33% from the top 10 clients, 59% from other clients

Natural Capital
>70% of energy consumption covered by renewable energy certificates (I-REC)
>All electronic waste generated was disposed of correctly

GRI 2-6   * Attrition: Employee voluntary attrition excluding employees with less than six months in the company.

CI&T

Engagement of value chain

Stakeholder engagement

We understand that strengthening relationships with our stakeholders enhances management efficiency, creating value for the business, the technology sector, and society. To achieve this, we actively seek ways to listen to and engage each interest group, ensuring their perspectives inform our decisions.

With our **clients**, we gather feedback through biannual NPS surveys to help improve our services. While we do not disclose specific NPS figures, we highly value the contributions received and use them to enhance collaboration. For **business organizations**, we

conduct talks and events at affiliated hubs and institutions, including InovaBra, and Aya Earth Partners in São Paulo, The New York Stock Exchange and the Bay Valley Tech in the US. These meetings address community demands and reinforce our position in the sector.

We also maintain regular engagement with the American Chamber of Commerce for Brazil (Amcham) and have chosen not to participate in government bodies.

To keep our **investors** informed, we maintain dialogues through conferences and meetings, we provide regular updates via our distribution list, publish quarterly earnings releases, and conduct earnings calls.

Investors can also reach out to our investor relations team at any time via email at investors@ciandt.com.

Additionally, we stay connected with the **communities** we support through donations and volunteering. We monitor projects funded by tax-deductible donations, assessing their progress and impact through activity reports and, when possible, site visits. Our agreements with **suppliers and customers** include contractual clauses that emphasize socio-environmental responsibility.

All our stakeholders have access to our social channels, website, and ethics channel, ensuring transparency and fostering an environment of open dialogue.
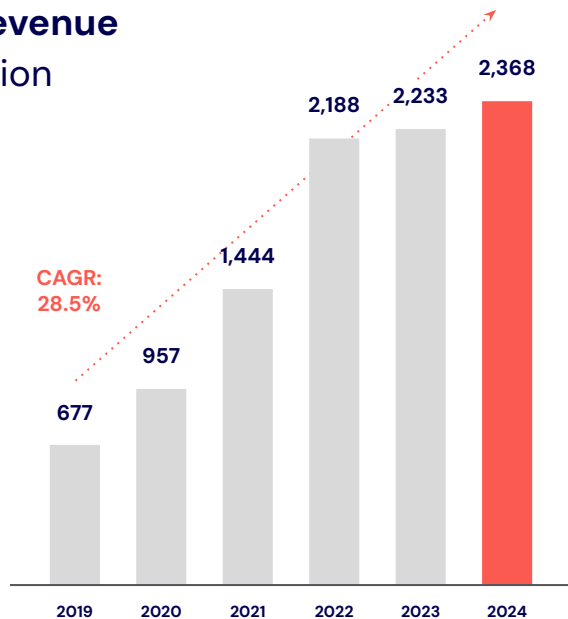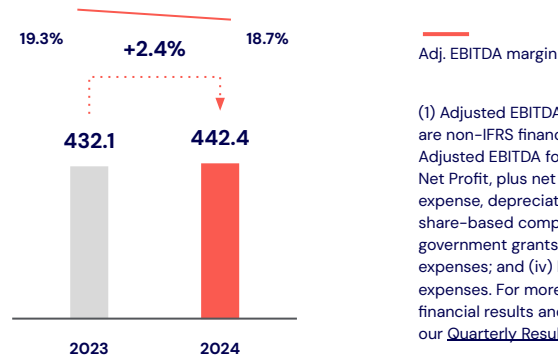
CI&T

Index   Introduction   Get to know us   ESG Management   Governance   Environmental   Our People   Society   Innovation & Data Protection   Appendices

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Operational and economic performance

Net Revenue
R$ Million

CAGR: 28.5%

Year	Value
2019	677
2020	957
2021	1,444
2022	2,188
2023	2,233
2024	2,368

Adj. EBITDA & Adj. EBITDA Margin[1] R$ Million; %

19.3%   **+2.4%**   18.7%

Year	Value
2023	432.1
2024	442.4

— Adj. EBITDA margin

(1) Adjusted EBITDA and Adjusted EBITDA Margin are non-IFRS financial measures. We calculate Adjusted EBITDA for the periods presented as Net Profit, plus net finance costs, income tax expense, depreciation and amortization, plus: (i) share-based compensation expenses; (ii) government grants; (iii) acquisition-related expenses; and (iv) business restructuring expenses. For more information about our financial results and non-IFRS measures, access our Quarterly Results page.

Cash Generated from Operating activities R$ Million

+12.7%

Year	Value
2023	414.3
2024	467.0
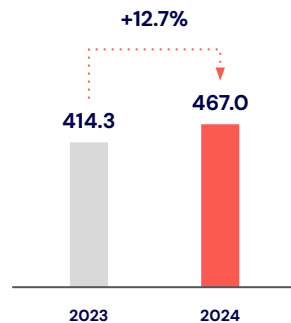
105.5% Operating Cash Conversion to Adjusted EBITDA[2]

(2) Adjusted EBITDA is a non-IFRS financial measure. For more information about our financial results and non-IFRS measures, access our Quarterly Results page.

CHAPTER 3

ESG MANAGEMENT

In this chapter:

ESG Results

Social

51.0%[1]

People from Underrepresented Groups
(1) 51.0% of CI&T employees identify as part of at least one underrepresented group, including Black people, people who identify as women, people who identify as part of the LGBTQIAPN+ community, and people with disabilities.

47.2%

Diversity Hires
47.2% of people hired in CI&T in 2024 were from underrepresented groups

58k

People were impacted by social projects supported and actions promoted directly by CI&T.

18 years

Certified as a Great Place to Work in Brazil.

Environmental

100.0%

In 2024, 100.0% of our estimated energy consumption **in Brazil and work-from-home models is covered by the acquisition of Renewable Energy Certificate (I-REC)²**
(2) The acquisition of I-RECs exclusively covers energy consumption in Brazil and work-from-home activities, not the global energy consumption.

100.0%

Of our energy consumption in Brazil was covered by **renewable energy.**

Our **Greenhouse Gas inventory** has a

global scope

Governance

99.0%

CI&Ters completed mandatory training on Ethics, Information Security and ESG throughout the year 2024

CI&T

ESG Strategy

We have strengthened our ESG strategy to deliver sustainable impact for our people, clients, and the planet.

This year, we prioritized the integration of ESG principles into our People Alliance model, ensuring that sustainability remains a core focus.

Our strategy is centered on empowering our diverse workforce, encouraging innovative solutions, and promoting a culture of environmental, social and governance stewardship. We have initiated and continued programs aimed at fostering inclusivity and collaboration among CI&Ters, creating a supportive environment where everyone can contribute to our shared goals.

Throughout 2024, transparency and accountability were paramount.

We committed to aligning our practices with global standards like GRI and SASB, enabling us to communicate our ESG efforts effectively to our stakeholders.

Our goals are ambitious, reflecting our commitment to driving positive change within our organization and the communities we serve. With AI as a key component of our strategy, we are leveraging technology to enhance our ESG initiatives and decision-making processes. At CI&T, we recognize that ESG is more than a duty; it is a vital part of how we deliver value and drive innovation for a sustainable future. Together, we can navigate the change toward a sustainable future.

At CI&T, our commitment to Environmental, Social, and Governance (ESG) principles is fundamental.

In 2024, we have focused on global emission reduction targets aligned with the Science Based Targets initiative (SBTi). We are proud to increase the underrepresented group (URG) and enhance our community impact through innovation, donations, mentorship, and volunteering.

"Together, we can drive meaningful change and build a legacy that we can all be proud of.

We remain committed to innovation and fostering positive impacts in the coming year!"

Cinthia Oliveira,
Global Head of ESG

CI&T

ESG materiality analysis

Seeking to identify the most relevant aspects for our business and stakeholders, we conducted a materiality study that covers the most urgent challenges faced by the company and assesses the actual or potential impacts of our operations.

The most recent study was conducted in 2022/2023.

This initiative allowed us to identify key ESG topics by considering both the internal and external contexts of the industry.

The findings shape our sustainability strategy and support leadership decision-making in the years ahead.

The process involves the following steps:

1. Sector Assessment: We benchmarked preliminary strategic insights from market guidelines in collaboration with professionals from the ESG Working Group (WG) during a workshop conducted by consultants. This led to the preliminary selection of 15 key themes for CI&T and its sector.

2. Mapping: After the initial selection, we identified our priority relationship audiences, enabling us to focus on specific themes. Our internal stakeholders include employees, executives, directors, and board members, while clients, investors, and social organizations were designated as external stakeholders.

3. Consultation: We conducted in-depth individual interviews with strategic stakeholders chosen by the company, complemented by a qualitative online survey with 589 participants.

4. Consolidation of Results: We identified themes based on the perspectives of internal and external stakeholders, allowing for the development of plans for the short, medium, and long term, and the definition of priorities.

The 10 material themes were validated by the ESG Advisory Committee, and are correlated with the United Nations (UN) Global Compact Sustainable Development Goals (SDGs).

These themes are distributed across three pillars: Governance, Environment and Social (Our People, and Society).

The priority topics were identified based on the SASB recommendations for the IT and Software sector and by the GRI, as well as issues related to the global context.

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Material themes

[1] In 2023, we changed our engagement measurement. Until 2022 we used eNPS and in 2023 we started monitoring pulse survey globally and weekly, on a scale of 0 to 10.

Environmental

Material Topics	Definition	SDG UN	2025 Goals
Climate Change	Companies should make every effort to minimize their environmental impact and contribute to society's resilience against the challenges posed by climate change.	13 CLIMATE ACTION	Net Zero Commitment globally

Governance

Material Topics	Definition	SDG UN	2025 Goals
Operational and Economic performance	Sustaining positive economic performance is crucial for our future and for our stakeholders.	8 DECENT WORK AND ECONOMIC GROWTH 1 NO POVERTY	100.0% of CI&Ters complete mandatory training on Code of Conduct, Safety and ESG.
Risks Management	Recognizing that every business has inherent risks, we advocate not avoiding risk entirely but instead overcoming risk through analysis, communication, management, and preventive measures.		
Ethics and compliance	Complying with local laws and human rights regulations is critical for building trust.		
Innovation	Tackling environmental issues, such as climate change, waste management, and resource depletion, demands innovative solutions.		
Security and data protection	A data breach can adversely affect our business and erode trust in the market.		

Social

Material Topics	Definition	SDG UN	2025 Goals
Attraction and retention	Creating a secure and conducive workplace is imperative for cultivating a robust and thriving company.	1 NO POVERTY 4 QUALITY EDUCATION 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	55.0% URG in the company 40.0% URG in leadership 30.0% women in top leadership positions 8 + URG Engagement Score [1]
Diversity and inclusion	In societies marked by inequality, technology serves as a pivotal force in diversifying the demographic composition of the workforce and cultivating a broad spectrum of talent for the entire market.		
Education and tech training	Ensuring greater inclusivity in the tech industry requires active support for educational programs that attract people from diverse backgrounds. Our focus is on equipping new talent from regions facing a shortage of technical skills.		
Engagement of value for social impact	We believe that by continually engaging with our suppliers, customers, employees, and communities, we can foster a culture of innovation, collaboration, and responsibility that benefits all stakeholders.		100k people impacted by social assistance initiatives.

GRI 3-2| 3-3

CI&T

CI&T global ESG governance structure

Our global ESG governance seeks to adopt best practices and influence the company to have a positive socio–environmental impact.

The structure consists of:

ESG Advisory Committee: composed of executives from various regions (Americas, Europe, and Asia), members of the CI&T Board, the ESG team, and external consultants.

Action Groups: formed by employees who address ESG challenges and help formulate policies and strategies.

Business Unit Groups: smaller meetings groups focused on Diversity, Equity, and Inclusion (DEI) within the business units.

Enterprise Services: supporting areas such as Human Resources, Legal, and Controllership, which are vital for determining the feasibility of new policies and practices within the ESG scope.

Overseeing the entire process, the **ESG Team** is the dedicated group that supports this structure, distributed among the Business Units of the company.

The mission of the ESG team is to synchronize and coordinate ESG initiatives within the company, always adhering to legal, compliance, and human resources guidelines.

Integration of Legal and Compliance into ESG Actions

ESG actions are implemented through a check flow that involves the Legal and Compliance departments. This collaboration is important to ensure that all initiatives comply with current legislation and adhere to the ethical principles established by the company.

The ESG team coordinates action groups in partnership with different Business Units. The initiatives are organized into programs and analyzed by the legal and compliance teams, which ensure the legitimacy of the actions while respecting the applicable laws of the Code of Ethics and Conduct.

This collaboration is necessary to identify legal risks and achieve objectives responsibly, strengthening corporate governance and promoting transparency and accountability. The results of this check flow include a series of actions and programs that reinforce the company's commitment to ESG, such as training on diversity and inclusion, regular meetings between the ESG and Legal teams, external whistleblower channel, affirmative actions, and continuous analysis of ESG–related legislation in each country where the company operates.

Therefore, the involvement of the legal and compliance areas is a fundamental pillar that supports the ESG strategy, ensuring that all practices are not only ethical but also legally sound.

CI&T

In this chapter:

CHAPTER 4

GOVERNANCE

Our ambition

We are committed to advancing our governance processes in alignment with leading market practices.

Our focus is on enhancing transparency and upholding high-quality standards across all our operations.

Our objective is to maintain a track record of zero data leaks while cultivating a workplace that embodies respect and integrity.

A well-established governance framework not only offers the necessary flexibility for a technology company adapting to rapid advancements but also ensures a thorough and prudent approach to decision-making.

Our approach

In response to the growing emphasis on governance, we have undertaken a comprehensive reassessment of our strategies to secure commitments for the upcoming year.

Throughout 2024, we focused on strengthening our governance processes and policies, while also expanding areas such as risk management. Additionally, we have worked to enhance awareness of our reporting channel among all stakeholders.

We adopt corporate governance practices aligned with the recommendations of publicly traded companies and follow the guidelines of the Brazilian Institute of Corporate Governance (IBGC).

Since 2021, we have been publicly traded on the New York Stock Exchange (NYSE). Listing on the NYSE demonstrates our commitment to transparency, accountability, and operational excellence, as it requires meeting strict corporate governance and regulatory compliance standards.

This includes ensuring that our shareholders and stakeholders have full confidence in the management and results of the Company. Furthermore, we also adhere to best market practices, promoting an ethical and sustainable business environment aligned with global investor and regulator expectations.

This reflects CI&T's ongoing commitment to creating long-term value and strengthening our position in the international landscape.
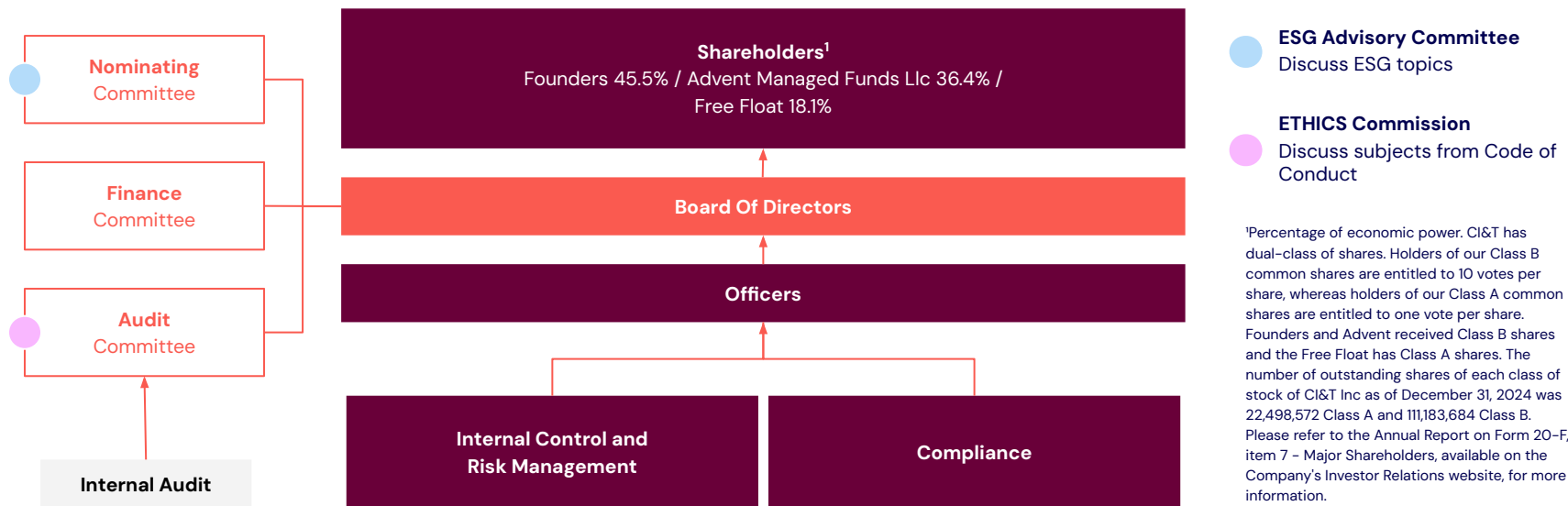
Helpful links:
Investor Relations webpage ↗

CI&T

Governance structure

In the image below, we share our governance structure and the hierarchical relationship.

Nominating Committee

Finance Committee

Audit Committee

Internal Audit

Shareholders[1] Founders 45.5% / Advent Managed Funds Llc 36.4% / Free Float 18.1%

Board Of Directors

Officers

Internal Control and Risk Management	Compliance

ESG Advisory Committee
Discuss ESG topics

ETHICS Commission
Discuss subjects from Code of Conduct

[1]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 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, 2024 was 22,498,572 Class A and 111,183,684 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.

CI&T

Board of Directors

Fernando Matt: was elected Chairperson of the Board during the General Shareholders' Meeting held on April 30, 2024, with a term of office lasting two years, until April 2026.

Fernando Matt
Chairperson of the Board of Directors. CI&T co-founder, an experienced executive in the IT industry, and an angel investor in tech and non-tech startups. Mr. Matt is part of the Nominating Committee. 6 years on the board.

Cesar Gon
Board Member. Founder of CI&T and the CEO since the company's founding in 1995.
6 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). 6 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. He also integrates the Finance, Nominating and Aud. Committees. 5 years on the Board.

Maria Helena Santana
Independent Board Member. Worked for the São Paulo Stock Exchange for 12 years, and served as the Executive Chairman of the Brazilian Securities and Exchange Commission. Mrs. Santana is also part of the Audit Committee, with solid experience in the area. 4 years on the board.

Patrice Etlin
Board Member. One of Advent's global managing partners and member of its executive committee. Mr. Etlin represents Advent as a stakeholder. 6 years on the board.

Carla Trematore
Independent Board Member. Experience in independent audit firms, currently serves as board and audit committee member at public companies. Mrs. Trematore is also part of the Audit Committee and participates in the ESG Advisory Committee. 2 years on the board.

Brenno Raiko
Board Member. Advent's Managing Director, responsible for investments in the technology sector in Latin America. He also integrates the Nominating and Finance Committees. 5 years on the board.

Senior Management

Cesar Gon | Founder & CEO

Bruno Guicardi | Founder & North America and Europe President

Bob Wollheim | Partner, EVP

Felipe Brito | Partner, EVP

Leandro Angelo | Partner, EVP

Mars Cyrillo | Partner, EVP

Mauro Oliveira | Partner, EVP

Solange Sobral | Partner, EVP

Stanley Rodrigues | Partner, CFO

Vinicius Martinelli | Partner, EVP

Helpful links:
[Investor Relations webpage ↗](#)

Gender Composition

Board of Directors

75.0% Men   **25.0%** Women

Senior Management

90.0% Men   **10.0%** Women

Age Composition

Board of Directors

25.0%   **75.0%**

Senior Management

45.4%   **54.6%**

■ Between 30 and 50
■ Older than 50

CI&T

Governance teams and responsibilities

General Meeting

The General Shareholders' Meeting serves as the forum where shareholders have the opportunity to discuss and deliberate on strategic matters essential to the company's development and sustainability. During these meetings, topics such as the approval of financial statements, the election of Board members, the approval of dividends, and other key decisions for the company's future are addressed.

We value the active participation of our shareholders and foster an environment of transparency, fairness, and responsibility.

The General Shareholders' Meeting is held annually, following the end

of each fiscal year and can be convened whenever necessary for the company's business affairs. This ensures that shareholders are consistently involved in key decisions that shape the company's future.

Furthermore, the General Shareholders' Meeting serves as a platform for information exchange and strengthening relationships with investors. Through this forum, we aim to ensure that the company's decisions are aligned with the long-term interests of our shareholders, contributing to sustainable growth and value creation.

Board of Directors

Our Board of Directors comprises both independent and non-independent members, all of whom possess extensive expertise in our market. Directors are elected

through an ordinary resolution by shareholders, in accordance with SEC principles of independence and relevance. The presidency of the board rotates, and the current chairman, Fernando Matt, serves as a non-independent member.

The board's primary responsibilities include overseeing Senior Management and facilitating decision-making across all sectors of the company. Board members play a crucial role in shaping the company's strategy, analyzing financial performance, and requesting additional information on significant contracts, investments, or partnerships. They are also responsible for appointing members to the Audit, Financial, and Nominating Committees.

Board meetings are scheduled at least quarterly, ensuring that critical operational concerns are addressed and communicated effectively during these sessions.

Helpful links:
Form 20-F ↗

GRI 2-10 | 2-12 | 2-14 | 2-15 | 2-16

CI&T

Audit Committee

The Audit Committee plays a vital role in supporting our Board of Directors by overseeing our accounting and financial reporting processes. It also facilitates the audits of our financial statements, ensuring transparency and accuracy in our financial disclosures.

Additionally, the committee is directly responsible for the appointment, compensation, retention, and oversight of our Independent Audit Supplier. The Audit Committee has several responsibilities related to risk management, which includes the following key functions:

1. Risk Review and Discussion
Reviews and discusses any significant risks or exposures with both management and the independent auditor.

It assesses the measures taken to minimize these risks and evaluates the company and its subsidiaries' policies regarding risk assessment and risk management.

2. Risk Analysis
Analyzes any significant risks or exposures and evaluates the steps management has taken to mitigate these risks effectively.

3. Risk Map Evaluation
Evaluates and monitors CI&T's risk map, as well as the effectiveness and sufficiency of controls, proposing improvements when necessary.

4. Recommendations for Improvement
Proposes recommendations for improvements in the areas of internal control and risk management. Monitors the deployment of these recommendations to eliminate or mitigate identified deficiencies, ensuring the ongoing effectiveness of the internal control environment.

The Audit Committee is composed solely of independent members from our Board of Directors, each possessing financial expertise. This includes Maria Helena dos Santos Fernandes de Santana, who serves as the chairperson, along with Eduardo Campozana Gouveia and Carla Alessandra Trematore.

Helpful links:
Form 20–F ↗
Audit Committee Charter ↗
Nominating Committee Charter ↗

Nominating Committee

The Nominating and Human Resources Committee, which consist of Fernando Matt, as the Chairperson, Eduardo Campozana Gouveia and Brenno Raiko de Souza, is an advisory body of the Board and assists the Board in nominating candidates for election to the Board.

Key responsibilities include:

1. Candidate Identification and Evaluation
Identifies, evaluates, and recommends qualified individuals for positions as Executive Directors, Officers and Board Members;

2. Compensation and Benefits Management
Develops and manages compensation, benefits and incentive policies to ensure they align with the Company's goals and attract top talent; and

3. Performance Monitoring
Annually monitors key performance indicators (KPIs) and performance targets of Executive Directors, Officers and Board Members, ensuring accountability and alignment with the Company's strategic objectives.

The performance evaluation of Directors, Officers, and Board Members is conducted in alignment with the corporate goals and objectives of the Company.

This comprehensive process involves the continuous monitoring of Key Performance Indicators (KPIs) and the assessment of performance targets associated with these roles.

The evaluation not only measures individual contributions but also considers the collective impact on the Company's strategic objectives. By analyzing the results against predefined metrics, we ensure accountability and foster a culture of excellence.

Additionally, this process provides valuable insights that inform leadership development and succession planning, ultimately driving the Company's long-term success.

Through these efforts, the Nominating and Human Resources Committee plays a crucial role in fostering effective leadership and supporting the Company's continued success.

Finance Committee

The Finance Committee supports the Board of Directors by overseeing CI&T Group's financial operations. Its responsibilities include reviewing monthly performance, analyzing investments and evaluating the annual budget and major business initiatives for growth and profitability.

The Committee meets regularly on a monthly basis and may convene for extraordinary meetings as needed.

Key responsibilities include:

1. Advising the Board and Executive Board on the potential impact of global and Brazilian economic conditions on the Group's financial position, opportunities, risks, and strategy.

2. Monitoring monthly financial results and performance indicators, reporting significant deviations to the Board.

3. Reviewing and advising on the annual budget and major business development initiatives.

4. Evaluating investment and divestment transactions, including acquisitions and mergers.

5. Ensuring compliance with financial and project policies, monitoring investment performance and key financial indicators.

6. Overseeing the Group's financial strategy, including debt management, leverage and derivatives.

7. Evaluating financial transactions requiring Board approval, focusing on their structure, costs, and alignment with the Group's growth strategy.

8. Conducting regular self-assessments to ensure the Committee's effectiveness.

9. Periodically reviewing and recommending changes to the Committee's operational rules.

10. Reporting to the Board on findings, recommendations, and other relevant matters, maintaining records of meetings and activities.

11. Monitoring key projects aimed at driving growth, market positioning, product development, and profitability.

CI&T

Compensation and attributions

CEO attributions

Our Executive Officers are responsible for the management and representation of the company. We have an experienced management team led by **Cesar Nivaldo Gon, our CEO**, who has extensive experience in the technology and IT services industry.

As a founder of CI&T in 1995, Mr. Gon plays a crucial role in the company's evolution and success. He also serves on our Board of Directors, ensuring synergy between executive leadership and governance. On average, our Executives have over 15 years of experience at CI&T, reflecting our commitment to stability in leadership. Under Mr. Gon's guidance, the team is well-positioned to face the challenges and opportunities in our dynamic sector.

Executive compensation

At CI&T, executive compensation is governed by a cyclical process. The People area leads the evaluation of total compensation for our global executive team, collaborating with external consultants to benchmark our practices against industry standards and ensure we remain competitive in the market.

When changes to fixed compensation and short- or long-term incentives are warranted, the People area designs proposals that are then subject to approval by the Nominating Committee and the Board of Directors. Promotions within the executive team follow a rigorous evaluation process that involves recommendations and approvals from Vice Presidents (VPs), the CEO, the Nominating Committee, and the Board. Importantly, even at non-executive levels, compensation models are developed with input

from the CEO and VPs, ensuring alignment across the organization. Our Executive Team Compensation, along with certain other eligible positions, includes Long-Term Incentive Programs (LTIPs) that foster a sense of ownership and align the interests of our leaders with the long-term goals of the company. This collaborative approach empowers us to achieve our objectives while maintaining a competitive compensation framework.

Compensation Clawback Policy

Our Compensation Clawback Policy establishes guidelines for the recovery of incentive-based compensation that has been erroneously awarded to executives. This policy applies to our CEO, CFO, Vice Presidents in charge of a principal business unit, division, or function, officers and board members. Each Executive Officer shall repay or forfeit, to the fullest extent permitted by law and as

directed by the Nominating and Human Resources Committee ("Nominating Committee") of the Company, any compensation (that is granted, earned or vested based wholly or in part upon the attainment of a Financial Reporting Measure, such compensation, the "Awards") received by this person during the three completed fiscal years immediately preceding the date that the Company is required to prepare an accounting restatement described.

Any violations of this policy, or any other company regulations, must be reported through our Ethics Portal. Such violations could result in a breach of contract with the involved executive. This policy underscores the significance of accountability and ethical conduct in our financial practices, particularly regarding bonus structures and incentive returns.

Helpful links:
Compensation clawback policy ↗

CI&T

Support governance groups

Ethics Commission

The Ethics Commission is responsible for the oversight and investigation of all complaints submitted through our Ethics Portal, which is managed by a third-party vendor.

To continuously improve our processes, the Ethics Commission holds regular meetings, where they assess and enhance our complaint management procedures, policies, practices, and educational initiatives.

Furthermore, the Compliance Department provides regular updates on the status of the compliance program to the Audit Committee. This reporting ensures transparency in the flow of the Reporting Channel, including details on the number and types of complaints received, as well as the average time taken to resolve them.

By fostering a culture of accountability and ethical conduct, the Ethics Commission is dedicated to maintaining the integrity of our organization and ensuring that all concerns are addressed promptly and effectively.

ESG Advisory Committee

The ESG Advisory Committee is made up of executives from each geographic region where we have offices, Board members, People and ESG team representatives, and external advisors. The main objective of this committee is to review and approve the company's ESG strategy and the annual budget required to achieve it. It also oversees the ESG reporting process.

The current composition of the ESG Advisory Committee comprises two board members, two independent board advisors, four regional corporate groups, one ESG team member, and two People team members. This Advisory Committee operates independently and is not answerable to any other structures, although topics for discussion are proposed in the Nominating Committee.

The ESG Advisory Committee meets every two months to address critical issues. Any significant issues identified during these meetings are forwarded to the Nominating Committee for further consideration.

Through its dedicated efforts, the ESG Advisory Committee plays a crucial role in guiding our commitment to sustainable and responsible business practices.

CI&T

Ethics, Compliance and Human Rights

Human rights are an important theme for our company.

The practices and policies we promote are aligned with the Universal Declaration of Human Rights, and we take pride in being signatories of the UN Global Compact – Brazil Network.

In accordance with their guidance, especially the first and second principles, we ensure that our operations actively support and respect the protection of internationally recognized human rights. Furthermore, we are committed to avoiding any involvement in violations of these rights.

These principles, approved by the CEO, are applied across the entirety of our business. We transparently incorporate our human rights-based approach into all purchase contracts and clearly outline our stance in policies concerning employees and vendors. This commitment underscores our dedication to ethical practices and respect for human rights in all aspects of our operations.

We reaffirm our commitment to eradicating all forms of modern slavery by signing and adopting the Modern Slavery Statement, which aligns with the provisions of the **UK's Anti-Modern Slavery Act 2015**. We strictly prohibit any instances of child labor, forced labor, involuntary labor and human trafficking, both within our operations and throughout our supply chain.

Our dedication extends to ensuring that our internal practices are free from exploitation and that we foster an ethical and responsible work environment. Additionally, we maintain a zero-tolerance policy against harassment, discrimination, and intimidation of any kind, striving to create a workplace free from violence or threats.

The Compliance Program ensures we uphold the highest standards of ethics, good faith conduct, and the protection of human rights. Our Global Compliance Program consists of eight pillars:

1. Code of Ethics and Conduct and Policies
2. Communication and Training
3. Ethics Reporting Channel
4. Internal Investigations
5. Due Diligence
6. Senior Management Support
7. Risk Management and Internal Compliance Controls
8. Internal Audit

We are committed to fostering a safe and ethical work environment for our employees, guided by the pillars of our Compliance Program.

These pillars are rooted in the values articulated in our Code of Ethics and Conduct, publicly available.

Helpful links:
Governance documents ↗

Our U.K. Modern Slavery Act Transparency Statement ↗

Code of Ethics and Conduct and Ethics Training

We believe that ethics should be the foundation of all our interactions.

For this reason, our Code of Ethics and Conduct represents our values and culture and outlines the attitudes and behaviors we expect from all our employees.

This document serves as an essential guide, supporting daily decision-making. In addition to this, we maintain a set of compliance policies that establish guidelines, directions, and limits for actions in processes, which must be followed by all our stakeholders.

On their first day, all new CI&Ters are introduced to the Code of Ethics and Conduct and the Ethics Reporting Channel for violations. Furthermore, all employees are required to complete annual mandatory Ethics, Microaggressions, and Information Security Training, accessible on our internal e-learning platform. In our commitment to enhancing engagement across the organization, we organize events and promote ongoing discussions about ethical considerations, the reporting channel, and key themes from our Compliance policies.

Anti Corruption and Conflict of Interest

In order to establish clear rules about corrupt practices and conflict of interests, we have Anti Corruption, Conflict of Interest and

Gifts, Presents, Hospitality, and Entertainment Policies. Furthermore, we establish clear guidelines for Related Parties Transactions and Fair Competition. All policies are publicly available.

The Compliance team has a communication and training plan structured to ensure that CI&Ters understand and adhere to the Code of Ethics and Compliance Policies. All team members are instructed to act ethically and in compliance with the law, ensuring the integrity and reputation of the Company.

Additionally, all CI&Ters that have, or will have, interactions with public officials are required to complete an Anti Corruption Training.

Finally, all CI&T employees sign and accept the Code of Ethics and Compliance Policies, of which the Anti-Corruption Policy is one of the most relevant.

All these documents are available and can be accessed on the CI&T website.

At the time of this report, we have not experienced any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.

CI&T
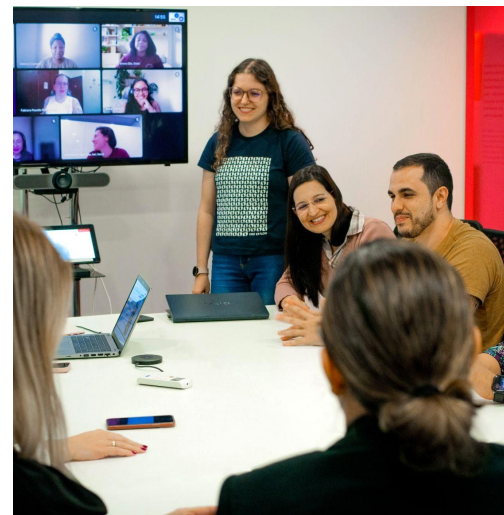
Ethics Reporting Channel

To report ethical violations or non-compliance, we have an Ethics Reporting Channel, hosted by NAVEX, which operates globally 24 hours a day, 7 days a week and is open to anyone on the internet. This platform provides whistleblowers with the option to submit their complaints anonymously or with identification, and all reported cases are properly analyzed and investigated.

Complaints may cover a variety of issues, including, but not limited to, harassment, discrimination, retaliation, conflicts of interest, misuse of company resources, fraud, among others. Each complaint is investigated in accordance with our internal procedures.

Besides the Ethics Commission, previously mentioned, we count

with an Ethics Squad as well as Internal Investigators who received specialized training to ensure proper investigatory practices before they work on cases. The company may choose to engage external companies to assist in the investigation process when necessary.

All complaints are investigated confidentially, ensuring equitable treatment throughout the process. We firmly prohibit any form of retaliation against whistleblowers acting in good faith, considering such actions a violation of the Code of Ethics and Conduct. Our Ethics Reporting Channel Investigations and Non-retaliation against the Whistleblower Policy is publicly available.

At the time of this report, we have not received any allegations related to accounting fraud, money laundering, corruption, financing of terrorism, slavery, forced or child labor, human

trafficking, violations of the right of association or collective bargaining or gender pay inequality.

Helpful links:
Ethics Portal ↗

Supplier Due Diligence

All potential suppliers (i.e., finalists) must undergo a registration and evaluation process to assess their financial, tax, labor, and socio-environmental policies as well as their technical qualifications.

Purchases of significant value must be approved by individuals with a seniority level appropriate to the value of the purchase, with values and levels defined locally.

The rights and obligations of both CI&T and our partners in the

procurement of significant purchases are formalized through legal instruments based on current legislation and guided by our Code of Ethics and Conduct for Third Parties.

Selected suppliers competing to provide products and services undergo a transparent selection process, where all participants have equitable conditions. We value free and fair competition among suppliers and adhere to strictly ethical practices in our commercial relationships with partners.

Suppliers must comply with our values, adhere to all applicable laws, follow our norms, policies, and procedures, and act according to the principles described below:

• Comply with all applicable laws
• Prohibit acts of fraud and corruption
• Respect the human rights of employees and service providers

CI&T

• Comply with laws prohibiting child labor
• Avoid involvement in or support for practices of forced labor or analogous to slavery
• Take responsibility for the health and safety of employees
• Act in accordance with applicable local and international environmental protection regulations
• Report misconduct through our Ethics Reporting Channel (ethics.ciandt.com)

Additionally, the Compliance team is involved in conducting due diligence for suppliers that are considered high compliance risk. The third-party company is required to submit certain documents regarding their registration.

They must also confirm that they have read and agreed to our Code of Ethics and Conduct for Third Parties, which covers compliance with all applicable laws, upholding human rights, a strict prohibition of forced labor, responsibility for the health and safety of their workforce, and a commitment to environmental protection.

Helpful links:
Code of Ethics and Conducts for Third Parties ↗

A responsible supply chain

As part of their onboarding, new vendors are asked to provide information regarding diversity, equity, and inclusion within their workforce. This additional step aims to influence decision-making processes, promoting the selection of suppliers that foster diversity.

While CI&T does not currently have a formal supplier diversity program, we proactively seek out and engage diverse suppliers in our procurement process.

GRI 2-6

CI&T
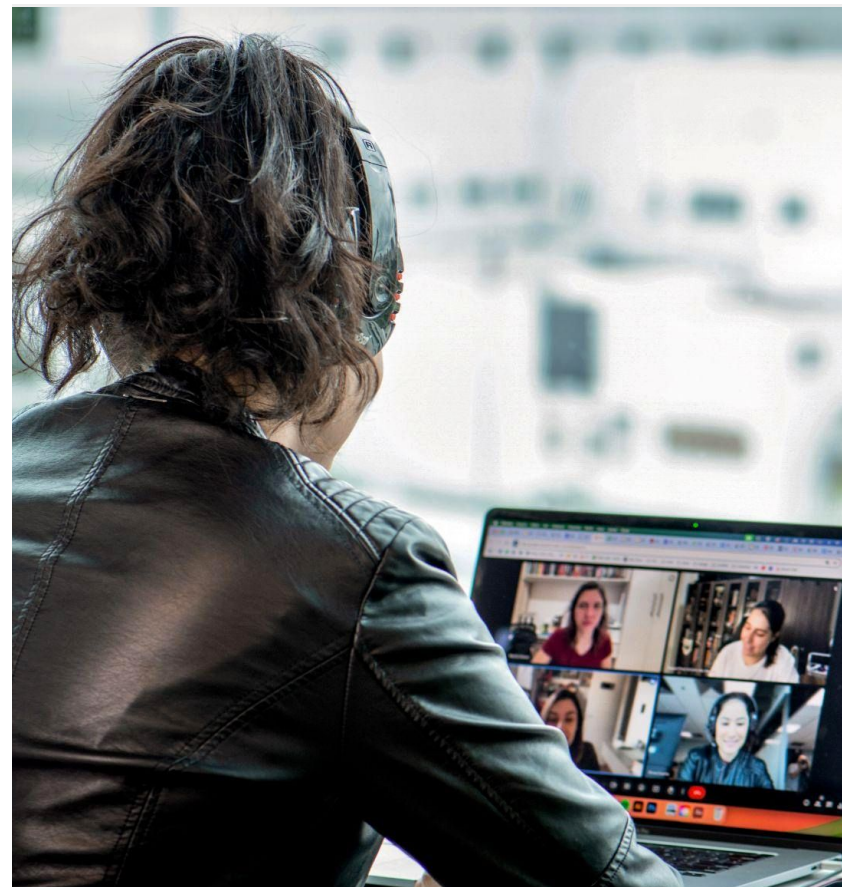
Risk Management

Governance of risk

Corporate Risk Governance Structure at CI&T

We are committed to implementing a Corporate Risk Governance structure aimed at effectively identifying, analyzing, treating, monitoring, and communicating risks. In 2024, we implemented the Policy based on COSO ERM and procedures, as well as developing risk management methodologies.

Development of the Risk Matrix

Since 2021, we are subject to SEC regulations and, therefore, adheres to the Sarbanes-Oxley Act, which addresses transparency and the mapping of risks and controls over financial reporting. Consequently, a validation process for these controls is conducted annually by

the management. For more details, access the 20-F form.

Training and Capacity Building

To ensure the effectiveness of this structure, targeted training sessions have been conducted for CI&Ters in critical roles, addressing topics related to risks and controls. This capacity building is fundamental for establishing a robust risk management culture.

Another highlight is the implementation of the risk management tool within the ERP (Enterprise Resource Planning) system, which improved significant benefits, in assessing risks and controls related to financial reporting, automating workflows and increasing efficiency. With real-time monitoring, it provides visibility into compliance activities and the

effectiveness of controls, as well as maintaining detailed records that facilitate audits and reviews. By developing and applying compliance policies throughout the organization, the adoption of the system promotes greater transparency, manage the risk of inaccurate financial statements, and ensures compliance with regulatory requirements, reinforcing trust with stakeholders and regulatory bodies, improving our risk management.

Main Risks

The main risk categories managed consist of:

• **Strategic Risks:** Risks related to decisions made by Senior Management, which can lead to significant economic losses or even business discontinuation. Key factors include Planning, Governance, Innovation, Market Communication, and ESG considerations.

• **Operational Risks:** These arise from failures in internal processes

and controls, potentially causing inefficiencies and reputational harm. Important areas include Human Resources, Purchasing, Supplier Management, and Technology-related risks like cybersecurity.

• **Compliance Risks:** Possibilities of incurring legal, financial, or reputational penalties due to non-compliance with laws and internal policies. This includes regulatory issues, conflicts of interest, and corruption.

• **Financial Risks:** Risks stemming from financial operations that may lead to losses due to cash mismanagement, liquidity issues, or market fluctuations. This encompasses debt management and financial reporting.

Helpful links:
Risk Management Policy ↗
20-F form ↗

In 2025, we will continue our commitment to enhancing the risk management, aiming to monitor and mitigate risks that may impact the company.

Disruption of operations

We have developed an internal plan for Business Continuity and Disaster Recovery to protect our people, essential systems, and client operations. Our primary goal is to minimize the impact of disasters and quickly restore normal business operations. We continuously work to reduce the risk of human-made disasters and regularly test our strategies to ensure they are effective. This recovery plan takes into account different levels of criticality, including a worst-case scenario that could have a major impact on our operations. In this scenario, we would face a complete and prolonged loss of vital infrastructure, such as energy, telephone, internet, and water, as well as the absence of important personnel.

The plan was designed based on the number and technical expertise of individuals required to successfully execute it. Plan details are outlined by the individuals responsible for each specific area.

We conduct a review of the plan every year, or whenever significant changes affect the recovery plans for each area. The plan encompasses all necessary equipment, software, and data for each incident. The plan does not cover incidents associated with extreme situations like civil war and terrorism. As of now, the plan has not needed activation. During the period covered by this report (2024), there have been no service interruptions or customer downtime that impacted our business performance. **At the time of this report, there are no operating restrictions in the countries where we operate.**

"In 2024, CI&T has taken concrete steps to enhance our governance framework, including the **establishment of a dedicated Corporate Risk Management area and a comprehensive review of our ESG Committee governance, among other initiatives.** These actions reflect our unwavering **commitment to accountability and responsible management**, laying a solid foundation for sustainable growth and long-term value for our shareholders."

Eduardo Galvão,
Head of Investor Relations

CI&T
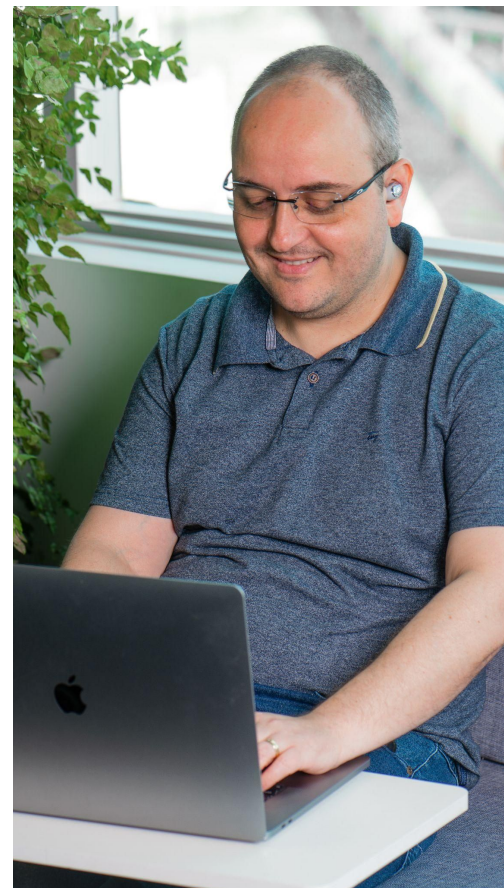
CHAPTER 5

ENVIRONMENTAL

In this chapter:

Our ambition

We are committed to mitigating negative environmental impacts

and cultivating a responsible culture based on human rights, compliance, and ethical practices. We aim to expand our business by implementing environmentally responsible programs and establishing governance standards to tackle future challenges.

The unmistakable impacts of climate change, evidenced by extreme events and record temperatures, underscore the urgency of addressing environmental challenges, that impact the overall society.

Our mission is to create an even better tomorrow by impacting lives and transforming the future through technology, with sustainability as a cornerstone of our company's strategy.

Our approach

The year 2024 was marketed by a deep introspection as we evaluated our position in relation to our commitments – particularly our dedication to science–aligned emission reductions and participating in the global goal of limiting planetary warming to 1.5°C.

During this period, we dedicated significant efforts to understanding and developing the first version of our global emission reduction targets, in alignment with the Science Based Targets initiative

(SBTi), which we officially endorsed at the beginning of the year. We are currently refining these targets to ensure they are fully integrated with our corporate strategy, with the goal of finalizing them by next year. This commitment is directly linked to the creation of our decarbonization plan.

Simultaneously, we advanced our digital sustainability offerings to support our clients on their own Environmental, Social, and Governance (ESG) journeys.

Our solutions encompass a range of services, from decarbonization strategies to tools that enhance transparency and effectiveness in environmental action reporting.

We leverage partnerships with esteemed external technology organizations to deliver these solutions.

CI&T

A significant milestone this year was the implementation of our Global Environmental Policy across the entire organization.

This comprehensive document provides essential guidelines for our employees on critical topics such as climate action, waste management, and the efficient use of water and energy. It also informs our relationships with clients and suppliers through a sustainability-focused lens.

In 2024, we embraced a new approach to climate impact mitigation. Instead of prioritizing 100.0% emission offsetting, we chose to concentrate our investments on developing robust targets and formulating a strategic plan to effectively reduce our emissions.

This shift reflects our commitment to meaningful and measurable change, recognizing that sustainability requires us to implement innovative solutions that drive systemic change within our operations and across our supply chain. We aim to pioneer practices that not only minimize our carbon footprint but also inspire our partners and clients to adopt similar initiatives.

By fostering a culture of sustainability and collaboration, we are committed to creating a positive impact on our environment.

CI&T

Our climate strategy

The journey towards decarbonization

With a focus on the evolution of our climate and environmental strategy, we made significant progress in 2024 on our sustainability journey.

We now have a deeper understanding of our environmental footprint.

We enhanced our global carbon inventory by refining and expanding calculations for all locations where we operate, including those that represent only a small part of our operations.

This approach is crucial for our emissions reduction journey, as we recognize that we cannot reduce what we do not measure.

Based on the gap analysis conducted the previous year, we focused on improving our performance in key sustainability areas. In collaboration with the leadership team, we addressed areas that require evolution and initial mapping, seeking to establish solid foundations for advancements in the coming years.

In this regard, we developed science-aligned emissions reduction targets in partnership with the Science Based Targets initiative (SBTi). We deepened our understanding of the methodology and explored the best options for us, considering our emissions profile and growth expectations.

As a result, an initial version of these targets was drafted, and we plan to validate it with external assistance and refine it in conjunction with our leadership, ensuring alignment with our emissions reduction strategies.

Additionally, we revised our emission compensation strategy, opting to direct resources towards actions that effectively reduce emissions rather than merely mitigating them. As our emissions increase due to strategic changes within the company, we recognize the need to prioritize internal initiatives that decouple our growth from increased emissions.

In 2024, we concentrated our efforts on reducing Scope 2 emissions, with an emphasis on electricity consumption. As a large part of our operations is based in Brazil, we focused on this region by investing in Renewable Energy Certificates (I-RECs) to cover the energy consumption of our operations and work-from-home activities.

As a result, 100.0% of our energy consumption in Brazil was covered by renewable energy.

2024 was crucial for consolidating our commitments and advancing our decarbonization journey.

We intensified efforts to incorporate a sustainability vision and climate considerations into our corporate strategy, recognizing that this journey is a collective effort involving each of our employees, partners, and stakeholders.

Emission compensation

To offset our emissions in 2024, we are supporting the **Legacy of Waters,**

the largest private Atlantic Forest reserve in Brazil, covering 31,000 hectares in southern São Paulo. This reserve integrates forest conservation with scientific research and sustainable activities such as the production of native plants and ecotourism.
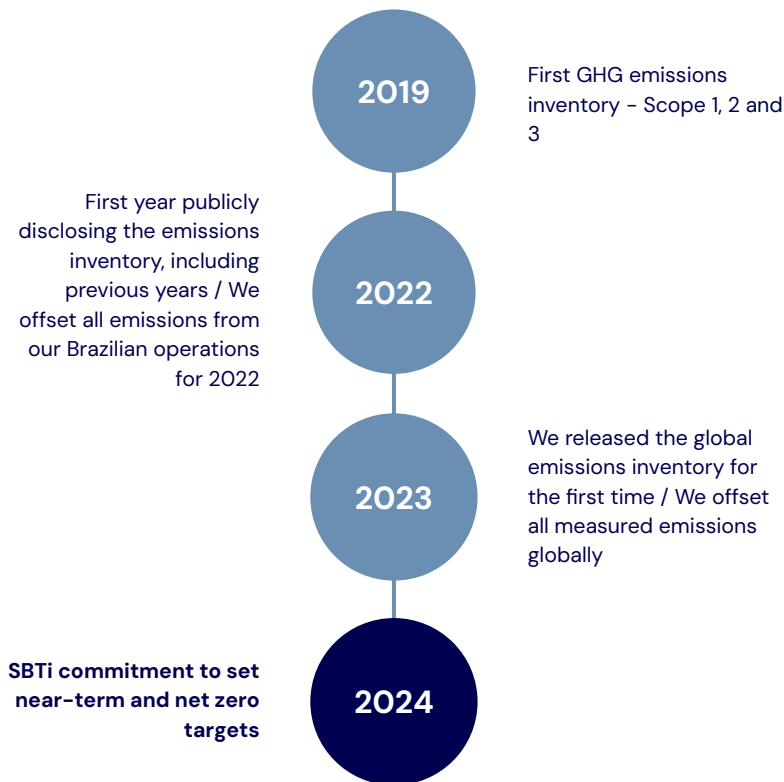
The Legacy of Waters serves as a refuge for endangered species and is part of the largest ecological corridor of the Atlantic Forest, contributing to biodiversity preservation and ecosystem connectivity.

The credits acquired through the **Payment for Environmental Services – PES Carbonflor (C+)** are priced based on the ecosystem services generated. These services promote human well-being and mitigate the effects of climate change, also incorporating a social component.

This initiative aligns with the Global Agenda for Sustainable Development, **reaffirming our commitment to sustainability.**

Helpful links:
[Carbonflor Certificate](#) ↗

Sustainability Timeline

2019 — First GHG emissions inventory – Scope 1, 2 and 3

2022 — First year publicly disclosing the emissions inventory, including previous years / We offset all emissions from our Brazilian operations for 2022

2023 — We released the global emissions inventory for the first time / We offset all measured emissions globally

2024 — **SBTi commitment to set near-term and net zero targets**

GRI 3-3 Climate change

CI&T

Engaging our people

We launched a comprehensive sustainability initiative on CI&T University,

our virtual training platform, actively involving CI&Ters in the collective journey toward a more sustainable future. **This initiative delves into crucial topics related to sustainability within the company, offering participants profound insights into the climate crisis, our company's commitments, and our climate strategy.**

Participants gain access to valuable resources, including masterclasses, articles, and external courses covering green software and climate change.

A key focus of the initiative is **Green Coding,** providing practical knowledge on sustainable practices applicable to everyday work. Participation in this initiative empowers employees with the understanding and tools needed to make significant contributions to CI&T's sustainability initiatives.

In May 2024, we organized in Portugal a volunteer cleanup at Carcavelos Beach, located in Cascais. During this event, volunteers came together to collect trash and waste from the area. In last year's effort, we collected 8 kg of cigarette butts and plastics, which a partner was able to recycle.

In 2024, we developed an environmental awareness initiative at our headquarters in Campinas, Brazil, combining environmental education with practical action. The program featured a presentation exploring forests as examples of "natural technology,"

highlighting how ecosystems offer advanced solutions that can inspire our own technological approaches.

To put theory into practice, we organized a native tree planting activity on our headquarters' grounds featuring species from the Atlantic Forest.

We recreated an ecological succession with native species, promoting biodiversity and local ecosystem restoration.

GRI 3-3 Climate change

CI&T

Carbon footprint

We measured our carbon footprint, encompassing all three scopes and accounting for all relevant emission sources specific to our industry that impact the environment.

We also adopted the GHG Protocol as our official framework for emissions measurement, with all parameters, emission factors, and reference sources derived from the calculation guidelines provided by the Brazilian GHG Protocol Program.

For the second consecutive year, in our submission to the Public Emissions Registry, Brazil's largest platform for publishing corporate inventories, we were honored with the prestigious **Golden Seal of Quality by the Brazilian GHG Protocol Program.**

In 2024, we obtained a value of

0.50 tCO2e

of emissions per employee*, which is

33.0% less

than the value obtained in 2019.

*This indicator represents the sum of areas 1, 2, and 3 per employee.

Helpful links:

CI&T's Environment page ↗

Our carbon numbers

Scope 1 and 2

Our Scope 1 and 2 emissions together represent **10.9%** of our total emissions. These emissions refer, in the case of Scope 1, to fugitive emissions, mobile combustion and stationary combustion, and for Scope 2, emissions related to the use of grid energy, based on market-based method.

Scope 3

For another year, our main emissions originate from Scope 3, indirect emissions, and correspond to **89.1%** of our total emissions. The categories with the highest emissions are business travel and employee commuting, which also include the emissions associated with the consumption of employees working from home.

Emissions

Emissions evolution graph 2019 and 2023 / 2024

3431 tCO2e

1809 tCO2e*

1549 tCO2e

2019   2023   **2024**
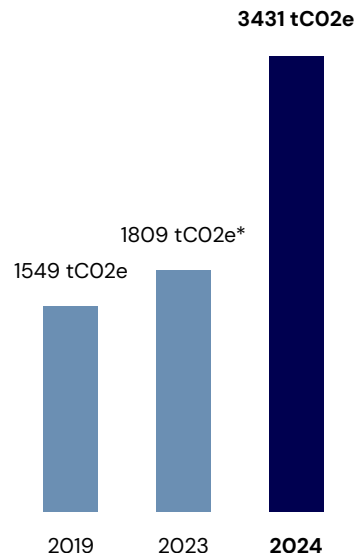
*Due to adjustments in the emission factor related to air travel in 2024, there was an increase in reported emissions in 2023, from 1544 to 1809 tCO2.

CI&T

Our carbon reduction actions

We are committed to reducing our greenhouse gas emissions

with a special focus on Scopes 2 and 3, which account for the majority of our emissions.

Sustainable fuels

We encourage the use of cleaner fuels. We have electric car chargers in our Campinas headquarters and our Belo Horizonte office, the facilities in Brazil where the majority of our workforce is located. These chargers are available to all our employees. For our fleet vehicles and cars rented for business trips, it is mandatory to use only ethanol fuel. Ethanol produces only biogenic emissions, which are part of the

natural carbon cycle. This means that the carbon dioxide released when ethanol is burned was recently absorbed by the sugarcane plants during their growth, resulting in a near-neutral carbon footprint. In addition, as a crop-based fuel, ethanol is a renewable resource, unlike fossil fuels which are finite. In China, most employees commute to the office by electric motorcycle or public transport.

Renewable electricity

100.0% of our energy consumption in brazilian offices, as well as energy consumed in remote work arrangements in this region, was covered by clean and renewable sources. This was achieved through I-RECs – certificates that are part of a global system for tracking and verifying the renewable origin of energy. In our largest offices in Brazil, where the majority of our workforce is located, the building management

sources energy from clean and renewable suppliers.

Cloud-based company

We operate as a cloud-based company, with

+95.0%

of our relevant corporate data **stored and managed in the cloud.**

This strategic approach not only enhances our operational efficiency but also significantly contributes to our sustainability efforts. By leveraging cloud technology, we minimize the need for on-premises data centers, resulting in substantial energy savings and reduced carbon emissions. Cloud services optimize server utilization and energy consumption, leading to a lower carbon footprint compared to traditional IT infrastructures.

CI&T

Energy consumption

In 2024, we prioritized our energy consumption to ensure it derived from clean and renewable sources. In 2024, we achieved a significant milestone:

In our largest offices in Brazil, the building management sources energy from clean and renewable suppliers.

For locations where we use shared spaces, such as coworking facilities, we implemented an energy consumption estimation system based on the occupied area and frequency of use by our employees. **Acknowledging that approximately 64.0% of our team**

works remotely, we considered it crucial to include domestic consumption in our renewable energy strategy. Therefore,

we extended our renewable energy coverage to 100.0% of the estimated consumption of our home office employees,

also through the acquisition of I–RECs.

To calculate domestic consumption, we estimated the energy used during daily working hours, considering electronic equipment, lighting, and climate control systems.

This estimation was conducted globally for all employees and incorporated into our greenhouse gas inventory in Scope 3 (more information in "Our carbon numbers").

Helpful links:
Redemption Statement ↗

We maintain a partnership with a third party, offering a benefit to our employees in Brazil. This platform connects users to renewable energy sources, providing discounts on residential electricity bills. In 2024 **61 employees utilized this benefit,** and 87 new adhesions resulting in 2,72 tons of CO2 avoided which is equivalent to the planting of 340 trees.

These initiatives represent important steps in our journey to mitigate our environmental impact, especially in an area as critical to our operations as energy consumption.

Energy Consumption per CI&T Employee:

0.21 MWh/CI&TER

considering the energy consumption CI&T offices.

■ CI&T offices   ■ Remote workers

2023

1011 Mwh*

BR: 1571 MWh

Global: 378 Mwh
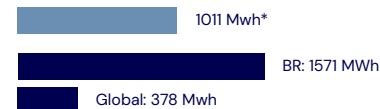
* In the 2023 ESG Report we inform only the BR office consumption (949 Mwh), the global electricity consumption is 1011 MWh.

2024

1385 Mwh

BR: 1478 MWh

Global: 79 MWh*

*This year, only the energy used by laptops was taken into account.

CI&T

Water and waste management

Water and sewage management

We implement various measures to ensure efficient water use in offices under our operational control. These include monthly monitoring of water consumption in our largest Brazilian offices, installation of automatic taps with flow timers in bathroom sinks, and dual-flush toilets for reduced water usage. The condominiums where our offices are located also feature initiatives such as **rainwater harvesting systems** for bathroom use, further reducing water consumption, as well as Effluent Treatment Stations (ETE) and septic tanks with biodigesters to treat all sewage generated within the condominiums, returning clean water to the environment.

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

In 2024, water consumption in our Brazilian offices totaled

0.0137 ML*.

*The water consumption mentioned refers to the offices where we have operational control in Brazil and where the majority of our employees are located. We do not have control over the water consumption in our global offices, as most of them are situated in co-working spaces. The water consumed is supplied by utility companies and provided to CI&T by the condominiums where we are located. We do not calculate water disposal, as the usage is strictly limited to the office environment and is not utilized for any other type of process.

Waste management

All our offices implement selective waste collection processes, managed by the condominiums or coworking spaces where we are located. We closely monitor the correct disposal of waste and track the entire cycle of internally generated waste.

In our offices with the highest foot traffic, we've implemented the "Drink, Wash, and Return" program, providing reusable cups and mugs to all employees and discouraging single-use plastic cups. We've also adapted all our coffee machines for mug use, eliminating disposable cups.

Our efforts to reduce waste extend to paper consumption as well. Our corporate document signing system is entirely digital, significantly reducing paper use and the environmental impacts related to the transport and handling of physical documents. For electronic waste management, we maintain dedicated spaces in our offices for collecting electronic waste, ensuring proper disposal for each item.

Our approach to electronic equipment is multifaceted: equipment is only discarded when it's no longer usable; computers in good condition are donated to nonprofit partners, promoting technology access and learning opportunities; and functional equipment and some electronic waste are sold to technology companies that extend the equipment's lifespan.
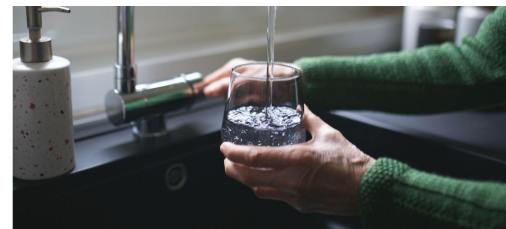
Certifications

We seek out buildings with environmental certifications so that we know the real impact of our operations.

Our offices are certified in three locations:

– In **Brazil**, where the majority of our workforce is based, a significant portion of our office spaces boast environmental certifications, including LEED PLATINUM and ISO 14001.

– Our **Oakland, California** building has achieved global LEED GOLD certification and holds both

ENERGY STAR and WELL HEALTH–SAFETY RATING certifications, underscoring our commitment to energy efficiency and employee well–being.

– The building where our co–working space in **Bogotá, Colombia**, is located also maintains a LEED GOLD certification, extending our sustainable practices to our South American operations.

We have certifications in about **32.0%** of our offices.

Our largest offices in Brazil, located in Campinas, São Paulo and Belo Horizonte, Minas Gerais, are in buildings that participate in the Mercado Livre de Energia

(Free Energy Market). This initiative allows these facilities to procure energy directly from clean and renewable energy suppliers.

To ensure energy efficiency across our operations, **100.0% of our notebook computers are certified with the Energy Star seal.**

This certification guarantees that our IT equipment meets stringent international energy consumption standards, aligning with our overall sustainability goals.
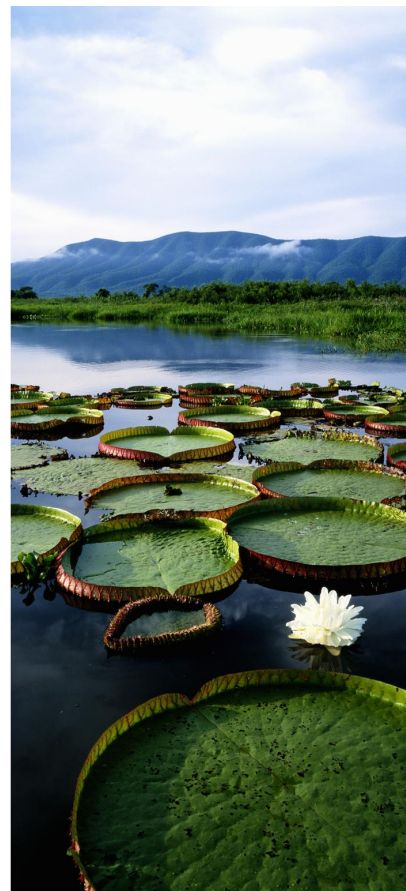
Helpful links:
ISO 14001 ↗
LEED PLATINUM BH ↗
WELL HEALTH–SAFETY RATING ↗
Energy Star ↗
LEED GOLD Oakland ↗
LEED GOLD Bogotá ↗

CI&T

CI&T GLOBAL
ESG

In this chapter:

CHAPTER 6

OUR PEOPLE

Our ambition

We understand that to be a great place to work, we need to work hard to offer the best employment opportunities, including structured career development plans, wellness programs and equal opportunities in each country we are located.

To have a strong and vibrant company, we strive to promote an inclusive workplace that prioritizes well-being, and nurtures people's career aspirations and personal development.

To do this, we recognize the challenges facing the world today, and understand the role the workplace has in holding space for the diversity of our people's valuing positively the pluralism of identities, backgrounds, experiences, and perspectives working together, as well as caring for people's needs, which includes flexibility, adequate benefits and an always learning environment.

Our approach

Every CI&Ter plays a crucial role in shaping our culture and guiding our future.

Part of our approach includes a commitment to promoting equal opportunities and increasing the representation of people from underrepresented groups. We aspire to have **55.0%** of our employees from underrepresented groups by 2025.

To keep track of this goal, we are aligned with the UN's Sustainable Development Goals, as well as complementary commitments such as **Movimento Elas Lideram** and **Women's Empowerment Principles from the UN**.

We also have several programs that support our ambition, as we will further explore, and track our progress through key indicators as Great Place to Work (GPTW) and Team Culture surveys, in addition to common market indicators such as attrition rates and the number of hires from underrepresented groups.

Our people in numbers

6,907

Total employees*

*For the calculations, we used the headcount counting methodology.

[1]Permanent: Continuous contract, excluding temporary contracts (4, 6, or 8 hours).

[2]Full Time: Standard workload of 8 hours/day, including all types of contracts.

[3]Temporary: type of contract with an established duration; it is not permanent.

Australia

Permanent[1]

4 Women   16 Men

Full time[2]

4 Women   16 Men

Temporary[3]

0 Women   0 Men

Part Time

0 Women   0 Men

Brazil

Permanent[1]

1745 Women   4217 Men

Full time[2]

1736 Women   4198 Men

Temporary[3]

0 Women   0 Men

Part Time

9 Women   19 Men

Canada

Permanent[1]

10 Women   17 Men

Full time[2]

10 Women   17 Men

Temporary[3]

0 Women   0 Men

Part Time

0 Women   0 Men

GRI 2-7

CI&T

China

Permanent[1]

113 Women   213 Men

Full time[2]

113 Women   215 Men

Temporary[3]

0 Women   2 Men

Part Time

0 Women   0 Men

Colombia

Permanent[1]

52 Women   147 Men

Full time[2]

52 Women   147 Men

Temporary[3]

0 Women   0 Men

Part Time

0 Women   0 Men

Japan

Permanent[1]

6 Women   5 Men

Full time[2]

6 Women   5 Men

Temporary[3]

0 Women   0 Men

Part Time

0 Women   0 Men

Portugal

Permanent[1]

18 Women   62 Men

Full time[2]

18 Women   62 Men

Temporary[3]

0 Women   0 Men

Part Time

0 Women   0 Men

GRI 2-7

CI&T
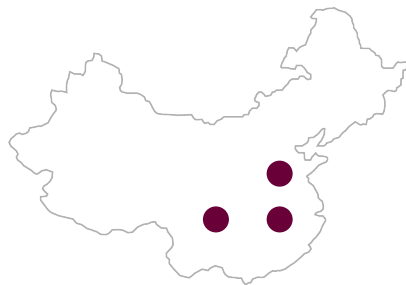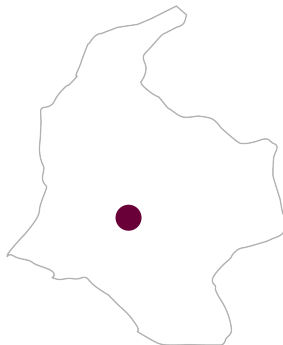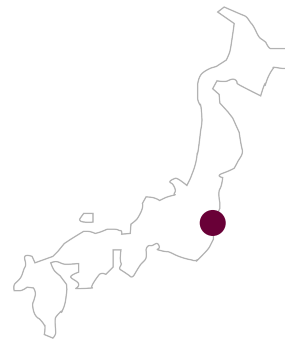
United Kingdom

Permanent¹

28 Women | 46 Men

Full time²

30 Women | 47 Men

Temporary³

2 Women | 1 Man

Part Time

0 Women | 0 Men

USA

Permanent¹

52 Women | 105 Men

Full time²

60 Women | 142 Men

Temporary³

8 Women | 37 Men

Part Time

0 Women | 0 Men
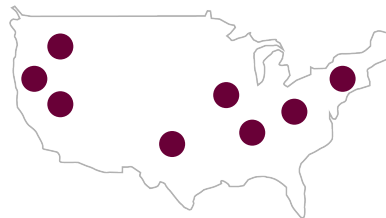
Total number of workers who are not employees
but whose work is controlled by the Company*

Australia	0
Brazil	47
Canada	0
China	0
Colombia	1
Japan	0
Portugal	0
United Kingdom	1
United States	0
Total	**49**

*The most common types of workers are those who take care of building maintenance, and the type of contract they have is outsourced, with no employment relationship with the Company.

49

indirect employees

These people contribute to the upkeep of our facilities, ensure security, and collaborate with suppliers for seamless service delivery.

While not directly employed by CI&T, their independent efforts play a crucial role in maintaining an efficient and well-functioning workplace. We emphasize that these individuals are not engaged in subcontracted work but rather work independently.

CI&T

Recognitions

Great Place To Work ®

Best Workplaces™ for Today's Youth
Great Place To Work® CANADA 2021

Melhores Empresas Para Trabalhar™ em São Paulo
Great Place To Work® BRASIL 2023

Melhores Empresas Para Trabalhar™ Tecnologia da Informação
Great Place To Work® BRASIL 2023

Melhores Empresas para Trabalhar™ LGBTQI+
Great Place To Work® BRASIL 2021

GPTW Top 5 Best IT companies in São Paulo (2021)*

GPTW certification for 18 years in Brazil.

17 years on the GPTW ranking in Brazil.

GPTW certified in Australia, Canada, China, Colombia, Brazil, Portugal, Japan, and the United States.

*For young talents.

CI&T

Talent acquisition

In 2024, we concentrated our recruitment efforts in Brazil, China, Colombia, Japan, México, Portugal, the United Kingdom, and the United States.

We expanded innovative solutions globally, such as the **Perfect Match** and **Italent** (an AI solution), tools we created to support and enhance the matching process between CI&Ters and internal opportunities while taking project needs into account.

These initiatives streamline the work of the Attraction Team and optimize internal talent mobility.

Our commitment to diversity

In our commitment to reaching a broader pool of talent, we participated in events throughout the year where we posted job openings targeted at diverse and underrepresented groups, ensuring that our opportunities are accessible to a wide spectrum of qualified candidates.

For instance, we expanded our affirmative action strategies to support women, Black people, and people with disabilities in Brazil. We also introduced a specific training program focused on hiring neurodiverse individuals for our teams in Brazil, Colombia, and Portugal. This training was designed for both the Talent Attraction team and the leadership responsible for technical assessments.

Furthermore, we established a new strategy that incorporates diversity

and inclusion advisors in the regions of LATAM, North America, and EMEA, to ensure that all initiatives are managed effectively from the beginning of the process. Our initiatives have led to **recognition from Glassdoor as an Open Company.** This acknowledgment shows our commitment to transparency in engaging our employees.

2,281

people hired, and of this total,

47.2%

are from underrepresented groups.

Total number and rate of employee turnover: 692 | Rate = 10.7%*

*Voluntary annual employee turnover, for those with more than 6 months of tenure.

GRI 3-3 Attraction and retention | 401-1

CI&T

Next Gen

In order to structure the growth strategy for the coming years, we have **relaunched the Next Gen**, our internship and new talent development initiative, in a special edition focused on Artificial Intelligence. The selection took place in the last quarter of 2024 and

was designed to attract up to 450 people connected to an educational institution,

continuing their accelerated development through the most up-to-date market concepts in the age of AI. This initiative promotes a constant flow of talent, helping to balance the company's seniority pyramid and

generating even more growth opportunities at all levels of the organization. As a result of the selection process,

we received over 11,000 applications,

with 59.0% self-declared belonging to underrepresented groups.

We selected more than

420 candidates, of which 54.0% are from underrepresented groups.

They will begin their journey in March 2025 and will undergo a two-month intensive training period on fundamental concepts of Artificial Intelligence. Through this innovative program, we are supporting the development of tomorrow's professionals.

GRI 3-3 Attraction and retention

CI&T

People development and engagement

A journey for career development

Our performance evaluation process is CI&T Journey, launched in 2023.

This innovative framework prioritizes professional growth, avoids bias in career evaluation, adheres to principles of efficiency, autonomy and ESG to evaluate CI&Ter's development.

Currently, the model includes 100.0% of our workforce and provides visibility to leadership into individual performance, fostering meaningful connections between employees' careers and company growth.

Engagement surveys

We value the insights shared by our people, recognizing their pivotal role in steering our collective success. We leverage **TeamCulture,** a real-time engagement platform, to administer weekly surveys, to collect continuous feedback. CI&Ters can anonymously share their experiences with leaders at any time. This real-time approach enables us to stay tuned in to the company's climate and empowers teams and leaders to formulate immediate action plans based on real-time feedback from our team members.

We also conduct the **Great Place to Work** survey every year to gauge our people's overall perceptions on career growth opportunities, company policies, and our day-to-day work environment. Collaborating with HR Business Partners, our leaders carefully analyze the survey data in order to focus on areas for improvement.

TEAM CULTURE INDEX (Global)

score up until December, 31st

8.21

(scale 0-10)
of total employees covered by:
98.9%

GPTW TRUST INDEX 2024 (Brazil)

72

(scale 0-100)

GRI 404-2 | 404-3

CI&T

AI connections

We leveraged Artificial Intelligence prompts to support CI&Ters in understanding the process

the pillars that are evaluated as part of the Journey, and the evaluation model (whether it be self-assessment or team feedback).

Our new AI prompts also help them design their individual development plan, analyzing their results, determining professional objectives, understanding operational context, designing a structured plan, and promoting tracking to follow their progress. The prompts are readily available on our internal proprietary AI platform, **CI&T FLOW.**

Learning value

We prioritize learning initiatives that meet the needs of our employees, taking into account their aspirations and providing flexible learning options. We offer internal courses developed by a team dedicated to learning and development, as well as external opportunities that allow all CI&Ters to enhance their skills with renowned specialists. Our approach is grounded in **values** that encourage a culture of continuous learning:

Skills: Empowering our team's continuous learning encourages each member to strategically map and self-rate diverse skills—human, technological, or linguistic. By aligning capabilities with career paths, the learning models unlock potential, inform targeted actions, and foster a collaborative environment that propels us all forward.

Language: Through initiatives like **The English Boost Program**, we showcase our commitment to fostering language skills among CI&Ters. Supporting proficiency in English and 15 other languages, including Italian, Spanish, German, and French, we promote effective communication and collaboration across our global community.

AI expertise: We offer an upskilling program for people to learn and exercise Artificial Intelligence in a progressive way with three levels, through **CI&T FLOW**. The intention is to put generative artificial intelligence into practice and improve skills while supporting the adoption of AI at the company with structured learning.
We unlock material and training resources at scale to all CI&Ters, according to their individual challenges, integrating AI into our operations while encouraging the development of individual and collective skills so that teams can reach their potential.

More than 60.0% of our workforce has been certified.

We navigate growth through pathways: As a vital part of our culture, Learning Pathways symbolize a journey of continuous skill enhancement and a commitment to crafting personalized routes aligned with individual career contexts.

Learning Pathways serve as a compass, creating a roadmap for success. We prepare paths for skill acquisition with Business Units and provide autonomy for individuals to create and share pathways within the CI&T community.

GRI 404-2

CI&T

Decentralized learning initiatives

At CI&T, we recognize the diverse needs within our teams and understand that a one-size-fits-all approach may not be the best solution.

That's why we advocate for a decentralized learning strategy. We acknowledge that each Business Unit and individual in our organization has unique requirements, goals, and technical knowledge requirements. Embracing decentralization allows us to tailor our learning initiatives with precision, ensuring that they resonate with the specific demands of each Business Unit.

This approach not only promotes a sense of autonomy but also empowers teams to drive their own learning experiences, fostering adaptability and maximizing the impact.

CI&T University

CI&T University serves as our internal corporate education program, dedicated to promoting knowledge-sharing, fostering creativity, and driving high-impact outcomes.

Open to all, regardless of role or position, this platform empowers both our Business Units and our people to create and achieve learning, professional, or personal goals. CI&T University allows leaders, and individuals to design, develop, or adapt learning solutions tailored to their specific challenges or goals.

All of our mandatory training courses in Information Security, Compliance, Ethics, and Insider Trading are found in CI&T University. Our commitment to a learning culture is underscored by our emphasis on protagonism and autonomy.

We believe in preparing our people to confidently embrace new challenges and opportunities,

so we do not measure training in terms of hours per employee.

More than
100,000
logins

50.0%
Average monthly active users

CI&T

People recognition

One of the tools we use to promote a culture of recognition is **Jude**, an AI chatbot introduced in 2022. Jude is essential for fostering an environment where all CI&Ters, regardless of position, can celebrate their colleagues' efforts.

The recognition badges cover categories such as "Culture Ambassador", "Individual Achievement", "Innovation, Teamwork", and the "You Are Amazing award".

Using Jude ensures that each achievement is recognized promptly. After a nomination, leaders are notified, and the employee receives a personalized badge, which is shared on Workplace, our internal communication platform, highlighting their accomplishments on their profile.

We observed a 70.0% increase in program participation and a reduction in processing time from 15 to 4 business days, resulting in a 76.0% time savings for Belonging Analysts.

As a result, in 2024, Jude was

recognized as the most innovative HR initiative, winning the Think Work Innovations 2024 award,

positioning us among the 10 companies with the most innovative HR practices.

In addition to Jude, we have regional **Kudos chat channels**, where CI&Ters can send public recognition to their colleagues. Through these appreciation channels, we encourage our

employees to celebrate each other's achievements, contributing to a supportive work environment.

Talent retention

Retention of talents is imperative for any company, especially one based on providing services. To achieve a high level of retention we combine culture, benefits and growth opportunities.

An innovative, flexible, and rewarding environment enables our people to feel like an integral part of our growth and success.

CI&T

Benefits, rights and well-being

We continually strive to enhance the benefits available to our employees.

To achieve this, we regularly conduct surveys and consult with our people to tailor their benefit packages. Additionally, we stay attuned to industry best practices, ensuring that our benefits align with the evolving needs and expectations of our workforce.

As a global company, we recognize the diverse needs of our workforce across different regions.

While some benefits may vary based on local regulations, we are committed to providing a set of universal benefits to all employees, irrespective of their region.

Compensation

CI&Ters have a compensation package composed of fixed salary, benefits, and annual profit sharing eligibility. Our compensation strategy is aligned with our business values to enable career development, performance and power for the future.

Our profit sharing model shares profits with 100.0% of our workforce, connecting our people with business objectives and rewarding them for achieving results. Executive team compensation (and other eligible positions) also includes long term incentive programs creating ownership and aligning interests.

In order to remain competitive, the company evaluates the compensation model on a regular basis, mapping where we are in relation to the market through surveys and benchmarks.

Collective bargaining agreements

In Brazil, **100.0% of our people are covered by collective bargaining agreements.** For all other regions, we follow the local laws and union rules in each country.

Trade union relations

We understand the importance of ensuring that all information negotiated and approved in Collective Labor Agreements is fulfilled, including those agreed upon in Collective Agreements. In this regard, the People Services area plays a crucial role as a communicator, updating our employees whenever the

Agreements are made available according to the base date of each union category. We inform them about the annual adjustment indicators and the main changes, whether social or economic, through our official communication channel, WorkPlace.

Additionally, the People Services area monitors legislative changes that directly impact our employees, communicating whenever necessary to ensure transparency in the process and information flow.
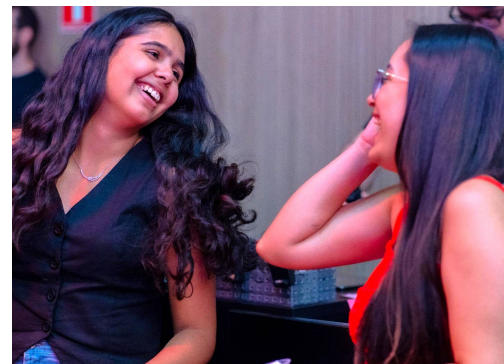
Benefit highlights

While our core benefits are universal, we offer unique regional benefits tailored to meet specific needs and foster a distinctive work culture. Below are the highlights categorized by area:

Health and Well-being

• Health&Care App: Unlimited access to clinicians, nutritionists, and psychologists at no cost.

• Mental Health Support: Online consultations with psychologists and therapists, subsidized for employees.

• Employee Assistance Program (EAP): Confidential support for personal and professional challenges, available at no cost.

Note: Benefits may vary by country, reflecting local needs and values.

Family and Caregiving

• Extended Parental Leave: Enhanced maternity and paternity leave options.

• Caregiver Support: Complimentary memberships for accessing vetted child and animal care services.

• Child Care Assistance: Recognition for initiatives positively impacting early childhood development.

Financial and Work Flexibility

• Visa Support and Meal Vouchers: Assistance for employees seeking international opportunities and subsidized meal options.

• Work from Home Allowance: Annual funding for home office equipment.

• Insurance Coverage: Employer-sponsored medical, dental, and life insurance for full-time employees.

Lifestyle and Personal Development

• Gym Access: Partnerships with fitness centers for employee wellness.

• Wellness Programs: Various initiatives aimed at improving physical and mental health.

GRI 401-2

CI&T

Health assistance and safety

CI&T is committed to promoting a safe and healthy work environment. Our work plan is designed to prevent occupational injuries and illnesses while fostering the continuous improvement of health and safety performance.

The Occupational Safety Policy is available in our internal guide and applies to all employees and service providers.

In our offices in **Australia, Brazil, China, Colombia, Japan, Portugal, the United Kingdom, and the U.S.**, we maintain our fire safety equipment in proper condition, ensuring the integrity of our facilities and the safety of our people. Additionally, we have an Emergency Brigade and trained personnel in all our offices, and conduct evacuation drills annually.

Disaster Recovery / Business Continuity Plan

We have a Disaster Recovery Plan with specific scripts to manage different scenarios, prioritizing the safety of our people and the restoration of activities in the shortest possible time, thereby ensuring the continuity of our business. The plan is reviewed and tested annually.

Brazil

The Workplace Security area implements effective methodologies for risk identification and management through the Risk Management Program (PGR) and Risk Mapping, ensuring a safe and healthy work environment.

We conduct Ergonomic Work Analysis (AET) to adapt working conditions to the needs of employees, promoting safety as well as comfort in the workplace to the needs of employees.

We have the Internal Commission for Accident and Harassment Prevention (CIPA) at each location (Curitiba, São Paulo, Belo Horizonte and Campinas), totaling 78 people, who are elected and appointed annually. They meet monthly, fostering a culture of prevention through the dissemination of safety guidelines and organizing campaigns such as SIPATMA, which offers lectures on topics like mental health, road safety, and environmental care.

Our office in Campinas has a civil firefighter for daily inspections and emergency response. In 2024, to further enhance our emergency response, we established a partnership with Salute, a company specializing in ambulance services. We have Automated External Defibrillators (AED) available in our units in Campinas, Belo Horizonte, and São Paulo, reinforcing our commitment to the safety and health of our people. We monitor the documentation of service

providers, ensuring that they are qualified and trained for their roles, in compliance with regulations and equipped with the necessary personal protective equipment (PPE). We have a workplace safety policy that applies to all CI&Ters and service providers, and 100.0% of our employees and service providers are covered by this policy.

Documentation

We manage and keep the following legal documents up to date:

• Documents related to CIPA (Internal Commission for Accident Prevention)
• Investigation of workplace accidents
• Monitoring of action plans
• Risk Mapping
• Technical Report on Working Conditions (LTCAT)
• Ergonomic Work Analysis (AET)
• Occupational Health Medical Control Program (PCMSO)
• Annual Report of Complementary Medical Examinations

Medical leave without affecting the employee's salary

Employees can consult doctors or dentists without affecting their salary, upon presentation of a valid certificate.

This also helps us measure absenteeism rates and focus on effective actions to promote health and well-being.

Our absenteeism record has always been within acceptable levels.

2020 – 0.46%
2021 – 0.62%
2022 – 1.04%
(increase due to COVID-19)
2023 – 0.96%
2024 – 0.82%

Awareness campaigns

Awareness campaigns promote support for solidarity and life-promoting initiatives. They focus on well-being and raising awareness about health care. **Pink October** and **Blue November,** in addition to providing information and awareness about breast and prostate cancer, address the topic of comprehensive health.

Yellow September focuses on the importance of mental health, which we also promote throughout the year.

Breastfeeding room

At the Campinas, Brazil at the Global Tech base, we have a Breastfeeding Room containing a breastfeeding chair, refrigerator and changing table.

Mental health

Mental health includes many aspects and well-being depends on many factors, which is why we talk so much about the importance of active listening, empathy, creating a safe environment, validation of feelings and self-care.

Today, in **Brazil**, we have a **Mental Squad** that brings together BPs from Business Unites and Enterprise Services, every week to talk about mental health, our people, ongoing actions and next steps.

We host lectures and conversation circles with managers with the goal of providing guidance, identifying warning signs and risk factors, as well as reviewing the responsibilities these leaders have when they are contacted by someone on their team who reports an issue related to their mental health. Each case brought to the Wellness Team is treated individually.

GRI 403-6 | 403-7

CI&T

We also monitor mental health absences until they return to work. We offer our people **health insurance** so that they have access to psychiatrists and psychologists for treatment and monitoring, in addition to Health&Care and Zenklub, which offer telemedicine and telepsychology services.

We also offer Wellhub, a digital wellness platform with hundreds of gyms spread across throughout Brazil, in addition to access to health, well-being, meditation and nutrition applications.

Physiotherapy and ergonomics program

At the Global Tech office in Campinas, we offer weekly individualized care with a physiotherapist according to the need. In addition, **Ergonomic Postural Blitz** partners with us to offer activities in the workplace to

raise awareness about good posture and encourages people to use the resources that the company makes available to promote healthy habits. The methodology was developed by a professional physiotherapist, taking into account the ergonomic conditions of the location so that each person can learn the best way to carry out their daily tasks using the equipment provided by the company. **This program came from a recommendation from the Ergonomic Report/NR17.**

Responsible parenting course

The arrival of a baby substantially changes people's lives. In Brazil. We offer a course to provide guidance on the gestational process, physical and emotional changes, breastfeeding and baby care, promoting active and conscious parenting. Parents and

non-pregnant people can qualify for an extension of parental leave from 5 to 20 days (Article 38 of Law 13.257/16 in Brazil) with the presentation of a certificate of completion of the course. In 2024, 138 paternity leaves and 72 maternity leaves were granted.

In the **UK**, we partner with **Fertility Matters at Work** with the goal of becoming one of the first Fertility Friendly Employers.

Through Fertility Matters at Work, CI&Ters can be open about their family-building experiences and get support.

We also are committed to being a Menopause Friendly Employer and are working towards accreditation with Henpicked to ensure all employees have access to support, guidance and awareness. All UK employees also have premium access to Bubble, the UK's no. 1 app for flexible childcare.

Occupational Injuries

In Brazil, in 2024, there were no high-consequence injuries or fatalities, and 3 accidents were reported, resulting in an injury rate of 0.50, calculated based on the number of accidents and the total number of active employees as of December 2024.

These accidents occurred during the commute to work. In 2024, there were no reported accidents involving service providers in our workspace. No high-consequence injury risks were identified in our workplace environment.

Additionally, no high-consequence risks were found, and all rates were based on the number of accidents in relation to active employees. No workers were excluded from this analysis.

GRI 403-6 | 403-7 | 403-8 | 403-9

CI&T

Diversity, Equity, Inclusion, and Belonging

Diversity is everyone's mission

In 2024, we aimed to decentralize our Diversity, Equity, and Inclusion (DEI) initiatives, striving to connect more closely with our employees across the company.

Each Business Unit developed its own communication plan, which included small discussion groups. On a corporate level, we promoted events on a wide range of subjects, this year focusing primarily on diversity.

Topics included two neurodiversity talks, which attracted over 200 participants, with one of them aimed at leaders and managers, as well as an open webinar about exclusionary behaviors and microaggressions that reached nearly 300 people, with hundreds more accessing the content asynchronously.

CI&T

Action groups

Action groups support people from underrepresented groups **including black people, women, LGBTQIAPN+ community, and People with Disabilities.**

These groups, bolstered by a dedicated budget, are responsible for establishing goals and initiatives aimed at fostering inclusion and advancing career development for underrepresented individuals.

Composed of underrepresented groups and allies, action groups have as objective implementing our ESG strategy within their respective regions. Action groups operate across several key areas within their region, including North America, Colombia, EMEA, and Asia, addressing a wide range of ESG-related topics. Through their efforts, these groups contribute significantly to our commitment to diversity, equity, and inclusion, helping to create a more equitable workplace for all employees.

Discussion groups

Discussion groups are voluntary, employee-led groups that offer safe spaces for underrepresented groups and allies.

The goal is to provide opportunities for a sense of belonging

while providing valuable networking opportunities that contribute to a more inclusive workplace.

With discussion groups established globally, CI&T actively supports our diverse teams by encouraging open dialogue and collaboration.

Through these initiatives, we are committed to enhancing understanding and solidarity among employees, ultimately promoting a culture of inclusivity.

CI&T PRIDE

CI&T'S GLOBAL PRIDE MONTH

THE POWER OF COMMUNITY

Thematic Approach

LGBTQIAPN+

The community still strives to reach equity in career opportunities, and find a safe space to be themselves. Seeking to promote this workplace, the ESG team, CI&Ters and the action groups work together to develop actions throughout the year.

During the **"month" of trans visibility in Brazil,** we explored the intersection of Artificial Intelligence and gender with a talk in English and Portuguese with Kira Xonorika, titled **"Decoding new AI imaginaries and transfeminist futures".**

We believe that connecting DEIB conversations with our business goals is the best way to promote

GRI 3-3 Diversity and inclusion

CI&T

tangible and rapid outcomes. During **Pride Month**, we embraced the motto **"The Power of the Community,"** aiming to strengthen connections among CI&Ters, who identify as part of the LGBTQIAPN+ community, as well as their allies.

This mission reached its peak on Pride Day, which brought together both internal and external members of the LGBTQIAPN+ community and allies in Campinas, Brazil. During the event, we had a talk with members of the Trans Coalition of Campinas, and a networking session among CI&Ters. Lastly, we still offered the **"My name, my rights"** program, to provide legal gender recognition support for trans employees in Brazil.

Black people

In November, we conducted an **awareness campaign focused on race and ethnicity,** coinciding with **Black Awareness Month** in Brazil.

Among the themes discussed were empowerment and self-care. The affinity group Ubuntu was renamed "Quilombo* CI&T" to better represent its purpose. Also, our new Global Head of ESG, Cinthia Oliveira, held a keynote speech on the importance of collective action. More than 500 CI&Ters attended those events.

Finally, throughout the whole year, we focused on empowering individuals who identify as Black and are in mid-level career positions. The program's goal is to help guide their career trajectories and prepare them for opportunities within the Top Leadership pipeline.

The program's inaugural wave welcomed 66 Black participants, fostering their professional growth and advancement.

*Quilombos in Brazil, were communities formed by enslaved Africans and their descendants, being a place where they lived in freedom and resisted slavery.

Women

Our actions in the gender equity realm are based on the **Elas Lideram Movement,** promoted by the Global Compact- Brazil Network. One of the programs to increase representation of women in technological positions is The **Architecture Academy for Women.**

The program started in October 2024 and will continue until August 2025. Its goal is to support and train women in the field of architecture while promoting the development of essential skills.

Currently, **30 women are participating,** holding positions such as Developer, Software Architect, and Data Developer, and they are looking to transition into careers in architecture. The 10-month program is entirely online and follows an e-learning methodology. Throughout the modules, participants will have

scheduled meetings with their Sensei, a senior and expert mentor, allowing them to ask questions about the content and engage in enriching discussions.

In addition to this program, the theme of gender equity was a focal point in various discussions, covering topics from microaggressions to measures against workplace harassment, including a training on how the compliance program addresses gender-based violence.

People with disabilities

Throughout 2024, ESG Tips, a quarterly publication available for all CI&Ters, highlighted different and crucial aspects of inclusion of People with Disabilities (PwD). In September, **we held a global talk with the specialist Caio Bogos,** from ATIP, who shared his knowledge

and insights on atypical experiences. As an established practice, we offer Brazilian Sign Language in all important webinar and corporate communications.

In 2024, for Brazil, we reviewed the process of including people with disabilities, with a series of improvements to the process, such as the possibility, via the system, for a person to self-declare as having a disability and seek support from those areas involved (Wellness, HR, etc.).

In addition, always seeking new strategies for including people with disabilities in the company, we have a specialized consultancy to hire profiles for our open opportunities in the company.

We also highlight one of the initiatives we are most proud of at CI&T, in Brazil: the "**Dojo de Libras,**" a space dedicated to inclusion, linguistic accessibility, and diversity.

This program promotes communication between deaf and hearing collaborators, strengthening a culture of respect and empathy. Led by deaf teachers and interpreters of Brazilian Sign Language, the "Dojo" ensures an authentic approach to learning.

Since 2021, we have trained over 335 collaborators. In 2024, we trained **91 people**, with 46 in the first semester and 45 in the second.

GRI 3-3 Diversity and inclusion

CI&T

Diversity numbers

Our diversity metrics show us the impact of several actions of hiring, and retention of talent from underrepresented groups. The global numbers by gender, ethnicity, disability and sex orientation are below.

2023   50.3%

2024   51.0%

People from Underrepresented Groups

51.0%

Black People Global Number
23.2%

PwD Global Number
3.2%

LGBTQIAPN+ Global Number
11.0%

Position Map	Female	Male	Under 30 years old	30–50 years old	Over 50 years old
10 – CEO	0.0%	100.0%	0.0%	0.0%	100.0%
9 – Partner	10.0%	90.0%	0.0%	40.0%	60.0%
8 – Executive Director	14.6%	85.4%	0.0%	65.9%	34.1%
7 – Executive Manager	25.7%	74.3%	0.0%	85.3%	14.7%
6 – Master 2 / Senior Manager	27.4%	72.6%	1.9%	93.7%	4.4%
5 – Master / Manager	26.0%	74.0%	7.1%	90.3%	2.6%
4 – Senior	24.0%	76.0%	22.3%	76.0%	1.7%
3 – Mid-Level	34.1%	65.9%	50.5%	48.9%	0.6%
2 – Junior	45.6%	54.4%	68.8%	31.2%	0.0%
1 – Intern	27.0%	73.0%	94.6%	5.4%	0.0%
Total	**29.5%**	**70.5%**	**31.8%**	**66.2%**	**0.0%**

GRI 3-3 Diversity and inclusion | 405-1

CI&T

Gender indicator

Global Women Data
Non-executive management[1]

Year	%
2015	19.0%
2016	20.0%
2017	21.0%
2018	22.0%
2019	24.0%
2020	27.0%
2021	29.5%
2022	29.6%
2023	29.2%
2024	29.5%
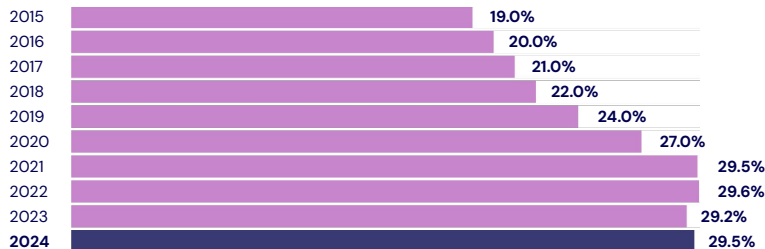
[1]All CI&Ters below manager position

Global Women Data
Executive management[2]

Year	%
2017	19.5%
2018	20.0%
2019	21.0%
2020	22.0%
2021	23.0%
2022	25.7%
2023	24.3%
2024	25.8%
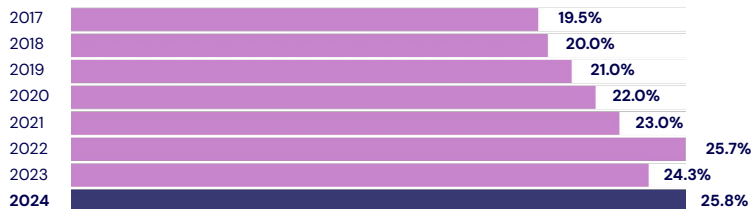
[2]All CI&Ters in senior manager position and above.

Women distribution by area – 2024

General

26.1%
61.1%

■ Tech area[3]
■ Non-tech area[4]

Executive management

22.4%
63.5%
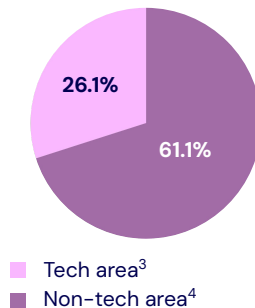
■ Tech area[3]
■ Non-tech area[4]
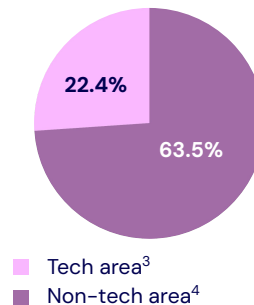
[3]Tech Areas: Include developers, engineers, designers, and all tech roles.

[4]Non-tech Areas: People team, Marketing, Facilities and others not directly related to the business.

Gender **Pay Gap**

2022: –2.60% | **2023:** –2.26%

2024:

–2.23%

The women's pay gap indicator is calculated taking into account the ratio of the average salary of men and women, weighted by the number of women in each country/position/seniority.

GRI 405-2

CI&T

Ethnicity indicator

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

Legend:
- ■ I do not wish to disclose
- ■ Not declared
- ■ Indigenous
- ■ Asian
- ■ Black
- ■ Two+ races
- ■ White
- ■ Pardos²
- ■ Native Hawaiian/Pacific Islander
- ■ Hispanic/Latino

(1) The ethnicity numbers for the USA in 2023 include 69.0% of all people in this country. 31.0% not included are from companies acquired and that were in the integration process during the reporting period.

(2) Category used by the Brazilian Institute of Geography and Statistics (IBGE) commonly used to refer to mixed-race Brazilians, individuals with varied racial ancestries.

Brazil

2018
30.2%   0.2%   2.1%   3.2%   9.8%   54.5%

2019
0.2%   21.7%   0.1%   2.1%   3.9%   11.0%   61.0%

2020
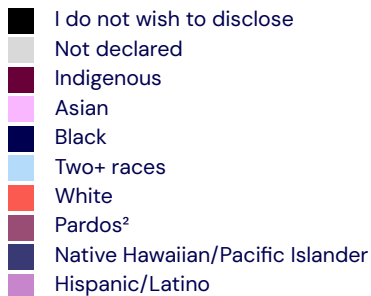0.3%   16.1%   0.1%   2.1%   7.5%   11.2%   62.6%

2021
0.3%   28.4%   0.2%   1.7%   6.3%   12.3%   50.8%

2022
19.5%   0.3%   2.1%   15.4%   54.4%   7.9%

2023
10.9%   0.2%   2.2%   7.4%   61.1%   18.2%

2024
11.1%   0.2%   2.1%   7.3%   60.0%   19.3%

USA

2018
47.7%   1.5%   3.1%   47.7%

2019
22.8%   8.9%   1.0%   4.9%   50.5%   1.0%   10.9%

2020
0.9%   20.0%   10.9%   0.9%   5.4%   48.2%   0.9%   12.7%

2021
0.8%   23.1%   10.0%   2.3%   6.9%   43.8%   13.1%

2022
27.1%   9.0%   3.8%   5.3%   41.3%   13.5%

2023(1)
0.6%   35.1%   7.6%   3.5%   4.1%   38.0%   11.1%

2024
1.5%   49.5%   6.4%   2.5%   4.0%   27.7%   8.4%

CI&T
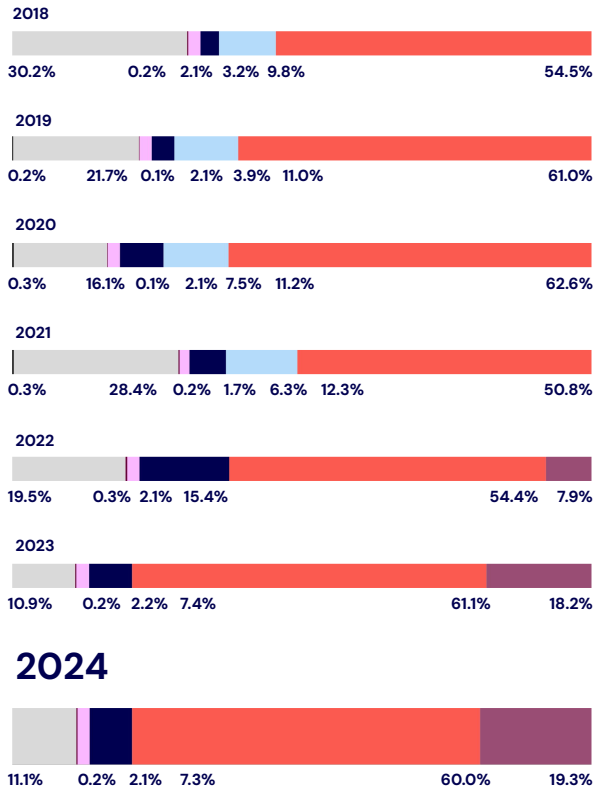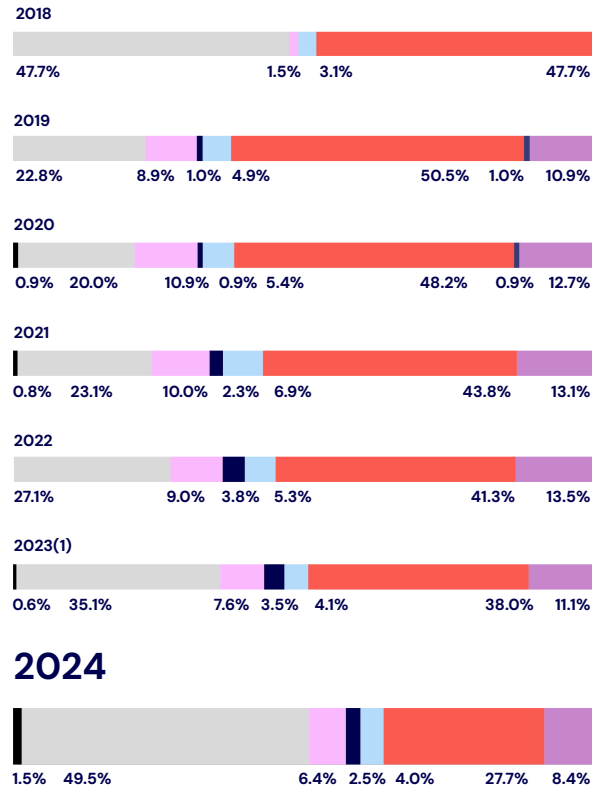
Ethnicity indicator – 2024

Tech areas[1] – Brazil

TECH AREA[1]					
	Asian	Black	Indigenous	Parda	White	Not declared
NON-EXECUTIVE MANAGEMENT	2.2%	7.3%	0.3%	19.4%	59.8%	11.1%
EXECUTIVE MANAGEMENT	2.0%	3.9%	0.2%	12.1%	75.5%	6.4%

Non-tech areas[2] – Brazil

NON-TECH AREA[2]					
	Asian	Black	Indigenous	Parda	White	Not declared
NON-EXECUTIVE MANAGEMENT	2.0%	7.6%	0.0%	17.9%	62.0%	10.5%
EXECUTIVE MANAGEMENT	4.0%	0.0%	0.0%	11.1%	73.7%	11.1%

Tech areas[1] – USA

TECH AREA[1]						
	Asian	Black	Hispanic/ Latino	Not declared	Two+ races	White	I do not wish to disclose
NON-EXECUTIVE MANAGEMENT	6.5%	2.2%	8.1%	52.2%	4.3%	25.3%	1.6%
EXECUTIVE MANAGEMENT	8.1%	1.8%	9.9%	40.5%	5.4%	32.4%	1.8%

Non-tech areas[2] – USA

| NON-TECH AREA[2]						
	Asian	Black	Hispanic/ Latino	Not declared	Two+ races	White	I do not wish to disclose
NON-EXECUTIVE MANAGEMENT	6.3%	6.3%	12.5%	18.8%	0.0%	56.3%	0.0%
EXECUTIVE MANAGEMENT	0.0%	8.3%	16.7%	16.7%	0.0%	58.3%	0.0%

[1]Tech area – Include developers, engeneeries, designers, and all tech roles.

[2]Non-tech area –Include People team, Marketing, Facilities and others not directly related to the business.

LGBTQIAPN+ indicator[1]

Year	Value
2019	3.3%
2020	6.0%
2021	8.7%
2022	10.7%[1]
2023	10.2%
2024	**11.0%**
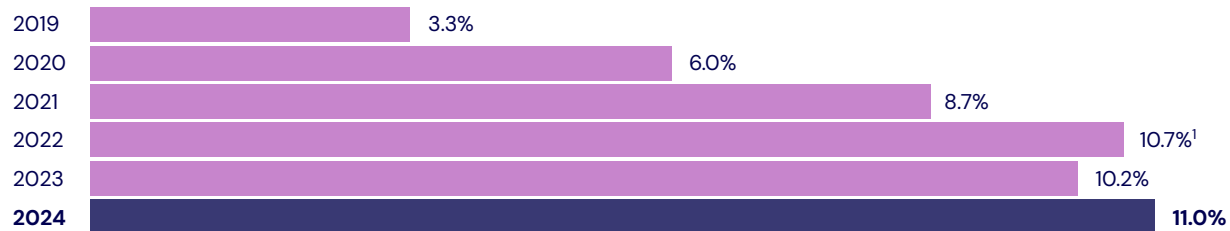
People with disabilities indicator[1]

Year	Value
2017	3.0%
2018	4.0%
2019	4.2%
2020	3.0%
2021	3.5%
2022	3.7%[1]
2023	3.2%
2024	**3.2%**
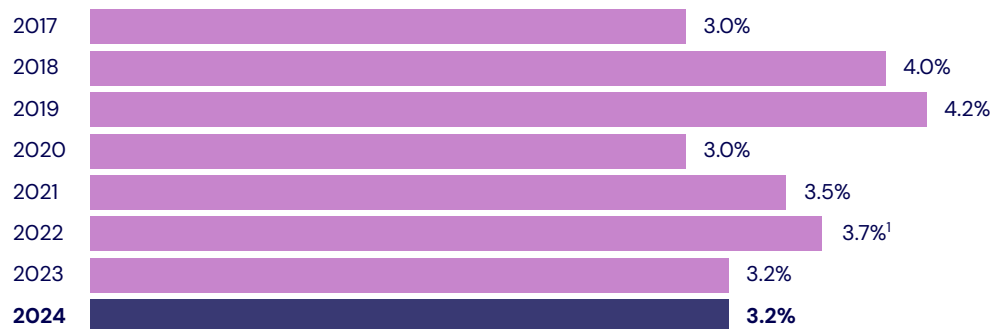
(1) The numbers are presented according to the year they started to be monitored. The 2022 ESG data doesn't include employees from acquired companies in the period.

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CI&T

CHAPTER 7

SOCIETY

In this chapter:

Our ambition

We are dedicated to promoting practices that prevent the marginalization of all individuals.

This commitment is a foundational aspect of our Environmental, Social, and Governance (ESG) strategy and aligns with the United Nations Sustainable Development Goals.

To further this mission, we actively participate in various corporate social responsibility initiatives within the communities where we operate. Additionally, we support cultural and social innovation projects, digital solutions that enhance accessibility for everyone, and events that focus on underrepresented groups.

We also strive to cultivate a sustainable and equitable supply chain. These initiatives reflect our commitment to responsible growth and play a crucial role in nurturing the next generation of talent in the technology sector.

Our approach

The "CI&T Future Impact" is the umbrella under which we organize the projects and programs for our community. Since 2005, we have engaged in social responsibility efforts, including the donation of furniture, IT equipment, financial contributions, social campaigns, and volunteer actions.

Through mentorship programs for youth, we have invested in human and intellectual capital—especially in collaboration with NGOs, clients, and other impactful organizations—and tax-deductible charitable donations.

In 2024, we maintained and enhanced our CI&T Future Impact projects, which you can find out more about in the next pages.

GRI 3-3 Education and tech training

CI&T

Technological education

Mentoring with CPTI

We have been conducting the 'Social Mentoring' program in partnership with "Centro Promocional Tia Ileide" (CPTI), which involves our employees mentoring young people aged between 14 and 29 from the institution. The program aims to support the personal and professional development of young people in situations of social vulnerability through exchanges about life experiences. In 2024,

44

young people and

44

CI&Ters volunteers participated.

The mentoring takes place through email exchanges or meetings, following a schedule of topics to be addressed with the mentee.

DEI Match

DEI Match is an inclusive empowerment and employability platform designed to prepare individuals for the job market. We partnered with YDUQS, an educational digital provider, and EMPODERA, a DEI startup, to strategize, invest and develop this solution for the challenges in the Brazilian workforce.

This initiative addresses a significant educational gap in Brazil, particularly for underrepresented groups such as women and Black people. Even those with college degrees encounter challenges when

entering the workforce, often due to a lack of soft skills, networking opportunities, and connections within companies that are hiring. In just over one year of existence, DEI Match has more than

80,000

active users, and has posted over 23,000 jobs.

CI&T

Social engagement and impact

To generate an impact beyond merely providing funding, we value community building and adopting an ecosystem approach. In this context, we have created and participated in various initiatives with the NGOs we support through tax incentives.

As a result, we have impacted

3,700

external individuals and mobilized around 220 CI&Ters volunteers.

We would like to highlight that at the end of the mentoring program for the first semester of 2024, we held a discussion circle with our social partners, CPTI, Instituto Ingo Hoffmann, and Grupo Primavera. During this session, we discussed the impact that companies have on NGOs, as well as how our employees can connect with these initiatives.

Careers Forum

The partner NGO, "Grupo Primavera", organizes an initiative called the Careers Forum, and we participate in this event with the goal of discussing careers in technology and encouraging more young people to pursue this path.

Hour of Code

We held 2 editions of the Hour of Code, a global initiative aimed at

showing children and teenagers that it is possible to learn while having fun!

In addition to welcoming children from our partner institutions, the event is an incredible opportunity for our employees to put volunteering into practice.

"I have always been curious about what this interaction with the children would be like, to see how they experience it and also to learn from them. It was even better than I imagined.

The children had a sparkle in their eyes as they were present, playing and learning, visiting the company, hearing its stories, and engaging in conversation.

The experience was a lot of fun, and I highly recommend it. I would love to participate again!"

Laresso Assis, Software Architect at CI&T.

CI&T

Tax Incentive

In Brazil, we demonstrate our commitment to social impact by allocating a portion of our Social Contribution on Net Income (CSLL) to initiatives that benefit vulnerable communities.

In previous years, we made investments through the Tax Incentive for various projects that took place throughout 2024, impacting approximately

55,000

people, both directly and indirectly.

Thanks to the contributions from these supports, our employees were able to participate in two significant initiatives:

Race for Diversity

Organized by the Social Sports Institute, the Race for Diversity aimed to encourage the participation of all individuals in physical activities, regardless of their identities, abilities, or backgrounds.

Our employees had the opportunity to participate in two editions of this event.

Morning Concert Series

CI&T employees had the opportunity to attend the performance of the Morning Concert Series, conducted by OSESP at the Sala São Paulo.

This project is an important effort to democratize access to classical music, offering free tickets to the public. The concerts take place on Sunday mornings, providing everyone the chance to enjoy a culturally enriching experience.

Discount Club

With the aim of supporting local and small businesses and entrepreneurs in the Campinas region, we organize the "Discount Club Fair" on special dates.

During this event, we invite partners to join us at our offices, where they can sell their products and services to our employees.

In 2024, the fair generated an impact of R$84,000.00 in revenue.

CI&T

CHAPTER 8

INNOVATION & DATA PROTECTION

Data protection and information security

Recognizing the importance of protecting sensitive data of everyone who relies on our operations,

we are dedicated to preserving the integrity and security of information.

Our Information Security Policy is our guide in maintaining a secure workplace, protecting our reputation, and safeguarding client and company data. It is a component of our Code of Ethics and Conduct and promotes a culture of harmony within our workplace.

We review the policy regularly to ensure we are able to address new security risks. Our Information Security team focuses on three main areas:

Prevention: Utilizing traditional security controls and safeguards based on the best practices and TTPs (Tactical Techniques and Procedures) of malicious groups worldwide.

Monitoring: Regularly reviewing alerts from events and engaging in threat-hunting practices to ensure constant vigilance.

Response: Addressing incidents quickly to remediate and mitigate impacts through a Security Operation Center (SOC) that

receives alerts on each detected security event.

All incidents are reported to Internal Security for appropriate handling, which may involve collaboration with other departments such as Human Resources, IT, and Legal.

In addition, we have a dedicated team focused on data privacy and information security, and we have established partnerships for SOC monitoring, anti-malware support, intrusion detection, and regular security testing.

Our environment is monitored continuously, 24/7. As a testament to our commitment, **we confirm that during the current reporting period, we have had zero material data breaches, no instances of user data being repurposed, and no financial losses.**

Furthermore, we have not received any requests for user information from law enforcement agencies.

Guided by recognized standards such as ISO 27001, MITRE ATT&CK, and NIST methodologies, we ensure compliance with data protection regulations, including LGPD, GDPR, and CCPA.

Over the past few months in 2024, we refined our processes and controls to align our Information Security System (ISMS) with the ISO 27001 framework. In August, 2024, a pre-audit confirmed the readiness of all necessary controls and requirements, and external audit validated our **ISO 27001:2022** certification.

In addition to our information security and data privacy policies, we have implemented daily processes, norms, and plans that ensure business continuity, even outside regular business hours.

Documented and serving as a guide for all our employees, these tasks help mitigate risks and respond to events or security incidents appropriately. To maintain employee awareness and vigilance, we have implemented several measures:

100.0%

of our employees are trained in Security and Data Protection

Engaging security awareness campaigns are communicated via email and internal communications channels.

Simulated phishing attacks and educational content are shared with our employees, partners, and clients.

We provide multiple channels for reporting security incidents, such as chat, email, an incident tool, and an internal website. Our security program and risk management practices undergo annual reviews, and we conduct regular risk analyses.

This includes consideration of the external cybersecurity landscape, regulatory and customer requirements, as well as lessons learned. Through these reviews,, we optimize resource utilization and prioritize risk mitigation efforts.

CI&T
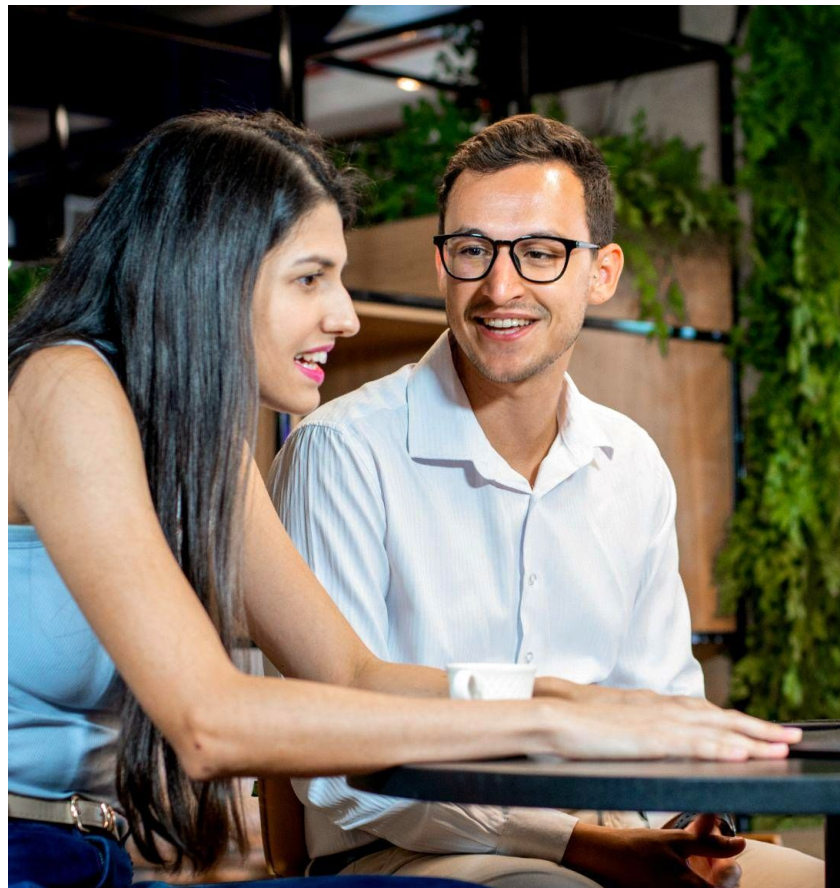
Business innovation

FLOW

For 30 years at the forefront of innovation, we have guided our clients through tech transformations.

Today, Generative AI represents the most disruptive innovation of our times, and we are committed to advancing our capabilities in the area and leveraging it for our clients.

Our unique AI–Platform

CI&T FLOW is a cutting-edge platform designed to seamlessly integrate AI agents with human expertise, fundamentally transforming the digital solution production lifecycle. This disruptive AI technology allows our people and clients to reach:

Hyper–Productivity: CI&T FLOW enhances the efficiency of teams by enabling AI agents to handle repetitive and time-consuming tasks, allowing human counterparts to focus on strategic and creative aspects of their work.

Elevated Quality: By utilizing AI agents that are equipped with customized knowledge and skills, the platform improves the overall quality of digital solutions, ensuring that they meet and exceed client expectations.

Accelerated Delivery Times: The integration of AI throughout the production process allows for significant reductions in development time.

On average, teams are 50.0% faster when they leverage CI&T FLOW.

Collaborative Synergy: The platform fosters collaboration between AI agents and human teams, creating a synergistic environment where both can leverage their strengths.

This collaborative approach is essential in delivering comprehensive and innovative solutions.

By December 2024, we had more than **1,000 people working with over**

100 clients

using FLOW, and 85.0% of employees at CI&T using FLOW daily.

In 2024, we launched **FLOW Labs.** The initiative was created to facilitate sharing and collaboration on Gen.AI solutions, an internal space for disseminating AI use cases to democratize relevant results with the technology for the most diverse purposes.

By December 2024, we had more than

140 registered use cases.

Client Transformation

Itaú, Latin America's giant bank, was looking for a way to streamline its project management, moving away from manual, time-consuming processes. We partnered with them to use Backlog Refiner, an agent within FLOW. With FLOW, Itaú saw remarkable improvements: increased efficiency, faster delivery times reducing the lead time by 20.0%, and a significant boost in team productivity with a 30.0% improvement in story quality.

Learn more about this client story.

With B3, the Brazilian Stock Exchange, we revolutionized financial education. Together, we developed an interactive AI-powered chat to make investments accessible, secure, and engaging.

Learn more about this client story.

Helpful links:
CI&T FLOW webpage ↗

People innovation

To enhance operational efficiency, the Innovation team within the People area played a role in identifying areas that could benefit from investments in technology. We automated processes, reducing admissions by over 100 hours per month and eliminating the need for company ID badges, bringing greater efficiency and seeking more security using Artificial Intelligence by installing Face ID Cameras.

We promoted our first "Innova Summit" to share and celebrate our successes in accelerating AI Projects. In the Innova Activation, selected individuals had already experienced learning agendas and support for developing their projects. Meanwhile, in the "Innova YouPrompt", selected individuals had the opportunity to participate in a workshop to learn how to use the FLOW tool and put their knowledge into practice with a hands-on session.

In the Tech area, our partnership with Oracle in implementing their HCM (Human Capital Management) tool brought a new perspective.

Through process analysis, we identified inefficiencies and optimized tool usage, focusing on a better experience for our people.

We were recognized among the 10 companies with the most innovative HR in Think Work Innovations 2024, with projects, such as:

• **iTalent:** Artificial Intelligence for Recruitment at CI&T – Attraction and Selection

• **Riley:** Revolutionizing HR Service with Artificial Intelligence – Digital Transformation of HR

• **Face ID:** The Project that Transformed Identities into Digital Keys

Internal AI Transformation

Using AI for image production, translations and proofreading has reduced these costs by 95.0% for our Marketing area.

The People area has also been able to hire 20.0% faster by leveraging AI to help complete simple tasks.

"At CI&T, we are leading the way in adopting Artificial Intelligence in our work, considering and recognizing the potential of these technologies for the continuous (re)learning of our people, building other possibilities for the future of work, productivity and also our well-being".

Vic Marchiori, Senior Innovation People Manager

Collaborating with partners to address sustainability challenges

In our commitment to drive sustainable practices both internally and for our clients, we have partnered with Amazon Web Services (AWS) to develop innovative solutions addressing critical ESG challenges. Available on the AWS Marketplace, we offer two key tools: Digital Solutions for ESG Transparency & Reporting and Digital Solutions for Green Software.

These solutions showcase CI&T's expertise in developing technology-driven sustainability tools and our dedication to collaborating with industry leaders like AWS. By offering these solutions globally, we're extending our impact beyond our own operations, empowering organizations worldwide to enhance their sustainability efforts through advanced technology.

At the end of 2024, we were named Partner of The Year in Sustainability by AWS.

Helpful links:
Digital solutions for sustainability ↗

Digital solutions for Green Software with AWS ↗

Digital solutions for ESG Transparency & Reporting with AWS ↗

GRI 3-3 Innovation

CI&T

ESG Day: influencing market changes

In September 2024, we hosted ESG Day in partnership with AWS and AYA Earth Partners.

It was a morning of innovative activities focused on the intersection of sustainability, equity, and technology. The event featured two main panels:

• Sustainability through Technology: How digital technologies can enhance the contribution of IT to corporate sustainability goals, with insights from leaders at C6 Bank, Raízen, and AWS.

• AI, Social Impact, and Emerging Technologies for Equity: The potential of AI to promote equity and social responsibility, featuring speakers from Box 1824, Web Para Todos, and CI&T.

This event underscores best practices to integrate ESG principles into business strategy, while enhancing our reputation and impact in the market.

GRI 3-3 Innovation

CI&T

CHAPTER 7

APPENDICES

Forward-looking statements

This report includes forward-looking statements within the meaning of the safe harbor provisions of the United States Private Securities Litigation Reform Act of 1995. All statements other than statements of historical
fact that may be deemed forward-looking statements 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 expectations or beliefs.

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 our expectations.

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 be materially different from those expressed or implied by such statements in this press release. Such risk factors include, but are not limited to, those relating to: the ongoing war in Ukraine and the economic sanctions imposed by Western

economies on Russia, as well as the conflict between Israel and Hamas, and their impact on our business and industry; the impact of competition on our business; uncertainty regarding the demand for and market utilization of our services; our ability to maintain or acquire new client relationships; general business and economic conditions; our ability to successfully integrate the recent-acquired business; the impact of pandemics, epidemics and disease outbreak; and our ability to successfully implement our growth strategy and strategic plans.

Additional information about these and other risks and uncertainties is contained in the Risk Factors section of CI&T's annual report on Form 20-F.

Additional information will be made available in our Annual Reports on Form 20-F, and other filings and reports that we may file from time to time with the SEC. Except as required by law, we assume no obligation to and do not intend to update these forward-looking statements or to update the reasons why actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

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Appendices

Appendix 1 – Greenhouse Gas (GHG) Emissions Data – Global Operations

2024 GHG emissions (tonnes of CO2 equivalent)*							
Scope	Source	unit	FY2024 Brazil	FY2024 Global*	FY2024 Total emissions	% Represented 2024 total	Biogenic emissions
Scope 1	Stationary combustion	tCO2e	5.1	0.0	5.1	0.1%	1.5
	Mobile Combustion Sources	tCO2e	0.1	0.0	0.1	0.0%	0.8
	Fugitive emissions	tCO2e	70.3	0.0	70.3	2.0%	0.0
	Total Scope 1	tCO2e	75.6	0.0	75.6	2.2%	2.2
Scope 2	Location-based	tCO2e	54.9	299.4	354.3	10.2%	–
	Market-based	tCO2e	0.0	299.4	299.4	8.7%	–
	Total Scope 2 (Location-Based)	tCO2e	54.9	299.4	354.3	10.2%	–
	Total Scope 2 (Market-Based)	tCO2e	0.0	299.4	299.4	8.7%	–
Scope 3	Transp. and Distr. (Upstream)	tCO2e	29.7	1.6	31.3	0.9%	2.3
	Employee Commuting	tCO2e	477.43	233.06	710.5	20.7%	69.3
	Work-from-home	tCO2e	80.51	20.02	100.5	2.9%	–
	Business travel	tCO2e	1245.9	827.2	2073.0	60.4%	333.0
	Upstream Leased Buildings (not under operational control)*	tCO2e	0.14	17.59	17.7	0.5%	–
	Purchased Goods and Services	tCO2e	93.6	29.2	122.8	3.6%	–
	Total Scope 3	tCO2e	1927	1129	3056	89.1%	405
Total all Scopes (location-based)		tCO2e	2058	1428	3486	–	407
Total all Scopes (market-based)		tCO2e	2003	1428	3431	–	–

CI&T had its emissions inventory 2024 verified by Totum Institute with 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 link.

*The Greenhouse Gas Emissions Inventory includes all gasses regulated by the Kyoto Protocol, namely:

- Carbon Dioxide (CO2);
- Methane (CH4);
- Nitrous Oxide (N2O);
- Sulfur Hexafluoride (SF6);
- Hydrofluorocarbons (HFCs);
- Perfluorocarbons (PFCs);
- Nitrogen Trifluoride (NF3).

Appendices

Appendix 2 – Percentage of total employees by gender and by category who received a regular performance and career development review during 2024*

Position map	Total
Master 2	51.48%
Master	76.44%
Senior	79.18%
Mid-level	85.57%
Junior	89.08%
Intern	57.14%

Men =
79.0% assessed

Women =
81.0% assessed

*This calculation was made based on our assessment platform (Journey), with employees who have been with the company for more than 6 months.

GRI 404-3

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Content Map GRI

Statement of use
CI&T Software has reported based on the GRI Standards for the period from January 1st, 2024 to December 31st, 2024.

Used GRI 1 norm
ed. 2021

GRI Content Index – UNIVERSAL STANDARDS | GRI 2: General Disclosure 2021

Disclosure number	GRI disclosure title	Reference (page)/ Direct answer
The organization and its reporting practices		
2-1	Organizational details	**Company name:** CI&T Inc, Cayman **Headquarters:** Estrada Giuseppina Vianelli di Napolli, 1455 Bloco C – Polo II de Alta Tecnologia, 13086-530, Campinas, SP. **Entities included in the Report:** CI&T Software S.A. CI&T, Inc (US), CI&T Software Inc (Canada), 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.
2-2	Entities included in the organization's sustainability reporting	Page 4, 9
2-3	Reporting period, frequency and contact point	Page 4
Activities and workers		
2-6	Activities, value chain and other business relationships	Page 7, 9, 15, 16, 17, 35, 36
2-7	Employees	Page 52, 53, 54
2-8	Workers who are not employees	Page 54
Governance		
2-9	Governance structure and composition	Page 26, 27
2-10	Nomination and selection of the highest governance body	Page 27, 28, 29, 30
2-11	Chair of the highest governance body	Page 27, 31
2-12	Role of the highest governance body in overseeing the management of impacts	Page 20, 23, 28, 29, 30, 32
2-13	Delegation of responsibility for managing impacts	Page 37, 38
2-14	Role of the highest governance body in sustainability reporting	Page 20, 28, 32
2-15	Conflicts of interest	Page 28, 29, 30, 32, 33, 34, 35
2-16	Communication of critical concerns	Page 25, 26, 28, 29, 30, 32, 35, 38
2-17	Collective knowledge of the highest governance body	Page 20, 21, 23, 32

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Disclosure number	GRI disclosure title	Reference (page)/ Direct answer
2-18	Evaluation of the performance of the highest governance body	Page 29, 30
2-19	Remuneration policies	Page 31
2-20	Process to determine remuneration	Page 31
2-21	Annual total compensation ratio	Information not disclosed due to confidentiality restrictions.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Page 5, 20, 32
2-23	Policy commitments	Page 8, 20, 33
2-24	Embedding policy commitments	Page 34, 35
2-25	Processes to remediate negative impacts	Page 35, 38
2-26	Mechanisms for seeking advice and raising concerns	Page 35, 38
2-27	Compliance with laws and regulations	We identified a fine in the amount of R$147,309.64, paid on 02/29/2024, related to a notification of tax/labor infraction for non-compliance with the quota, in accordance with Brazilian legislation. We are committed to meeting the established quota for people with disabilities (PwD), with exclusive job openings available on our website. All open positions are inclusive and aim to increase the hiring of this group. However, we face common market challenges in achieving this goal. To support inclusion, we partner with a human resources company specialized in the training and hiring of PwDs. It's important to highlight that our inclusion efforts have been recognized with awards, such as the "Best Practices for Employability of People with Disabilities" by the UN and "Best Companies for Workers with Disabilities" by the Secretary of Human Rights of the State of São Paulo, Brazil.
2-28	Membership associations	Page 8
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Page 16, 21
2-30	Collective bargaining agreements	Page 62, 63
GRI 3: Material Topics		
3-1	Process to determine material topics	Page 21
3-2	List of material topics	Page 17, 21, 22
3-3	Management of material topics – Operational and financial performance	Page 17
3-3	Management of material topics – Risk management	Page 37
3-3	Management of material topics – Ethics and Compliance	Page 33
3-3	Management of material topics – Innovation	Page 84, 85, 86, 87
3-3	Management of material topics – Security and data protection	Page 82, 83
3-3	Management of material topics – Climate Change	Page 42, 43, 44
3-3	Management of material topics – Attraction and retention people	Page 51, 56, 57, 61
3-3	Management of material topics – Diversity and inclusion	Page 51, 67, 68, 69, 70, 71, 73
3-3	Management of material topics – Education and tech training	Page 77, 78, 79, 80
3-3	Management of material topics – Engagement of value chain for social impact	Page 16

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GRI Content Index – SPECIFIC STANDARDS | Economics Disclosures

Disclosure number	GRI disclosure title	Reference (page)/ Direct answer
GRI 201: Economic performance		
201-1	Direct economic value generated and distributed	For confidentiality reasons, the Company has chosen not to present the EVG&D (Value generated and distributed).
GRI 205: Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	Page 34
205-3	Confirmed incidents of corruption and actions taken	Page 34
GRI 206: Anti-competitive behavior		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page 34

GRI Content Index – SPECIFIC STANDARDS | Environmental Disclosures

Disclosure number	GRI disclosure title	Reference (page)/ Direct answer
GRI 302: Energy		
302-1	Energy consumption within the organization	Page 47
GRI 303: Water and effluents		
303-1	Interactions with water as a shared resource	Page 48
303-3	Water withdrawal	Page 48. The water consumption is through utility companies and is supplied to CI&T by the condominiums where we are installed. We do not have a calculation for water disposal since the use is strictly for office environment purposes and is not used for any other type of process.
303-5	Water consumption	Page 48
GRI 305: Emissions		
305-1	Direct (Scope 1) Greenhouse Gases (GHG) emissions	Page 45, 46, 90
305-2	Indirect (Scope 2) Greenhouse Gases (GHG) emissions from energy acquisition	Page 45, 46, 90
305-3	Other indirect (Scope 3) Greenhouse Gases (GHG) emissions	Page 45, 46, 90
305-4	Greenhouse Gases (GHG) emissions intensity	Page 45
305-5	Reduction of Greenhouse Gas (GHG) emissions	Page 45

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GRI Content Index – SPECIFIC STANDARDS | Social Disclosures

Disclosure number	GRI disclosure title	Reference (page)/ Direct answer
GRI 401: Employment		
401-1	New employee hires and employee turnover	Page 56, 57
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 62, 63
401-3	Parental leave	Page 66
GRI 402: Labor management relations		
402-1	Minimum notice periods regarding operational changes	Page 62
GRI 403: Occupational health and safety		
403-1	Occupational health and safety management system	Page 64
403-2	Hazard identification, risk assessment, and incident investigation	Page 64
403-3	Occupational health services	Page 64
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 64
403-5	Worker training on occupational health and safety	Page 64, 66
403-6	Promotion of worker health	Page 65, 66
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 64, 65, 66
403-8	Workers covered by an occupational health and safety management system	Page 64, 66
403-9	Work-related injuries	Page 66
GRI 404: Training and education		
404-2	Programs for upgrading employee skills and transition assistance programs	Page 58, 59, 60, 61
404-3	Percentage of employees receiving regular performance and career development reviews	Page 58, 91
GRI 405: Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Page 27, 71, 73
405-2	Ratio of basic salary and remuneration of women to men	Page 72
GRI 413: Local communities		
413-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 78, 79, 80
GRI 418: Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 82, 83

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SASB Content Index

Code	Metric	Reference (page)/ Direct answer
Environmental footprint hardware infrastructure		
TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable energy	Page 47
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	Page 48
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Page 40, 41, 46
Data privacy and freedom of expression		
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Page 83
TC-SI-220a.2	Number of users whose information is used for secondary purpose	0.0%. No customer information is collected for secondary purpose.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Not applicable to our Company.
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	(1) Zero (2) Zero (3) Zero
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	There are no regulations applicable to us in any country where we do business.
Data security		
TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	(1) Zero (2) 0.0% (3) Zero
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Page 82, 83
Recruiting and managing a global, diverse and skilled workforce		
TC-SI-330a.1	Percentage of employees that require a work visa	0.81%
TC-SI-330a.2	Employee engagement as a percentage	Employee engagement CI&T: 8.21 Engagement URG: 8.19 % number of invited respondents: 42.0% eNPS Geral: 62
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	Page 73, 74, 75 1 – Female 29.5%; Male 70.5% 2 - a) 31.7%; b) 51.3%; c) 48.3%; d) 78.0%
Intellectual property protection and competitive behavior		
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Not applicable to our Company.
Managing systemic risks from technology disruption		
TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	(1) Zero (2) Zero (3) Zero
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Page 38
Activity metrics		
TC-SI-000.A	Number of licences or subscriptions, (2) percentage cloud-based	None of our processes generate licensed products or subscriptions for consumers.
TC-SI-000.B	Data processing capacity, (2) percentage outsourced	This data is not tracked centrally based on the nature of CI&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 business and client service arrangements. To learn more about the business performance please check our 20F document.

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SDG Map

1 NO POVERTY

Value map – Page 15

Engagement of value chain – Page 16

Operational and economic performance – Page 17

ESG strategy –Page 20

Ethics, compliance and Human Rights – Page 33

Benefits, rights and well-being – Page 62

Technological education – Page 78

Business Innovation – Page 84

4 QUALITY EDUCATION

ESG Strategy – Page 20

Technological education – Page 78

Tax Incentive – Page 80

5 GENDER EQUALITY

ESG strategy – Page 20

Talent Acquisition – Page 56

People development and engagement – Page 58

Diversity, Equity, Inclusion and Belonging – Page 67

8 DECENT WORK AND ECONOMIC GROWTH

Value map – Page 15

Engagement of value chain – Page 16

Operational and economic performance – Page 17

ESG strategy –Page 20

Ethics, compliance and Human Rights – Page 33

Risk management – Page 37

Benefits, rights and well-being – Page 62

Technological education – Page 78

Business Innovation – Page 84

10 REDUCED INEQUALITIES

ESG strategy – Page 20

Talent Acquisition – Page 56

People development and engagement – Page 58

Diversity, Equity, Inclusion and Belonging – Page 67

Technological education – Page 78

Tax Incentive – Page 80

13 CLIMATE ACTION

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ESG governance – Page 24

Our climate strategy – Page 42

Carbon footprint – Page 45

Energy consumption – Page 47

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CI&T GLOBAL
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