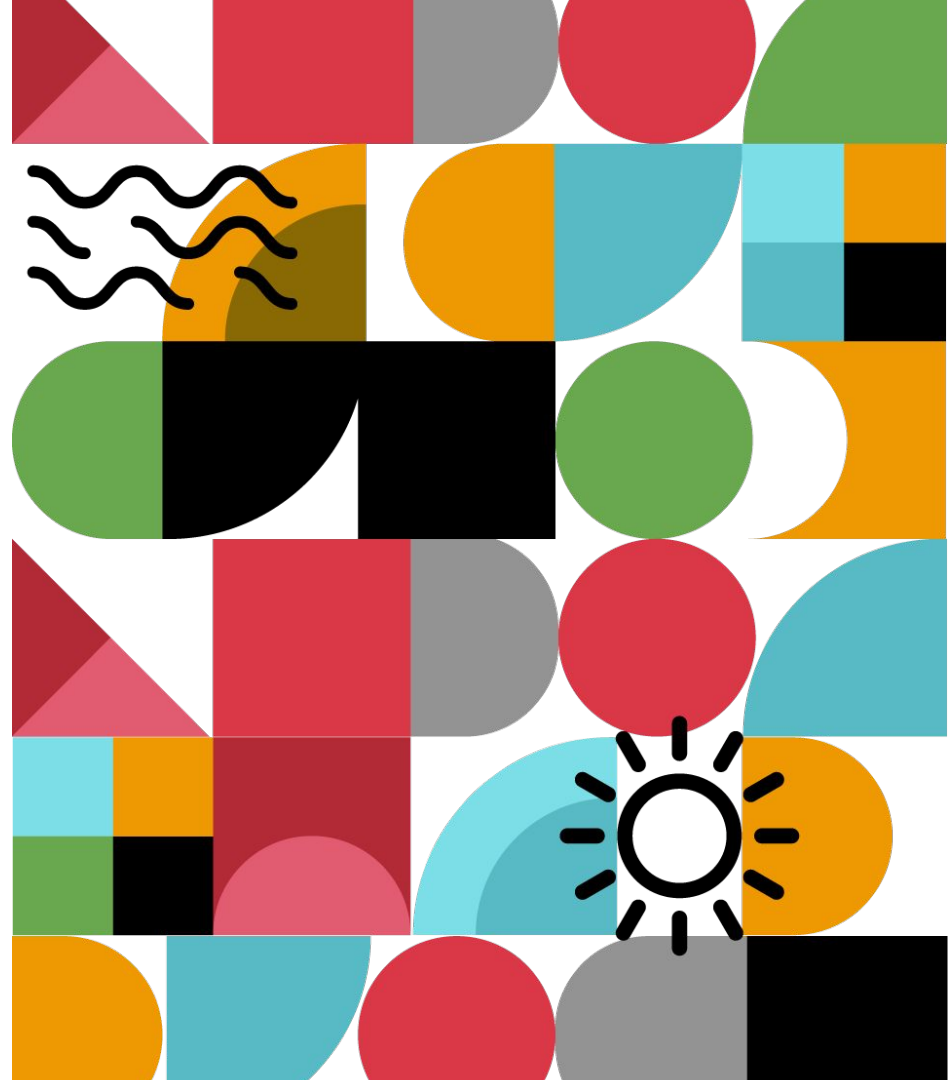




# Global ESG Report 2023



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# About this report

## We are delighted to share our 2023 ESG Report with you!

Our ESG report is an annual publication acknowledging actions and advancements in integrating ESG principles into our business strategy and operations.

**The report has been published since 2021, and this edition documents our initiatives from January 1 to December 31, 2023.**

We are committed to ESG because of the value it creates both for our stakeholders and society. This report reflects the progress and achievements of CI&T and organizations acquired by CI&T worldwide.

This report shares our performance and initiatives in governance, environmental stewardship, social impact, and innovation. We highlight how we strengthened our governance practices, especially in risk management and compliance, to ensure the highest standards of ethics and transparency.

We also showcase how we reduced our environmental footprint, supported our employees and communities, and contributed to the digital transformation of our customers and partners.

Our ESG report is based in the guidelines of the Global Reporting Initiative (GRI) 2021 Standards and the Sustainability Accounting Standards Board (SASB) for the Software and IT Services industry. We also align our ESG strategy with the United Nations Global Compact and the Sustainable Development Goals (SDGs). This report is reviewed by the CI&T ESG Committee and also by the company's high leadership.

We engaged an external professional services firm to assist us in preparing this report. It does not constitute an audit.

## We invite you to read this report and learn more about our ESG journey.

We welcome your feedback and suggestions on improving our ESG performance and reporting. You can reach out to [esg@ciandt.com](mailto:esg@ciandt.com) for further information or feedback.

**Cesar Gon**

Founder &amp; CEO at CI&amp;T

## Letter from our **CEO**

This year's ESG report marks another step in our journey of transformation and responsibility.

Rooted in our ethos, our ESG approach is a reflection of our core values and our belief in the interconnected growth of our people and society.

At CI&T, we confront challenges head-on, guided by ESG principles as we navigate the complex business and societal landscape.

In 2023, we've integrated these principles more deeply into our business strategies, enhancing policies and practices, and strengthening partnerships to advance our ESG agenda.

Looking ahead with humility, we recognize the ongoing work needed in our role as a global protagonist in tech. We are not just innovators but custodians of a future we shape, committed to sustainable, equitable, and inclusive growth. I extend my gratitude to our team, partners, and stakeholders for their support and commitment towards a more sustainable and just world.

Let's continue to embrace innovation and drive meaningful change. In pursuit of a better tomorrow.



# ABOUT CI&T

## CI&T Global ESG Report 2023

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# Who we are

We are global digital specialists supporting the transformation journey of the most valuable companies in the world.

As a digitally native company, we bring a 29-year track record of accelerating business impact through complete and scalable digital solutions.

## With a global presence of **6,000+** professionals

in strategy, data science, design, and engineering, we unlock top-line growth, improve customer experience and drive operational efficiency.

CI&T helps companies by combining three major competences: digital strategy with customer-centric design and top-of-the-line software engineering.

We create end-to-end solutions from the initial business opportunity to the hands of the consumers, and full-stack and AI ready development and technology integration.

## Main recognitions

### Gartner

Magic Quadrant™  
for Custom Software  
Development  
Services



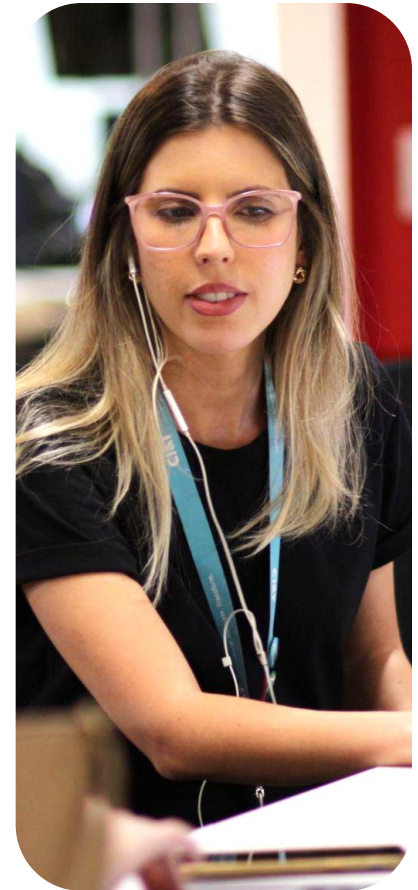
AWS Partner Award 2023



Certified for 17 years



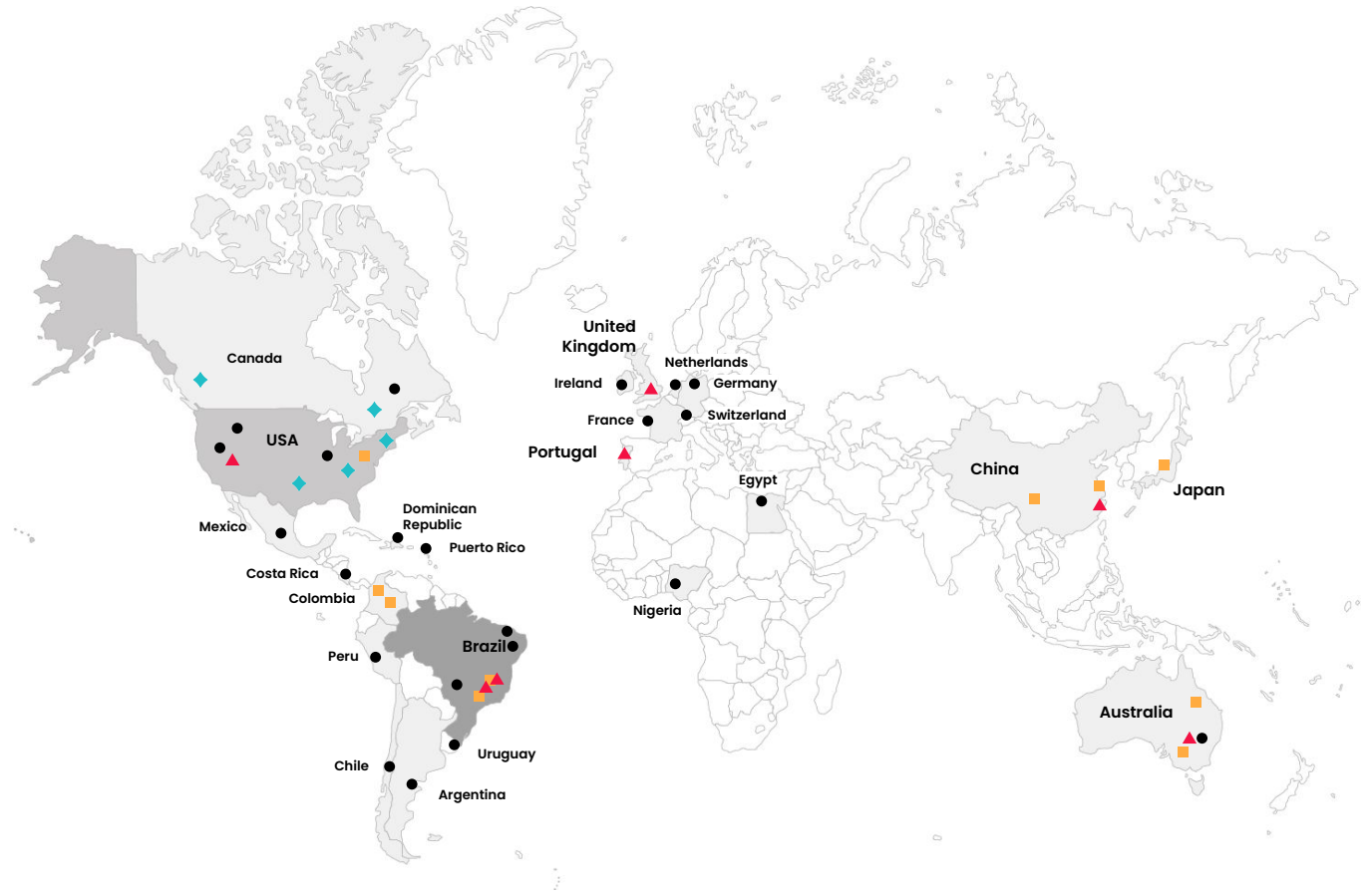
Leader in Modern Application  
Development Services



# Where we are

## Think global, act local

- ▲ **Prisma**  
Global competence centers
- **Spot**  
Near-the-customer centers
- ◆ **Spark**  
Strategy & design centers
- **Quark**  
Work from anywhere talent



# What makes us different

We are guided by a strong culture of driving digital innovation as a force for good,

prioritizing people and creating positive societal, environmental, and business impact, autonomy, and accountability.

Our Adhocracy-based organizational structure makes us more resilient and able to quickly adapt to the changing world. We don't have a Research and Development (R&D) area because every corner of CI&T is responsible for fostering innovation in a decentralized way.

In support of this autonomous approach, we use the **Powerhouse** framework to orchestrate innovation globally, which are cross-functional and horizontal teams that generate deep knowledge, vertical expertise, and reinvention in critical industries or emerging technologies.

We offer state-of-the-art Digital Products and Platforms, Legacy Optimization and Cloud Migration, Data, AI and Machine Learning solutions, Customer Experience and Design.

## CI&T's Powerhouses



Application Modernization



Crypto & Web3



Cybersecurity



Data & Analytics



Design



ESG



Gaming & Metaverse



Generative AI



Open Finance



Open Innovation



Product



Retail



Salesforce



Tech Boosters

Our people and our management system are key differentiators in the market, working as components to foster innovation and growth.

### Helpful links

[2022 Report - CI&T Way \(page 10\)](#)

[Careers webpage](#)

[How we work webpage](#)



**CIST**  
**Global ESG**  
Report 2023

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# OUR ESG STRATEGY



# ESG materiality analysis and strategy

In 2023, we partnered with an independent firm to carry out a comprehensive materiality analysis.

## Helpful links

[2022 report - ESG Materiality \(page 18\)](#)

This collaboration provided us with a holistic perspective on our global influence and identified critical areas for improvement, enabling us to mitigate adverse effects while promoting positive corporate practices for social and environmental advancement.

To achieve our strategy, we've integrated materiality analysis with both universal Sustainable Development Goals (SDGs) and specific objectives that reflect our aspirations. The following sections will delve into our ESG strategy across three distinct chapters:

## Governance

for the Governance segment

## Environmental

for the Environmental segment

## Our People & Society

in the Social segment, highlighting internal and external impact activities

# Context of material themes

## Environmental and Governance

**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.

**Ethics and compliance:** Complying with local laws and regulations, and human rights regulations is critical for building trust with our stakeholders.

**Innovation:** As a digitally native company, innovation has consistently been the focal point of our strategy. Continuous innovation is imperative for our company's existence, and we are committed to sharing these advancements with our customers.

**Operational and economic performance:** Sustaining positive economic performance is crucial for all institutions to prosper, and is incredibly important for our stakeholders.

**Risk management:** Recognizing that every business has inherent risks, we advocate to manage risks through analysis, communication, and preventive measures.

**Security and data protection:** A data breach can adversely affect our business and erode trust in the market. As a service provider, we handle sensitive data from

both our corporate customers and their clients, applying the utmost vigilance in security and data protection.

## Our People & Society

**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. Rather than competing for the limited pool of skilled individuals currently available, we are committed to nurturing and developing emerging talent.

**Engagement of value chain 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.

**Attraction and retention of people:** Creating a secure and conducive workplace is imperative for cultivating a robust and thriving company.

**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. Investing in the training and development of people from underrepresented groups significantly enhances our talent pool.

### Helpful links

[Materiality process at 2022 report page 18](#)

# Our ESG Materiality

## Governance

### Materials topics

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



### 2025 GOALS

#### 100% of CI&Ters

complete mandatory training on Code of Conduct and Safety and have the Ethics & Compliance and subject implemented in their individual evaluation process.

**GOVERNANCE**

## Environmental

### Materials topics

1. Climate Change

13 CLIMATE ACTION



### 2025 GOALS

Environmental impact assessment

#### Carbon neutral commitments outside of Brazil

**ENVIRONMENTAL**

## Our People

### Materials topics

1. Attraction and retention people
2. Diversity and inclusion



### 2025 GOALS

% of Underrepresented groups (URG). For us: Women, Black, PwD, and LGBTQIA+.

#### 55% URG

% URG in Leadership

#### 40% URG

% Women in Top Leadership (high level positions)

#### 30% Women

URG Engagement Score (on a scale of 0-10)

#### 8+ URG engagement<sup>(1)</sup>

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

**SOCIAL**

## Society

### Materials topics

3. Education and tech training
4. Engagement of value chain for social impact

People trained and starting career in technology

#### Scale the number of people impacted by tech education

People from communities impacted by social assistance initiatives

#### 100K people impacted

# Our ESG Goals & Results

(1) In 2023 we changed our engagement measurement. Until 2022 we used eNPS and from 2023 we started monitoring pulse surveys globally and weekly, on a scale of 0 to 10.

## Governance

## Environmental

## Our People

## Society

### 2020 Results

-

-

35.0% URG in the company  
 27.4% URG in leadership  
 22.0% women in top leadership positions  
 86 eNPS URG

4k people impacted by social assistance initiatives

### 2021 Results

-

1st GHG inventory in Brazil (Scope 1, 2 and 3)

40.0% URG in the company  
 28.0% URG in leadership  
 23.0% women in top leadership positions  
 87 eNPS URG

22k people impacted by social assistance initiatives

### 2022 Results

25% of the company's Board is composed by women.

100% Carbon Neutral in Brazil

50.0% URG in the company  
 37.3% URG in leadership  
 25.7% women in top leadership  
 84 eNPS URG

22k people impacted by social assistance initiatives

### 2023 Results

**100%** of CI&Ters complete mandatory training on Code of Conduct and Safety

GHG inventory Global  
 100% Carbon Neutral Global

50.3% URG in the company  
 37.5% URG in leadership  
 24.3% women in top leadership  
 7.93 URG engagement score<sup>(1)</sup>

27k people impacted by social assistance initiatives

### 2025 Goals

**100% of CI&Ters complete mandatory training on Code of Conduct and Safety. Have 1 executive person per business area trained to be ally and disseminator of ethics and compliance practices.**

**Net Zero Commitment globally**

**55% URG in the company  
 40% URG in leadership  
 30% women in top leadership positions  
 8+ URG Engagement Score**

**100k people impacted by social assistance initiatives**

# ESG Advancements

## Governance

**100%**

of CI&Ters complete mandatory training on Code of Conduct and Safety.

## ISO 27001:2022 certification

process for Security and data protection.



## Environmental

Carbon emissions  
Inventory covering

**100% of global operations**

**100% offset**

of global emissions

**100%**

renewable energy in Brazil

**Environmental policy**

## Our people

**50.3%**

of our People are URG

## Women On Board certification

In 2023, we received the Women On Board certification for companies with two or more women on their board of directors.



## Society

**27K people**

impacted by social initiatives

**CIST**  
**Global ESG**  
**Report 2023**

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# GOVERNANCE



## Our ambition

Our ambition is to continue evolving our governance processes, always aligning with the best market practices, bringing transparency and high quality standards to our processes.

Our goal is to maintain a track record of zero data leaks and continue to foster a leadership team characterized by respect and integrity.

## Our approach

The increasing focus on governance prompted a reassessment of our strategies in the domain, as we aim to secure commitments for the coming year.

Throughout 2023, we dedicated significant effort to fortifying our governance processes and policies, expanding into new realms like risk management, and heightening awareness of our reporting channels.





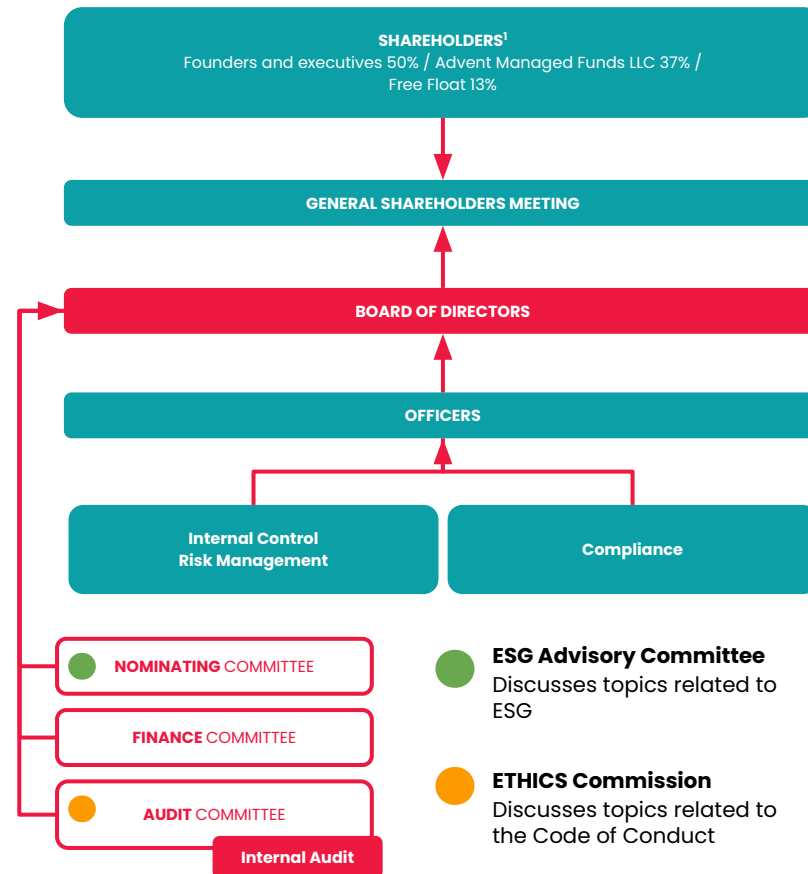
# Governance structure

## Governance structure and hierarchical relationship

CI&T has dual-class of shares. Holders of our Class B common shares are entitled to 10 votes per share, whereas holders of our Class A common shares are entitled to one vote per share. Founders, executives and Advent received Class B shares before the IPO.

The number of outstanding shares of each class of stock of CI&T Inc as of December 31, 2023 was Class A = 21,365,297; Class B = 113,046,717. 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.

<sup>1</sup>Percentage of economic power.





## Board of Directors

**Brenno Raiko**

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

**Cesar Gon**

**Board Member.** One of the founders of CI&T and CEO since the Company's foundation in 1995. 5 years on the Board.

**Carla Trematore**

**Independent Board Member.** Experience in audit firms, chairperson of the audit committee of Caixa Econômica Federal, from 2017 to 2020, and member of the board of directors Banco de Brasília. 1 year 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. 5 years on the Board.

**Fernando Matt**

**Board Member.** CI&T Co-founder, an experienced executive in the IT industry, and an angel investor in tech and non-tech startups. 5 years on the Board.

**Maria Helena Santana**

**Independent Board Member.** Worked for the São Paulo Stock Exchange for 12 years, served as the Executive Chairperson of the Brazilian Securities and Exchange Commission. 3 year on the Board.

**Patrice Etlin**

**Board Member.** One of Advent's global managing partners and member of its executive committee. 5 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). 5 years on the Board.

## Gender Composition

### Board of Directors

75.0% Men

25.0% Women

### Senior Management

91.7% Men

8.3% Women

## Age Composition

### Board of Directors

12.5%

37.5%

50.0%

### Senior Management

9.0%

73.0%

18.0%

- Younger than 40
- Between 40 and 55
- Older than 55

## Senior Management

**Cesar Gon**

Founder & CEO | 29 years@CI&T

**Bruno Guicardi**

Founder & North America and Europe President | 29 years@CI&T

**Bob Wollheim**

Partner, EVP | 4 years@CI&T

**Carl Uminski**

Partner, EVP | 2 year@CI&T

**Felipe Brito**

Partner, EVP | 24 years@CI&T

**Leandro Angelo**

Partner, EVP | 16 years@CI&T

**Leonardo Mattiazzi**

Partner, EVP | 26 years@CI&T

**Mars Cyrillo**

Partner, EVP | 24 years@CI&T

**Mauro Oliveira**

Partner, EVP | 26 years@CI&T

**Solange Sobral**

Partner, EVP | 27 years@CI&T

**Stanley Rodrigues**

Partner, CFO | 10 years@CI&T

**Vinicius Martinelli**

Partner, EVP | 25 years@CI&T



## Governance teams and responsibilities

### Board of Directors

The board is composed of independent and non-independent members with expertise in CI&T's market. The Directors are elected by an ordinary resolution of shareholders, respecting SEC principles of independence and relevance.

The presidency is rotating, and the current chairman, Brenno Raiko, is an independent member of the board. We are working to bring more diversity to the board. The board's responsibilities include overseeing Senior Management and supporting decision-making in all company sectors. They contribute to defining the

company's strategy, analyzing its finances, and asking for further information on relevant contracts, investments, or partnerships.

Also, they appoint members for the audit, financial, and nominating committees. Board meetings are held every two months. Critical concerns related to the operations must be communicated in these meetings.

#### Helpful links

[Annual report on form 20-F](#)





## Audit Committee

The Audit Committee assists our Board of Directors in overseeing our accounting and financial reporting processes.

The audit committee also assists with the audits of our financial statements. In addition, the Audit Committee is directly responsible for the appointment, compensation, retention and oversight of the work of our independent registered public accounting firm.

The Audit Committee has several responsibilities related to risk management:

1. Review and discuss any significant risks or exposures with management and the independent auditor.

Assess the steps management has taken to minimize these risks and review the company and its subsidiaries' policies regarding risk assessment and risk management.

2. Analyze any significant risks or exposures and evaluate the steps management has taken to minimize these risks.

3. Evaluate and monitor CI&T risk map, as well as the effectiveness and sufficiency of the controls. Propose improvements where necessary.

4. Propose recommendations for improvements in the areas of internal control and risk management. Monitor 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 Campoza Gouveia and Carla Alessandra Trematore.

## Nominating Committee

The Nominating and Human Resources Committee (the "Committee"), which consist of Fernando Matt Borges Martins, as the Chairperson, Eduardo Campoza Gouveia and Brenno Raiko de Souza, is an advisory body of the Board and shall assist the board in nominating candidates for election to the Board of Directors and overseeing the human

resources policies and practices adopted by the Company (including, in all cases, as appropriate, the Company's subsidiaries (the "Subsidiaries")). In fulfilling its role, the Committee is responsible for:

1. Identify, evaluate, and recommend individuals qualified to become Executive Directors, Officers and Board Members.

2. Manage and develop compensation, benefits and incentive policies.

3. Annually monitor key performance indicators (KPIs) and performance targets of Executive Directors, Officers and Board Members.

### Helpful links

[Form 20-F](#)  
[Audit Committee Charter](#)



## Action Groups

At CI&T, Action Groups support people from underrepresented groups including people who identify as Black, people who identify as women, people part of the LGBTQIAPN+ community, and people with disabilities. We also have Action Groups for Environment and Education topics.

Supported by a dedicated budget these groups create goals and initiatives to foster inclusion and career development for underrepresented groups.

Action Groups are composed of internal volunteers and allies committed to implementing the ESG strategy within their region. North America (NA), Colombia, EMEA (Europe and Middle East), and Asia have groups focusing on all ESG-related topics.

## Discussion Groups

Discussion Groups are voluntary, employee-led groups that offer safe spaces for learn and belonging.

The goal is to provide opportunities for networking and create a more inclusive workplace.

CI&T has Discussion Groups globally to support our diverse teams.





## Compensation and attributions

### CEO attributions

Our Executive Officer is responsible for the management and representation of our company.

We have a strong experienced management team led by Cesar Nivaldo Gon, our CEO, with broad experience in the technology/IT services industry. Mr. Gon is a member of our Board of Directors and our global CEO. Mr. Gon has been leading CI&T since he co-founded it in 1995.

### 15 years on average of CI&T's executive tenure

## Executive compensation

Executive Team Compensation (and some others eligible positions) also includes Long Term Incentive Programs creating ownership and aligning interests. Everything connected in a collaborative mindset to empower our objectives.

In a cyclical process, the company evaluate the compensation model, in order to map through surveys and benchmarks where we are in relation to the market, in order to remain competitive.

Executive promotions involve a mature evaluation process, through recommendation and approval involving VPs, CEO, Nominating Committee and the board. It is noteworthy that even at the non-executive level,

compensation models are handled with the involvement of the company's CEO and VPs.

## Compensation clawback policy

This policy establishes guidelines for the recovery of incentive-based compensation erroneously awarded to executives. It applies to CEOs, CFOs, vice-presidents, executive directors, and board members.

Executives are required to return or forfeit any compensation received in the last three fiscal years if the company has to prepare an accounting restatement due to material non-compliance with financial reporting standards.

Any violation of this policy or any other company rule must be reported through our Ethics

Portal. Violations may result in a breach of contract with the executive in question.

Furthermore, companies violating SEC regulations may face legal consequences in court, such as sanctions, monetary fines, or being delisted from their exchange.

The policy emphasizes the importance of bonus issues and returns, ensuring accountability and ethical conduct in the company's financial practices.

### Helpful links

[Compensation Clawback Policy](#)



## Ethics Commission

The Ethics Commission, in conjunction with the Ethics Squad, is accountable for overseeing and investigating all complaints that are reported on our Ethics Portal ([ethics.ciandt.com](https://ethics.ciandt.com)), which is managed by a third-party vendor.

Regular meetings are held with the Ethics Squad, Compliance department, and Ethics Commission to assess and enhance the complaint process, policy, practice, and education.

This group is also responsible for establishing the policy for receiving and handling complaints.

The Compliance department reports the status of the compliance program to the Audit Committee, which provides

transparency into the Reporting Channel flow, including the number and types of complaints reported, as well as the time taken to resolve them.

## ESG Advisory Committee

The ESG Advisory Committee is made up of executives from each geographic region where CI&T has offices- Americas, Europe, and Asia, CI&T board members, People and ESG team representatives, and external advisors.

The main objective of this committee is to review and approve the company's ESG strategy and its annual budget, and 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.

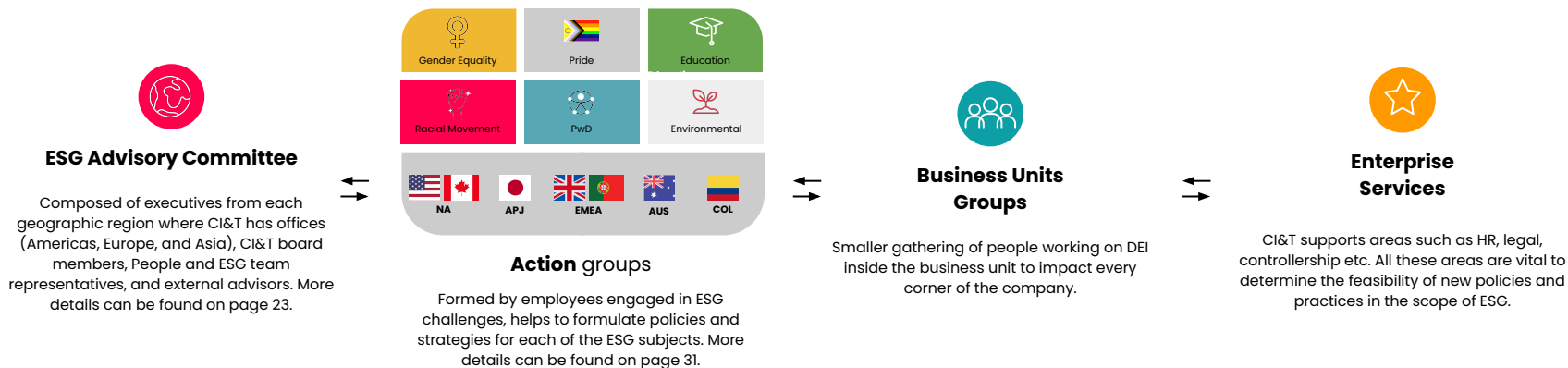
This Advisory Committee has meeting every two months and in 2023 the topics covered were diversity and inclusion, social responsibility, education and environmental.

Critical topics are forwarded to the Nominating Committee.



# CI&T Global ESG Governance Structure

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



## ESG TEAM

The dedicated team that supports this structure. The team is distributed across the company's action groups and business units. The mission of the ESG team is to synchronize and coordinate the ESG initiatives that take place within the company, always supported by legal, compliance, and HR guidelines.

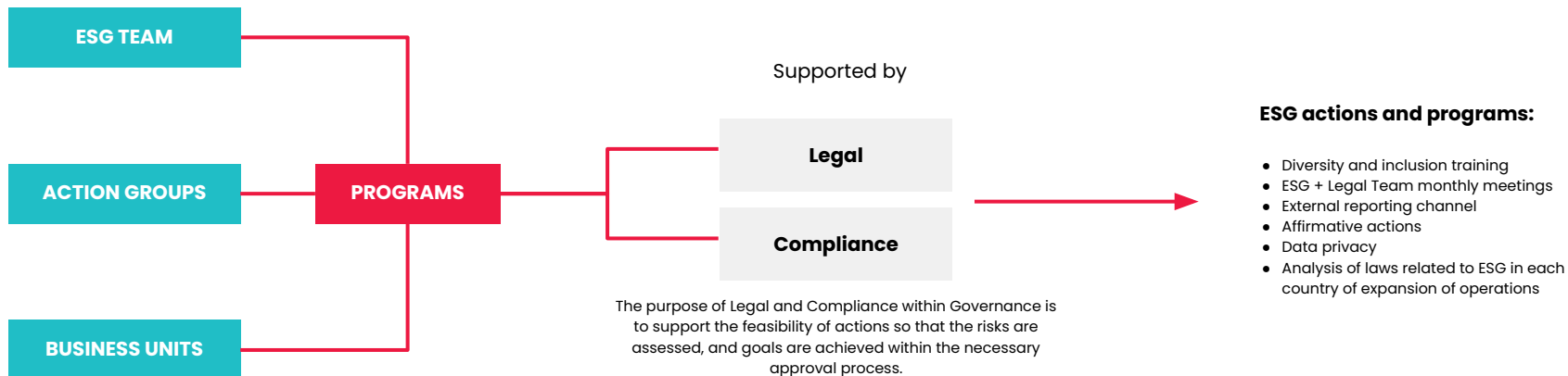




## How Legal and Compliance support ESG actions

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

The ESG strategy is developed with Legal and Information Security support to ensure legitimacy, respect for laws and compliance with the company's Code of Ethics and Conduct.





# Ethics, compliance and Human Rights

We are committed to adhering to all relevant ethics and human rights regulations.

Our practices align with the Universal Declaration of Human Rights, and we proudly uphold our commitment as signatories of the UN Global Compact.

Following their guidance, we ensure that our operations actively support and respect the protection of internationally recognized human rights and labor laws while also ensuring

that we do not participate in any violations of these rights.

The alignment with international commitments is translated into our **Global Compliance Program**, which includes precautionary principles, internal controls, risk management, reporting channel, communication and training, internal investigations, due diligence in our business, partners, vendors and other relevant stakeholders.

**The Code of ethics and conduct** and the **Code of ethics and conduct for third parties** are policies to safeguard these commitment to human rights within the company and with our

relationship with multiple stakeholders. Our approach to ethics, and human rights is ultimately approved by the CEO, and it is 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.

## Helpful links

[CI&T Governance Documents webpage](#)

[CI&T enters Global Compact - Network Brazil](#)





## Code of Ethics and Conduct

The Code of Ethics and Conduct is a central policy to guide our business interactions. The Code of Ethics and Conduct is available publicly on our website. We consistently urge our employees, partners, and vendors to report any situation that deviates from the values, principles, and attitudes outlined in our Code of Ethics and Conduct.

To facilitate this process, CI&T has established a Reporting Channel hosted by NAVEX, which operates globally 24/7.

This platform allows whistleblowers to choose between making an anonymous or identified complaint, and all reported incidents are thoroughly investigated.

Complaints can encompass a range of topics, including but not limited to harassment, discrimination, retaliation, conflict of interest, and inappropriate use of company resources. All complaints are thoroughly investigated in accordance with CI&T's internal procedures.

The Code of Ethics and Conduct and the reporting channel for violations of the Code of Ethics and Conduct are presented to all new CI&Ters on their first day at the company.

These resources are also regularly communicated through our intranet and internal communication platforms. Additionally, all employees complete an annual and mandatory Ethics and Information Security Training, available in our internal e-learning platform. In our pursuit of stronger engagement across the organization, CI&T hosts

events and actively fosters continuous communication on ethical considerations, the reporting channel, and the key themes outlined in our main policies.

CI&T has a dedicated Ethics Squad and an Ethics Commission, which includes individuals from both management and senior management. Internal Investigators undergo training from a specialized outsourced consultancy for proper investigations before they begin working in pairs to investigate and resolve complaints .

Additionally, CI&T may enlist the services of external companies to provide support in the investigation process when deemed necessary. All complaints are confidentially investigated, and we ensure equal treatment throughout the process.

CI&T unequivocally prohibits any form of retaliation against whistleblowers acting in good faith, deeming such actions a violation of the Code of Ethics and Conduct.

## At the time of this report, CI&T has not received any allegations

related to fraud, money laundering, corruption, financing of terrorism, modern slavery, forced or child labor, human trafficking, violations of the right of association or collective bargaining, or gender pay inequality.

### Helpful links

[Code of Ethics and Conduct](#)

[Ethics Portal](#)



## Ethics training

CI&T requires all employees to undergo annual ethics training. Employees are also required to acknowledge and confirm their acceptance whenever there is a modification to the Code of Ethics and Conduct or any other corporate policies.

CI&T communicates important updates to employees through various messaging channels, including the intranet, e-learning platform, email, and Ask Me Anything (AMA) meetings.

### 100%

**of the company's employees and members of board completed Ethics and Compliance training, which covers topics related to combating corruption.**

## Due Diligence with suppliers

CI&T has approved/registered suppliers in our systems capable of providing goods or rendering services.

To initiate this relationship and partnership, the supplier/third party needs to undergo a due diligence process. This process is part of our internal policy and is carried out within the purchasing platform. The third-party company is required to submit certain documents regarding their registration.

They must also complete a questionnaire with self-declarations (we collect information on environmental issues, diversity, anti-corruption, and information security).

### 100%

**of our strategic suppliers confirm that they have read and agree to our Code of Ethics and Conduct for Third Parties.**

These guidelines cover compliance with 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. All of this information is stored in the Purchasing system and is reviewed and approved by the responsible party within the platform.

The analysis of the information received is necessary because CI&T suppliers must be in compliance with our values, adhere to all applicable laws, observe the standards, policies, and procedures shared by CI&T, and act in accordance with the following principles:

- Comply with all applicable laws.
- Prohibit acts of fraud and corruption.
- Respect the human rights of their employees and service providers.
- Comply with laws prohibiting child labor.
- Do not engage in or support practices of forced or slave labor.
- Take responsibility for the health and safety of their employees.
- Adhere to applicable local and international standards related to environmental protection.
- Report misconduct through our Ethics Channel ([ethics.ciandt.com](mailto:ethics.ciandt.com)).

This due diligence process is automatically reviewed every 12 months. Topics of Anti-corruption, Social Responsibility, and Environmental Responsibility are also included in our service contracts, which we use when more detailed clauses are required.

### Helpful links

[Code of ethics and conduct for third parties.](#)



## Anti-corruption and conflict of interest

CI&T is a technology and innovation company that values transparency and independence in its relationships with stakeholders. To this end, CI&T has a conflict of interest policy that establishes guidelines and standards to prevent and manage situations that could compromise the company's integrity and reputation.

CI&T complies with all local laws related to anti-corruption and conflicts of interest. We also have an Anti-Corruption Policy, available on our website. This policy applies to all individuals associated with the CI&T Group, including third parties. The purpose of this Policy is to ensure that the company adheres to

high standards of ethical conduct in its operations. All CI&T employees must carry out their duties ethically and in compliance with the law to prevent any fraudulent or deceptive behavior.

### Important topics:

#### Related parties

People in leadership positions who have direct influence on the management of CI&T, including Statutory Directors and members of the Board of Directors. Related party transactions must be monitored in accordance with the rules and regulations of the U.S. Securities and Exchange Commission (SEC) and the Sarbanes-Oxley Act of 2002 (SOX), which prohibit personal lending to directors and officers and subject to the types of funding expressly authorized by law and SEC rules.

#### Service providers or other suppliers

Hiring service providers or other suppliers who have or had a direct relationship with anyone at CI&T is prohibited, unless the process is conducted with transparency and without suspicion of personal benefit. Obtaining, promising, authorizing or providing any undue advantage, payments, gifts, hospitality, entertainment or the transfer of any benefit to any other person, whether a public agent or not, is also prohibited.

#### Cross participation in other management bodies

All related parties are expected to act with loyalty and responsibility in relation to CI&T and avoid situations that may generate conflicts of interest with other companies or organizations.

#### Parties agreement

All related parties are expected to respect the ethical and legal principles that govern CI&T's commercial relations and not use privileged information or confidential information to obtain personal benefits or for third parties.

Whenever there are cases of conflict of interest, the Compliance team send their analysis and orientations to the involved people.

#### Helpful links

[Anti-Corruption Policy](#)



If there are complaints involving members of the Ethics Commission itself, the Board of Directors, or Senior Management regarding corruption or any other complaint related to Ethics and Compliance, members of Senior Management will receive and treat the complaints.

They will be responsible for assessing the need to involve the Ethics Commission or part of it and for defining which investigative persons will act to investigate the facts.

CI&T has a Policy for Receiving and Handling Complaints, a Consequences Management Policy, and an Ethics Commission Charter to regulate all aspects involving complaints.

CI&T does not maintain any relationship(s) with political organizations, political parties, or political agents and expressly prohibits the use of its resources or making electoral donations in its name.

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





# Security and data protection

CI&T highly values the trust placed in us by our clients, partners, and employees.

We are committed to upholding this trust and ensuring that we do not let down those who rely on us. Recognizing the importance of safeguarding sensitive data, everyone associated with our company is dedicated to maintaining the trust and confidence of our valued stakeholders.

Our Information Security Policy is our guiding light in maintaining a secure workplace environment, protecting our image, and

safeguarding client and company data. It is a crucial component of our Code of Ethics and Conduct and promotes a culture of harmony in our workplace. We continuously review the policy to ensure we can easily handle new security risks. Our Information Security team is skilled at:

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

**Monitoring:** Engaging in continuous review of event alerts and threat-hunting practices.

**Responding:** Treating incidents quickly to remediate and mitigate impacts through a Security Operation Center (SOC) that receives alerts on each detected security event.

All incidents are promptly reported to Internal Security for appropriate handling, which may involve mobilizing other departments, including HR, IT, and Legal.

CI&T has a dedicated team focused on data privacy and information security, as well as strategic partnerships for SOC monitoring, support for anti-malware and intrusion detection solutions, and regular information security testing.

Our environment undergoes continuous monitoring 24/7. As a testament to our efforts, we proudly affirm that, during the current reporting period, **we have experienced zero data breaches**, no instances of user data being used for secondary purposes, and zero 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.

**In 2023 we successfully completed the ISO 27001:2022 certification process.** Several months ago, we fine-tuned our processes and controls to align our ISMS (Information Security Management System) fully with the ISO 27001 framework. In August of 2023, a pre-audit confirmed the readiness of all necessary controls and requirements. The external audit, conducted in September, affirmed our certification to ISO 27001:2022.



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 CI&T employees, these tasks aid in mitigating risks and responding appropriately to various events or security incidents. To maintain employee awareness and vigilance, we have implemented several measures:

**100%**  
**of our employees** are trained in Security and Data Protection

**Engaging security awareness campaigns** are communicated via email and intranet

**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 analyses of risks.

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

#### Helpful links

[Privacy and Personal Data Protection Policy](#)

[Privacy and Personal Data Protection Program](#)





# Risks management

## Governance

The Corporate Risk Governance structure works to identify, analyze, treat, monitor and communicate risks.

It is responsible for developing and implementing risk management policies, methodologies, tools, and promoting integrated communication, along with

analyzing and reporting on the effectiveness of risk management, including internal controls.

The CI&T Risk Management model, derived from the ISO 31000 implementation manual, serves as the basis for a comprehensive approach to risk management across multiple categories, including but not limited to strategic, operational, compliance, financial results (SOX), information security and ESG. It can be easily adapted to address unique contexts.

Risk management is the basis for incident prevention, allowing quick responses, guiding strategic decisions and investments in information security and protecting

information – our most precious asset for our employees and customers.

The action that CI&T believes to be the most efficient is the dissemination of the risk management culture, for this purpose during 2023 a corporate campaign was created with videos for all employees, including the CEO's position on the importance of Risk Management, in addition communications aimed at the company's entire senior leadership.

Furthermore, to ensure engagement in the business areas (back office), 20 people were trained, who we call Control Agents. People trained and qualified to disseminate the risk management culture in their context.

The Internal Audit team constitutes the outermost layer

of our corporate risk governance structure, given its independent role and comprehensive oversight. Maintaining management independence is crucial to ensuring the team's objectivity, authority and credibility. The Internal Audit team reports directly to the Audit Committee.

### Helpful links

[Internal Audit Charter.](#)



## Disruptions of operations

CI&T has an internal plan for Business Continuity and Disaster Recovery to safeguard people, vital systems, and client operations. Our goal is to minimize the impact of disasters and swiftly restore regular business operations. We actively reduce the risk of human-made disasters and regularly test our strategies to ensure their effectiveness.

This recovery plan considers various levels of criticality, including a worst-case scenario that could significantly affect CI&T's operations. This scenario involves the complete and prolonged loss of facilities infrastructure, such as energy, telephony, internet, and water, along with key personnel.

The plan is designed based on the number and technical expertise of individuals capable of executing it. Each plan's details are outlined by individuals responsible for the specific areas it addresses.

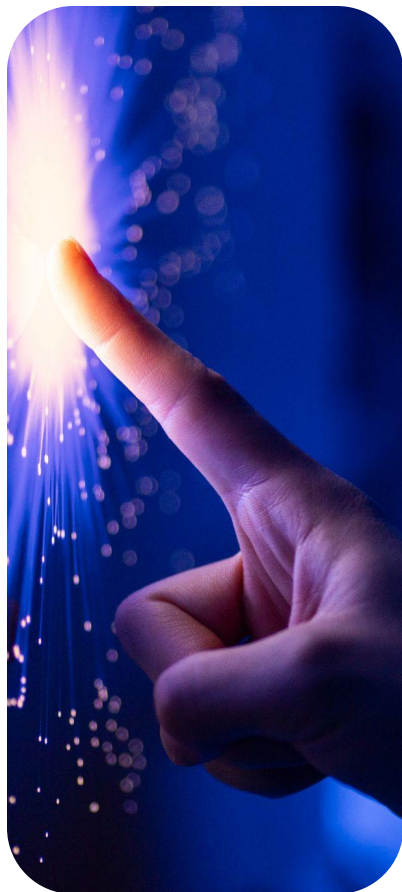
We conduct a review of the plan every year, or whenever significant changes affect the recovery plans for each area. It encompasses all necessary equipment, software, and data for each incident.

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 covered period of this report (2023), 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 CI&T operates.





# Innovation

## Human and AI intelligence combined

Unlike most companies, CI&T does not have a dedicated “innovation” team or position – all CI&Ters are empowered and encouraged to share their innovative ideas.

In addition to welcoming innovation from all employees, CI&T has taken the unique approach of establishing Powerhouses. Powerhouses are horizontally organized deep expertise groups focused on learning, formation and innovation, providing alignment among different units. Read more in page 8.

As the demand for artificial intelligence (AI) soared in 2023, CI&T swiftly embraced the new reality, leading to the development of our own innovative solutions. A standout example is CI&T/FLOW, an enterprise-ready AI platform introduced this year.

This cutting-edge platform integrates AI agents with humans to enhance hyper-productivity, elevate quality, and expedite software delivery times.

CI&T/FLOW is meticulously crafted around collaborative AI agents working in tandem with human counterparts throughout the entire digital solution production lifecycle – from ideation to operation. These agents, equipped with diverse skills and customized knowledge, represent a significant leap forward in productivity, quality,

and speed in software development. More than a software, CI&T/FLOW is a way of working, enabling people to work with AI in a hyper-digital world.

This solution was released in July, 2023 and we were able to decrease the development time by 80% in a project for one of our clients.

**By December 2023 we had 9 of our top-10 clients engaging with CI&T/FLOW.**

### Helpful links

[CI&T/FLOW webpage](#)



## People innovation

To support ESG-related initiatives, we adopted a data intelligence approach, conducting in-depth analyses and benchmarking with global companies to ensure access to necessary data for intelligent decision-making and promoting diversity and inclusion from all perspectives.

The People Innovation team works across areas to support innovation development. One hallmark project is our internal chatbot service, Riley, bringing agility, efficiency, and scalability to our operations. **Employee satisfaction reached 92%, efficiency grew by 86%, and associate calls for support were reduced by 77%.** Further improvements are underway. To enhance operational efficiency, the Innovation team played a crucial role in identifying areas

that could benefit from technology investments. 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.

In the Tech area, our partnership with Oracle in implementing the 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.



Further, **Cortex**, an inner sourcing collaboration hub, was

developed to connect our people, environments, and systems, enabling the creation of internal solutions for the global market, where all our people can contribute to the future of CI&T.

AEVO Intra Entrepreneurship award recognized us with a distinction that celebrates innovation and commitment to sustainable transformation.

**We are honored to rank among the top 10 in two categories in Brazil: transformational innovation and sustaining innovation, with people innovation projects.**

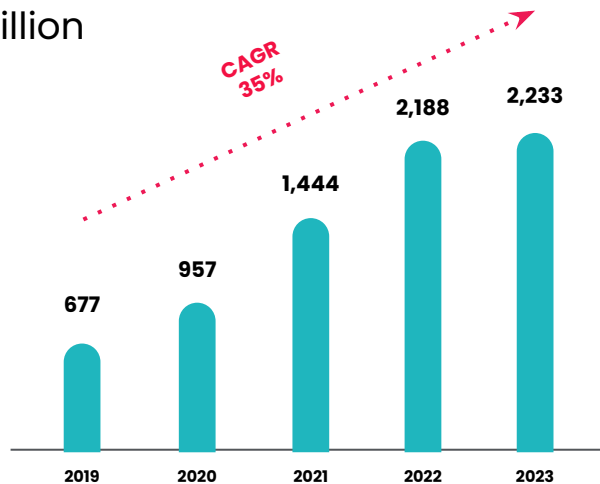
For subsequent cycles, our primary goal is to challenge people to live on the cutting edge, bringing an innovation and technology repertoire to shape the digital transformation journey of HR for our people.





# Operational and economic performance<sup>1</sup>

## Net Revenue R\$ Million

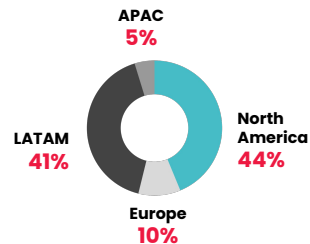


(1) For more information about our financial results access our [Quarterly Results page](#).

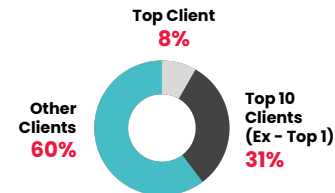
## Blue Chip Client Base Across Regions & Industries (Net Revenue Breakdown 2023)

Note: Percentages might not add to 100% due to rounding numbers.

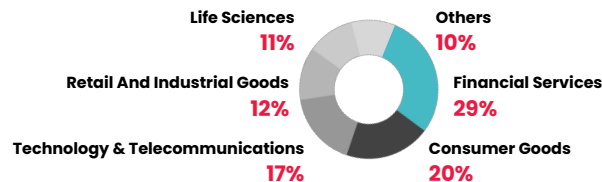
### Net Revenue By Geography % Of Total



### Top Client's Net Revenue Share % Of Total

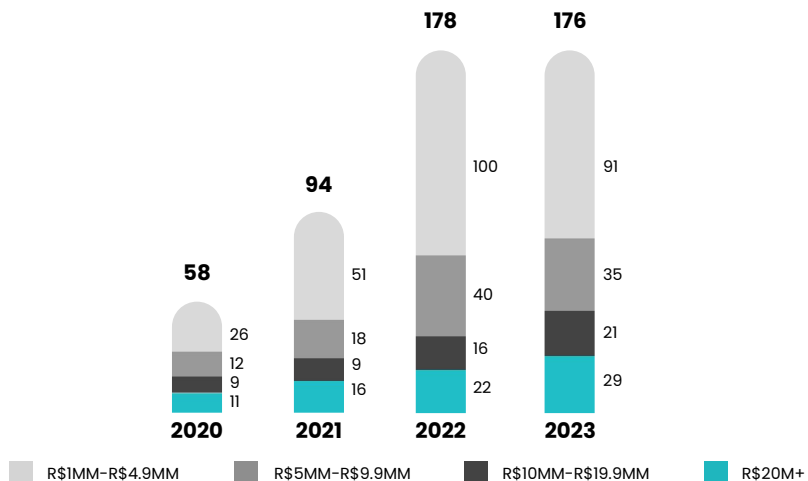


### Net Revenue By Industry % Of Total





# Number of Multi-million Accounts<sup>3</sup>



## 120%

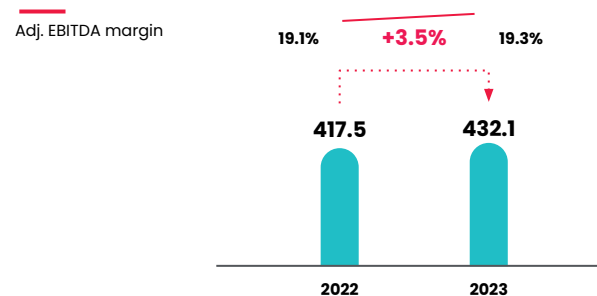
Average Net Revenue Retention Rate L5Y<sup>1</sup> From 2019 to 2021

## 96%

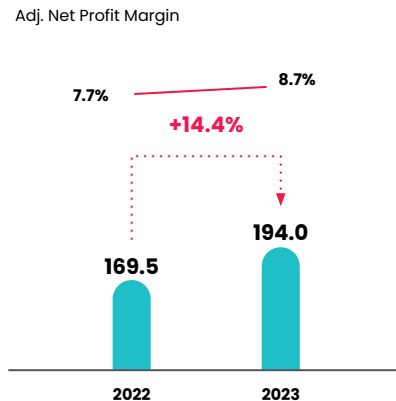
Net Revenue Retention Rate in 2023<sup>2</sup>

- Notes:
- (1) Average in the last five years.
  - (2) Percentage of recurring revenue retained from customers.
  - (3) For more information about our financial results access our [Quarterly Results page](#). Adjusted EBITDA, adjusted EBITDA margin, and adjusted net profit and adjusted net profit margin are non-IFRS financial measures, please refer to the appendix for the reconciliation tables of non-IFRS measures.

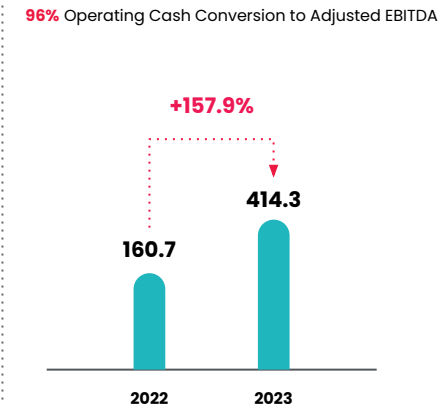
## Adj. EBITDA & Adj. EBITDA Margin R\$ Million; %



## Adj. Net Profit & Adj. Net Profit Margin R\$ Million; %



## Cash Generated from Operating activities R\$ Million



**CIST**  
**Global ESG**  
**Report 2023**



# ENVIRONMENTAL

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- Sustainability as business strategy.....51



# 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 business offers, and establishing resilience and governance standards to tackle future challenges.

# Our approach

In 2023, we devoted significant efforts to bolstering our climate

and environmental strategy, gaining deeper insights into our sustainability journey as we delved into a more comprehensive understanding of our environmental impact.

In 2023, we expanded our carbon inventory by developing calculations for various regions where we operate globally.

We understand that what cannot be measured cannot be effectively reduced. In Brazil, where our headquarters and a substantial portion of our operations are situated, we diligently refined our environmental diagnosis, enhancing the precision of our emissions source mapping.

Additionally, over the course of the year, we conducted a thorough assessment of our gaps concerning key environmental and sustainability issues.

This exercise enabled us to formulate a concerted action plan to effectively address these identified gaps.

## We also created a Global Environment Policy.

This policy provides CI&Ters with guidance on the principles we aim to uphold to minimize our impact across various relevant areas, including climate, waste and water, energy, as well as our relationships with customers and suppliers.

In our ongoing climate journey, we remain steadfast in enhancing our commitments to align with the 1.5°C target of the Paris Agreement. Currently, we submitted the commitment intention to the **Science Based Targets initiative (SBTi)** and we will crafting our targets in strict accordance with scientific guidelines.







# Our climate strategy

## The journey towards decarbonization

In 2023, CI&T made significant strides in its journey towards decarbonizing operations. We undertook the task of expanding our carbon inventory to countries beyond Brazil to include United States, Colombia, United Kingdom, Portugal, China, Japan and Australia.

Collecting carbon related data posed a challenge, primarily due to the data visibility in most CI&T

locations and less developed processes compared to our operations in Brazil. Nevertheless, we are actively working to enhance our carbon related data accuracy and to conduct a comprehensive assessment of global emissions. We recognize that this journey is a collective effort involving each of our employees, partners, and stakeholders.

We are delighted to announce that our company submitted the commitment letter intention to the Science Based Targets initiative (SBTi).

Alongside establishing ambitious short-term goals, we proudly reaffirm our dedication to sustainability by embracing the Net Zero initiative.

## We are formulating our Emissions Reduction Plan,

a comprehensive strategy aimed at identifying new approaches and alternatives to reduce greenhouse gas emissions in our operations. Consistent with our commitment, **we continue to offset all measured emissions while actively working towards their reduction.**

We are committed to integrating the fight against the climate crisis into our daily operations, strategies, and culture.





## Support nature-based carbon removal projects

As a company originating in Brazil, a country boasting the world's most incredible biodiversity, we recognize our responsibility to champion the conservation and restoration of Brazilian biomes.

These biomes are pivotal in delivering essential ecosystem services to the country and hold a crucial role in shaping the future of the planet.

In line with this commitment, we have chosen to support **nature-based carbon removal projects**, ideally operating within our geographic footprint.

## These projects aim to promote ecological restoration,

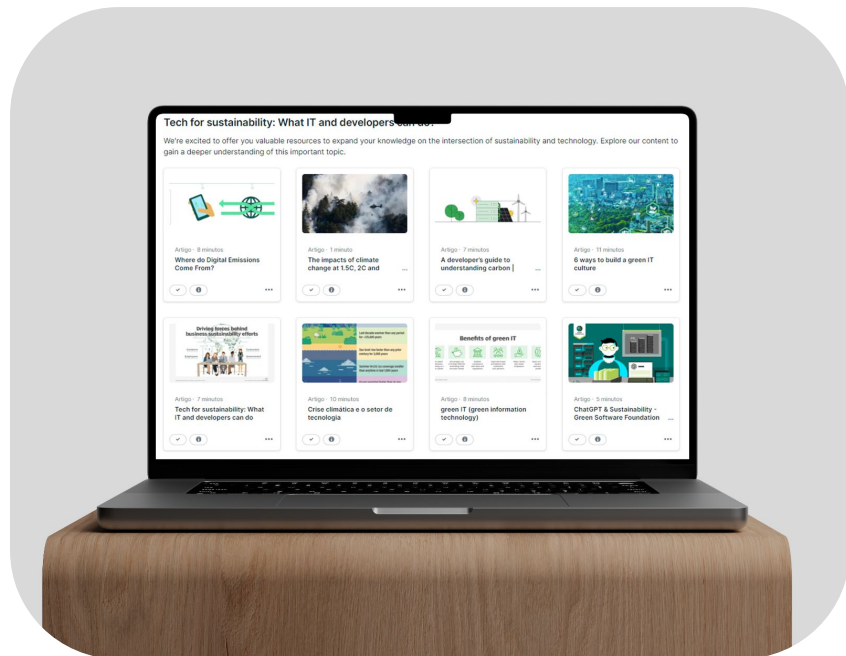
enhance ecosystem services and biodiversity, foster sustainable agriculture, and contribute to the development of the involved communities.

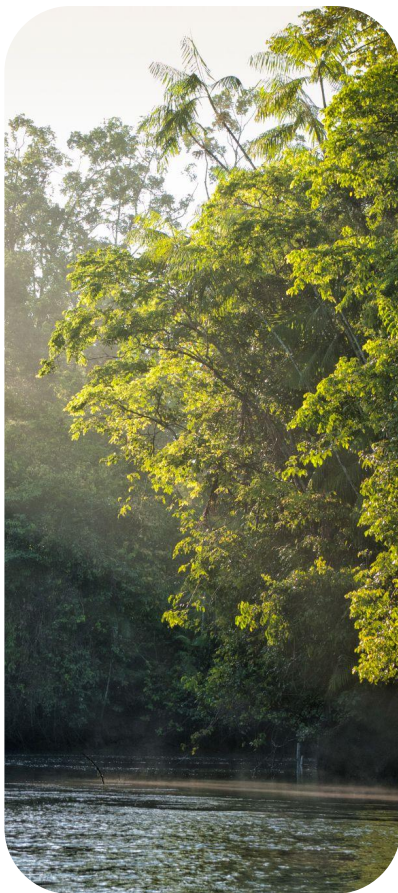
## Engaging our people

In 2023, we launched a comprehensive sustainability initiative on CI&T University, our virtual training platform, actively involving CI&Ters in our collective journey toward a more sustainable future. This initiative delves into crucial topics related to sustainability within CI&T.

## A key focus of the initiative is **Green Coding.**

Participation in this initiative empowers employees with the understanding and tools needed to make significant contributions to CI&T's sustainability initiatives.





# Carbon footprint

This year we measured our carbon footprint, encompassing all three scopes and accounting the mainly emission sources specific to our industry that impact the environment.

We also initiated the tracking of greenhouse gas emissions across all continents where we have a presence.

This step was crucial in comprehending our global carbon footprint, despite the fact

that most of our offices in other countries are in shared spaces, accommodating **approximately 15% of our workforce.**

The evaluation of our emissions, especially concerning energy usage, became an essential focus for us.

This year, we also adopted the GHG Protocol as our official framework for emissions measurement, with parameters, emission factors, and reference sources derived from the

calculation guidelines provided by the Brazilian GHG Protocol and GHG Protocol Program.

In the first year we adopted the protocol, we were awarded with the esteemed Golden Seal of Quality by the Brazilian GHG Protocol Program.

## Helpful links

[Article our carbon footprint strategy.](#)

[Public Emissions Regist](#)



## Our carbon numbers

Despite the incorporation of global emissions, our overall emissions have grown by only 5% compared to 2022.

This modest rise can be attributed to two main factors: firstly, the relatively minor contribution of global emissions (excluding Brazil) due to their smaller scale in accommodating our operations and workforce; and secondly, a significant

**82% reduction in Scope 1 emission, compared to the last year.**

The adoption of remote working has allowed us to reduce our

locations and maintenance in the offices where we have operational control, considerably reducing our emissions. With regards to Scope 2 emissions,

**we successfully cover 100% of our energy sourcing from renewable sources**

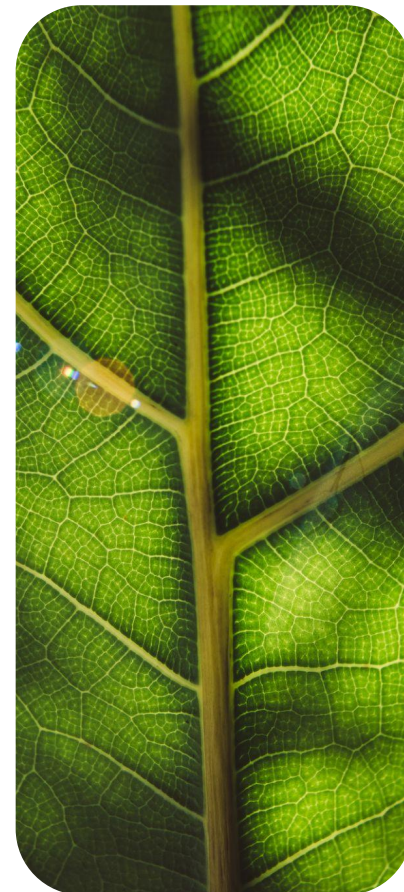
for our Brazilian offices in 2022. For 2023, we are extending this commitment to include our globally-operated offices where we have operational control. In 2023, Scope 1 emissions represented 0.4% of our total, while Scope 2 accounted for 4.7%.

The lion's share of our emissions, at 95%, was attributed to Scope 3, underscoring the substantial impact of our supply chain.

Notably, business travel emerged as the primary emission source within Scope 3, prompting our commitment to fostering employee awareness and providing tools for sustainable travel choices wherever feasible.

Furthermore, we achieved a noteworthy reduction in emissions associated with the procurement of goods and services, specifically in the life cycle of electronic equipment, which

**was lower in 2023 than in previous years when we had a significant increase in employees. The reduction was 78%.**





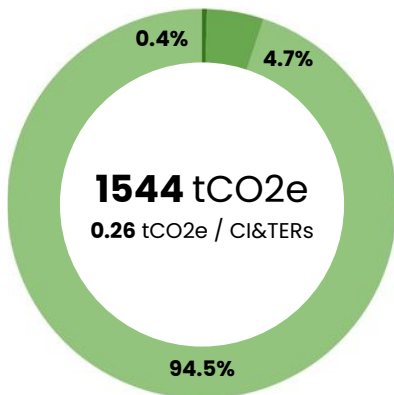
# Detailed emissions 2023

**0.4%**  
**Scope 1**  
direct emissions

**2%** Mobile combustion  
**15%** Fugitive emissions  
**83%** Stationary combustion

**4.7%**  
**Scope 2**  
Indirect emissions

**100%**  
Energy consumption



**94.5%**  
**Scope 3**  
Indirect emissions

**10%** Upstream leased buildings (not under operational control)  
**12%** Work-from-home  
**21%** Employee commuting

**58%** Business travel  
**2%** Transp. & Distr. (upstream)  
**10%** Purchased goods and services

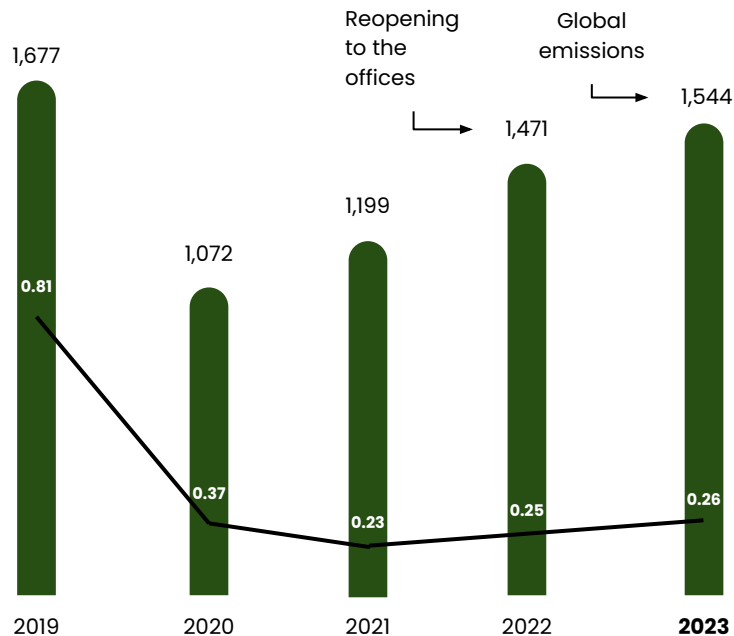
# Emissions evolution 2019 – 2023

## Emissions in tCO<sub>2</sub>e

Scope 2: Location-based method

— emissions/employee

For the full emissions breakdown, please refer to the data table in the appendix.





# The carbon neutrality target

To offset our emissions in 2023 we had the support of **REDD+ project, located in Amazon Rainforest**, the largest tropical rainforest in the world, and one of the planet's main carbon reservoirs, it's home to 10% of the world's biodiversity and provides a livelihood for thousands of traditional communities.

Developed within the **Rio Preto– Jacundá Extractive Reserve in Rondônia (REED+RESEX Jacundá)**, the project's primary objective is to

foster positive social and environmental impacts in the region through the generation and sale of carbon credits.

The RESEX Jacundá is a conservation unit established in the 1990s to support traditional rubber-tapping communities.

Situated in an area facing significant pressure from the exploitative use of natural resources and plagued by a lack of essential public services, the RESEX residents identified the **REDD+ Project as a solution for both social development and the preservation of the forests within their territory.**

## Helpful links

[IPCC - Climate change and Land](#)

[REED+RESEX Jacundá](#)

**The JACUNDÁ REDD+ RESEX Project is validated and verified by the main international forestry project certification standards**



**30+**  
traditional families impacted

**414 K+** tCO<sub>2</sub>e  
of emissions reduced per year;





## Maintaining our investments in remote work

Embracing a remote work model at CI&T has had a substantial positive impact on our carbon footprint.

The shift to remote work has significantly reduced the need for employees to commute to centralized office locations, thereby decreasing our overall carbon emissions associated with transportation. Additionally, the reduced demand for physical office spaces has contributed to

energy savings and a decrease in the environmental footprint associated with maintaining and operating office facilities. With a significant portion of our workforce operating remotely, we've experienced a tangible reduction in the consumption of resources typically associated with traditional office-based operations. This transition aligns with our commitment to sustainability,

promoting environmental responsibility while simultaneously providing our employees with greater flexibility and work-life balance.



# Energy consumption

Starting from 2022, **100% of our energy** consumption in Brazil, where the majority of our operations are located, was covered by **clean and renewable energy**.

The use of renewable sources of electricity is essential for businesses today, both from an economic and sustainable perspective. For digital native companies, this subject is even more crucial due to the significant role energy plays in our footprint. It is of utmost importance to ensure that our consumption is sourced from clean and renewable energy, in order to reduce our negative impact on the environment.

In our offices in Brazil, we directly acquire electricity from suppliers that generate clean and renewable energy. In locations where we share spaces, such as co-working spaces, we estimate our energy usage and offset it by purchasing International Renewable Energy Certificates (I-RECs). In 2023, we extended our efforts to understand global energy consumption. This proved challenging, particularly for offices in countries other than

Brazil, as they are often in shared spaces where precise measurement is not feasible. Nevertheless, with the assistance of our partners, we successfully estimated consumption based on the space we occupy by estimating the frequency of use by CI&T employees.

Given that a substantial part of our workforce operates remotely, this year, **we conducted a comprehensive assessment of energy consumption during typical working hours.**

This estimation factored in the usage of electronic devices, lighting conditions, and heating/cooling systems. **In 2023, we extended this calculation globally to encompass all CI&T employees.**

The results of this assessment were incorporated into our greenhouse gas inventory,

providing a more holistic perspective on our overall environmental impact.

**Energy Consumption** per CI&T Employee:

# 0.16

## MWh/CI&Ter

-46% less than 2022

**Renewable energy** purchased in 2023:



BIO

## 205 MWh

12%



## 1,520 MWh

88%





# Flora Energia is a platform in Brazil that facilitates access of our people to **Renewable Energy Sources.**

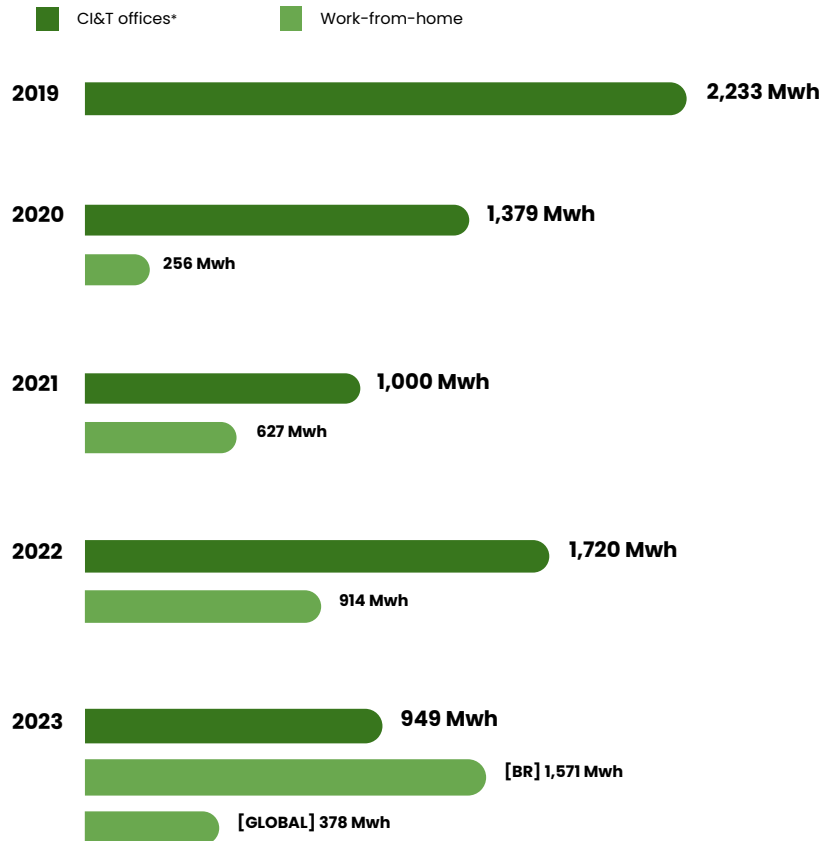
Through this platform, individuals can enjoy a financial discount on their traditional home electricity bills, encouraging the adoption of renewable energy in households.

**CI&T's partnership with Flora Energia** provides our employees in Brazil with the opportunity to contribute to sustainable practices by opting for renewable energy sources, aligning with our commitment to environmental responsibility and reducing carbon emissions.

Since 2022, 87 CI&TERs have signed up for Flora Energia resulting in

**85 MWh** of renewable energy consumption, equivalent to **3.2 tons of CO2** emissions avoided.

**China and the US:** In 2023, our offices in China and the US made significant advancements in energy efficiency by incorporating circuit switch modifications and control hardware. Automated employee recognition, sensor-driven optimizations, and smart technologies contributed to notable reductions in daily A/C and lighting-based energy consumption, establishing a sustainable and tech-driven office environment.



\* 2019 - 2022 only Brazil offices



# Water and waste management

**As a technology company, our operations typically involve minimal water consumption** when compared to industries such as hospitality, food, or cleaning services.

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

While water conservation is not a primary focus for us,

## **we still implement measures to ensure efficiency in offices**

where we have operational control in order to **decrease a negative impact** especially in the areas with some level of water insecurity. In 2023, our consumption was 20.7 m<sup>3</sup> of water in our offices in Brazil.

## **Measurement and Efficiency Projects**

We conduct monthly monitoring of water consumption in our buildings in Brazil.

To enhance efficiency, we've installed automatic faucets with flow timers in restroom sinks and incorporated dual-flow flushes or small bottles in toilet cisterns to minimize water usage.

## **Water Reuse**

In Belo Horizonte, rainwater collected from the building's roof is stored in a reuse reservoir.

This harvested rainwater is then utilized in the building's restrooms, leading to a substantial reduction in overall water consumption.

## **Waste management**

We ensure the proper disposal of waste and manage the entire internally generated waste cycle. In 2023, we supported our partners through donations of IT equipment (desktops, laptops, mice, keyboards) and furniture.

In addressing **electronic waste**, we've established dedicated facilities in Campinas and Belo Horizonte to responsibly manage disposal. Equipment is only discarded when it's no longer usable.

In cases where equipments are still in good condition, we donate them to nonprofit partners, fostering access to technology and promoting learning opportunities for those who might not otherwise have had such access.



# Sustainability as a business strategy

With the growing digitalization of society, it is important to **consider the impact of technology on the environment.**

Digital technology has the potential to significantly contribute to greenhouse gas emissions and other forms of environmental degradation.

With this in mind, the **ESG Powerhouse** was created as a **strategic initiative aimed at accelerating the ESG and sustainability journey for our clients through digital technology, open innovation, and partnerships.**

Through the ESG Powerhouse, we strive to develop sustainable and affordable digital services and solutions for all CI&T customers and their supply chains.

Our goal is to make value chains sustainable by applying a set of capabilities that include:

- Sustainability value Stream mapping and optimization
- Carbon emissions mapping, optimization, and reduction in multiple scopes (1, 2 and 3).
- ESG data gathering, integration, centralization, enrichment, and aggregation for reporting
- Enabling data-driven decision making to reduce our carbon footprint
- End-to-end inclusive digital product design and delivery
- Inclusive usability testing

Digital technology can serve as a lever to assist companies to reach their sustainability goals, such as achieving net-zero emissions and reducing environmental impact. Our services harness the potential of digital capabilities to propel our clients' ESG and sustainability initiatives.

Our goal is not only to improve financial performance but to

**create a positive impact on the environment and society through collaboration and partnership.**



*“Innovation has always been a core tenet of our value proposition -*

*and throughout our almost three decades in business we have participated in and pioneered several waves of innovation in software engineering, technology and ways of working.*

*We are now on the cusp of the biggest revolution of them all - one that, as Yuval Harari says, could arguably culminate with the rise of Homo Deus.*

*With all that happening it's easy to forget that for all that innovation to be worth pursuing, an equal vector must be applied to advances in social equity, as well as environmental sustainability.*

*Digital solutions can - and do - have great impact in both.*

*That is why we have the ESG Powerhouse at CI&T, to*

*develop the best solutions for our clients that generate social equity,*

*measure and reduce their carbon footprint, and amplify our positive impact in society and the environment.”*



**Leonardo Mattiazzi**  
Partner, EVP

## **Collaborating with clients to address their sustainability challenges**

**Client story:**



### **CI&T collaborated with C6 bank**

to create a solution that provides clients with visibility into the carbon footprint associated with each item in their bank statement. Integrated into the bank's app, this feature empowers clients to offset their

emissions directly through the app. The project's goal was to develop a strategic and distinctive initiative in Brazil,

calculating the estimated carbon footprint for individual and corporate transactions,

including card transactions (debit and credit), Pix, and transfers to companies. The initiative involved seamless integration with multiple stakeholders.

#### **Helpful links**

[C6 bank case study](#)

**CIST**  
**Global ESG**  
Report 2023

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**OUR PEOPLE**



# Our ambition

Possessing a skilled workforce is pivotal for any business, and fostering an inclusive culture is imperative for a company aspiring to attract top talent and develop digital products that serve everyone.

Neglecting to build a fair and inclusive workforce not only risks creating technology with negative societal impacts but also perpetuates inequality and makes it challenging to attract candidates from diverse backgrounds. At CI&T, we believe in fostering a workplace that welcomes everyone and values diversity, ensuring our technology reflects the richness of our diverse perspectives.

Understanding the value of a diverse workforce,

we are committed to promoting equal opportunities and increasing the representation of people from underrepresented groups.

We aspire to have 55% of our employees represent an underrepresented group by 2025.

Also, we aim to enhance representation of individuals from underrepresented groups at all levels. To achieve this, our goal is to have at least 30% of our women in top leadership by 2025.

# Our approach

We align our efforts 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.

In the last three years, we have doubled our workforce size and acquired companies that have made immeasurable contributions to our culture.

This exciting journey, has enabled us to continuously innovate and cultivate a robust and vibrant culture.

This year, we created a dedicated People Experience (PX)

team whose mission is to craft meaningful experiences aligned with the needs and values of our global workforce. We are steadfast in our commitment to fostering an environment where

all CI&Ters feel safe to express their true selves,

experience a profound sense of belonging, and are empowered to forge meaningful careers.



# Attraction & retention

## Talent acquisition: a commitment to diversity

In our relentless pursuit of excellence, CI&T recognizes that a diverse and inclusive workforce is not just an organizational asset but a fundamental driver of innovation and success.

As we navigate the dynamic landscape of the digital era, we understand that fostering diversity is not only a moral imperative but a strategic advantage. Our commitment to building a workforce that reflects a rich tapestry of backgrounds,

experiences, and perspectives underscores our dedication to driving creativity, enhancing problem-solving capabilities, and ultimately, delivering unparalleled value to our clients.

This section illuminates CI&T's steadfast focus on promoting diversity in our recruitment efforts, which is an integral aspect of our broader commitment to social responsibility and sustainability. 2023 stands as a testament to our unyielding commitment to fostering a diverse, dynamic, and inclusive workforce.

**41.4%**  
of new hires in  
2023 were from  
underrepresented  
groups.

This percentage reflects a decrease compared to 2022, attributed to unique challenges faced during the year. In response to limited external hiring opportunities, we focused on developing the skills of our internal talent globally, enabling more internal hiring and promotions. As the year progressed, we observed a resurgence in external hiring opportunities, marking a positive indicator of economic recovery.

This year in Brazil, we introduced a number of talent acquisition policies, practices, and training programs designed to promote diversity, equity, and inclusion in our hiring efforts, including creating **affirmative action** positions for women and training the talent acquisition team on unconscious bias in hiring.

In the United States and Canada, we conducted quarterly unconscious bias in hiring

workshops for our dedicated talent acquisition team, hiring manager and leaders.

In our commitment to reaching a broader pool of talent, when we looked to hire external candidates, we posted vacancies on job boards targeted to diverse and underrepresented groups, ensuring that our opportunities were accessible to a wide spectrum of skilled professionals.

These collective endeavors underscore our dedication to building a workforce that mirrors the rich diversity of the communities we serve, amplifying our capacity for innovation and success.

Besides, the strategy to value our internal talents, were speeded by **iTalent, the generative AI especially developed by CI&T** to quickly find the best talents for our internal opportunities.



# People development and engagement

## A new process for career development

### In 2023, we launched CI&T Journey,

an innovative career development framework designed to prioritize the professional growth of our people, support them along their unique journeys and avoid bias in career evaluation. CI&T Journey prioritizes flexibility, fluidity, and connection, offering

a digital solution that streamlines the career development process. This electronic platform ensures a fast, global, simple, and efficient approach, aligning individual career paths with emerging business opportunities through an integrated system that covers all stages.

Initially focusing on streamlining the performance evaluation process, CI&T Journey demonstrated its effectiveness by reducing annual performance evaluation process steps and boosting productivity by 46%. Currently, **the model encompasses 94% of our workforce**, with a projected expansion to 100% by the first half of 2024.

Beyond efficiency gains, CI&T Journey provides leadership with enhanced visibility into individual performance, fostering meaningful connections between each person's career stage and the overall growth of the company.

At the heart of this evaluation model is the recognition that each person is unique, possessing their own career journey defined by distinct skills, values, and perspectives. By granting our people the autonomy to set personalized goals and benchmarks aligned with organizational strategy, CI&T Journey empowers them to take control of their career direction. This proactive approach ensures that our employees have the tools and support needed to navigate their professional paths, fostering continuous growth, development, and alignment with the company's overarching objectives.







## Engaging our people

Our people are the heart of our company,

and we are committed to fostering open channels of communication to provide a safe space for sharing suggestions and receiving ongoing feedback.

We value the insights shared by our people, recognizing their pivotal role in steering our collective success. We leverage Team Culture, 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 attuned to the company's climate and empowers teams and leaders to formulate immediate action plans based on the current feedback from our team members. Annually, we also conduct the Great Place to Work survey to gauge our people's overall perceptions on career growth opportunities, company policies, and the 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 Global

**7.93** (scale 0-10)

### GPTW 2023 – Brazil

**85** (scale 0-100)



## People recognition

At the core of our organizational ethos is a profound appreciation for our people, and we believe in celebrating not only exceptional results but also the positive attitudes that contribute to our vibrant workplace culture.

Our recognition program exemplifies our commitment to valuing individuals and teams who serve as outstanding role models within CI&T.

In 2022, we introduced Ask Jude—an innovative AI chatbot recognition tool that empowers CI&Ters across all leadership levels to acknowledge their colleagues for their hard work. Acknowledgement badges encompass various categories, including Culture Ambassador, Individual Highlight, Innovation Highlight, Team Highlight, and our prestigious You Rock award.

This tool ensures that deserving individuals receive timely recognition by notifying their leaders upon nomination and awarding them a badge of appreciation.

Each nominee receives personalized recognition, and we proudly share their achievements with the entire region through Workplace, our internal communication platform. The recognition badge is also prominently displayed on the recipient's professional

profile, showcasing their accomplishment.

## Compensation

CI&Ters have a compensation package composed by fixed salary, benefits, annual bonus. Our compensation strategy is aligned with our business values that includes career development, performance and vision for the future. CI&T's bonus model is derived by profitability and involves corporate and regional goals in link with performance and people perspective.

## Collective bargaining agreements

In Brazil, 100% of our people are covered by collective bargaining agreements.

For all other regions, we follow local laws and union rules working according to the country.

*'A differentiated compensation strategy cannot only look at the market and part of the organization's needs. We need to ensure that there is a fair and inclusive compensation policy that promotes internal diversity and equity.'*

*Valuing everyone, without distinction, inspires a culture of innovation and excellence,*

*driving individual and organizational success beyond conventional limits.'*



**Carla Borges**  
People Executive Director



## Benefits 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 and practices, we are

committed to providing a set of universal benefits to all employees, irrespective of their region. These foundational benefits form the core of our commitment to the well-being, work-life harmony, and inclusivity of every CI&Ter. In Brazil we have the particularity of internship contracts, which do not include commute transportation cover, the inclusion of dependents in the medical plan, and dental plan options.

### Region-Specific Highlights

While our core benefits are universal, certain regions also offer unique benefits to address specific needs and foster a distinctive work culture. Let's explore some of these exceptional offerings: In **China**, we have Annual Physical Examination. Also, our

'Please Give Me a Break' initiative is a monthly occurrence that empowers employees to connect with colleagues during work hours on projects and activities that aren't work-related.

This dynamic initiative is designed to foster a healthy work-life balance, offering team-building, sports, culture, and leisure activities. Employees are empowered to complete a form highlighting the activity they want to engage in that particular month, creating valuable connections with colleagues while taking a few hours from work related projects.

**Colombia**, our benefits package includes support for employees seeking US visas, meal vouchers, an annual work From home equipment allowance, and mobile and internet subsidies.

In the **United Kingdom**, we recognize the unique needs of

caregivers, and to support our employees in their caregiving responsibilities, we offer a complimentary Bubble membership. This membership provides access to high-quality and vetted child and animal care services. Bubble goes beyond traditional caregiving by also assisting with hiring people for task help around the home, offering a comprehensive solution to support our employees in balancing their professional and personal lives.

This year, **Brazil** witnessed significant milestones in enhancing the well-being and primary care of our people. One notable achievement was the launch of Health&Care, an app designed to support the overall health of our employees. The platform offers unlimited access to clinicians, nutritionists, and psychologists, ensuring comprehensive care that is entirely free of charge for our team.



Additionally, our commitment to the welfare of families and children was recognized by the Secretary of Institutional Relations of Campinas (SP) through the prestigious Friends of Early Childhood Seal.

This recognition is awarded to companies that excel in implementing benefits and policies that positively impact both their employees and children in the early stages of development.

In the **USA**, our commitment to the well-being of our people extends to fundamental benefits for all full time employees, which include employer-sponsored medical, dental, and life insurance and unlimited sick leave is provided for the overall well-being of our team members.

Finally, in **Australia**, CI&T offers an Employee Assistance Program

(EAP) through Connect Psych Services across Australia. The benefit is available to all employees at no cost.

## Health assistance and safety

In Brazil we have the Environmental Risk Prevention Program, Internal Accident Prevention Commission (CIPA in Portuguese) and free health assistance.

## 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.

This data can be found at the Appendix of this report.

## Awareness Campaigns

Awareness campaigns are actions to promote support for solidarity and life-promoting initiatives. They aim to promote wellness, raising awareness about health care.

In many of our regions, we have Pink October, recognizing breast cancer, and Yellow September, which focuses on the importance of Mental Health, among many others.

## Responsible Parenting Course

The arrival of a baby changes people's lives substantially. The course aims to encourage self-health care, promoting active and conscious parenting. 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.



## Learning and development

Our commitment to cultivating knowledge extends beyond the realm of professional growth; it is a dedication to shaping a future where our actions align seamlessly with ESG principles and the UN Sustainable Development Goals.

Rooted in a belief that learning is not just a pursuit but a transformative force, our values serve as beacons, guiding us towards a harmonious intersection of individual and collective aspirations.

Through this commitment, we strive to contribute meaningfully to a global landscape that values people, planet, and progress.

## Learning and development programs

**Skills Connect Us:** Empowering our team's continuous learning, this value encourages each member to strategically map and self-rate diverse skills—human, technological, or linguistic. By aligning capabilities with career contexts, it unlocks potential, informs targeted actions, and fosters a collaborative environment that propels us forward.

**Language Connects Us:** Through initiatives like The English Boost Program, we showcase our commitment to fostering language skills among CI&Ters. Supporting proficiency in English and 11 other languages, including Italian, Spanish, German, and French, we promote effective communication and

collaboration across our global community.

### CI&T's Future in an AI-Powered World:

We prioritize staying current with technical advancements, focusing on AI this year. Dedicated efforts ensure our team seamlessly integrates AI into their work and personal lives.

Through curated content and events, we foster a collective understanding of AI's potential, positioning us to lead tomorrow's innovations across our organization.

**Leadership Development:** As a core value, we actively cultivate leadership through a combination of online training, practical programs, coaching, and mentoring. Collaborating with business units, we design strategies that empower individuals to develop their leadership capabilities,

contributing to the overall success and sustainability of CI&T.

### 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 aligning 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.



## Decentralized learning initiatives

Recognizing the diverse needs inherent in our teams and acknowledging that a one-size-fits-all approach may not be optimal, CI&T champions a decentralized learning strategy. We understand that each business unit and individual within our organization has unique requirements, goals, and technical knowledge needs.

### 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 our business units and

individuals to create and achieve learning, professional, or personal goals.

CI&T University allows Business Units, 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.

### CI&T University indicators

**90%**  
Registered Users

**120k**  
Access

**40%**  
Monthly Active Users

**80 NPS**





## People indicators

### Attract

# 88%

New hires acceptance

### Retention

# 9.3%

Total Attrition

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

For others People indicators please [check the appendix](#).

## Recognitions

GPTW for Best IT company in São Paulo and TI ranking in Brazil

17 consecutive years in the GPTW Brasil ranking.

GPTW certified in all regions with operations.



GPTW Recognitions



Best places to work for LGBTQIAPN+ people 2022



Women on Board recognition



Good Employability Practices for Disabled Workers



Glassdoor Employees' choice Brazil 2020



# Diversity, Equity, Inclusion, and Belonging

## A year round commitment

Aiming not only to celebrate diversity but also to ignite equity and cultivate an inclusive environment for everyone, we have developed a series of actions to help us in achieving 55% of URG in our workforce by 2025. It will represent a

remarkable achievement, and a necessary step for a sustainable future, driving equal economic opportunities and impacting the societies where we are in.

## Celebrating Diversity: embracing intersectionality at CI&T

At CI&T, we proudly champion diversity through a myriad of initiatives that celebrate the unique fabric of our global community. Our commitment goes beyond mere acknowledgment, with monthly and quarterly newsletters spotlighting various cultures, the vibrancy of our actions and discussions groups, and a rich tapestry of events that celebrate differences.

In 2023, we took a step further by hosting a series of impactful events that not only celebrated individual identities but also highlighted the intersectionality of diverse experiences.

These events included a global Pride Panel, Ubuntu Summit in Brazil, People with Disabilities Day in Brazil, an empowering session celebrating women in sports in North America, a virtual celebration for Women's History Month, an insightful educational presentation on LGBTQIAPN+ history, and a dynamic Black History Month event featuring external speakers.

Each of these gatherings was crafted to honor the diverse threads that make up our CI&T family, fostering an inclusive environment.

We also celebrate the diversity of our workforce through our Inside Out podcast series, our CI&T Cooks virtual cookbook, and our Unfold Diversity video series.

## Igniting equity

At CI&T, our journey towards equity is anchored in a robust framework of data collection, analysis, and action. We continuously assess the presence and experiences of underrepresented groups within our organization, using this data to inform targeted strategies for improvement. By closely monitoring metrics related to recruitment, retention, and professional development, we identify areas for growth and celebrate milestones on our path to a more diverse and inclusive workplace.





Our commitment to equity goes beyond data; we actively foster a culture of allyship among our leaders. Encouraging them to be advocates for marginalized individuals, our leadership engages in mentorship programs dedicated to underrepresented groups.

This intentional support system not only nurtures the professional development of individuals from diverse backgrounds but also amplifies their voices within our organization.

In North America, we take a proactive approach to diversifying the tech pipeline through our CI&T: Accelerating Leaders & Learners (ALL) Summer Internship program.

This initiative welcomes interns from underrepresented communities, providing them with hands-on experience and

exposure to the dynamic world of technology. By investing in the next generation of talent, we contribute to the broader goal of creating a more inclusive and representative landscape within the tech industry.

## Promoting inclusion

At CI&T, our commitment to inclusion involves the creation of dynamic discussion groups that amplify the voices of underrepresented individuals and provide a platform for shared experiences.

This year, our ESG teams hosted training sessions for new hires, leaders, and employees on a variety of content that promoted the inclusion of all including Unconscious Bias, Combating Ableism, Inclusive Leadership,

Inclusive Teams, Allyship and Understanding Microaggressions. We're proud to offer a DEI training curriculum that is designed to empower our people with the knowledge and skills needed to create a truly inclusive environment.

These efforts, coupled with ongoing education and a commitment to listening and learning, are the cornerstones of our journey toward a workplace where every person, irrespective of background or identity, feels valued, heard, and knows they are an integral part of the CI&T family.

### Helpful links

[CI&T: Accelerating Leaders & Learners \(ALL\)](#)





Throughout the year, our action groups spearheaded acceleration and mentoring programs for women and Black people, implemented inclusion projects for people with disabilities (PwD), and undertook human-rights-based initiatives for the trans community. Check them out below!

## PwD Engage

CI&T's PwD Engage program is an initiative designed to integrate professionals with disabilities into our clients' technical teams.

Recognizing the unique value these individuals bring, we collaborate with diversity-focused brands to foster inclusivity.

This initiative delivers social, collective, and accessibility benefits, additionally to allowing

CI&T to finance and recruit more diverse talent, thereby expanding our commitment to disability inclusion. In 2023, this program successfully included 6 people with disabilities in one of our client projects.

## Career Acceleration Program for Black People

In 2023, we focused on empowering individuals who identify as Black and are in middle career positions.

The goal of the program 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.

## Executive Mentorship for Women and Black people

CI&T's Black and Women's action groups are dedicated to accelerating promotions and reducing the time it takes for women and Black people to advance in their careers.

Through targeted programs, CI&T leaders mentor emerging executives from these underrepresented groups.

This year, the initiatives successfully engaged 46 Black professionals and 14 women, fostering leadership development and diversity in our organization.

## My name, My right

This year, CI&T partnered with Casa Neon Cunha to provide legal gender recognition support for trans employees in Brazil. This initiative assists our trans CI&Ters in navigating the legal process to change their gender and names on legal documents. Through this initiative, in 2023, we supported people to access legal documents that reflect their gender identity and updated name.



The inclusion of PwD people in the workplace has led us to be finalists in the Diversity in Practice Award 2023, by Blend Edu.



## Diversity numbers

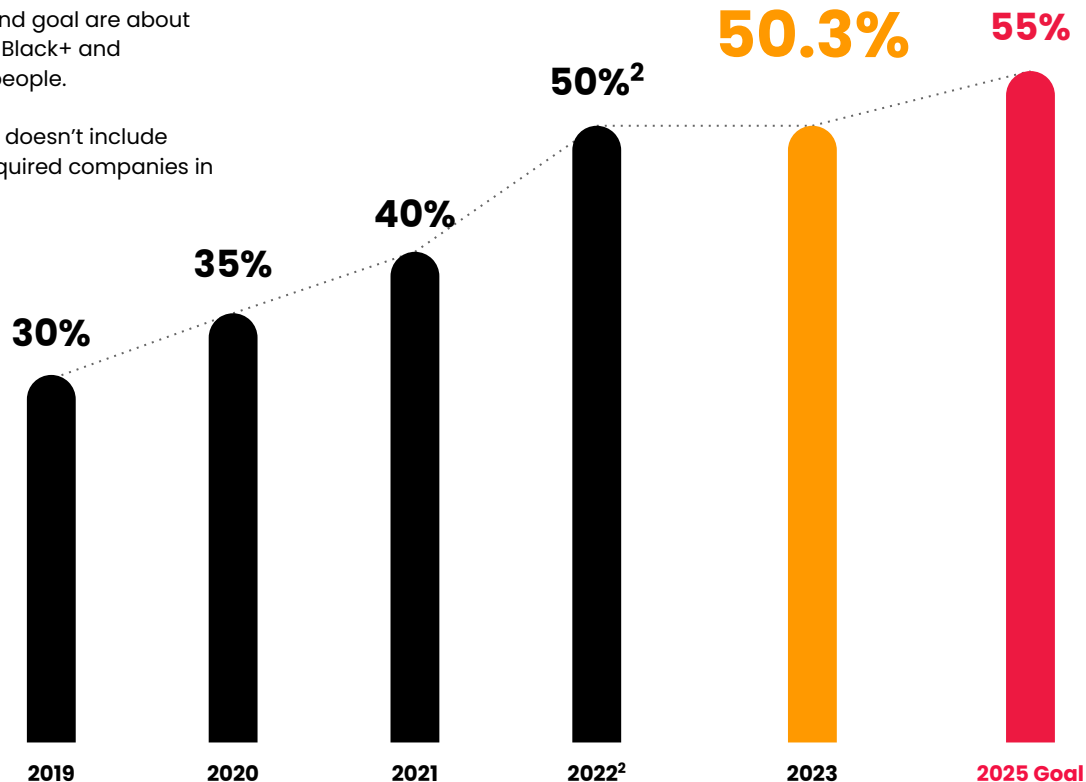
In 2023 a great achievement was the implementation of the self-declaration process in all regions where we have operations, available to everyone,

including those from acquired companies.

## Diversity results & Goal<sup>1</sup>

<sup>1</sup> The results and goal are about Women, PwD, Black+ and LGBTQIAPN+ people.

<sup>2</sup> This number doesn't include data from acquired companies in the period





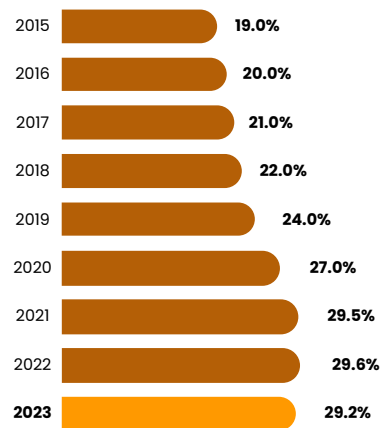
Our Diversity metrics show us the impact of several actions of hiring, and retention of talent from underrepresented groups.

Delivery Areas: developers, engineers, designers, and all tech roles.

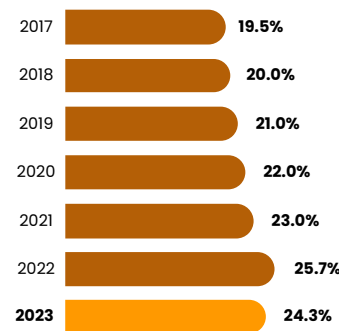
Not delivery areas: People team, Marketing, Facilities and others not directly related to the business.

## Gender indicator

### Global Women Representation



### Global Women Data Top Leadership



### Gender Pay Gap



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.

Women distribution	% Delivery Area	% Not Delivery Area
<b>General</b>	<b>25.2%</b>	<b>64.5%</b>
<b>Leadership</b>	<b>21.6%</b>	<b>63.5%</b>



# Ethnicity indicator

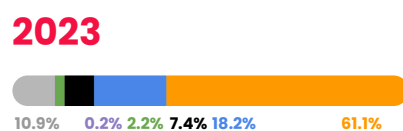
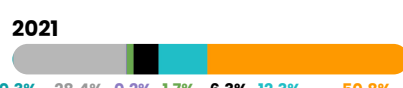
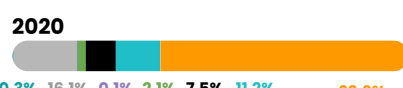
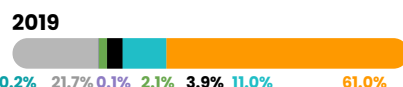
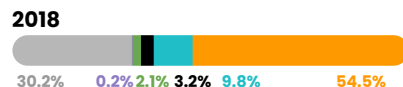
We continue to give special attention to the Black community while encouraging self-declaration, which has seen a marked increase in recent years. In Brazil we also measure the group Negros (Black+Pardos). The numbers are presented according to the year they started to be monitored.

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

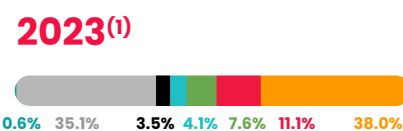
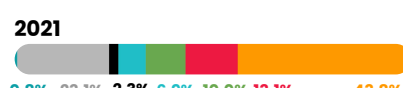
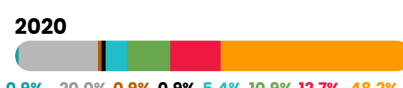
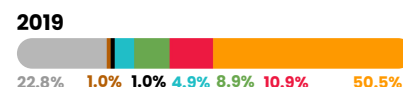
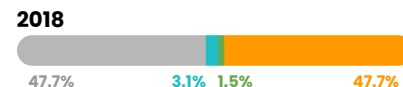
**Pardos:** word in Portuguese that means the mixing of ethnic groups.

The 2023 ethnicity data include employees from acquired companies in the period.

## Brazil



## USA



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

(1) The ethnicity numbers for the USA in 2023 include 69% of all people in this country. 31% not included are from companies acquired and that were in the integration process during the reporting period.



# Ethnicity indicator

## Delivery areas - Brazil

DELIVERY AREA						
	Asian	Black	Indigenous	Parda	White	Not declared
<b>GENERAL</b>	2.2%	7.4%	0.3%	18.3%	60.8%	11.1%
<b>LEADERSHIP</b>	1.8%	3.3%	0.1%	11.6%	74.4%	8.8%

## Not delivery areas - Brazil

NOT DELIVERY AREA						
	Asian	Black	Indigenous	Parda	White	Not declared
<b>GENERAL</b>	3.0%	7.6%	0%	16.9%	66.5%	9.1%
<b>LEADERSHIP</b>	0.1%	0.02%	0%	0.2%	1.4%	0.1%

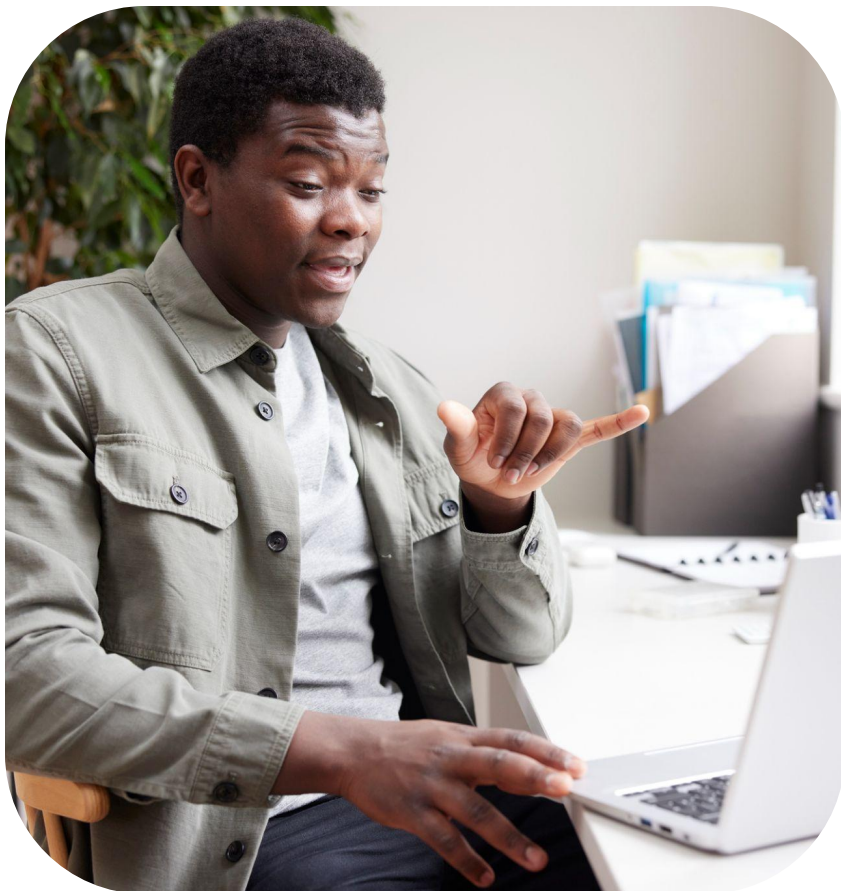
## Delivery areas - USA<sup>(1)</sup>

DELIVERY AREA							
	Asian	Black	Hispanic/Latino	Not declared	Two+ races	White	I do not wish to disclose
<b>GENERAL</b>	7.9%	2.6%	9.9%	37.1%	4.6%	37.1%	0.7%
<b>LEADERSHIP</b>	7.8%	1.1%	13.3%	30.0%	4.4%	43.3%	0%

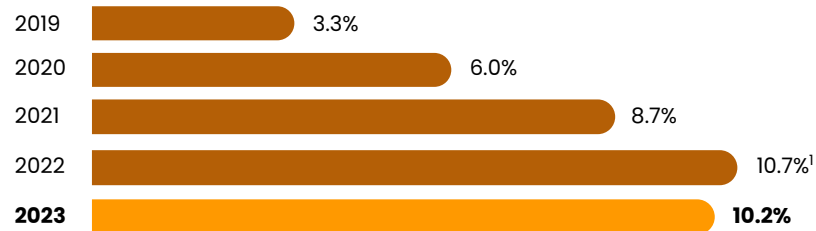
## Not delivery areas USA<sup>(1)</sup>

NOT DELIVERY AREA							
	Asian	Black	Hispanic/Latino	Not declared	Two+ races	White	I do not wish to disclose
<b>GENERAL</b>	5.0%	10.0%	20.0%	20.0%	0%	45.0%	0%
<b>LEADERSHIP</b>	0%	7.1%	21.4%	21.4%	0%	50.0%	0%

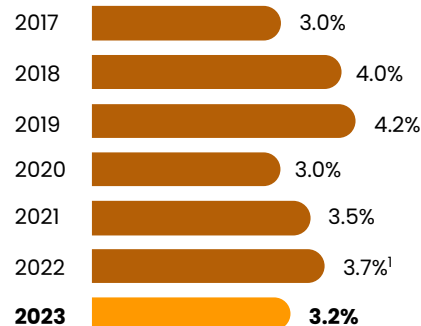
(1) The ethnicity numbers for the USA in 2023 include 69% of all people in this country. 31% not included are from companies acquired and that were in the integration process during the reporting period.



### LGBTQIAPN+ indicator<sup>1</sup>



### People with disabilities indicator<sup>1</sup>



(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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**SOCIETY**





# Our ambition

We are committed to engaging in and promoting practices that discourage the marginalization of underrepresented people. This is a foundational pillar of our ESG strategy and commitment to UN Sustainable Development Goals. To this end, we engage in a number of corporate social responsibility initiatives within the communities where we operate.

Further, we are committed to supporting cultural and social innovation projects, digital solutions that promote accessibility for all, events centering underrepresented groups, and fostering a sustainable and equitable supply chain. These initiatives align seamlessly with our commitment

to responsible growth and play a vital role in nurturing the next generation of talent in technology and beyond. It is through these commitments that

we hope to impact the lives of 100,000 people by 2025.

# Our approach

Since 2005, CI&T has actively engaged in Social Responsibility efforts, including the donation of furniture, and IT equipment, financial contributions, mobilizing social campaigns, and volunteering, including mentoring and fundraising volunteering.

Currently, these initiatives are orchestrated by our ESG team. In 2023, we embarked on an internal co-creation process to give our initiatives a distinctive identity.

The outcome was the birth of



The primary objective of this initiative is to positively influence the future of people in the communities where we operate. The overarching aim of our corporate social responsibility endeavors is to make a positive and lasting impact on the futures of individuals from underrepresented communities.



# Education and tech training

Every year, we develop our own edition of the **Hour of Code**, a project that takes place all over the world and aims to build programming capacity, especially in young. We strive to

work closely in collaboration with NGOs, clients, UN agencies, or other organizations

to expand the potential impact of any initiative.

# 6,200+

people impacted with social assistance initiatives

## Mentoring with CPTI

CPTI (Centro Promocional Tia Illeide) has been a valued partner of CI&T for an extended period. In 2023, we successfully implemented a mentoring program involving our employees and teenagers from the institution.

The program aimed to foster their personal and professional development, culminating in a special in-person event at CI&T, highlighted by a beautiful performance from the Allegro choir.

## Impact through education

### S+SP Event



At the S+SP event, CI&T organized an activity dedicated to offering technology education to young individuals from low-income backgrounds. The event saw a total of 1,200 young participants, supported by the enthusiastic efforts of 14 CI&T volunteers.



## DEI Match

DEI Match is an inclusive empowerment and employability platform designed to prepare individuals for the job market. This joint venture involves YDUQS, an educational digital provider, EMPODERA, a DEI startup, and CI&T. Our role encompasses the strategy, implementation, and operation of this new digital business.

The minimum viable product (MVP) launch successfully attracted an initial

community of  
7,000 diverse  
users.

This initiative addresses a significant educational gap in Brazil, particularly for underrepresented groups such

as women and Black individuals. 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.

## MovTech 2030

In collaboration with leading technological brands, we are proud members of Movement Tech 2030, a coalition of organizations united in the mission to advance equity and inclusivity across the technology sector, spanning from education to employability.

### Helpful links

[DEI Match](#)

[Movement Tech 2030](#)

*“We created DEI Match to meet the growing demand for Diversity, Equity and Inclusion (DEI) in the workplace.*

*Positioned to connect diverse talent to career opportunities, the platform utilizes a unique blend of technology, social understanding and user-centered design, creating an engaging, non-replicable digital experience.*

*The scalable business model uses AI for personalized interactions, **promising significant social impact and financial returns** by fostering inclusion and diversity in the job market.”*



**Marcelo Marciano**  
Digital Strategist





# Social commitment through fiscal allocation

## Making a difference in Brazil

In Brazil, CI&T demonstrates its commitment to social impact by allocating a portion of its potential tax liability, known as the Social Contribution on Net Income (CSLL), to meaningful initiatives. Instead of viewing this as a mere tax incentive, we see it as a conscious decision to contribute significantly to the communities we serve. This approach involves directing funds, which would have otherwise been paid in taxes,

towards projects dedicated to improving the lives of individuals facing social vulnerability. In 2023, our supported projects focused on bringing technology to children, adolescents, and the elderly, along with fostering initiatives in music, dance, theater, and sports.

In 2023, CI&T  
donated  
**R\$ 640k**,  
via tax incentives.

**21K people**  
impacted  
by projects support by CI&T.



## This year CI&T donated for 6 projects:

**1. Agro-ecological Experience Project**, in São Paulo/SP, "Projeto Vivência Agroecológica" (Agro-ecological Experience Project) as a tool for raising environmental awareness and promoting environmental and food education activities for children, adolescents and young people from the outskirts of Jd Filhos da Terra. Developed through activities: Socio-environmental workshops, socio-emotional skills, food education, yoga and meditation.

**2. High dependency rehabilitation**, Mococa/SP This project will offer an integral support for old people who live in 'Lar dos Velhinhos': health, feeding, cares. All activities are supported with respect, dignity, family and community socialization.



The map is of the State of São Paulo, Brazil.

**3. Connection 60+ - Aged People House**, Ribeirão Preto/SP, the objective is to prepare old people to use the digital technologies for expanding their social connections, in order to minimize their digital vulnerability.

**4. Connected Future**, Campinas/SP, The project will provide a socialization space, with new shared knowledge for 200 children and teenagers, 8 to 18 years old. They will use technology and digital ways to develop the autonomy, creativity and preparation to the work context.

**5. Morning Concerts Series**, São Paulo/SP, The project has more than 30 free morning concerts at Sala São Paulo, so that people can have a first contact with classical music and Sala São Paulo: No breaks, bringing a more accessible repertoire in an informal setting.



**6. Gadecamp – School of inclusion Sports V**, Campinas/SP, Offering wheelchair basketball to 30 children and teenagers, in order to improve the quality of life and motor coordination of these young people. Sport is also an incredible tool for social development, since young people have the opportunity to practise sport and be in contact with other people connected to the sporting environment.

## Investing in communities in North America

In the United States and Canada, CI&T reinforces its commitment to social impact through the **Design in Kind** initiative which donates design services to organizations making a positive impact in our community.



### Helpful links

[Design in Kind](#)



# Engagement of value chain for impact

## Stakeholder engagement

Throughout this document, we have discussed the various stakeholders that guide and drive us, including our clients, investors, employees, suppliers, business organizations, and the larger communities.

With our clients, we actively seek feedback through biannual NPS surveys to enhance our services. Although specific NPS numbers for clients or regions are not disclosed, we highly value the input and use it to improve our collaboration. In 2023, we initiated a client community

focused on AI advancements in business, providing a platform to understand our clients' needs and observations.

For business organizations, we organize talks and events in affiliated Hubs such as InovaBra, and Aya Earth Partners in São Paulo, Brazil. We are also affiliated with the American Chamber of Commerce for Brazil (Amcham) and the Association of Information and Communication Technologies Companies (Brasscom) in Brazil.

Additionally, we develop partnership with major players in the market, including Amazon Web Services, Google, Acquia,

Salesforce, and others, aiming expanding our sales opportunities through these tech partners.

Investors are kept informed through quarterly emails, press releases, and Earnings Call webinars, offering an open avenue for sharing financial results and essential company information. Regular updates are also provided on our website, and investors can reach us anytime at [investors@ciandt.com](mailto:investors@ciandt.com).

We stay actively connected to the communities we support through donations and volunteering. The projects and initiatives funded by tax-deductible donations are closely monitored for both progress and impact through activity reports and, whenever feasible, on-site visits to strengthen relationships.

All stakeholder groups have access to our social channels, website, and the ethics channel.





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# REPORT CONCLUSION

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## Solange Sobral

EVP and partner at CI&T

# Before we go,

There is no  
prosperous future  
if people and  
nature are left  
behind.

Despite the immeasurable challenges presented to us in 2023, we prioritized maintaining and expanding our ESG initiatives and programs.

I genuinely believe that we are leveraging our company capabilities to stay relevant and resilient in the future when facing the challenges of our time.

ESG is part of our core engine as a business made up of people. ESG is not just the right thing to do; it is a non-negotiable business need for a company that aims to attract and retain the best people and to be valued by clients, shareholders, partners, suppliers, and consumers as a socially and environmentally responsible organization, transparently and publicly committed to the ESG agenda.

In 2023, we made significant progress in our ESG journey. We have much to celebrate. This year marks the 17th consecutive year that CI&T was honored as a Great Place to Work in Brazil. We also received the “Women On Board” certification for companies with more than one woman on their Board of Directors.

We established a new partnership with a social business and with one of our

clients to create a first-of-its-kind educational platform for talented people from underrepresented groups.

Our environmental strategy was developed to become net-zero. We recognize each of these little steps along our ESG journey as necessary for our team, society, and business. All of these actions and commitments drive our company in the right direction.

2023 was a year that intensely exemplified our resilience and genuine ESG commitment. This report represents only a fraction of the intentions we put into action to address the barriers and needs of our people and society and their future.

**We will continue working today to make a better tomorrow for all.**

# Forward-looking statements

This report includes forward-looking statements that present our current expectations regarding future events or results.

All statements other than statements of historical fact are

statements that could be deemed forward-looking statements, which include but are not limited to: the statements including expectations relating to revenues and other financial or business metrics; statements regarding relationships with clients; and any other statements of expectation or belief.

The words “believe,” “will,” “may,” “may have,” “would,” “estimate,” “continues,” “anticipates,” “intends,” “plans,” “expects,” “budget,” “scheduled,” “forecasts” and similar words are intended to identify estimates and forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking.

Forward-looking statements represent our management’s beliefs and assumptions only as of the date of this report. You should read this report with the

understanding that our actual future results may be materially different from what we expect. These statements are subject to known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to differ materially from results expressed or implied in this report.

Such risk factors include, but are not limited to, those related to international conflicts and challenges; the effects of competition on our business; uncertainty regarding the demand for and market utilization of our services; the ability to maintain or acquire new client relationships; general business and economic conditions; our ability to successfully integrate recent acquisitions; and our ability to successfully execute our growth

strategy and strategic plans. Additional information concerning these and other risks and uncertainties are contained in the “Risk Factors” section of our annual report on Form 20-F filed with the SEC.

Except as required by law, we assume no obligation and do not intend to update these forward-looking statements or to update the reasons actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

# Appendix

## Greenhouse Gas (GHG) Emissions Data – Global Operations

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

- Carbon Dioxide (CO<sub>2</sub>);
- Methane (CH<sub>4</sub>);
- Nitrous Oxide (N<sub>2</sub>O);
- Sulfur Hexafluoride (SF<sub>6</sub>);
- Hydrofluorocarbons (HFCs);
- Perfluorocarbons (PFCs);
- Nitrogen Trifluoride (NF<sub>3</sub>).

\*Global refers to all other countries where CI&T has a presence except Brazil.

CARBON EMISSIONS BY SCOPE (tonnes of CO <sub>2</sub> equivalent)									
Scope	Source	unit	FY2023 Brazil	FY2023 Global*	FY2023 Total emissions	% Represented 2023 total	% change vs 2022	% change vs 2019	Biogenic emissions
Scope 1	Stationary combustion	tCO <sub>2</sub> e	4,9	0,0	4,9	0,3%	25,0%	-54,5%	0,5
	Mobile Combustion Sources	tCO <sub>2</sub> e	0,1	0,0	0,1	0,0%	-86,9%	-99,3%	1,8
	Fugitive emissions	tCO <sub>2</sub> e	0,9	0,0	0,9	0,1%	-96,9%	-91,8%	0,0
	<b>Total Scope 1</b>	<b>tCO<sub>2</sub>e</b>	<b>5,9</b>	<b>0,0</b>	<b>5,9</b>	<b>0,4%</b>	<b>-82,6%</b>	<b>-84,8%</b>	<b>2,3</b>
Scope 2	Location-based	tCO <sub>2</sub> e	36,3	39,0	75,3	4,9%	8,0%	-54,8%	-
	Market-based	tCO <sub>2</sub> e	wip	wip	wip	0,0%			-
	<b>Total Scope 2 (Location-Based)</b>	<b>tCO<sub>2</sub>e</b>	<b>36,3</b>	<b>39,0</b>	<b>75,3</b>	<b>4,9%</b>	<b>8,0%</b>	<b>-54,8%</b>	<b>-</b>
	Total Scope 2 (Market-Based)	tCO <sub>2</sub> e	wip	wip	wip	-	-	-	-
Scope 3	Transp. e Distr. (Upstream)	tCO <sub>2</sub> e	23,5	0,6	24,1	1,6%	-35,7%	3854,1%	1,2
	Employee Commuting	tCO <sub>2</sub> e	259,5	55,4	314,9	20,4%	101,0%	20,9%	166,5
	Work-from-home	tCO <sub>2</sub> e	60,5	117,0	177,5	11,5%	358,0%	-	-
	Business travel	tCO <sub>2</sub> e	428,1	222,1	650,2	42,1%	58,1%	-34,0%	42,7
	Upstream Leased Buildings (not under operational control)*	tCO <sub>2</sub> e	-	141,0	141,0	9,1%	-	-	-
	Purchased Goods and Services	tCO <sub>2</sub> e	155,1	-	155,1	10,0%	-78,6%	-31,0%	-
	<b>Total Scope 3</b>	<b>tCO<sub>2</sub>e</b>	<b>927</b>	<b>536</b>	<b>1463</b>	<b>94,7%</b>	<b>7,0%</b>	<b>-0,6%</b>	<b>210</b>
	<b>Total all Scopes</b>	<b>tCO<sub>2</sub>e</b>	<b>969</b>	<b>575</b>	<b>1544</b>	<b>-</b>	<b>4,9%</b>	<b>-7,9%</b>	<b>213</b>

## CARBON EMISSIONS BY SCOPE (tCO<sub>2</sub>e)

Scope	Source	unit	FY2019 Base year	FY2020	FY2021	FY2022	FY2023
Scope 1	Stationary combustion	tCO <sub>2</sub> e	10.8	10.7	12.3	3.9	4.9
	Mobile Combustion Sources	tCO <sub>2</sub> e	17.3	4.5	11.1	0.9	0.1
	Fugitive emissions	tCO <sub>2</sub> e	11.0	98.4	26.9	29.3	0.9
	<b>Total Scope 1</b>	<b>tCO<sub>2</sub>e</b>	<b>39.1</b>	<b>113.6</b>	<b>50.3</b>	<b>34.2</b>	<b>5.9</b>
Scope 2	Location-based	tCO <sub>2</sub> e	166.6	83.4	122.3	69.7	75.3
	Market-based	tCO <sub>2</sub> e	22.3	50.8	38.6	0.1	wip
	<b>Total Scope 2 (Location-Based)</b>	<b>tCO<sub>2</sub>e</b>	<b>166.6</b>	<b>83.4</b>	<b>122.3</b>	<b>69.7</b>	<b>75.3</b>
Scope 3	Transp. e Distr. (Upstream)	tCO <sub>2</sub> e	0.6	18.1	5.9	37.5	24.1
	Employee Commuting	tCO <sub>2</sub> e	260.6	63.6	18.8	156.7	314.9
	Work-from-home	tCO <sub>2</sub> e	0.0	15.8	79.2	38.8	177.5
	Business travel	tCO <sub>2</sub> e	985.4	293.8	122.5	411.2	650.2
	Upstream Leased Buildings (not under operational control)*	tCO <sub>2</sub> e	-	-	-	-	141.0
	Purchased Goods and Services	tCO <sub>2</sub> e	224.9	483.3	799.6	723.4	155.1
<b>Total Scope 3</b>	<b>tCO<sub>2</sub>e</b>	<b>1,471</b>	<b>875</b>	<b>1,026</b>	<b>1,367</b>	<b>1,463</b>	
<b>Total all Scopes</b>	<b>tCO<sub>2</sub>e</b>	<b>1,677</b>	<b>1,072</b>	<b>1,199</b>	<b>1,471</b>	<b>1,544</b>	
<b>Emissions per employee</b>	<b>tCO<sub>2</sub>e /CI&amp;Ters</b>	<b>0.81</b>	<b>0.37</b>	<b>0.23</b>	<b>0.25</b>	<b>0.26</b>	

### Notes:

This year, we have expanded our greenhouse gas emissions inventory to encompass additional sources relevant to our operational context. These include:

- Upstream leased assets, covering emissions associated with the indirect impacts from assets leased by CI&T that fall outside of Scope 1 and Scope 2.
- Purchased goods and services: Emissions linked to the life cycle of electronic equipment procured during the year. These emissions have been retroactively calculated back to our base year of 2019.
- Additionally, we've accounted for emissions related to the utilization of Google Workspace, a key tool in our work processes.

CI&T had its emissions inventory 2022 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](#).

For specific details on how we calculate our GHG emissions please refer to [Principles and methodologies of the CI&T 2023 Greenhouse Gas Emissions Inventory](#).

## Our people in numbers

Company	Total employee	% Women	% Men	Foreigners	Workers who are not employees
AUSTRALIA	43	25.6%	74.4%	24	0
BRAZIL	5,182	28.8%	71.2%	20	25
CANADA	27	37.0%	63.0%	26	0
CHINA	280	33.9%	66.1%	1	1
COLOMBIA	105	32.4%	67.6%	5	0
JAPAN	14	57.1%	42.9%	4	0
PORTUGAL	65	26.2%	73.8%	47	0
UNITED KINGDOM	146	36.3%	63.7%	48	0
UNITED STATES	249	26.9%	73.1%	62	0
TOTAL	6,111	29,2%	70,8%	237	26

## Our people in numbers<sup>(1)</sup>

Company	Permanent		Temporary	
	Women	Men	Women	Men
AUSTRALIA	11	32	0	0
BRAZIL	1483	3686	0	0
CANADA	10	17	0	0
CHINA	95	183	0	2
COLOMBIA	34	70	0	0
JAPAN	8	6	0	0
PORTUGAL	17	48	0	0
UNITED KINGDOM	50	86	2	7
UNITED STATES	46	101	3	21

Company	Full time		Part time	
	Women	Men	Women	Men
AUSTRALIA	11	32	0	0
BRAZIL	1431	3629	52	57
CANADA	10	17	0	0
CHINA	95	185	0	0
COLOMBIA	34	70	0	0
JAPAN	8	6	0	0
PORTUGAL	17	48	0	0
UNITED KINGDOM	52	93	0	0
UNITED STATES	49	122	0	0

(1) The data in this page contemplate 98% of total company's employees. Data not included are from acquired companies that are in the integration process.

## Other indicators

### Employee Engagement (Team Culture Indicator)

**2022**
**2023**

8.2

7.9

### Medical leave without affecting the employee's salary

**2020**
**2021**
**2022**
**2023**

0.5%

0.6%

1.0%

0.9%

### GPTW

**2022**
**2023 (Only Brazil)**

92

85

### eNPS general

**2022**
**2023**

82

60

### Total participation

**2022**
**2023**

61%

49%

### Turnover LTM

**2021**
**2022**
**2023**

15.2%

14.5%

9.3%

# GRI Content Index

## STATEMENT OF USE

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

## GRI 1 USED

GRI 1: Foundation 2021

## GRI General Disclosures

GRI Standard	GRI Disclosure	Title	Page Location   Description
GRI 2 2021	2-1	Organization Details	<b>6, 7, 8</b>
	2-2	Entities included in the organization's sustainability reporting	<b>94</b>
	2-3	Reporting period, frequency and contact point	<b>3, 94</b>
	2-4	Restatements of information	There was no review or reformulation of the information disclosed in the last report
	2-5	External assurance	<b>3</b>
	2-6	Activities, value chain and other business relationships	<b>6, 7, 8</b>
	2-7	Employees	<b>6, 85, 86</b>
	2-8	Workers who are not employees	<b>85</b>
	2-9	Governance structure and composition	<b>17-21, 23-25</b>
	2-10	Nomination and selection of the highest governance body	<b>19, 20</b>
	2-11	Chair of the highest governance body	<b>19</b> - The presidency of the Board is rotating
	2-12	Role of the highest governance body in overseeing the management of impacts	<b>19, 20</b>
	2-13	Delegation of responsibility for managing impacts	<b>17, 19, 20, 33</b>
	2-14	Role of the highest governance body in sustainability reporting	<b>3, 4</b>
	2-15	Conflicts of interest	<b>29</b>
	2-16	Communication of critical concerns	<b>19</b>
	2-17	Collective knowledge of the highest governance body	<b>23</b>
	2-18	Evaluation of the performance of the highest governance body	<b>19, 22</b>
	2-19	Remuneration policies	<b>20, 58</b>
	2-20	Process to determine remuneration	<b>20</b>
	2-21	Annual total compensation ratio	Not disclosed due to confidentiality constraints
	2-22	Statement on sustainable development strategy	<b>4</b>
	2-23	Policy commitments	<b>4, 10-13, 26</b>
	2-24	Embedding policy commitments	<b>28</b>
	2-25	Processes to remediate negative impacts	<b>20, 33, 34</b>
	2-26	Mechanisms for seeking advice and raising concerns	<b>27</b>
	2-27	Compliance with laws and regulations	<b>26, 30, 31</b>
	2-28	Membership associations	<b>6, 79</b>
	2-29	Approach to stakeholder engagement	<b>79</b>
	2-30	Collective bargaining agreements	<b>27, 58</b>
GRI 3 2021	3-1	Materiality construction process	<b>10, 11, 12</b>
	3-2	Materiality List	<b>11, 12</b>



## GRI Specific Material Topic Disclosures Related to CI&T Materiality

GRI MATERIAL TOPIC DISCLOSURES		Location
<b>GRI 2016 201: Economic Performance</b>		<a href="#">37</a>
GRI 2021 3-3	Management	<a href="#">37</a>
GRI 2016 201-1	Direct economic value generated and distributed	<a href="#">37</a>
<b>GRI 2016 205: Anti-Corruption</b>		<a href="#">29</a>
GRI 2021 3-3	Management	<a href="#">29</a>
GRI 2016 205-2	Communication and training about anti-corruption policies and procedures	<a href="#">28</a>
<b>GRI 2016 206: Anti-Competitive Behavior</b>		<a href="#">30</a>
GRI 2021 3-3	Management	<a href="#">30</a>
GRI 2016 206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	<a href="#">30</a>
<b>GRI 2016 305: Emissions</b>		<a href="#">41, 42, 43, 44, 45, 46</a>
GRI 2021 3-3	Management	<a href="#">41, 42, 43, 44</a>
GRI 2016 305-1	Direct GHG Emissions (Scope 1)	<a href="#">44, 45, 83, 84</a>
GRI 2016 305-2	Indirect GHG Emissions (Scope 2)	<a href="#">44, 45, 83, 84</a>
GRI 2016 305-3	Other Indirect GHG Emissions (Scope 3)	<a href="#">44, 45, 83, 84</a>
GRI 2016 305-4	GHG emissions intensity	<a href="#">44, 45</a>
GRI 2016 305-5	Reduction of GHG emissions	<a href="#">44, 45, 46</a>
<b>GRI 2016 401: Employment</b>		<a href="#">55, 59, 60, 63</a>
GRI 2016 401-1	New employee hires and employee turnover	<a href="#">55, 63</a>
GRI 2016 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">59, 60</a>
<b>GRI 2016 404: Training and Education</b>		<a href="#">56, 61, 62</a>
GRI 2021 3-3	Management	<a href="#">61, 62</a>
GRI 2016 404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">61, 62</a>
GRI 2016 404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">56</a>
<b>GRI 2016 405: Diversity and Equal Opportunity</b>		<a href="#">64, 65, 66, 67, 68, 69, 70, 71</a>
GRI 2021 3-3	Management	<a href="#">64, 65, 66</a>
GRI 2016 405-1	Diversity of governance bodies and employees	<a href="#">67, 68, 69, 70, 71</a>
GRI 2016 405-2	Diversity and Equal Opportunity	<a href="#">64, 65, 66</a>
<b>GRI 2016 413: Local Communities</b>		<a href="#">74, 75, 76, 77, 78</a>
GRI 2021 3-3	Management	<a href="#">73</a>
GRI 2016 413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">74, 75, 76, 77, 78</a>
<b>GRI 2016 418: Customer Privacy</b>		<a href="#">31, 32</a>
GRI 2021 3-3	Management	<a href="#">31, 32</a>
GRI 2016 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">31</a>

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

GRI Standard	GRI Material Topic	GRI Disclosure	Title	Location
GRI 2018 303	Water	303-5	Water consumption	<a href="#">50</a>
GRI 2016 302	Energy	302-1	Energy consumption within the organization	<a href="#">48</a>
GRI 2018 403	Occupational Health and Safety	403-1	Occupational health and safety management system	<a href="#">59, 60</a>

## SASB Disclosures Index

Topic	Disclosure Code	Title	Response
ENVIRONMENTAL FOOTPRINT OF HARDWARE INFRASTRUCTURE	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total energy consumed: <b>2898 Mwh</b> . For more information, <a href="#">see pg. 48, 49</a>
	TC-SI-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Total water consumed: 20.7m <sup>3</sup> . For more information, <a href="#">see pg. 50</a>
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	66% of our location buildings have environmental certifications. For more information, <a href="#">see pg. 40</a>
DATA PRIVACY & FREEDOM OF EXPRESSION	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	The Information Security Policy is part of the Code of Ethics and Conduct that must be known to all of our people. For more <a href="#">see pg. 31, 32</a>
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	The monitoring of our environment systems is 24-7, We have zero user data used for secondary purposes. For more information, <a href="#">see pg 31, 32</a>
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	The monitoring of our environment systems is 24-7. We have no monetary losses associated with user privacy. For more information, <a href="#">see pg 31</a>

Topic	Disclosure Code	Title	Response
DATA PRIVACY & FREEDOM OF EXPRESSION	TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	We did not have any law enforcement request for user information. <b>For more information, see pg. 31</b>
	TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	As of the date of this report, we have no restrictions to operate in the countries where we are present. Fore more information, <b>see pg. 34</b>
DATA SECURITY	TC-SI-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	We have zero data breaches during the period of the report. Fore more information, <b>see pg. 31</b>
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Our Security Program and Risk Management Rites are reviewed annually or whenever a relevant event that impacts our risk scenario occurs. The review of our Security Program and Rites helps in optimizing the use of available resources, prioritizing risk mitigation and defining all controls and safeguards to protect the organization's assets. For more information, <b>see pg. 31 and pg. 32</b>
RECRUITING & MANAGING A GLOBAL, DIVERSE and SKILLED WORKFORCE	TC-SI-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage of foreign nations employees: 3,8%. We have 237 employees located offshore in 9 countries. For more information, <b>see pg. 85</b>
	TC-SI-330a.2	Employee engagement as a percentage	Our engagement indicators: Team Culture and GPTW. For more information, <b>see pg. 57, 87.</b>
	TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	To see our results of diversity representation , <b>see pg. 67, pg. 68, pg. 69, pg. 70, pg 71.</b>
INTELLECTUAL PROPERTY PROTECTION & COMPETITIVE BEHAVIOR	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	We haven't had any monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations. Fore more information, <b>see pg. 30</b>
MANAGING SYSTEMIC RISKS FROM TECHNOLOGY DISRUPTIONS	TC-SI-550a.1	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	In the period covered by this report (2023), we have had no service interruptions or total customer downtime that has generated performance issues for our business. Fore more information, <b>see pg. 34</b>
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	The assumptions and limitations considered are listed on <b>pg. 34</b>
ACTIVITY METRICS	TC-SI-000.A	Number of licenses or subscriptions, (2) percentage cloud based	None of our processes generate licensed products or subscriptions to consumers.
	TC-SI-000.B	Data processing capacity, (2) percentage outsourced	This data is not tracked centrally based on the nature of CI&T's business and client service arrangements. To learn more about the business performance please check <a href="#">our 20F document</a> .
	TC-SI-000.C	(1) Amount of data storage, (2) percentage outsourced	This data is not tracked centrally based on the nature of CI&T's arrangements with vendors and clients. To learn more about the business performance please check <a href="#">our 20F document</a> .

## Appendix

# Financial Performance

## Condensed consolidated statement of profit or loss

(In thousands of Brazilian Reais)

	Full year ended December 31,	
	2023	2022
		Restated
<b>Net revenue</b>	<b>2,233,466</b>	<b>2,187,710</b>
Costs of services provided	(1,487,742)	(1,425,219)
<b>Gross profit</b>	<b>745,724</b>	<b>762,491</b>
Selling expenses	(173,643)	(163,871)
General and administrative expenses	(290,499)	(315,915)
Impairment loss on trade receivables and contract assets	(1,556)	(329)
Other income (expenses) net	5,450	(8,458)
<b>Operating profit before net finance costs and income tax expenses</b>	<b>285,476</b>	<b>273,918</b>
Finance income	75,245	172,996
Finance cost	(151,426)	(246,642)
<b>Net finance costs</b>	<b>(76,181)</b>	<b>(73,646)</b>
<b>Profit before income tax</b>	<b>209,295</b>	<b>200,272</b>
Current income tax	(34,536)	(59,570)
Deferred income tax	(42,186)	(44,992)
Total income tax expense	(76,722)	(104,562)
<b>Net profit for the year</b>	<b>132,573</b>	<b>95,710</b>

## Appendix

## Financial Performance

	2023	2022
<b>Net Revenue</b>	2,233,466	2,187,710
<b>Reconciliation of Adjusted EBITDA</b>		
Net profit	132,573	95,710
<i>Adjustments</i>		
Net financial cost	76,181	73,646
Income tax expense	76,722	104,562
Depreciation and amortization	93,213	94,558
Stock-based compensation	28,116	5,486
Government grants	(931)	(1,141)
Acquisition-related expenses	5,184	44,652
Business restructuring	20,997	-
<b>Adjusted EBITDA</b>	<b>432,056</b>	<b>417,473</b>
Adjusted EBITDA Margin	19.3%	19.1%
<b>Reconciliation of Adjusted Net Profit</b>		
Net profit for the year	132,573	95,710
<i>Adjustments</i>		
Acquisition-related expenses	50,717	87,721
Business restructuring	20,997	-
Tax effects on non-IFRS adjustments	(10,341)	(13,970)
<b>Adjusted Net Profit</b>	<b>193,946</b>	<b>169,460</b>
Adjusted Net Profit Margin	8.7%	7.7%

## Reconciliation of Non-IFRS measures (In thousands of Brazilian Reais)

In calculating Adjusted EBITDA, we exclude components unrelated to the direct management of our services. For the periods herein, the adjustments were: (i) stock-based compensation expenses; (ii) government grants related to tax reimbursement in the Chinese subsidiary; (iii) acquisition-related expenses, including fair value adjustment on accounts payable for business combination, consulting expenses, and retention packages; (iv) business restructuring expenses, associated with severance payments made to senior employees from acquired companies.

In calculating Adjusted Net Profit, we exclude components unrelated to the direct management of our services. For the periods herein, the adjustments applied were: (i) acquisition-related expenses: amortization of intangible assets from acquired companies, fair value adjustment on accounts payable for business combination, consulting expenses, and retention packages; (ii) business restructuring expenses, associated with severance payments made to senior employees from acquired companies; (iii) income tax effects on Non-IFRS adjustments.

# CI&T Global ESG Report 2023

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Campinas, SP.

[Click here](#) to see all our office's  
locations.

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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

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