



ENVIRONMENTAL POLICY

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1. Definitions

CI&T: all references to "CI&T" include CI&T Inc as well as all CI&T Group companies.

COMPANY PERSONS: direct or indirect collaborators, including, but not limited to, people under the labor contracting regime, people who hold positions of officer or board members. This definition will also include people who act as third parties hired by CI&T, such as consultants or freelancers..

THIRD-PARTY CONTRACTORS: business entities or individuals that provide products or services directly to CI&T or its customers on the organization's behalf.

CARBON FOOTPRINT: The total amount of GHG emissions associated with a product, service, company or individual.

GHG (Greenhouse Gases): These are substances in the Earth's atmosphere that have the ability to retain heat, causing the greenhouse effect and contributing to global warming. Major GHGs: Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), and Fluorinated Gases (e.g., HFCs, PFCs).

NET ZERO: It applies when an organization sets a target to achieve a reduction of +90% of its emissions throughout its value chain over time and neutralizes, through compensation, the impact of any residual emissions, whether direct or originating from its own operation, or indirect ones, related to the carbon footprint of its value chain, from suppliers to customers.

CARBON NEUTRAL: Corresponds to the target achieved by a company after offsetting its scope 1 and 2 emissions, with scope 3 being optional, within a given period. Generally, the assessment is carried out annually.

SCOPES: As a way of delineating direct and indirect emission sources, improving transparency and being useful to different types of organizations and policies related to climate change, three "scopes" are defined for the purposes of accounting and preparing the Greenhouse Gas Inventory (GEE).

Scope 1: emissions for which an institution is directly responsible;

Scope 2: is related to indirect emissions, arising from the consumption of electrical energy;

Scope 3: covers emissions generated indirectly as a result of the company's activities, but which occur in sources that do not belong to or are not controlled by the company.

2. Objective

CI&T's mission is to make an even better tomorrow, impacting lives and transforming the world through technology.

A better tomorrow requires sustainability to be one of the pillars of our ESG strategy, and we understand that it is not just a matter of environmental responsibility, but rather an urgent and systemic change necessary to guarantee a sustainable future for the planet.

At CI&T, we recognize that our activities have an impact on the environment and society as a whole. Therefore, we are committed to taking a responsible approach to all of our operations and services. We believe it is our responsibility to contribute to building a more sustainable future, minimizing our environmental impact and promoting sustainability in all areas of our company. At the same time, we promote technological solutions through our business, for our clients.

The objective of this policy is to reaffirm CI&T's commitments to environment challenges, by establishing guidelines that make our

operations more sustainable and reduce our environment impact. All of this in connection with our culture, values and attitudes provided in CI&T's Code of Ethics and Conduct.

3. Applicability

This policy applies to all CI&T operations, regardless of their location or nature. It covers our products, services, facilities, employees and other interested parties related to our operations.

4. Directives

4.1. Law and Regulations

We commit to comply with all environmental laws and regulations in the regions where we operate, and we are dedicated to continuously enhancing our environmental performance.

4.2. Carbon footprint measure

We propose to measure our carbon emissions annually, always seeking to improve the process, with more complete measurement, while better understanding our business operations emissions.

4.3. Reduce our emissions

We are working on developing an action plan to reduce our GHG emissions, aligned with the 1.5°C target of the Paris Agreement, starting from our Brazilian operations, which represents approximately 60% of our carbon footprint. We are formulating an emission reduction target grounded in scientific principles, encompassing all three emission scopes.

4.4. Business travel and employee commuting

We've proactively taken multiple measures to mitigate emissions associated with commuting. These efforts encompass exclusive use of ethanol, a sustainable biofuel, for refueling our vehicles, facilitating shared transportation between CI&T bases and employing charter buses to minimize commuting of our people. We have also invested in infrastructure for the adoption of electric vehicles, installing charging stations at our headquarters.

Our commitment lies in offering our employees environmentally-friendly alternatives and promoting consciousness about the imperative of minimizing travel unless absolutely necessary.

In addition to our existing efforts, we are continuously exploring and implementing new actions to further reduce emissions from business travel and employee commuting.

4.5. Efficient use of natural resources (water, energy and waste)

CI&T values and recognizes the importance of efficient use of natural resources in our processes and operations as a fundamental part of our strategy to reduce environmental impact.

To optimize the use of natural resources, we adopt the following practices:

- Continuous monitoring and adoption of measures aimed at energy efficiency in our facilities;
- We are committed to adopting/acquiring renewable energy in all locations under our operational control. Additionally, when choosing office locations where we do not have direct control over operations, we give preference to those that already adopt renewable energy sources;
- Continuous monitoring and adoption of measures aimed at reducing and recycling water consumption in our facilities;
- We will continue to practice responsible waste management, actively seeking opportunities for reuse and recycling, with a special focus on electronic waste.

4.6. Value chain

In a world of constant digital expansion, it is extremely important that we consider the environmental impact of the technologies we use and provide, with a special focus on greenhouse gas emissions.

In this context, we believe it is essential to promote active collaboration with our suppliers and customers to adopt measures that minimize their environmental impact too.

In relation to our customers, partners and other interested parties:

- We are on a path of evolution and improvements to enhance our supplier hiring process, so that we can prioritize those who have sustainable practices in their processes and who support us in reducing our emissions;
- We are committed to continue developing a plan to involve our customers and suppliers in the journey of understanding how their operations affect the environment and help them mitigate their own environmental impacts, and offer them innovative digital solutions to reduce their environmental impact;
- We want to work on a mapping plan for our supply chain, aiming to identify those that are most relevant in terms of greenhouse gas emissions and other significant environmental impacts.

4.7. Education and awareness actions for company persons

Our search for a more sustainable CI&T only makes sense when carried out together with all the members who make up our company and who build it daily. We consider our staff fundamental to the success of our sustainability efforts, which is why we are committed to:

- Invest in training and development to enable our employees to incorporate sustainable practices into their daily activities, with an emphasis on promoting the sustainable development of the products we create, such as Green Coding;
- Stimulate environmental awareness among our employees and provide learning opportunities related to the environment;
- Develop programs and provide opportunities for them to collaborate on our journey to improve environmental performance, such as participation in [Powerhouse ESG](#);
- Promote a culture of sustainability through continuous training, recognition and incentives;

4.8. Green Software Principles

We commit to formulating an approach that integrates green software principles into our products, incorporating best practices, and promptly measuring the carbon footprint of our developed products.

We will continue to measure our level of maturity within the software we have developed and then create action plans for the application of green software principles within our operations. In addition, we are constantly looking for partnerships to develop the issue beyond our borders.

5. Monitoring and Transparency

We will continuously monitor our performance indicators and report our progress through our annual ESG report, available on our [website](#). Furthermore, we will maintain open channels of communication with our stakeholders, ensuring transparency in our actions and results.

7. Review, Update and Continuous Improvement

This sustainability policy will be reviewed every year to ensure that it remains relevant and best reflects the needs for a more sustainable world. We are committed to continually improving our sustainable practices and constantly seeking ways to contribute to a more sustainable world.

8. Responsibilities

All Company Persons have the obligation to comply with and ensure compliance with this Policy. CI&T also has an ESG Advisory Committee that helps collect, evaluate, and report on internal and external metrics, so we can define the priorities, budget and Sustainability initiatives. To support the ESG Advisory Committee, CI&T has an ESG Team that develops, implements, and evaluates the impact of practices, tools, and initiatives to increase the positive impact in environment challenges. Any non-compliance with this Policy, as well as with the Code of Ethics and Conduct, and any other guideline, standard or policy of the company, must be reported through our Reporting Channel (ethics.ciandt.com).

9. Document Control

Version	Date	Description	Author
1.0	JAN/24	Policy Creation	ESG Team
1.0	FEB/24	Policy review	Compliance Team and ESG Advisory Committee
1.0	MAR/24	Final approval	Board of Directors