

CI&T

EARNINGS CALL 1Q25

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Hello,

We are your **CI&T** presenters today:

TODAY



**Cesar
Gon**

Founder & CEO



**Bruno
Guicardi**

Founder & NAE
President



**Stanley
Rodrigues**

Partner, CFO



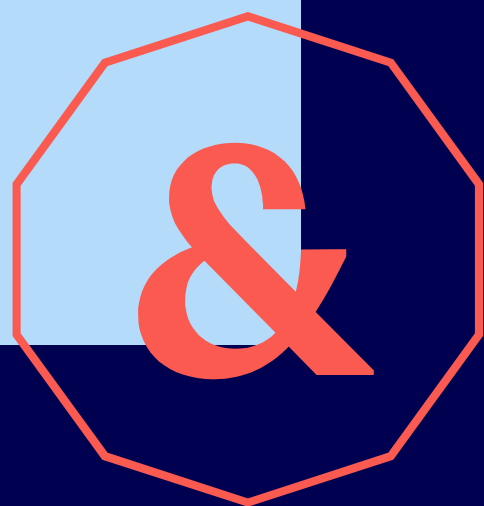
**Eduardo
Galvão**

IR Director



Q&A SESSION

Submit your question via email to
investors@ciandt.com



SAFE HARBOR AND NON-IFRS MEASURES

FORWARD-LOOKING STATEMENTS This presentation includes forward-looking statements within the meaning of the safe harbor provisions of the United States Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact that may be deemed forward-looking statements include, but are not limited to: the statements under Business Outlook, including expectations relating to revenues and other financial or business metrics; statements regarding relationships with clients; and any other statements of expectations or beliefs. The words “believe”, “will”, “may”, “may have,” “would,” “estimate,” “continues,” “anticipates,” “intends,” “plans,” “expects,” “budget,” “scheduled,” “forecasts” and similar words are intended to identify estimates and forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking. Forward-looking statements represent our management's beliefs and assumptions only as of the date of this presentation. You should read this presentation with the understanding that our actual future results may be materially different from our expectations. These statements are subject to known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to be materially different from those expressed or implied by such statements in this presentation. Such risk factors include, but are not limited to, those relating to: the ongoing war in Ukraine and the economic sanctions imposed by Western economies on Russia, as well as the conflict between Israel and Hamas, and their impact on our business and industry; the impact of competition on our business; uncertainty regarding the demand for and market utilization of our services; our ability to maintain or acquire new client relationships; general business and economic conditions; our ability to successfully integrate the recent-acquired business; the impact of pandemics, epidemics and disease outbreak; and our ability to successfully implement our growth strategy and strategic plans. Additional information about these and other risks and uncertainties is contained in the Risk Factors section of CI&T's annual report on Form 20-F. Additional information will be made available in our Annual Reports on Form 20-F, and other filings and reports that we may file from time to time with the SEC. Except as required by law, we assume no obligation to and do not intend to update these forward-looking statements or to update the reasons why actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

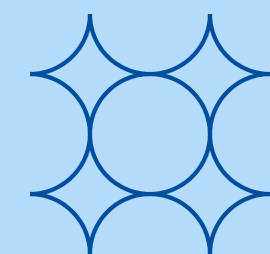
NON-IFRS MEASURES We regularly monitor certain financial and operating metrics to evaluate our business, measure our performance, identify trends affecting our business, formulate financial projections, and make strategic decisions. These non-IFRS financial measures include Adjusted Gross Profit, Adjusted Gross Profit Margin, Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Net Profit, Adjusted Net Profit Margin, Net Revenue at Constant Currency, and Adjusted Diluted EPS. They should be considered in addition to results prepared in accordance with IFRS, but not as substitutes for IFRS results. In addition, our calculation of these non-IFRS financial measures may differ from those used by other companies, and therefore, comparability may be limited. These non-IFRS financial measures are provided as additional information to enhance investors' understanding of our operations' historical and current financial performance.

We calculate Net Revenue at Constant Currency by translating Net Revenue from entities reporting in foreign currencies into U.S dollars using the comparable foreign currency exchange rates from the prior period to show changes in our revenue without giving effect to period-to-period currency fluctuations. In calculating Adjusted Gross Profit, we exclude cost components unrelated to the direct management of our services. For the periods presented, the adjustments applied were: (i) depreciation and amortization related to the costs of services provided and (ii) share-based compensation expenses.

In calculating Adjusted EBITDA, we exclude components unrelated to the direct management of our services. We calculate Adjusted EBITDA for the periods presented as Net Profit, plus net finance costs, income tax expense, depreciation and amortization, plus: (i) share-based compensation expenses; (ii) government grants related to tax reimbursement in our Chinese subsidiary; (iii) acquisition-related expenses; and (iv) business restructuring expenses related to the optimization of our global delivery model based on our nearshoring strategy.

In calculating Adjusted Net Profit and Adjusted Diluted EPS, we exclude components unrelated to the direct management of our services. For the periods presented, the adjustments have been made for (i) acquisition-related expenses (including amortization of intangible assets from acquired companies, and present value adjustments to accounts payable for business acquired); (ii) business restructuring expenses related to the optimization of our global delivery model based on our nearshoring strategy; (iii) share-based compensation expenses; and (iv) the tax effects of non-IFRS adjustments.

CI&T is not providing a quantitative reconciliation of its forward-looking non-IFRS Net Revenue at Constant Currency and Adjusted EBITDA Margin to the most directly comparable IFRS measure because it cannot reasonably predict the outcome of certain significant items without unreasonable efforts. These items include, but are not limited to, share-based compensation expenses, acquisition-related expenses, the tax effect of non-IFRS measures, foreign currency exchange gains/losses, and other items. These items are uncertain, depend on various factors, and could have a material impact on our IFRS-reported results for the guidance period.



Agenda

01

Highlights

02

Business
Cases

03

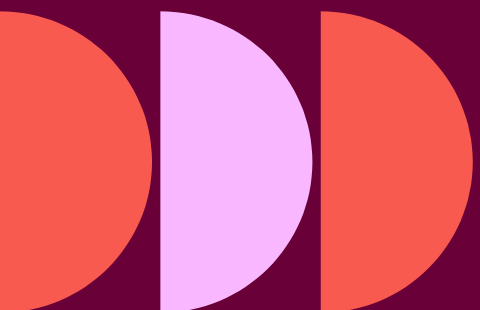
Our
People

04

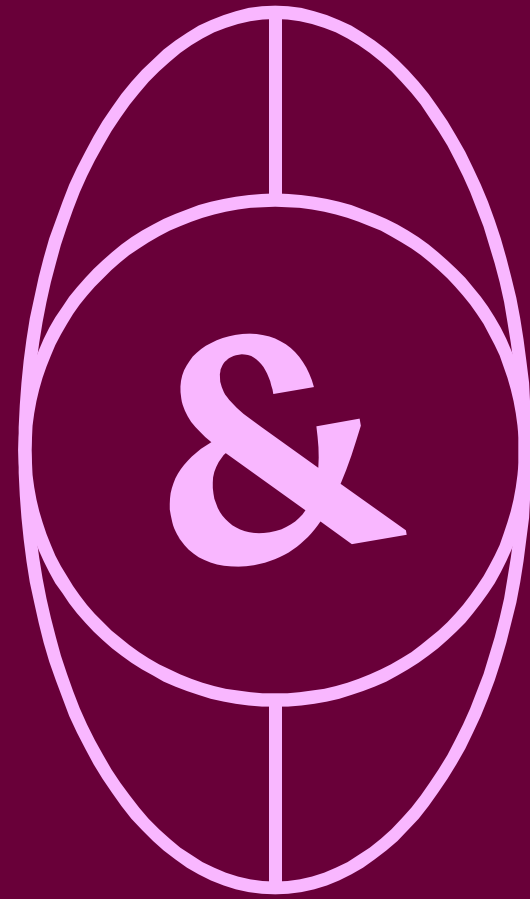
Results
Driven

05

Q&A



**The
future of
business
is tech**



**The
future of
tech is
business**

CI&T

1Q25 Financial Highlights

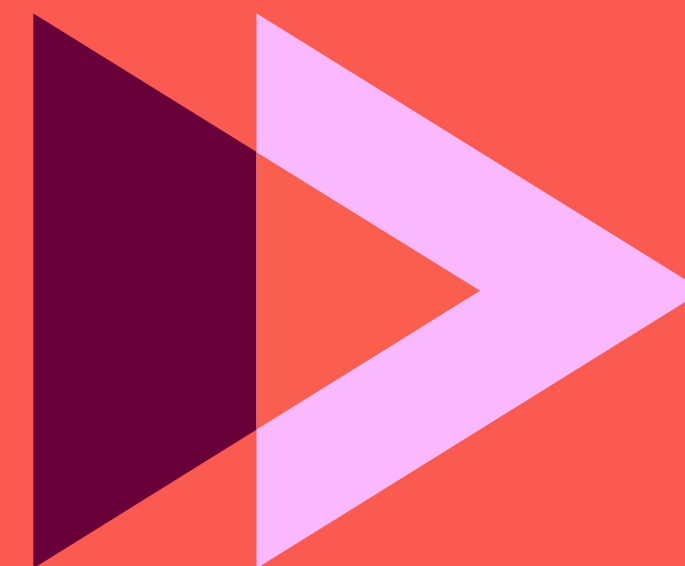
Net Revenue in 1Q25

\$110.9M

**+4.9% growth or +13.7% at constant
currency YoY ⁽¹⁾**

Adjusted EBITDA Margin ⁽¹⁾

17.6%



(1) Net Revenue at Constant Currency and Adjusted EBITDA Margin are non-IFRS financial measures. See disclosure regarding Non-IFRS measures.

GLOBAL TALENT NETWORK

PEOPLE PLATFORM
FOR GROWTH

7,399
CI&Ters

~420
Next Gen AI
Trainees
Onboarded in
1Q25

10.9%
Attrition ¹



Recognized for
"Good Employability
Practices for Disabled
Workers" at the UN



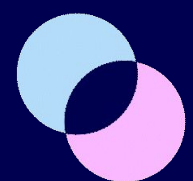
Certified for having **25% of
the Board of Directors**
composed by women.

¹ Attrition: Employee voluntary attrition excluding employees with less than six months in the company.

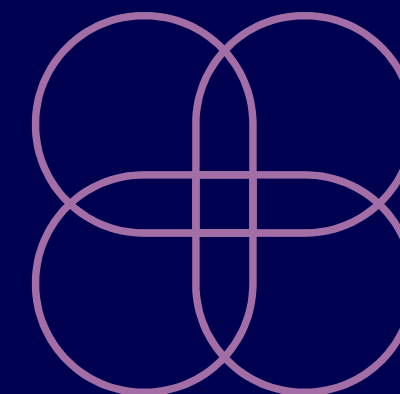
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REPORT 2024

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Our Services Powered by Generative AI



AI Legacy Modernization

driving ai-powered
modernization with **smarter,
adaptable, and scalable**
solutions

AI Professional Services

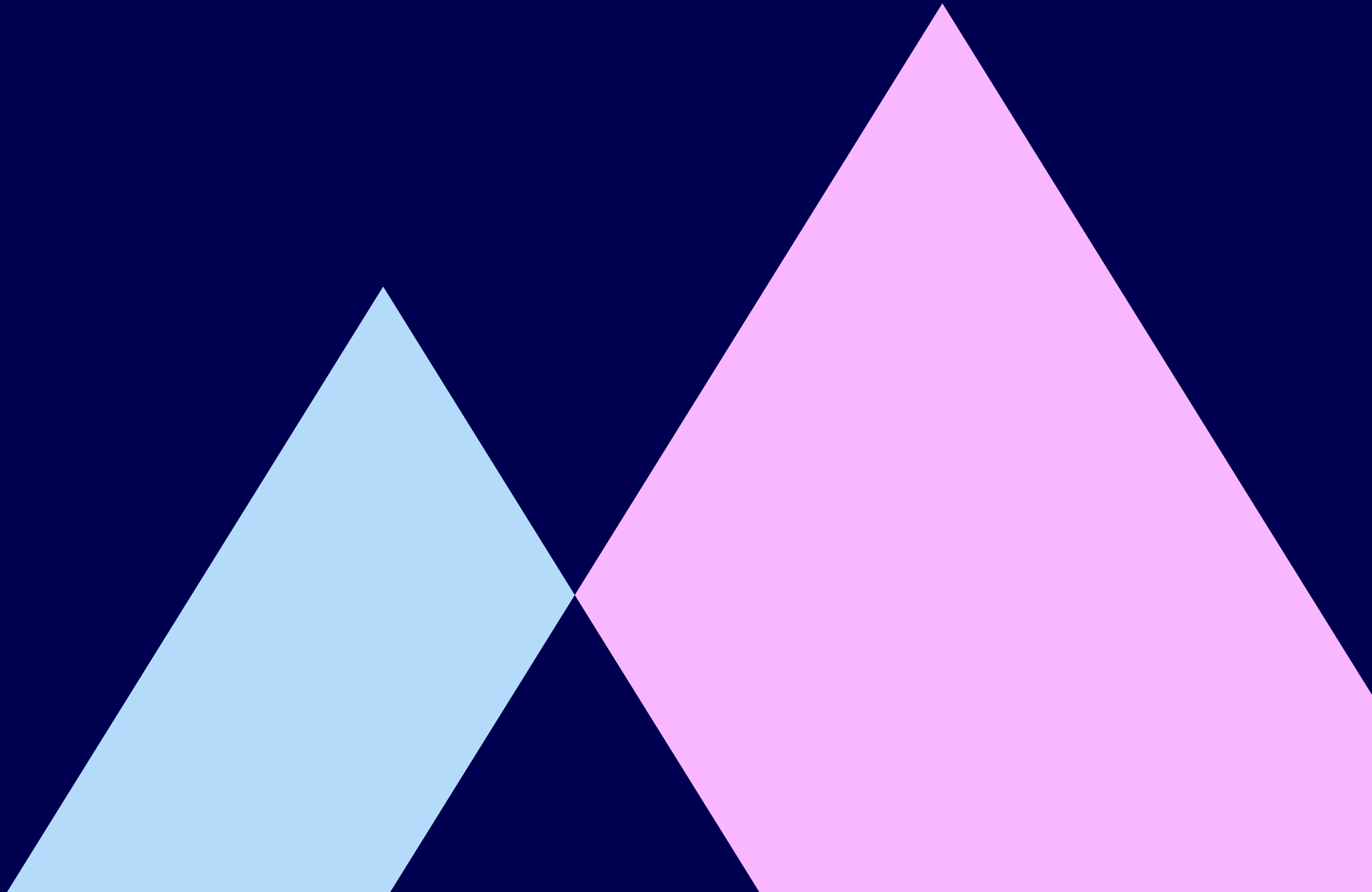
empowering our clients with
a **safe and compliant** genai
platform through a
structured program

Hyper Efficiency

unlocking efficiency with
ai-first augmented teams,
delivering measurable
business impact

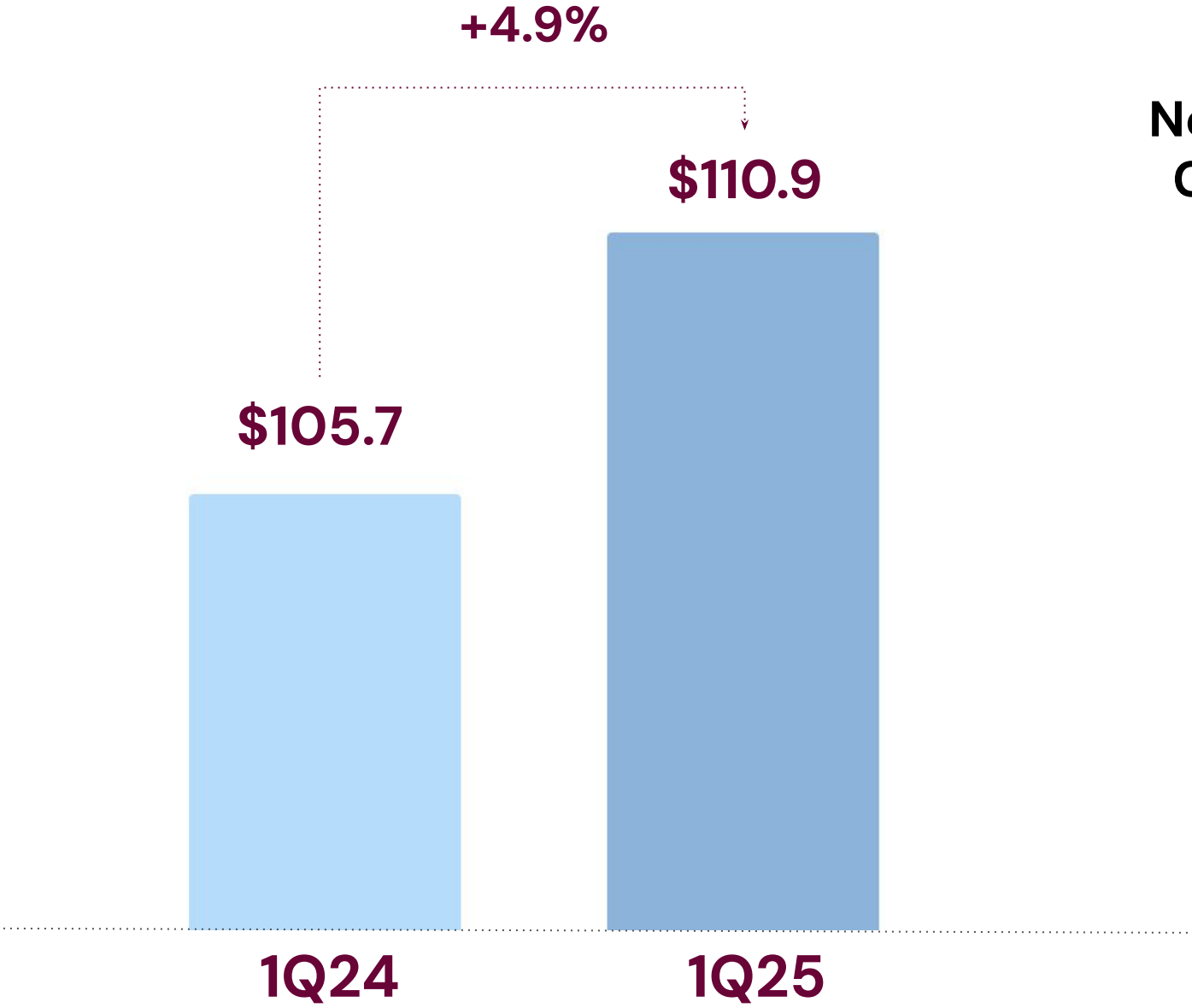
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Results
driven



1Q25 RESULTS

Net Revenue
US\$ Million



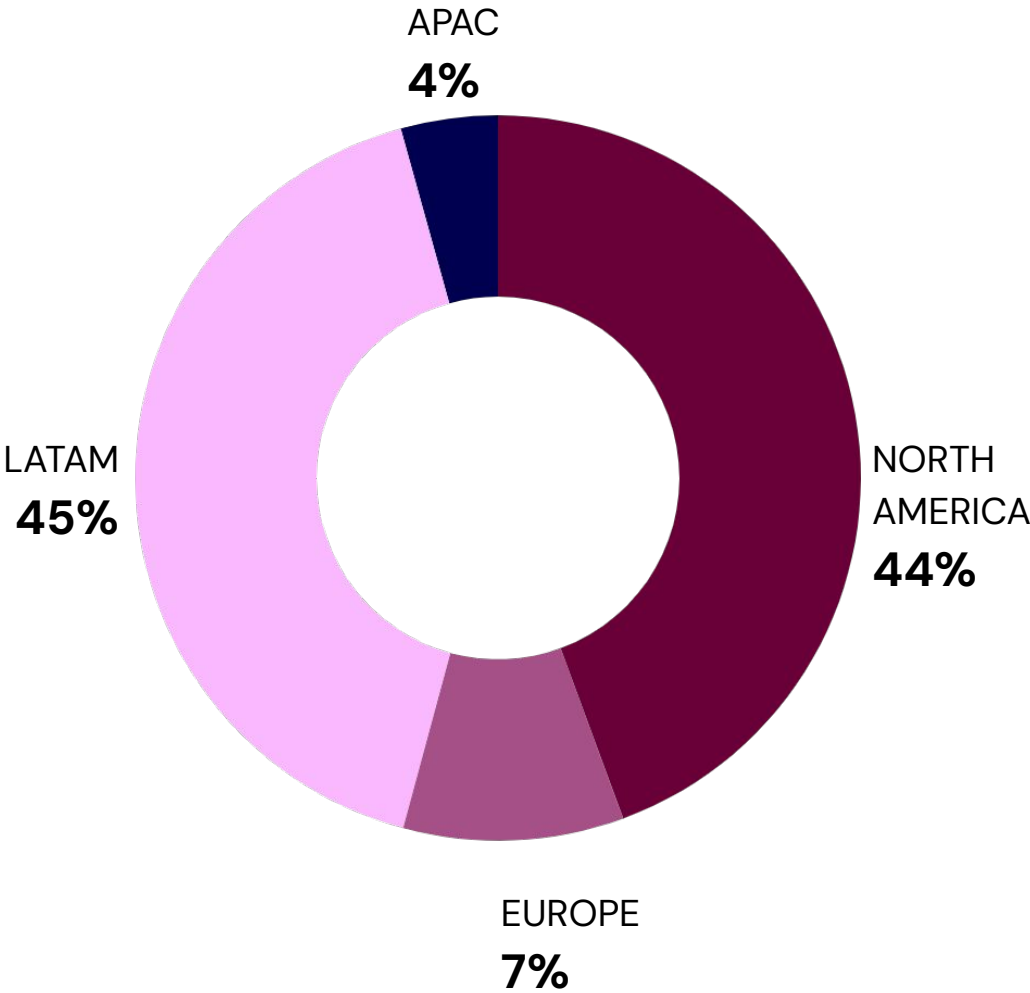
Net Revenue Growth at
Constant Currency ⁽¹⁾

+13.7%

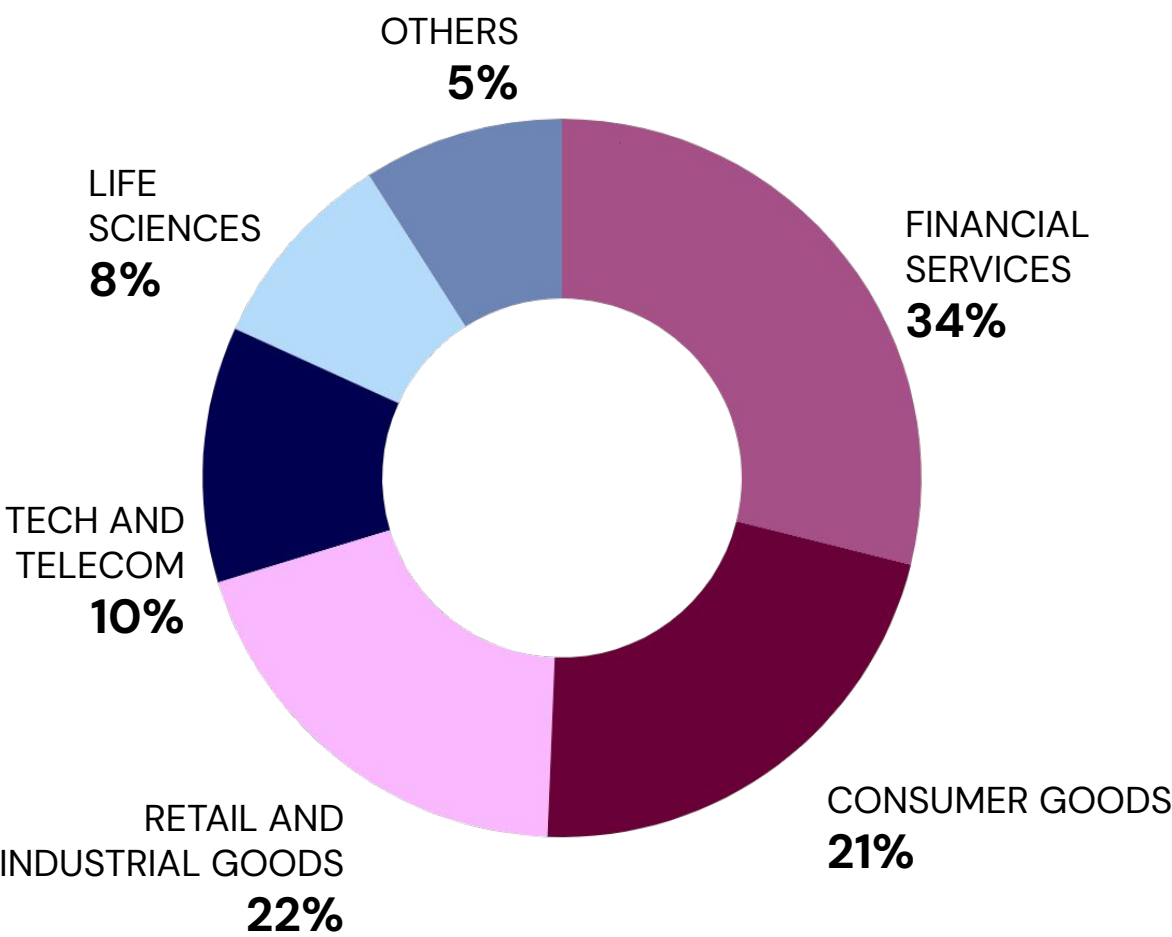
(1) Net Revenue Growth at Constant Currency is a non-IFRS financial measure. See disclosure regarding non-IFRS measures.

1Q25 NET REVENUE DISTRIBUTION

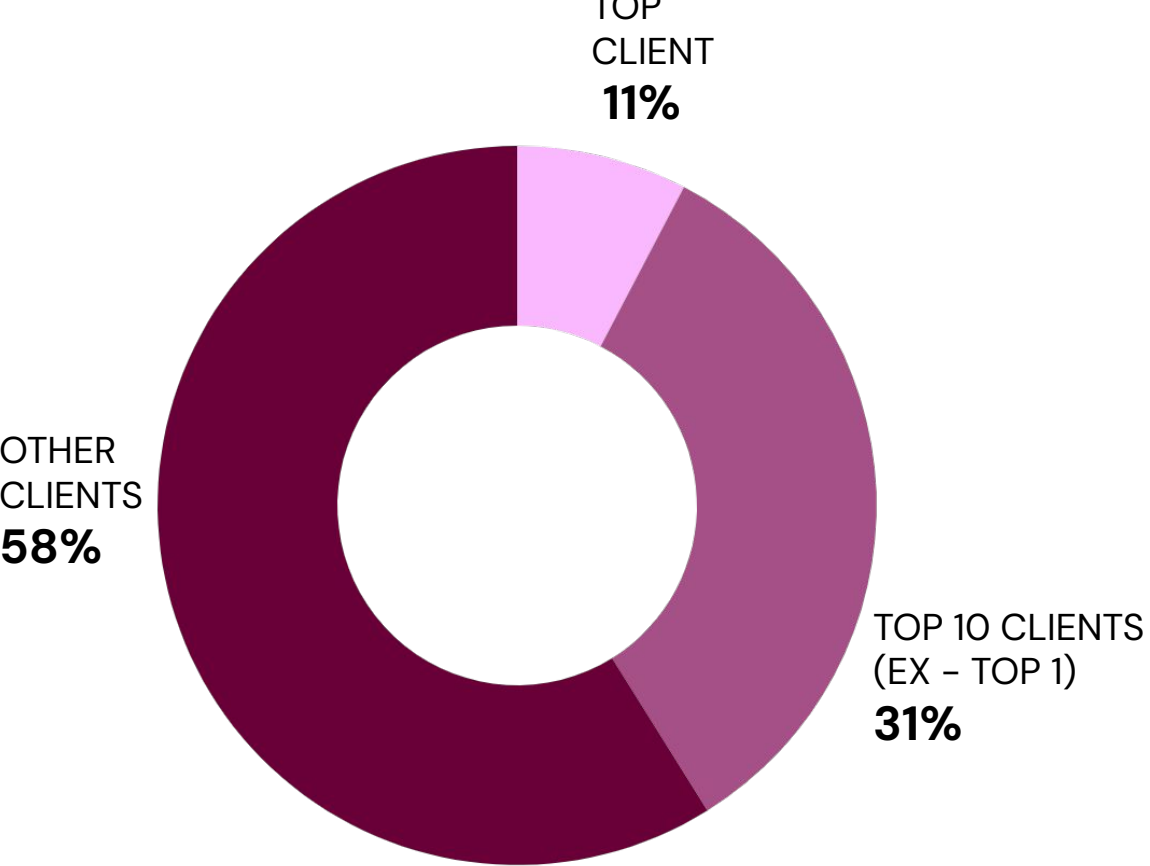
NET REVENUE BY GEOGRAPHY
% OF TOTAL



NET REVENUE BY INDUSTRY
% OF TOTAL



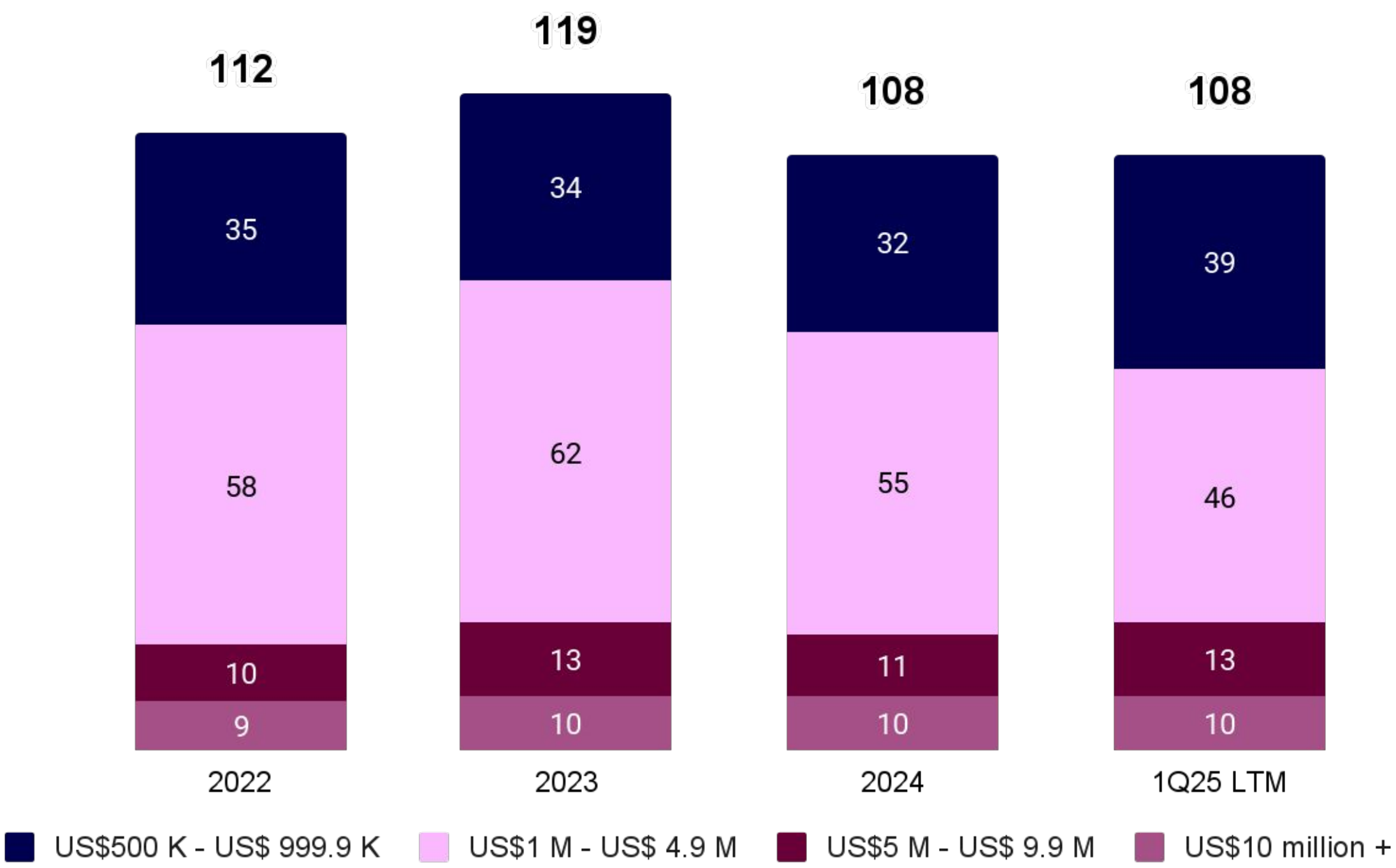
TOP CLIENT'S NET REVENUE SHARE
% OF TOTAL



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

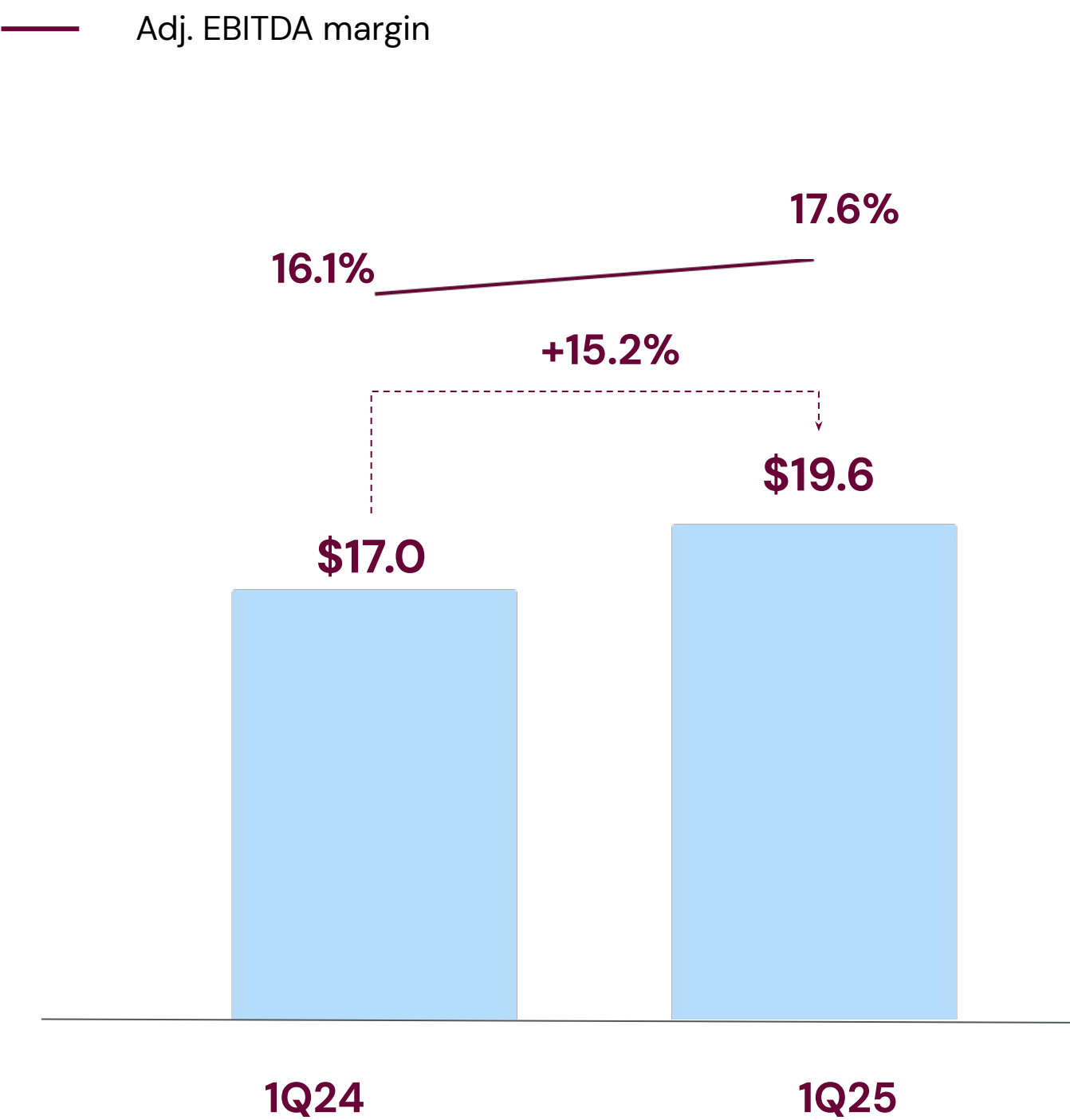
CONSISTENTLY NURTURING **LARGE CLIENTS'** RELATIONSHIPS

Number of Multi-Million Accounts
Revenue contribution in the last 12 months



1Q25 RESULTS

Adj. EBITDA & Adj. EBITDA Margin ⁽¹⁾
US\$ Million; %



\$19.6M

Cash Generated from
Operating Activities in 1Q25

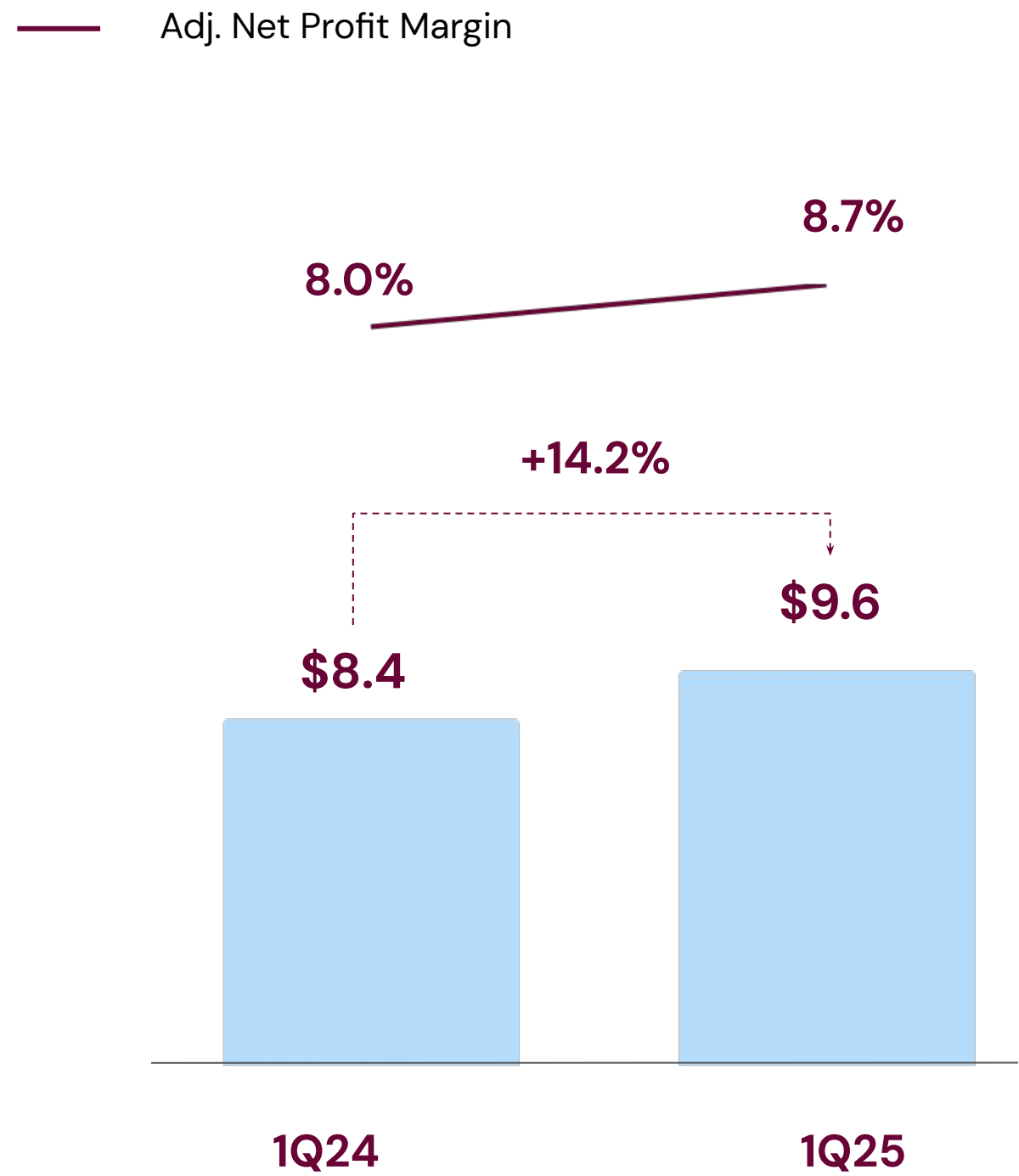
100.4%

Operating Cash Flow
/Adjusted EBITDA ⁽¹⁾

(1) Adjusted EBITDA and Adjusted EBITDA Margin are non-IFRS financial measures. See disclosure regarding Non-IFRS measures.

1Q25 RESULTS

Adj. Net Profit & Adj. Net Profit Margin ⁽¹⁾
US\$ Million; %



\$0.07

Adjusted Diluted EPS ⁽¹⁾
+16.6% YoY

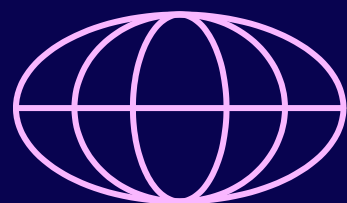
151.6%

Free Cash Flow ⁽²⁾
/Adjusted Net Profit ⁽¹⁾

(1) Adjusted Net Profit, Adjusted Net Profit Margin and Adjusted Diluted EPS are non-IFRS financial measures. See disclosure regarding Non-IFRS measures.
(2) Free cash flow is calculated from net cash from operating activities less acquisition of property, plant and intangible assets.



Business Outlook



NET REVENUE

For the 2Q25,
At least:

US\$115.5M

a 11.9% growth in constant currency⁽¹⁾,
and 6.5% growth in U.S. dollars
(y-o-y)

(Avg. FX rate of 5.79 BRL/USD
in 2Q25, compared to 5.21
BRL/USD in 2Q24)

NET REVENUE GROWTH (Y-O-Y)

For the full-year of 2025,
in the range of:

+9% to +15%
at constant currency

Adjusted EBITDA margin ⁽¹⁾
in the range of:

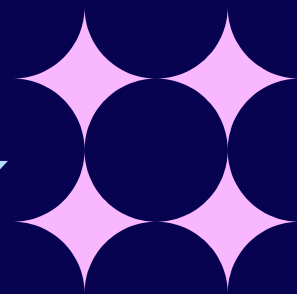
18% to 20%

Notes: These estimates are forward-looking statement. See Safe Harbor regarding Forward-looking Statements.

(1) Adjusted EBITDA Margin and net revenue growth at constant currency are non-IFRS financial measures. See disclosure regarding Non-IFRS measures.



THANK



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Appendix – 1Q25 Reconciliation of Non-IFRS measures

in USD million	1Q25	1Q24
Net Revenue	110.9	105.7
Reconciliation Net Revenue Growth at Constant Currency		
Reported Net Revenue Growth	4.9%	
Foreign Exchange Rates Impact	8.8%	
Net Revenue Growth at Constant Currency	13.7%	
Reconciliation of Adjusted EBITDA		
Net profit for the period	7.4	4.5
Net financial cost	1.7	2.5
Income tax expense	5.0	3.4
Depreciation and amortization	4.4	4.4
Stock-based compensation	1.0	0.8
Government grants	–	(0.0)
Acquisition-related expenses	–	0.3
Business restructuring	–	1.2
Adjusted EBITDA for the period	19.6	17.0
Adjusted EBITDA Margin	17.6%	16.1%
Reconciliation of Adjusted Net Profit		
Net profit for the period	7.4	4.5
Acquisition-related expenses	2.0	2.5
Business restructuring	–	1.2
Stock-based compensation	1.0	0.8
Tax effects on non-IFRS adjustments	(0.8)	(0.5)
Adjusted Net Profit for the period	9.6	8.4
Adjusted Net Profit Margin	8.7%	8.0%
Diluted earnings per share (EPS)		
Weighted average common shares (diluted)	137,204	140,078
Diluted Earnings Per Share (EPS)	0.05	0.03
Reconciliation of Adjusted Diluted EPS		
Acquisition-related expenses	0.01	0.02
Business restructuring	0.00	0.01
Stock-based compensation	0.01	0.01
Tax effects on non-IFRS adjustments	(0.01)	(0.00)
Adjusted Diluted EPS	0.07	0.06

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