

## CI&T Reports 12.3% Organic Revenue Growth at Constant Currency in 2Q25 Results

**New York – August 13, 2025 – CI&T (NYSE: CINT, “Company”)**, a global technology transformation specialist and fast-growing public company, today announces its results for the second quarter of 2025 (2Q25) in accordance with International Financial Reporting Standards (IFRS® Accounting Standards), as issued by the IASB. For comparison purposes, we refer to the results for the second quarter of 2024 (2Q24). The numbers are presented in U.S. dollars.

### Second quarter of 2025 (2Q25) highlights

- Revenue of US\$117.2 million, an 8.0% increase compared to US\$108.5 million in 2Q24.
- Revenue growth at constant currency was 12.3% compared to 2Q24.
- Profit increased by 4.6%, reaching US\$9.7 million in 2Q25, up from US\$9.3 million in 2Q24.
- Adjusted EBITDA increased by 3.1% to US\$21.5 million in 2Q25 compared to US\$20.9 million in 2Q24. The Adjusted EBITDA margin was 18.4% in 2Q25.
- Adjusted Profit was US\$12.2 million in 2Q25 compared to US\$12.5 million in 2Q24. The Adjusted Profit margin was 10.4% in 2Q25.
- Diluted earnings per share (EPS) were US\$0.07 and adjusted diluted EPS were US\$0.09.
- CI&T ended 2Q25 with 7,627 employees, a 22.3% increase compared to 2Q24.

Cesar Gon, founder and CEO of CI&T, commented, “CI&T delivered another quarter of strong, predictable results, reflecting the strength of our strategy to unite technology and business for measurable impact. Through our AI-powered CI&T FLOW platform, we are not only driving hyper-efficiency but also helping our clients capture new growth opportunities in an AI-driven world. This consistent performance and the resilience of our business model give us the confidence to raise our full-year revenue growth guidance as we continue leading global brands through their most critical technology transformations.”

### Comments on the 2Q25 financial performance

Revenue reached US\$117.2 million in 2Q25, an 8.0% increase from US\$108.5 million in 2Q24, or a 12.3% growth at constant currency. In 2Q25, revenue among our top 10 clients grew 11.7% compared to the same period in 2024.

The cost of services provided was US\$79.5 million in 2Q25, a 12.1% increase from 2Q24, mainly explained by the additional headcount. Gross profit was US\$37.7 million, a 0.2% increase compared to 2Q24. Adjusted gross profit reached US\$40.1 million, stable compared to 2Q24. The adjusted gross profit margin was 34.2% in 2Q25.

Selling, general and administrative (SG&A) and other operating expenses totaled US\$22.2 million in 2Q25, a 2.6% reduction compared to 2Q24, primarily driven by non-recurring acquisition-related expenses in 2024.

Adjusted EBITDA reached US\$21.5 million in 2Q25, a 3.1% increase from US\$20.9 million in 2Q24. In 2Q25, the adjusted EBITDA margin was 18.4%.



Net finance costs totaled US\$1.0 million in 2Q25, reflecting a 54.3% decrease compared to 2Q24. This reduction was primarily driven by lower interest expenses and higher income from financial investments. Income tax expense was US\$4.7 million in 2Q25, an increase of 44.2% compared to 2Q24, equivalent to an effective tax rate of 33%.

Profit was US\$9.7 million in 2Q25, up 4.6% from 2Q24. Adjusted profit was US\$12.2 million, a decrease of 2.4% compared to 2Q24. The adjusted profit margin was 10.4%. In 2Q25, diluted EPS was US\$0.07 and adjusted diluted EPS was US\$0.09, both stable compared to 2Q24. Cash generated from operating activities was US\$33.7 million in 6M25.

### **Business Outlook**

In the third quarter of 2025, we expect our reported revenue to be at least US\$124.4 million, equivalent to a 10.5% increase year-over-year on a constant currency basis. This reflects a 10.8% growth in U.S. dollars on a reported basis, compared to US\$112.2 million in 3Q24. This estimate assumes an average FX rate of 5.51 BRL/USD in 3Q25, compared to 5.55 BRL/USD in 3Q24.

For the full year of 2025, we are increasing our guidance. We expect our revenue growth at constant currency to be in the range of 10.5% to 15.0% year-over-year. In addition, we estimate our Adjusted EBITDA margin to be in the range of 18% to 20%.

These expectations are forward-looking statements, and actual results may differ materially. See "Cautionary Statement on Forward-Looking Statements" below.

### **Conference Call Information**

Cesar Gon (Founder and CEO), Bruno Guicardi (Founder and President for North America and Europe), Stanley Rodrigues (CFO), and Eduardo Galvão (Director of Investor Relations) will host a video conference call to discuss the 2Q25 financial and operating results on August 13, at 4:30 PM Eastern Time / 5:30 PM BRT. The earnings call can be accessed on the Company's Investor Relations website at <https://investors.ciandt.com> or at the following link: <https://www.youtube.com/live/HYDwjT4Za2c>.

### **About CI&T**

CI&T (NYSE: CINT) is a global technology transformation specialist for 100+ large enterprises and fast growth clients. CI&T brings a 30-year track record of helping clients navigate change to deliver accelerated business impact, with deep expertise across AI, strategy, customer experience, software development, cloud services, data and more. CI&T's proprietary AI platform, CI&T FLOW boosts team productivity, ensuring fast, efficient, and scalable delivery of world-class solutions. Operating globally with over 7,600 professionals across 10 countries.

### **Non-IFRS Financial 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 Profit, Adjusted Profit Margin, 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.

CI&T is not providing a quantitative reconciliation of its forward-looking non-IFRS 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, 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.

We calculate Revenue at Constant Currency by translating 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 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 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.

### **Cautionary Statement on Forward-Looking Statements**

This press release 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 press release. You should read this press release with the understanding that our actual future results may be materially different from our expectations. These



statements are subject to known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to be materially different from those expressed or implied by such statements in this press release. Such risk factors include, but are not limited to, those relating to: the ongoing trade war and the impact of tariffs imposed on international trade, particularly between Brazil and the United States; 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; 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.

**Contacts:**

**Investor Relations Contact:**

Eduardo Galvão

[investors@ciandt.com](mailto:investors@ciandt.com)

**Media Relations Contact:**

Zella Panossian

[ciandt@illumep.com](mailto:ciandt@illumep.com)



# **Unaudited condensed consolidated statement of profit or loss**

(In thousands of U.S. dollars)

	Quarter ended June 30,		Six months ended June 30,	
	2025	2024	2025	2024
<b>Revenue</b>	<b>117,185</b>	<b>108,494</b>	<b>228,061</b>	<b>214,196</b>
Costs of services provided	(79,498)	(70,892)	(155,908)	(142,770)
<b>Gross profit</b>	<b>37,687</b>	<b>37,602</b>	<b>72,153</b>	<b>71,426</b>
Selling expenses	(9,444)	(9,480)	(17,848)	(18,816)
General and administrative expenses	(13,177)	(13,241)	(25,601)	(26,989)
Impairment gain (loss) on accounts receivables and contract assets	(92)	(148)	239	(520)
Other income	526	89	768	123
<b>Operating expenses net</b>	<b>(22,187)</b>	<b>(22,780)</b>	<b>(42,442)</b>	<b>(46,202)</b>
<b>Operating profit before net finance costs and income tax expense</b>	<b>15,500</b>	<b>14,822</b>	<b>29,711</b>	<b>25,224</b>
Finance income	4,730	4,497	9,542	6,657
Finance costs	(5,746)	(6,720)	(12,302)	(11,378)
<b>Net finance costs</b>	<b>(1,016)</b>	<b>(2,223)</b>	<b>(2,760)</b>	<b>(4,721)</b>
<b>Profit before income tax</b>	<b>14,484</b>	<b>12,599</b>	<b>26,951</b>	<b>20,503</b>
Current	(1,521)	(2,511)	(2,832)	(4,221)
Deferred	(3,221)	(777)	(6,930)	(2,449)
<b>Total income tax expense</b>	<b>(4,742)</b>	<b>(3,288)</b>	<b>(9,762)</b>	<b>(6,670)</b>
<b>Profit for the period</b>	<b>9,742</b>	<b>9,311</b>	<b>17,189</b>	<b>13,833</b>
<b>Earnings per share</b>				
Earnings per share – basic (in US\$)	0.07	0.07	0.13	0.10
Earnings per share – diluted (in US\$)	0.07	0.07	0.13	0.10
Weighted average number of basic shares	130,855,082	136,841,476	134,377,612	137,114,610
Weighted average number of diluted shares	132,478,854	140,636,144	136,001,384	140,909,278



# **Unaudited condensed consolidated statement of financial position**

(In thousands of U.S. dollars)

<b>Assets</b>	<b>June 30, 2025</b>	<b>December 31, 2024</b>	<b>Liabilities and equity</b>	<b>June 30, 2025</b>	<b>December 31, 2024</b>
Cash and cash equivalents	58,643	56,621	Suppliers and other payables	5,487	4,803
Accounts receivable and contract assets	120,412	115,973	Loans and borrowings	65,829	46,227
Recoverable taxes	2,519	861	Lease liabilities	3,977	3,867
Current income tax assets	4,841	6,650	Salaries and welfare charges	46,030	44,554
Derivatives	417	723	Accounts payable for business acquired	1,970	6,522
Restricted cash	-	4,247	Derivatives	768	2,370
Other assets	7,692	6,685	Current income tax liabilities	181	2,823
<b>Total current assets</b>	<b>194,524</b>	<b>191,760</b>	Other taxes payable	2,592	3,062
Recoverable taxes	874	669	Contract liability	1,172	6,766
Non-current income tax assets	6,601	5,408	Other liabilities	2,853	3,989
Deferred tax assets	572	1,427	<b>Total current liabilities</b>	<b>130,859</b>	<b>124,983</b>
Judicial deposits	1,728	1,316			
Restricted cash	1,134	1,000	Loans and borrowings	81,702	92,508
Other assets	1,241	1,601	Deferred tax liabilities	24,815	16,282
Property and equipment	7,105	5,896	Lease liabilities	5,164	5,628
Intangible assets and goodwill	331,144	309,284	Provisions for tax and labor risks	1,243	1,076
Right-of-use assets	7,879	8,055	Accounts payable for business acquired	4,050	3,389
<b>Total non-current assets</b>	<b>358,278</b>	<b>334,656</b>	Other liabilities	2,758	2,426
			<b>Total non-current liabilities</b>	<b>119,732</b>	<b>121,309</b>
			<b>Equity</b>		
			Share capital	7	7
			Share premium	184,183	186,333
			Treasury share reserve	(20,147)	(6,457)
			Capital reserves	27,365	26,659
			Retained earnings reserves	115,097	97,908
			Other comprehensive income (loss)	(4,294)	(24,326)
			<b>Total equity</b>	<b>302,211</b>	<b>280,124</b>
<b>Total assets</b>	<b>552,802</b>	<b>526,416</b>	<b>Total equity and liabilities</b>	<b>552,802</b>	<b>526,416</b>



# **Unaudited condensed consolidated statement of cash flows**

(In thousands of U.S. dollars)

	June 30, 2025	June 30, 2024
<b>Cash flows from operating activities</b>		
Profit for the period	17,189	13,833
<b>Adjustments for:</b>		
Depreciation and amortization	9,002	8,903
Loss on sale and write-off of fixed assets	36	74
Interest and exchange rate changes	4,570	7,871
Unrealized gain on financial instruments	(1,386)	1,110
Income tax expenses	9,762	6,670
Impairment (gain) losses on accounts receivable and contract assets	(239)	520
Share-based compensation	2,384	2,029
Others	20	(3)
<b>Changes in operating assets and liabilities</b>		
Accounts receivable and contract assets	869	(5,774)
Recoverable taxes	1,280	(2,505)
Suppliers and other payables	(364)	(427)
Salaries and welfare charges	(4,454)	1,042
Contract liabilities	(5,781)	(5,199)
Other receivables and payables, net	757	(1,603)
<b>Cash generated from operating activities</b>	<b>33,645</b>	<b>26,541</b>
Income tax paid	(6,704)	(1,393)
Interest paid on loans and borrowings	(5,449)	(5,114)
Interest paid on lease	(353)	(328)
Income tax refund	127	67
<b>Net cash from operating activities</b>	<b>21,266</b>	<b>19,773</b>
<b>Cash flows from investing activities</b>		
Acquisition of property and equipment and intangible assets	(6,376)	(4,772)
Redemption of financial investments	-	635
<b>Net cash used in investing activities</b>	<b>(6,376)</b>	<b>(4,137)</b>
<b>Cash flows from financing activities</b>		
Share-based compensation exercised	882	226
Payment of lease liabilities	(2,304)	(2,258)
Proceeds from loans and borrowings	24,722	10,000
Proceeds from (payment on) settlement of derivatives	(41)	1,032
Payment of loans and borrowings	(21,177)	(6,597)
Payment of installment related to accounts payable for business acquired	(758)	(698)
Treasury shares acquired	(17,592)	(5,858)



<b>Net cash used in financing activities</b>	<b>(16,268)</b>	<b>(4,153)</b>
<b>Net increase (decrease) in cash and cash equivalents</b>	<b>(1,378)</b>	<b>11,483</b>
<b>Cash and cash equivalents as of January 1st</b>	<b>56,621</b>	<b>43,715</b>
Exchange variation effect on cash and cash equivalents	3,400	(7,563)
<b>Cash and cash equivalents as of June 30th</b>	<b>58,643</b>	<b>47,635</b>



## Revenue Distribution

Revenue by Industry (in USD thousand)	2Q25	2Q24	Var. 2Q25 x 2Q24	6M25	6M24	Var. 6M25 x 6M24
Financial Services	41,782	30,262	38.1%	79,029	60,090	31.5%
Consumer Goods	24,954	25,259	-1.2%	47,823	47,464	0.8%
Retail and Industrial Goods	24,169	20,204	19.6%	48,390	38,589	25.4%
Technology and Telecommunications	10,212	12,299	-17.0%	21,600	24,541	-12.0%
Life Sciences	9,461	10,430	-9.3%	18,519	21,409	-13.5%
Others	6,607	10,040	-34.2%	12,700	22,103	-42.5%
<b>Total</b>	<b>117,185</b>	<b>108,494</b>	<b>8.0%</b>	<b>228,061</b>	<b>214,196</b>	<b>6.5%</b>

Revenue by Geography (in USD thousand)	2Q25	2Q24	Var. 2Q25 x 2Q24	6M25	6M24	Var. 6M25 x 6M24
Latin America	54,519	43,373	25.7%	104,205	88,337	18.0%
North America	51,775	48,205	7.4%	100,834	92,206	9.4%
Europe	6,155	11,965	-48.6%	13,571	24,308	-44.2%
Asia Pacific	4,736	4,951	-4.3%	9,451	9,345	1.1%
<b>Total</b>	<b>117,185</b>	<b>108,494</b>	<b>8.0%</b>	<b>228,061</b>	<b>214,196</b>	<b>6.5%</b>

Top Clients (in USD thousand)	2Q25	2Q24	Var. 2Q25 x 2Q24	6M25	6M24	Var. 6M25 x 6M24
Top Client	13,162	6,861	91.8%	24,920	13,695	82.0%
Top 10 Clients	50,803	45,477	11.7%	97,156	88,587	9.7%



## Reconciliation of various income statement amounts from IFRS to non-IFRS measures

<b>Revenue Growth at Constant Currency</b>	<b>2Q25</b>
Reported Revenue Growth	8.0%
Foreign Exchange Rates Impact	4.3%
<b>Revenue Growth at Constant Currency</b>	<b>12.3%</b>

<b>Adjusted Gross Profit (in USD thousand)</b>	<b>2Q25</b>	<b>2Q24</b>	<b>Var. 2Q25 x 2Q24</b>	<b>6M25</b>	<b>6M24</b>	<b>Var. 6M25 x 6M24</b>
Revenue	117,185	108,494	8.0%	228,061	214,196	6.5%
Cost of Services Provided	(79,498)	(70,892)	12.1%	(155,908)	(142,770)	9.2%
<b>Gross Profit</b>	<b>37,687</b>	<b>37,602</b>	<b>0.2%</b>	<b>72,153</b>	<b>71,426</b>	<b>1.0%</b>
<i>Adjustments</i>						
Depreciation and amortization (cost of services provided)	1,513	1,646	-8.1%	3,013	3,268	-7.8%
Share-based compensation	929	878	5.8%	1,688	1,434	17.7%
<b>Adjusted Gross Profit</b>	<b>40,129</b>	<b>40,126</b>	<b>0.0%</b>	<b>76,854</b>	<b>76,128</b>	<b>1.0%</b>
<b>Adjusted Gross Profit Margin</b>	<b>34.2%</b>	<b>37.0%</b>	<b>-2.7p.p</b>	<b>33.7%</b>	<b>35.5%</b>	<b>-1.8p.p</b>

<b>Adjusted EBITDA (in USD thousand)</b>	<b>2Q25</b>	<b>2Q24</b>	<b>Var. 2Q25 x 2Q24</b>	<b>6M25</b>	<b>6M24</b>	<b>Var. 6M25 x 6M24</b>
Profit for the period	9,742	9,311	4.6%	17,189	13,833	24.3%
<i>Adjustments</i>						
Net finance costs	1,016	2,223	-54.3%	2,760	4,721	-41.5%
Income tax expense	4,742	3,288	44.2%	9,762	6,670	46.4%
Depreciation and amortization	4,605	4,485	2.7%	9,002	8,903	1.1%
Share-based compensation	1,423	1,267	12.3%	2,384	2,029	17.5%
Government grants	-	(59)	-	-	(73)	-
Acquisition-related expenses (1)	-	282	-	-	553	-
Business restructuring (2)	-	79	-	-	1,235	-
<b>Adjusted EBITDA</b>	<b>21,527</b>	<b>20,877</b>	<b>3.1%</b>	<b>41,097</b>	<b>37,871</b>	<b>8.5%</b>
<b>Adjusted EBITDA Margin</b>	<b>18.4%</b>	<b>19.2%</b>	<b>-0.9p.p</b>	<b>18.0%</b>	<b>17.7%</b>	<b>0.3p.p</b>

Items (1) and (2) are detailed below.



<b>Adjusted Profit (in USD thousand)</b>	<b>2Q25</b>	<b>2Q24</b>	<b>Var. 2Q25 x 2Q24</b>	<b>6M25</b>	<b>6M24</b>	<b>Var. 6M25 x 6M24</b>
Profit for the period	9,742	9,311	4.6%	17,189	13,833	24.3%
<i>Adjustments</i>						
Acquisition-related expenses (1)	2,038	2,406	-15.3%	4,044	4,857	-16.7%
Business restructuring (2)	0	79	-100.0%	0	1,235	-100.0%
Share-based compensation	1,423	1,267	12.3%	2,384	2,029	17.5%
Tax effects on non-IFRS adjustments	(968)	(531)	82.3%	(1,772)	(1,002)	76.8%
<b>Adjusted Profit</b>	<b>12,235</b>	<b>12,532</b>	<b>-2.4%</b>	<b>21,845</b>	<b>20,952</b>	<b>4.3%</b>
<b>Adjusted Profit Margin</b>	<b>10.4%</b>	<b>11.6%</b>	<b>-1.1p.p</b>	<b>9.6%</b>	<b>9.8%</b>	<b>-0.2p.p</b>

<b>Adjusted Diluted EPS (in USD)</b>	<b>2Q25</b>	<b>2Q24</b>	<b>Var. 2Q25 x 2Q24</b>	<b>6M25</b>	<b>6M24</b>	<b>Var. 6M25 x 6M24</b>
Diluted EPS	0.07	0.07	11.1%	0.13	0.10	28.7%
<i>Adjustments</i>						
Acquisition-related expenses (1)	0.02	0.02	-10.1%	0.03	0.03	-13.7%
Business restructuring (2)	0.00	0.00	-100.0%	0.00	0.01	-100.0%
Share-based compensation	0.01	0.01	19.2%	0.02	0.01	21.7%
Tax effects on non-IFRS adjustments	-0.01	0.00	93.5%	-0.01	-0.01	83.2%
<b>Adjusted Diluted EPS</b>	<b>0.09</b>	<b>0.09</b>	<b>3.6%</b>	<b>0.16</b>	<b>0.15</b>	<b>8.0%</b>

**Notes:**

- (1) Includes fair value adjustment on accounts payable for business combination and amortization of intangible assets from acquired companies, when applicable. Other expenses include, when applicable, consulting expenses and retention packages.
- (2) Expenses related to the optimization of our global delivery model based on our nearshoring strategy, including termination charges, severance, and legal services for employee separations from North America, Europe and Asia Pacific regions for 2024.