



HUMAN RIGHTS POLICY

VERSION 1.0

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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.

CI&T's PEOPLE: direct or indirect employees, including but not limited to individuals in employment contracts, individuals holding senior management positions or board members.

HUMAN RIGHTS: a set of universal principles that guarantees for the dignity and well-being of every individual, as established in the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and other related international standards.

FORCED LABOR AND MODERN SLAVERY: Any form of work performed involuntarily under threat, coercion, or deception, as defined by the International Labour Organization.

THIRD PARTIES: individuals or legal entities, not CI&T employees, who are directly or indirectly related to CI&T, such as: service providers, suppliers, partners, consultants.

2. Objective

This Human Rights Policy aims to:

- Reaffirm CI&T's commitment to respecting and promoting human rights in all its activities.
- Guide CI&T's people and third parties on the expected behavioral guidelines regarding human rights within the company.
- Prevent risks of human rights violations by fostering an inclusive, safe, and respectful work environment.
- Strengthen the internal culture of social responsibility.

It is based on international best practices, including:

- [Universal Declaration of Human Rights](#);
- [United Nations Guiding Principles on Business and Human Rights \(UNGPR\)](#);
- [International Labour Organization \(ILO\) Conventions](#);
- [United Nations Global Compact](#);
- [Modern Slavery Act 2015](#).

3. Applicability

This Policy applies to all CI&T's people and third parties.

4. Directives

CI&T adopts the following guidelines to ensure respect for human rights:

4.1 Compliance with Legislation and International Principles

- CI&T abides by local labor laws as well as international conventions and guidelines pertaining to human rights and working conditions, including ILO Declaration on Fundamental Principles and Rights at Work.
- CI&T endorses and respects the rights enshrined in major international standards and chartres, such as the Universal Declaration of Human Rights, ensuring that its practices reflect these commitments.

4.2 Prohibition of Forced, Modern Slavery and Child Labor

- CI&T prohibits all forms of forced, slavery, or bonded labor, as well as child labor, in its operations;
- The company ensures that no employee is compelled to surrender personal documents (e.g. passport) as a condition of employment and does not impose undue restrictions on mobility or employment termination.

4.3 Combating Discrimination and Promoting Diversity and Inclusion

- Any discriminatory practice based on race, color, origin, gender, gender identity, sexual orientation, age, disability, religion, political opinion, or any other factor protected by law or internal policy is not tolerated;
- CI&T promotes diversity and inclusion as core values, ensuring equal employment, development, and career-growth opportunities;
- Disrespectful conduct, repeated harassment, or any form of sexual harassment or misconduct is strictly forbidden and may lead to disciplinary measures as stated in the [Code of Ethics and Conduct](#).

4.4 Healthy and Safe Work Environment

- CI&T complies with applicable occupational health and safety laws and adopts best practices to ensure safe working conditions of all employees;
- The company fosters a culture of accident prevention and the protection of physical and mental health.

4.5 Compensation, Benefits and Freedom of Association

- CI&T adheres to local laws governing salaries, benefits, and working hours, ensuring that all employees receive at least the legally mandated minimum compensation and entitlements.
- The company respects freedom of association and employees' right to organize unions or other representative bodies, in accordance with local laws.

4.6 Third Parties Relationships

- CI&T expects its third parties to uphold the same principles of respect for human rights;
- High Risk third parties must adhere to the [Code of Ethics and Conduct for Third Parties](#), which sets forth compliance and labor rights guidelines.

4.7 Ethics Reporting Channel and Non-Retaliation

- The Ethics Reporting Channel (ethics.ciandt.com) is available to everyone from inside or outside CI&T – to report concerns or suspicions of human rights or any other violation to CI&T's Code of Ethics and Conduct;
- Reports can be submitted anonymously or with identification, and all reports are handled confidentially;
- CI&T strictly prohibits any type of retaliation against anyone who makes a good-faith report or cooperates with an internal investigation. This is considered a violation of the [Code of Ethics and Conduct](#).

4.8 Training and Awareness

- CI&T provides mandatory annual training on ethics, information security, and ESG, ensuring that all individuals understand their responsibilities related to these topics.

5. Responsibilities

All CI&T's people and third parties are obligated to comply with and ensure adherence to this policy. Responsibility for upholding human rights at CI&T is shared across all levels of the organization. While specific duties vary by role, a collective commitment is essential to

maintaining an ethical, inclusive and rights-respecting culture. The following outlines how responsibilities are distributed:

ESG Team

- Enforce this policy through internal coordination and awareness-raising initiatives;
- Monitor best practices, facilitate stakeholder engagement and align CI&T's human rights approach with global ESG standards and frameworks.

CI&T's people

- Comply with this Policy, the Code of Ethics and Conduct and related documents.
- Report any suspected or known violations promptly through the Ethics Reporting Channel (ethics.ciandt.com).

This policy is managed by the ESG area. If you have any questions, please contact esg@ciandt.com.

6. Document Control

This document is annually reviewed by the owner's department, with support from the Compliance department. The last review with changes was conducted in accordance with the dates in the table below.

Version	Date	Description	Author
1.0	APRIL/2025	Creation	ESG Team
1.0	APRIL/2025	Compliance Review	Compliance Team
1.0	MAY/2025	Nominating Committee Review	Nominating Committee
1.0	MAY/2025	Final Approval/Effective Date	Board of Directors