



SUSTAINABILITY 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.

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.

AFFIRMATIVE ACTIONS: In Brazil, affirmative actions aim to address historical and structural inequalities for underrepresented groups, including job quotas for people with disabilities, dedicated training programs for women and Black people, and leadership initiatives to empower these communities. It is important to emphasize that these actions are not limited to these specific groups alone.

ALLIES: They are individuals who do not self-identify as part of the underrepresented groups, but they are actively engaged in supporting them and working to change the current landscape toward greater equity and inclusion.

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

DIVERSITY: Diversity refers to our wide range of identities, including race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also refers to our different ideas, perspectives, and values.

EQUITY: It refers to the fair treatment, access, opportunities and advancement for all people and strives to identify and eliminate barriers that prevent full participation. Equity acknowledges that it is important to rebalance opportunities and create access for underrepresented groups.

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).

GLASS CEILING: It describes an unofficial barrier that hinders or delays career advancement for people from underrepresented groups.

GREEN SOFTWARE PRINCIPLES: Guidelines for designing and developing software in ways that minimize environmental impact by optimizing energy usage and computational resources.

GLOBAL REPORTING INITIATIVE (GRI): The GRI ([Global Reporting Initiative](#)) is an organization that develops guidelines for sustainability reporting, helping companies communicate their environmental, social, and governance (ESG) impact. GRI standards enhance transparency and credibility, allowing stakeholders to understand organizations' sustainable practices. It is a valuable tool for promoting corporate responsibility and continuous improvement.

INCLUSION: It refers to creating an environment where everyone is welcomed, respected, supported and valued as a full participant. An inclusive and welcoming workplace environment embraces and respects our differences.

PAY GAP: It is the difference in salary for the same position and role for people from different groups. The gender pay gap is a global problem and there are ongoing objectives to reduce these differences.

REPRESENTATION: It means that diverse people, perspectives, and experiences are present at all seniority levels. Representation ensures that different voices are heard, valued, and represented in decision-making processes.

SASB STANDARDS (SASB): The [SASB](#) develops sustainability accounting standards to help companies disclose financial information related to environmental, social, and governance (ESG) factors. Its sector-specific standards emphasize materiality and the relevance of ESG data for investors, promoting transparency and risk management.

In August 2022, the SASB was incorporated into the International Sustainability Standards Board (ISSB) of the [IFRS Foundation](#), which is now responsible for maintaining and evolving these standards. The ISSB is committed to facilitating the disclosure of relevant sustainability information, encouraging companies to continue using the standards.

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.

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.

UNCONSCIOUS BIAS: Automatic judgments or assumptions formed based on past experiences, social stereotypes, or cultural norms, which influence perceptions, decisions, and behaviors unintentionally, and may lead to inequities in workplace environments and organizational processes.

UNDERREPRESENTED GROUP: It refers to a subset of people whose percentage of regional representation within the company is lower than their percentage of the population in that region. Representation of different groups can vary by industry and geography.

2. Objective

Compliance with this Sustainability Policy reinforces CI&T's commitment to the promotion of human rights, equity, environmental protection, ethical conduct and business integrity. The company prohibits discrimination, child labor, forced labor, corruption, harassment and any practices that conflict with internationally recognized principles of corporate responsibility.

In line with this commitment, this Policy aims to:

- Formalize CI&T's commitments to Sustainability, advocating ethical and transparent governance;
- Mitigate environmental impacts and foster sustainable technological innovation;
- Strengthen a corporate culture of Diversity, Equity and Inclusion (DEI), ensuring a fair and safe environment for all CI&T people;
- Integrate social responsibility into decision making, contributing to the development of the communities where we operate.

3. Applicability

This Policy applies to all CI&T people and third parties.

4. Directives

CI&T's Sustainability Policy consolidates the principles, guidelines, and responsibilities related to the integration of Environmental, Social and Governance (ESG) dimensions into all its global operations. Aligned with the corporate strategy, this policy guides CI&T's actions towards building a fairer, more inclusive, and sustainable future, based on global references such as the [Paris Agreement](#), the [United Nations Sustainable Development Goals \(SDGs\)](#), and the [UN Global Compact Principles](#).

4.1 ESG Mission

Strengthen CI&T culture by globally promoting sustainability and inclusion, inspiring a positive impact through people, technology, and innovation.

4.2 ESG Vision

To be globally recognized for sustainability practices and value generation for stakeholders, inspiring people and companies through excellence in everything that we do.

4.3 Commitments

CI&T is dedicated to advancing sustainability, equity and respect, especially through our adherence and support of internationally recognized frameworks, initiatives and partnerships:

4.3.1 United Nations Global Compact

CI&T is a signatory to the UN Global Compact, committing to uphold the Ten Principles related to human rights, labor, the environment, and corruption.

4.3.2 UN Women’s Empowerment Principles (WEPs)

We endorse the WEP’s to promote gender equality and women’s empowerment in the workplace, marketplace and community. These principles guide our efforts to create equitable opportunities, champion women in leadership, and reduce gender-based inequalities.

4.3.3 “Elas Lideram 2030” (Global Compact Brazil)

CI&T signed the “Elas Lideram 2030” (“They Lead 2030”) movement within the UN Global Compact Network Brazil, committing to promote gender balance with the goal of having 30% of leadership positions occupied by women by 2025. Through this initiative, we establish concrete targets, regularly measure progress, and engage stakeholders to foster a more inclusive corporate culture.

4.3.4 Science Based Targets (SBTi)

CI&T is a signatory of the Science Based Targets (SBTi) commitment letter and is committed to setting science-based targets to reduce Greenhouse Gas (GHG) emissions. This commitment reinforces the company’s role in addressing the climate emergency and aligns its climate strategy with global efforts to limit global warming to 1.5°C.

CI&T adopts the following guidelines to ensure environmental, social, and governance (ESG) development:

4.4 Environmental Pillar

Mission: Measure and connect the business to the environmental impact on the planet, understanding its role in climate issues and acting globally to mitigate it.

Guidelines:

- Measure, monitor and disclose the Carbon Footprint (Scopes 1, 2 and 3) annually;
- Prioritize renewable energy sources, energy efficiency, and the responsible use of water; ensure proper waste management with special focus on electronic waste (e-waste);

- Consider incorporating Green Software principles in the development of technological solutions, aiming to optimize computational resources and reduce energy consumption in IT infrastructure as part of our journey toward sustainability;
- Raise internal environmental awareness, promoting individual and collective engagement in sustainable habits;
- Foster internal awareness and training on environmental impacts, aiming to embed a climate-consciousness among CI&T people and stakeholders.

4.5 Social Pillar

Mission: Globally promote intentional actions that foster and impact corporate culture and social responsibility.

Guidelines:

4.5.1 Diversity, Equity and Inclusion (DEI)

- Promote a safe, respectful and inclusive environment, where all people feel valued, regardless of race, ethnicity, gender identity, sexual orientation, age, disability, nationality, or any other individual characteristic;
- Ensure equal access to professional development and growth opportunities by addressing historical inequalities and structural barriers that affect underrepresented groups;
- Adopt affirmative actions to increase the representation of women, black people, people with disabilities, LGBTQIAPN+ individuals, and other underrepresented groups at all levels of the company;
- Integrate DEI principles into hiring, promotion, talent development and leadership programs, ensuring fairness and reducing bias in people-related processes;
- Train CI&T people and leaders on inclusive behaviors, unconscious bias, anti-discrimination and equity in the workplace;
- Strengthen affinity groups (Employee Resources Groups – ERGs), as safe spaces for exchange, mutual support and the promotion of inclusive practices – contributing to long-lasting, respectful and high-belonging career journeys;
- Engage allies, affinity groups and leadership in building diverse teams and fostering a culture of belonging;
- Measure and monitor underrepresented groups' representation, pay gaps and career progression indicators to transparency and continuous improvement. (Glass ceiling);

- Disclosure DEI progress and commitments in ESG reports and institutional communications, reinforcing accountability to internal and external stakeholders.

Combating Discrimination

CI&T takes a firm stance against discriminatory practices 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.

- Diversity and inclusion are core values of CI&T, ensuring equal employment, development, and career growth opportunities;
- Disrespectful conduct, harassment, or any form of sexual harassment and misconduct is strictly prohibited and may result in disciplinary action as outlined in the [Code of Ethics and Conduct](#).

4.5.2 Social Responsibility

- Integrate social investment and volunteer initiatives, focusing on education, technology and community empowerment projects to drive inclusive solutions;
- Donate items such as desks, notebooks, chairs, and cabinets, extending product lifecycles and benefiting partner institutions;
- Provide funding through tax-incentivized contributions to support social and cultural projects that align with CI&T's values;
- Engage CI&T employees in volunteer opportunities co-created with partner institutions to generate meaningful social impact;
- Tailor volunteer initiatives to the specific context of each region, ensuring alignment with local laws, cultural norms, and institutional guidelines;
- Promote initiatives—through physical or financial donations—that drive meaningful change in vulnerable communities;
- Establish partnerships with NGOs to support workshops, events, and the development of technology and innovation initiatives focused on social impact;
- To implement social initiatives, CI&T adheres to the following criteria:
 - Prioritize longstanding partnerships;
 - Focus on Vulnerable and Underrepresented Groups;
 - Preferably, work with Social Institutions that are located near the operational bases to facilitate in-person interaction and oversight of activities.
 - Emphasize education and technology projects.

4.6 Governance Pillar

Mission: Integrate and develop global practices into the business strategy, promoting transparency, aligned with market-recognized frameworks, which guarantee legal compliance.

Guidelines:

- Structure and compliance:
 - Embed global ESG practices and policies into the business strategy, ensuring compliance with local and international regulations, while upholding rigorous standards for anti-corruption, privacy, and data protection;
 - Collaborate with other areas to consolidate an integrated ESG strategy;
 - Periodically review policies and procedures, aligning them with global best practices and stakeholder expectations;
 - Ensure active governance of ESG matters for monitoring goals, tracking performance, and conducting regular reviews;;
- Transparency and accountability:
 - Disclose ESG indicators following frameworks such as GRI and SASB standards, ensuring data reliability and comparability;
 - Collaborate with multiple stakeholders to ensure transparency and accuracy in market communications;
 - Annually publish the ESG Report, detailing progress, outcomes and challenges.
- Mandatory ESG training:
 - Track attendance and completion of mandatory training, ensuring all CI&T people understand their roles and responsibilities in promoting ethics, compliance, sustainability, and inclusive practices.
- Ratings and market indexes:
 - Align with key sustainability ratings and indexes, continuously seeking performance improvements and best practices adoption.
- Risk management:
 - Identify, evaluate and monitor ESG-related risks, prioritizing mitigation and prevention;
 - Implement action plans for potential incidents, reinforcing governance and internal controls.

5. Responsibilities

All CI&T's People and third parties are obligated to comply with and ensure adherence to this Policy. That requires engagement and collaborations from all individuals and

departments throughout the company, encompassing Environmental, Social and Governance (ESG) aspects. The following outlines how responsibilities are distributed:

CI&T people:

- Understand and adhere to the principles and guidelines set forth in this policy in their daily activities;
- Participate in mandatory training sessions, applying the knowledge gained in everyday work;
- Report any behavior, practice or situation that violates this policy and/or CI&T's Code of Ethics and Conduct through the Ethics Reporting Channel (ethics.ciandt.com);
- Contribute with ideas and solutions to strengthen the ESG agenda, striving into their projects, products and services.

ESG Team:

- Enforce this policy through internal coordination and awareness-raising initiatives;
- Develop, update and disseminate sustainability policies, objectives and programs, in alignment with market best practices;
- Coordinate cross-functional ESG initiatives, fostering synergy among areas alignment with CI&T corporate strategy;
- Monitor performance and compile outcome reports, assisting leadership in data-drive decision-making;
- Provide guidance and training on ESG matters, including diversity and inclusion directives, supporting other areas in the company;
- Promote diversity and inclusion initiatives, developing or supporting programs for diverse hiring, engagement of underrepresented groups, and pay gap reduction.

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