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Anti-Modern Slavery Statement FY2022

VERSION 1.0

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1. Organisation

This statement applies to CI&T UK Limited and CI&T, Inc. (both referenced as "the company"). The information included in the statement refers to the financial year 2022.

Both companies are members of the CI&T Group. The CI&T Group is a provider of strategy, design and software engineering services to enable digital transformation for the world's largest enterprises and fast growing companies.

The company operates through different locations in the UK:

- Headquarters are based in London.
- We also have another office in Bristol.

The company operates through different locations in the US:

- We operate mostly in CA, NJ, NY, DC, GA and SC.

2. Definitions

The company considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or having restrictions placed on freedom of movement.

3. Commitment

The company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the United Kingdom's Modern Slavery Act 2015. The company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The company adheres to all standards required in relation to its responsibilities under local relevant employment legislation.

We have adopted a Code of Ethics and Conduct, which details the expectations CI&T has for all employees, including diversity, respect, and responsibility across all areas of the business and supply chain. We also have a Code of Ethics for Third Parties that provides the relevant conduct standards that must be followed by our personnel and our subsidiaries' personnel. Additionally, we have a Diversity, Equity & Inclusion Policy that reaffirms CI&T's commitments to Diversity, Equity and Inclusion, by establishing guidelines that make our environment more inclusive. All of this in connection with our culture, values and attitudes

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provided in CI&T's Code of Ethics and Conduct. All documents are available on CI&T's Investor Relations Portal.

We support and respect the rights expressed in the International Charter of Human Rights and the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work and are aligned with the United Nations Guiding Principles on Business and Human Rights. CI&T is also a signatory to the United Nations Global Compact.

4. Supply Chains

Given the sector in which we operate, we do not have an extensive supply chain network. Our supply chain mainly consists of IT hardware and software, sub-contractors, office supplies, cleaning and building maintenance services, professional services (accountants, lawyers...).

CI&T has a Code of Ethics and Conduct for third parties, which determines the conduct we expect of them. In this Code, we make clear that all third parties must comply with all applicable laws; prevent fraud and corruption; respect the human rights of its collaborators and their service providers; comply with laws that prohibit child labor; not engage in or supporting the practice of forced, slave-like labor; assume responsibility for the health and safety of its employees and act in accordance with applicable local and international standards related to environmental protection. Failure to comply with this Code may result in termination of the business relationship. CI&T also guarantees that all supplier contracts have an anti-slavery clause added to them. The supplier company is aware that CI&T may, from a legal or moral obligation, report the results of an investigation to the competent legal authorities.

5. Potential Exposure

In general, the company considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

6. Steps

The company hires people according to the local labor legislation and is structuring a due diligence process for third parties.

The company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.
In accordance with section 54(4) of the Modern Slavery Act 2015, the company has taken the following steps to ensure that modern slavery is not taking place:

- Protect staff from victimisation if they raise issues about slavery and human trafficking, even in the case that those issues prove not to be true;
- Select our suppliers in countries that are identified as very low risk.

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The company will take any allegation of potential slavery and human trafficking very seriously and launch immediate investigation should it arise.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are planning to provide training to our staff.

7. Reporting modern slavery

Reports can be made through our Reporting Channel (ethics.ciandt.com), which is hosted by an independent external organisation, NAVEX Global. Anyone from inside and outside of the CI&T Group can make a report. The whistleblower has the option of making both an anonymous or an identified report. CI&T counts on the support of an Ethics Squad, an Ethics Commission (composed of people from the management and senior management), as well as Internal Investigators who have a senior profile, were trained by a specialised outsourced consultancy, and always work in pairs. All complaints are investigated confidentially and CI&T guarantees equality in treatment. The CI&T Group also has an Environmental, Social and Governance (ESG) Advisory Committee, who is responsible for all matters connected to social themes in the company.

During FY 2022, no complaints or concerns were raised about modern slavery or human trafficking taking place in our business.

8. Approval and signature

This Statement (the "Anti-Modern Slavery Statement") is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and has been adopted by the Board of Directors of CI&T Inc (the Holding Company) on the date referenced below to apply to CI&T US and CI&T UK. It will be reviewed for each financial year.

Date of approval: July 11, 2023

Signed..... DocuSigned by: Bruno Guicardi Neto C4AA0FB593204AA...

CI&T, INC

Date of approval: July 11, 2023

Signed..... DocuSigned by: Bruno Guicardi Neto C4AA0FB593204AA...

CI&T UK LIMITED

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9. Document Control

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