CI&T Anti-Modern Slavery Statement FY2024

CI&T's Anti-Modern Slavery Statement has been prepared according to section 54(1) of the Modern Slavery Act 2015 (the "Act") and is applied to CI&T, Inc and CI&T UK Limited.
Modern slavery is defined as the recruitment, movement, harboring or receiving of people (including children) through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.
This statement demonstrates CI&T's actions to mitigate risks related to this matter and how to report any suspicions that modern slavery may be taking place.
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. We continue our pledge to support and advance its principles regarding human rights, labor, environment and anti-corruption.

Our Business Structure

CI&T is a provider of strategy, design and software engineering services to enable digital transformation for some of the world's largest enterprises and fast-growing companies. As companies race to provide their end-customers with a digital-first experience, our highly talented multidisciplinary teams of strategists, designers and engineers bring a 30-year track record of accelerating business innovations through our end-to-end scalable digital solutions. Through our collaborative approach, we are deeply embedded within our clients' organizations helping drive digital transformation in their day-to-day business operations and strategic thinking. We do this at scale with a global presence of over 6,900 professionals spread across countries. As a result, many bluechip companies and fast-growing companies across geographies and industry verticals trust CI&T as their partner for digital transformation.

Our pledge

CI&T has a zero-tolerance approach to modern slavery and we are committed to acting ethically, with integrity and transparency in all our business dealings and relationships and to ensuring that modern slavery is not taking place anywhere in our business.
From an ESG perspective, our commitment to ethics, compliance and human rights are essential for the company's sustainable development, and the policies are primordial to

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support our governance and path. We are committed to ensuring compliance with applicable laws and regulations to allow growth with adequate controls, providing support and security for CI&T business, as well as ensuring that all our operations comply with internal policies, standards and procedures.

How we approach modern slavery risks

We have adopted a Code of Ethics and Conduct (available here) that applies to all our personnel and the personnel of our subsidiaries, including board members, officers, employees, interns, and anyone acting on behalf of our company or corporate group. Additionally, CI&T has a Code of Ethics and Conduct for Third Parties (available here), which is applicable to all third parties involved in our activities, such as suppliers, partners, consultants, and other service providers.

In this Code, we clearly state that all third parties must:

- Comply with all applicable laws;
- Prevent fraud and corruption;
- Respect the human rights of their employees and service providers;
- Comply with laws prohibiting child labor;
- Not engage in or support forced or slave-like labor practices;
- Assume responsibility for the health and safety of their employees;
- Act in accordance with local and international standards related to environmental protection.

It’s important to note that failure to comply with this Code may result in the termination of the business relationship. The supplier company is aware that CI&T may, due to legal or moral obligations, report the results of an investigation to the competent legal authorities.

CI&T's Code of Ethics outlines the company's expectations for diversity, respect, and responsibility for all employees across all business areas. To ensure its internalization, all employees must complete a mandatory annual training on Ethics, Information Security, and ESG, and formally acknowledge their acceptance of the Code, attesting to their understanding and full compliance.

All new employees are provided with safe working conditions and CI&T complies with all local laws with respect to wages, hours and benefits and also with all immigration/work permissions laws. CI&T ensures that all forms of forced or compulsory labor are not used in our operations.

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All new employees also go through an onboarding process when they are hired for CI&T. In this onboarding, they are introduced to CI&T's values, main policies and the Ethics Reporting Channel (available at ethics.ciandt.com).
CI&T's Ethics Reporting Channel is an open channel to all people - its current and former workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organization. This includes any circumstances around slavery or human trafficking. CI&T does not tolerate any kind of retaliation, as established in our Code of Ethics and Conduct.
We look for suppliers that work with commitment, impact, honesty, mastery and respect.

The procurement process ensures compliance with anti-slavery laws through due diligence of high risk suppliers. Suppliers undergo comprehensive vetting, including online checks and labor practice evaluations by providing documentation proving adherence to anti-slavery regulations. Suppliers also renew their registration annually to reconfirm their position. All of our high risk suppliers also accept the terms of CI&T's Code of Ethics for Third Parties, which contains anti-slavery directives. Procurement staff receive information on modern slavery risks, and our Ethics Reporting Channel (ethics.ciandt.com) is in place for confidential reporting of suspicious activities. These measures safeguard against forced labor and human trafficking, promoting ethical practices throughout our supply chain and upholding our commitment to human rights.

We also have a strong ESG strategy that is described in detail in our ESG portal. Diversity and inclusion are fundamental values of CI&T, so we have also developed a Diversity and Inclusion Policy to reinforce that neither managers, associates nor any others acting on behalf of CI&T should practice any form of unfair discrimination against each other, our customers or suppliers.

As an improvement process to combat modern slavery labor, in 2024 two new practices were incorporated into our procurement process:

- Implementation of a new purchasing management system for our operations in the USA, bringing better management and visibility of supplier information;
- For our UK operations, every supplier registering in our system is required to submit their Anti-Modern Slavery Statement if the law applies to their company.

Reporting modern slavery

Our Ethics Reporting Channel is operated by an independent external organization, NAVEX Global. This channel is accessible to anyone, both within and outside of CI&T. It functions

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globally, 24 hours a day, 7 days a week. Whistleblowers have the option to submit reports either anonymously or with identification.

CI&T is supported by an Ethics Squad, an Ethics Commission (comprising members from management and senior management), as well as internal investigators who possess senior-level expertise and have received specialized training for their roles. All complaints are investigated confidentially, and CI&T ensures fair and equitable treatment for all parties involved.

During FY 2024, no complaints or concerns were reported regarding modern slavery or human trafficking occurring within our operations.

Board approval

This Statement (the "Anti-Modern Slavery Statement") has been adopted by the Board of Directors of CI&T Inc (the Holding Company) on May 30th, 2025 to apply to CI&T US and UK legal entities. References in this Statement to the "Company" are to be construed as references to CI&T US and CI&T UK.

Bruno Guicardi Neto

Name: Bruno Guiçardi Neto
Date: May 30th, 2025

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Assinaturas

Bruno Guicardi Neto

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