CI&T Anti-Modern Slavery Statement FY2025

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, or deception for the purpose of exploitation.
This document demonstrates CI&T's ongoing actions to mitigate risks related to this matter and provides guidance on how to report any suspicions of its occurrence.

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.

Business Structure and Supply Chain

CI&T acts as a global digital transformation partner, providing strategy, design, and software engineering services for large enterprises across various sectors. With a 30-year track record of operations, the company currently maintains a global presence with nearly 8,000 professionals spread across more than 25 countries. Our business relationships are guided by social and environmental responsibility clauses and ethical compliance, extending our sustainability commitments throughout the entire value chain.

Our Commitment and Evolution of Policies in 2025

We maintain a zero-tolerance approach to modern slavery and are committed to acting ethically and transparently in all our business dealings. From an ESG perspective, our commitment to compliance and human rights is primordial for the company's sustainable development.
In 2025, we significantly advanced this commitment through the consolidation and development of two new global guidelines, both approved by the Board of Directors:

- **Global Human Rights Policy:** Establishes fundamental standards of conduct to ensure a safe, inclusive, and respectful environment across all CI&T operations. This policy guides employees and stakeholders on the protection of human dignity and

strictly prohibits discrimination, child labor, forced labor, corruption, and harassment. The responsibility for preserving human rights is shared; all CI&T personnel and third parties are required to comply with and ensure adherence to these guidelines, as collective commitment is essential to maintaining an ethical culture. Available here.

- **Global Sustainability Policy:** Consolidates ESG principles and responsibilities across Environmental, Social, and Governance themes. This policy reinforces the company's commitment to promoting equity, environmental protection, and business integrity. Available here.

These new principles are formally incorporated into our internal policies, procurement processes, and supplier relationships, integrating directly into the company's Compliance Program and integrity system. In addition to these guidelines, we continue to adhere to our Code of Ethics and Conduct, which applies to all our personnel and subsidiaries, including Board members, officers, employees, and interns. Furthermore, our Code of Ethics and Conduct for Third Parties applies to all partners involved in our activities, such as suppliers, consultants, and service providers.

Risk Management and Due Diligence

CI&T utilizes corporate risk management processes to identify and address operational, strategic, and compliance risks. The procurement process ensures adherence to anti-slavery laws through supplier due diligence, evaluating financial, labor, and social aspects during onboarding. Suppliers identified as higher risk are subject to additional procedures by the Compliance team.

For our UK operations, we maintain the practice of requiring every supplier registering in our system to submit their own Anti-Modern Slavery Statement if the law applies to their organization. All partners must formally acknowledge the Code of Ethics for Third Parties, which strictly prohibits forced or slave-like labor practices.

Effectiveness, Training, and Transparency

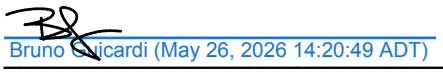
To ensure the internalization of our values, all employees must complete mandatory annual training. In 2025, we reached a **99.6% completion rate for our mandatory training in Ethics, Information Security, and ESG**. New employees also undergo an onboarding process where they are introduced to CI&T's values and main policies.

Compliance is continuously monitored through our Ethics Reporting Channel, operated globally by an independent organization and available 24/7 for anonymous or identified reports (available at ethics.ciandt.com).
CI&T guarantees the confidential investigation of all reports and prohibits any form of retaliation against whistleblowers acting in good faith. **During fiscal year 2025, no complaints or concerns were reported regarding modern slavery or human trafficking occurring within our operations or value chain**.

For more information about our practices and commitments, please visit our ESG portal at https://ciandt.com/en/esg.

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 25th, 2026 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 (May 26, 2026 14:20:49 ADT)

Name: Bruno Guiçardi Neto
Date: May 25th, 2026

Anti Modern Slavery Act 2025

Final Audit Report 2026-05-26

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