

CI&T Reports 13.4% Organic Revenue Growth in 3Q25 Results

New York – November 12, 2025 – CI&T (NYSE: CINT, “Company”), a global technology transformation specialist and fast-growing public company, today announces its results for the third quarter of 2025 (3Q25) in accordance with International Financial Reporting Standards (IFRS® Accounting Standards), as issued by the IASB. For comparison purposes, we refer to the results for the third quarter of 2024 (3Q24). The numbers are presented in U.S. dollars.

Third quarter of 2025 (3Q25) highlights

- Revenue of US\$127.3 million, a 13.4% increase compared to US\$112.2 million in 3Q24.
- Revenue growth at constant currency was 12.1% compared to 3Q24.
- Profit increased by 72%, reaching US\$8.9 million in 3Q25, compared to US\$5.2 million in 3Q24.
- Adjusted EBITDA increased by 7.5% to US\$23.5 million in 3Q25 compared to US\$21.9 million in 3Q24. Adjusted EBITDA margin was 18.5% in 3Q25.
- Adjusted Profit increased 10.6% to US\$11.3 million in 3Q25 compared to US\$10.2 million in 3Q24. Adjusted Profit margin was 8.9% in 3Q25.
- Diluted earnings per share (EPS) were US\$0.07, an 81.1% increase from 3Q24.
- Adjusted diluted EPS were US\$0.09, up 16.4% compared to the same period last year.
- CI&T ended 3Q25 with 7,858 employees, a 16.3% increase compared to 3Q24.
- In September 2025, CI&T Board of Directors approved the renewal of its share repurchase program, allowing the company to repurchase up to five million of its outstanding class A common shares.

Cesar Gon, founder and CEO of CI&T, commented, “Our 3Q25 results mark the fourth consecutive quarter of double-digit organic revenue growth—an achievement that underscores the enduring strength of our positioning as the end-to-end business solutions partner our clients rely on, seamlessly integrating AI and technology with core business transformation. As we celebrate 30 years of innovation at CI&T, this strong performance reinforces our confidence in our ability to continue generating sustainable, long-term value for our clients, our people, and our shareholders.”

Comments on the 3Q25 financial performance

Revenue reached US\$127.3 million in 3Q25, a 13.4% increase from US\$112.2 million in 3Q24, or a 12.1% growth at constant currency. In 3Q25, revenue among our top 10 clients grew 19.5% compared to the same period in 2024.

The cost of services provided was US\$86.2 million in 3Q25, a 17.6% increase from 3Q24, mainly explained by the additional billable headcount. Gross profit was US\$41.1 million, a 5.6% increase compared to 3Q24. Adjusted gross profit reached US\$43.1 million, compared to US\$41.8 million, and adjusted gross profit margin was 33.9% in 3Q25.

Selling, general, and administrative (SG&A) and other operating expenses totaled US\$23.5 million in 3Q25, a 5.0% reduction compared to 3Q24, primarily driven by non-recurring restructuring expenses in 2024.

Adjusted EBITDA reached US\$23.5 million in 3Q25, a 7.5% increase from US\$21.9 million in 3Q24. In 3Q25, the adjusted EBITDA margin was 18.5%.

Net finance costs totaled US\$4.1 million in 3Q25, reflecting a 10.8% increase compared to 3Q24. This increase was primarily driven by negative foreign exchange variation, partially offset by lower interest expenses resulting from a reduced debt position in 3Q25. Income tax expense was US\$4.6 million in 3Q25, a 13.0% decrease compared to 3Q24, equivalent to an effective tax rate of 34%. Income taxes paid in the quarter were US\$0.8 million, equivalent to a cash tax rate of 6.0%.

Profit was US\$8.9 million in 3Q25, up 72% from 3Q24. Adjusted profit was US\$11.3 million, an increase of 10.6% compared to 3Q24, with an adjusted profit margin of 8.9%. In 3Q25, diluted EPS was US\$0.07, an 81.1% increase from 3Q24. Adjusted diluted EPS were US\$0.09, up 16.4% compared to the same period last year.

Cash generated from operating activities was US\$46.4 million in 9M25.

Business Outlook

We expect our reported revenue for the fourth quarter of 2025 to be in the range of US\$130.4 million to US\$132.6 million, representing a 12.5% increase year-over-year on a constant currency basis at the midpoint of the range. This reflects a 16.8% growth in U.S. dollars on a reported basis (midpoint), compared to US\$112.5 million in 4Q24. This estimate assumes an average FX rate of 5.46 BRL/USD in 4Q25, compared to 5.84 BRL/USD in 4Q24.

For the full year of 2025, we expect our organic revenue growth at constant currency to be in the range of 12.5% to 13.0% year-over-year. In addition, we estimate our Adjusted EBITDA margin to be in the range of 18% to 20%.

These expectations are forward-looking statements, and actual results may differ materially. See "Cautionary Statement on Forward-Looking Statements" below.

Conference Call Information

Cesar Gon (Founder and CEO), Bruno Guicardi (Founder and President for North America and Europe), Stanley Rodrigues (CFO), and Eduardo Galvão (Director of Investor Relations) will host a video conference call to discuss the 3Q25 financial and operating results on November 12, at 4:30 PM Eastern Time / 6:30 PM BRT. The earnings call can be accessed on the Company's Investor Relations website at <https://investors.ciandt.com> or at the following link: <https://youtube.com/live/qBpit8jPfvA>.

About CI&T

CI&T (NYSE: CINT) is a global technology transformation specialist for 100+ large enterprises and fast growth clients. CI&T brings a 30-year track record of helping clients navigate change to deliver accelerated business impact, with deep expertise across AI, strategy, customer experience, software development, cloud services, data and more. CI&T's proprietary AI platform, CI&T FLOW boosts team productivity, ensuring fast, efficient, and scalable delivery of world-class solutions. Operating globally with over 7,800 professionals across 10 countries.

Non-IFRS Financial Measures

We regularly monitor certain financial and operating metrics to evaluate our business, measure our performance, identify trends affecting our business, formulate financial projections, and make strategic decisions. These non-IFRS financial measures include Adjusted Gross Profit, Adjusted Gross Profit Margin, Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Profit, Adjusted Profit Margin, Revenue at Constant Currency, and Adjusted Diluted EPS. They should be considered in addition to results prepared in accordance with IFRS, but not as substitutes for IFRS results. In addition, our calculation of these non-IFRS financial measures may differ from those used by other companies, and therefore, comparability may be limited. These non-IFRS financial measures are provided as additional information to enhance investors' understanding of our operations' historical and current financial performance.

CI&T is not providing a quantitative reconciliation of its forward-looking non-IFRS Revenue at Constant Currency and Adjusted EBITDA Margin to the most directly comparable IFRS measure because it cannot reasonably predict the outcome of certain significant items without unreasonable efforts. These items include, but are not limited to, share-based compensation expenses, the tax effect of non-IFRS measures, foreign currency exchange gains/losses, and other items. These items are uncertain, depend on various factors, and could have a material impact on our IFRS-reported results for the guidance period.

We calculate Revenue at Constant Currency by translating Revenue from entities reporting in foreign currencies into U.S. dollars using the comparable foreign currency exchange rates from the prior period to show changes in our revenue without giving effect to period-to-period currency fluctuations.

In calculating Adjusted Gross Profit, we exclude cost components unrelated to the direct management of our services. For the periods presented, the adjustments applied were: (i) depreciation and amortization related to the costs of services provided and (ii) share-based compensation expenses.

In calculating Adjusted EBITDA, we exclude components unrelated to the direct management of our services. We calculate Adjusted EBITDA for the periods presented as Profit, plus net finance costs, income tax expense, depreciation and amortization, plus: (i) share-based compensation expenses; (ii) government grants related to tax reimbursement in our Chinese subsidiary; (iii) acquisition-related expenses; and (iv) business restructuring expenses related to the optimization of our global delivery model based on our nearshoring strategy.

In calculating Adjusted Profit and Adjusted Diluted EPS, we exclude components unrelated to the direct management of our services. For the periods presented, the adjustments have been made for (i) acquisition-related expenses (including amortization of intangible assets from acquired companies, and present value adjustments to accounts payable for business acquired); (ii) business restructuring expenses related to the optimization of our global delivery model based on our nearshoring strategy; (iii) share-based compensation expenses; and (iv) the tax effects of non-IFRS adjustments.

Cautionary Statement on Forward-Looking Statements

This press release includes forward-looking statements within the meaning of the safe harbor provisions of the United States Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact that may be deemed forward-looking statements include, but are not limited to: the statements under

Business Outlook, including expectations relating to revenues and other financial or business metrics; statements regarding relationships with clients; and any other statements of expectations or beliefs. The words “believe”, “will”, “may”, “may have”, “would”, “estimate”, “continues”, “anticipates”, “intends”, “plans”, “expects”, “budget”, “scheduled”, “forecasts” and similar words are intended to identify estimates and forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking. Forward-looking statements represent our management's beliefs and assumptions only as of the date of this press release. You should read this press release with the understanding that our actual future results may be materially different from our expectations. These statements are subject to known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to be materially different from those expressed or implied by such statements in this press release. Such risk factors include, but are not limited to, those relating to: the ongoing trade war and the impact of tariffs imposed on international trade, particularly between Brazil and the United States; the ongoing war in Ukraine and the economic sanctions imposed by Western economies on Russia, as well as the conflict between Israel and Hamas, and their impact on our business and industry; uncertainty regarding the demand for and market utilization of our services; our ability to maintain or acquire new client relationships; general business and economic conditions; the impact of pandemics, epidemics and disease outbreak; and our ability to successfully implement our growth strategy and strategic plans. Additional information about these and other risks and uncertainties is contained in the Risk Factors section of CI&T's annual report on Form 20-F. Additional information will be made available in our Annual Reports on Form 20-F, and other filings and reports that we may file from time to time with the SEC. Except as required by law, we assume no obligation to and do not intend to update these forward-looking statements or to update the reasons why actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

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Unaudited condensed consolidated statement of profit or loss

(In thousands of U.S. dollars)

	Quarter ended September 30,		Nine months ended September 30,	
	2025	2024	2025	2024
Revenue	127,312	112,232	355,373	326,428
Costs of services provided	(86,223)	(73,327)	(242,131)	(216,097)
Gross profit	41,089	38,905	113,242	110,331
Selling expenses	(10,075)	(9,775)	(27,923)	(28,591)
General and administrative expenses	(14,062)	(14,158)	(39,663)	(41,147)
Impairment gain (loss) on accounts receivable and contract assets	(21)	(947)	218	(1,467)
Other income, net	618	95	1,386	218
Operating expenses, net	(23,540)	(24,785)	(65,982)	(70,987)
Operating profit before net finance costs and income tax expense	17,549	14,120	47,260	39,344
Finance income	4,542	3,936	14,084	10,593
Finance costs	(8,653)	(7,645)	(20,955)	(19,023)
Net finance costs	(4,111)	(3,709)	(6,871)	(8,430)
Profit before income tax	13,438	10,411	40,389	30,914
Current	(3,718)	(3,901)	(6,550)	(8,122)
Deferred	(857)	(1,358)	(7,787)	(3,807)
Total income tax expense	(4,575)	(5,259)	(14,337)	(11,929)
Profit for the period	8,863	5,152	26,052	18,985
Earnings per share				
Earnings per share – basic (in US\$)	0.07	0.04	0.19	0.14
Earnings per share – diluted (in US\$)	0.07	0.04	0.19	0.14
Weighted average number of basic shares	130,723	135,978	133,644	136,714
Weighted average number of diluted shares	131,991	138,927	134,912	139,663

Unaudited condensed consolidated statement of financial position

(In thousands of U.S. dollars)

Assets	September 30, 2025	December 31, 2024	Liabilities and equity	September 30, 2025	December 31, 2024
Cash and cash equivalents	43,298	56,621	Suppliers and other payables	3,728	4,803
Account receivables	86,806	93,717	Loans and borrowings	69,326	46,227
Contract Assets	52,049	22,256	Lease liabilities	3,862	3,867
Recoverable taxes	2,062	861	Salaries and welfare charges	55,799	44,554
Current income tax assets	8,232	6,650	Accounts payable for business acquired	1,297	6,522
Derivatives	3	723	Derivatives	477	2,370
Restricted cash	-	4,247	Current income tax liabilities	569	2,823
Other assets	7,314	6,685	Other taxes payable	3,337	3,062
Total current assets	199,764	191,760	Contract liability	953	6,766
Recoverable taxes	935	669	Other liabilities	3,617	3,989
Current income tax assets	-	5,408	Total current liabilities	142,965	124,983
Deferred tax assets	544	1,427			
Judicial deposits	1,837	1,316	Loans and borrowings	66,572	92,508
Restricted cash	1,164	1,000	Deferred tax liabilities	26,335	16,282
Other assets	1,162	1,601	Lease liabilities	5,043	5,628
Property and equipment	7,490	5,896	Provisions for tax and labor risks	1,276	1,076
Intangible assets and goodwill	333,300	309,284	Accounts payable for business acquired	3,958	3,389
Right-of-use assets	8,117	8,055	Other liabilities	2,777	2,426
Total non-current assets	354,549	334,656	Total non-current liabilities	105,961	121,309
			Equity		
			Share capital	7	7
			Share premium	183,314	186,333
			Treasury share reserve	(28,500)	(6,457)
			Capital reserves	28,568	26,659
			Retained reserves	123,960	97,908
			Other comprehensive income (loss)	(1,962)	(24,326)
			Total equity	305,387	280,124
Total assets	554,313	526,416	Total equity and liabilities	554,313	526,416

Unaudited condensed consolidated statement of cash flows

(In thousands of U.S. dollars)

	September 30, 2025	September 30, 2024
Cash flows from operating activities		
Profit for the period	26,052	18,985
Adjustments for:		
Depreciation and amortization	13,686	13,206
Loss on sale and write-off of fixed assets	84	506
Interest and exchange rate changes	9,136	11,291
Unrealized (gains) losses on derivatives	(1,410)	1,022
Income tax expenses	14,337	11,929
Impairment (gain) losses on accounts receivable and contract assets	(218)	1,467
Share-based compensation	3,684	3,986
Other	20	(3)
Changes in operating assets and liabilities		
Accounts receivable and contract assets	(16,357)	(5,144)
Recoverable taxes	(1,266)	(3,813)
Suppliers and other payables	(1,896)	(1,395)
Salaries and welfare charges	3,919	9,681
Contract liabilities	(6,013)	(4,469)
Other receivables and payables, net	2,668	(1,161)
Cash generated from operating activities	46,426	56,088
Income tax paid	(7,508)	(3,068)
Interest paid on loans and borrowings	(8,309)	(6,978)
Interest paid on lease	(596)	(510)
Income tax refund	469	823
Net cash generated from operating activities	30,482	46,355
Cash flows from investing activities		
Acquisition and investment in property and equipment and intangible assets	(10,339)	(7,473)
Redemption of financial investments	-	635
Net cash used in investing activities	(10,339)	(6,838)
Cash flows from financing activities		
Share-based compensation exercised	1,368	611
Payment of lease liabilities	(3,790)	(3,143)
Proceeds from loans and borrowings	24,722	19,818
Proceeds from settlement of derivatives	91	1,370
Payment of loans and borrowings	(34,011)	(14,224)
Payment of installment related to accounts payable for business acquired	(1,842)	(1,893)

Treasury shares acquired	(27,342)	(9,480)
Net cash used in financing activities	(40,804)	(6,941)
Net increase (decrease) in cash and cash equivalents	(20,661)	32,576
Cash and cash equivalents as of January 1	56,621	43,715
Exchange variation effect on cash and cash equivalents	7,338	(5,916)
Cash and cash equivalents as of September 30	43,298	70,375

Revenue Distribution

Revenue by Industry (in USD thousand)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Financial Services	48,072	31,826	51.0%	127,101	91,916	38.3%
Retail and Industrial Goods	26,199	23,511	11.4%	74,589	62,100	20.1%
Consumer Goods	24,668	25,113	-1.8%	72,491	72,577	-0.1%
Technology and Telecommunications	12,140	12,783	-5.0%	33,740	37,324	-9.6%
Life Sciences	9,690	9,264	4.6%	28,208	30,673	-8.0%
Other	6,543	9,735	-32.8%	19,244	31,838	-39.6%
Total	127,312	112,232	13.4%	355,373	326,428	8.9%

Revenue by Geography (in USD thousand)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Latin America	61,342	45,350	35.3%	165,547	133,687	23.8%
North America	54,558	51,396	6.2%	155,392	143,602	8.2%
New Markets	11,412	15,486	-26.3%	34,434	49,139	-29.9%
Total	127,312	112,232	13.4%	355,373	326,428	8.9%

Top Clients (in USD thousand)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Top Client	14,919	8,720	71.1%	39,840	22,415	77.7%
Top 10 Clients	56,240	47,080	19.5%	152,847	134,647	13.5%

Reconciliation of various income statement amounts from IFRS to non-IFRS measures

Revenue Growth at Constant Currency	3Q25
Reported Revenue Growth	13.4%
Foreign Exchange Rates Impact	-1.3%
Revenue Growth at Constant Currency	12.1%

Adjusted Gross Profit (in USD thousand)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Revenue	127,312	112,232	13.4%	355,373	326,428	8.9%
Cost of Services Provided	(86,223)	(73,327)	17.6%	(242,131)	(216,097)	12.0%
Gross Profit	41,089	38,905	5.6%	113,242	110,331	2.6%
<i>Adjustments</i>						
Depreciation and amortization (cost of services provided)	1,405	1,546	-9.2%	4,418	4,814	-8.2%
Share-based compensation	649	1,370	-52.6%	2,337	2,805	-16.7%
Adjusted Gross Profit	43,143	41,821	3.2%	119,996	117,950	1.7%
Adjusted Gross Profit Margin	33.9%	37.3%	-3.4p.p	33.8%	36.1%	-2.4p.p

Adjusted EBITDA (in USD thousand)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Profit for the period	8,863	5,152	72.0%	26,052	18,985	37.2%
<i>Adjustments</i>						
Net finance costs	4,111	3,709	10.8%	6,871	8,430	-18.5%
Income tax expense	4,575	5,259	-13.0%	14,337	11,929	20.2%
Depreciation and amortization	4,685	4,304	8.9%	13,686	13,206	3.6%
Share-based compensation	1,300	1,957	-33.6%	3,684	3,986	-7.6%
Government grants	0	(164)	-	0	(237)	-
Acquisition-related expenses (1)	0	705	-	0	1,259	-
Business restructuring (2)	0	975	-	0	2,210	-
Adjusted EBITDA	23,534	21,896	7.5%	64,630	59,767	8.1%
Adjusted EBITDA Margin	18.5%	19.5%	-1p.p	18.2%	18.3%	-0.1p.p

Items (1) and (2) are detailed below.

Adjusted Profit (in USD thousand)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Profit for the period	8,863	5,152	72.0%	26,052	18,985	37.2%
<i>Adjustments</i>						
Acquisition-related expenses (1)	2,071	2,716	-23.7%	6,115	7,573	-19.3%
Business restructuring (2)	-	975	-100.0%	-	2,210	-100.0%
Share-based compensation	1,300	1,957	-33.6%	3,684	3,986	-7.6%
Tax effects on non-IFRS adjustments	(960)	(606)	58.4%	(2,732)	(1,608)	69.9%
Adjusted Profit	11,274	10,194	10.6%	33,119	31,146	6.3%
Adjusted Profit Margin	8.9%	9.1%	-0.2p.p	9.3%	9.5%	-0.2p.p

Adjusted Diluted EPS (in USD)	3Q25	3Q24	Var. 3Q25 x 3Q24	9M25	9M24	Var. 9M25 x 9M24
Diluted EPS	0.07	0.04	81.1%	0.19	0.14	42.1%
<i>Adjustments</i>						
Acquisition-related expenses (1)	0.02	0.02	-19.7%	0.05	0.05	-16.4%
Business restructuring (2)	0.00	0.01	-100.0%	0.00	0.02	-100.0%
Share-based compensation	0.01	0.01	-30.1%	0.03	0.03	-4.3%
Tax effects on non-IFRS adjustments	-0.01	0.00	66.7%	-0.02	-0.01	75.9%
Adjusted Diluted EPS	0.09	0.07	16.4%	0.25	0.22	10.1%

Notes:

- ⁽¹⁾ Includes fair value adjustment on accounts payable for business combination and amortization of intangible assets from acquired companies, when applicable. Other expenses include, when applicable, consulting expenses and retention packages.
- ⁽²⁾ Expenses related to the optimization of our global delivery model based on our nearshoring strategy, including termination charges, severance, and legal services for employee separations from North America, Europe and Asia Pacific regions for 2024.