CI&T

EARNINGS CALL

4Q24
/
FY2024

investors .ciandt.com

Hello,

We are your **CI&T** presenters today:

TODAY

Cesar Gon

Founder & CEO

Bruno Guicardi

Founder & NAE President

Stanley Rodrigues

Partner, CFO

Eduardo Galvão

IR Director

CI&T

Q&A SESSION

Submit your question via email to

investors@ciandt.com

SAFE HARBOR AND NON-IFRS MEASURES

FORWARD-LOOKING STATEMENTS This presentation 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 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; the impact of competition on our business; 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; our ability to successfully integrate the recent-acquired business; 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.

NON-IFRS 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 Net Profit, Adjusted Net Profit Margin, and Net Revenue Growth at Constant Currency. 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.

We calculate Net Revenue Growth at Constant Currency by translating Net Revenue from entities reporting in foreign currencies into Brazilian reais 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.

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CI&T is not providing a quantitative reconciliation of forward-looking Non-IFRS Net Revenue Growth at Constant Currency and Adjusted EBITDA to the most directly comparable IFRS measure because it is unable to predict with reasonable certainty the ultimate outcome of certain significant items without unreasonable effort. These items include, but are not limited to, stock-based compensation expense, acquisition-related expenses, the tax effect of non-IFRS adjustments and other items. These items are uncertain, depend on various factors, and could have a material impact on IFRS reported results for the guidance period.

Agenda

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Highlights

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Business Cases

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Our People

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COLLABORATE, INNOVATE & TRANSFORM.

30 YRS


CI&T
FORRESTER NAMES CI&T A LEADER
The Forrester Wave™: Modern Application Development Services, Q1 2025.
ACCESS THE REPORT

THREE FORCES SHAPING OUR FUTURE

AI as a transformative force

Culture of excellence and performance

Our client-centric approach

4Q24 Financial Highlights

Net Revenue in 4Q24

R$656.5M

+25.6% growth or +14.7% at constant currency YoY

Adjusted EBITDA Margin (1)

19.5%

Adjusted Net Profit(1)

R$78M

+41.3% growth YoY

(1) Adjusted EBITDA Margin and adjusted net profit are non-IFRS financial measures. See disclosure regarding Non-IFRS measures.

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2024 Financial Highlights

Net Revenue in 2024

R$2,368M

+6.0% growth or +1.3% at constant currency YoY

Adjusted EBITDA Margin [1]

18.7%

Cash Generated

R$467M

from operating activities in 2024

(1) Adjusted EBITDA Margin is a non-IFRS financial measure.
See disclosure regarding Non-IFRS measures.

GLOBAL TALENT NETWORK

PEOPLE PLATFORM FOR GROWTH

6,907
CI&Ters

10.7%
Attrition [1]

3.5%
Leadership Attrition [1]

Great Place To Work

Melhores Empresas para Trabalhar LGBTQI+ Great Place To Work Brasil 2021

Human Rights Campaign Foundation

Recognized for "**Good Employability Practices for Disabled Workers**" at the UN

Certified for having **25% of the Board of Directors** composed by women.

[1] Attrition: Employee voluntary attrition excluding employees with less than six months in the company.

CI&T
NEXT GEN AI EDITION

OUR AMBITION:

TO DEVELOP THE FIRST GENERATION OF AI-NATIVE CODERS.

“You can't put tomorrow's talent in yesterday's jobs”

OUR INTERN PROGRAM
2025 – AI Edition

AI

10k+
APPLICANTS

450
ONBOARDED

[BRUNO]

ACCELERATED MODERNIZATION

AI LEGACY & APPLICATION MODERNIZATION

USING GENERATIVE AI
TO SPEED UP AND DE-RISK LEGACY MODERNIZATION

CI&T FLOW

HUMANS + AI

POWERED BY CI&T FLOW

UNLOCKING NEW REVENUE STREAMS

AI MAKES
MODERNIZATION
POSSIBLE

MINIMIZED
RISK

&

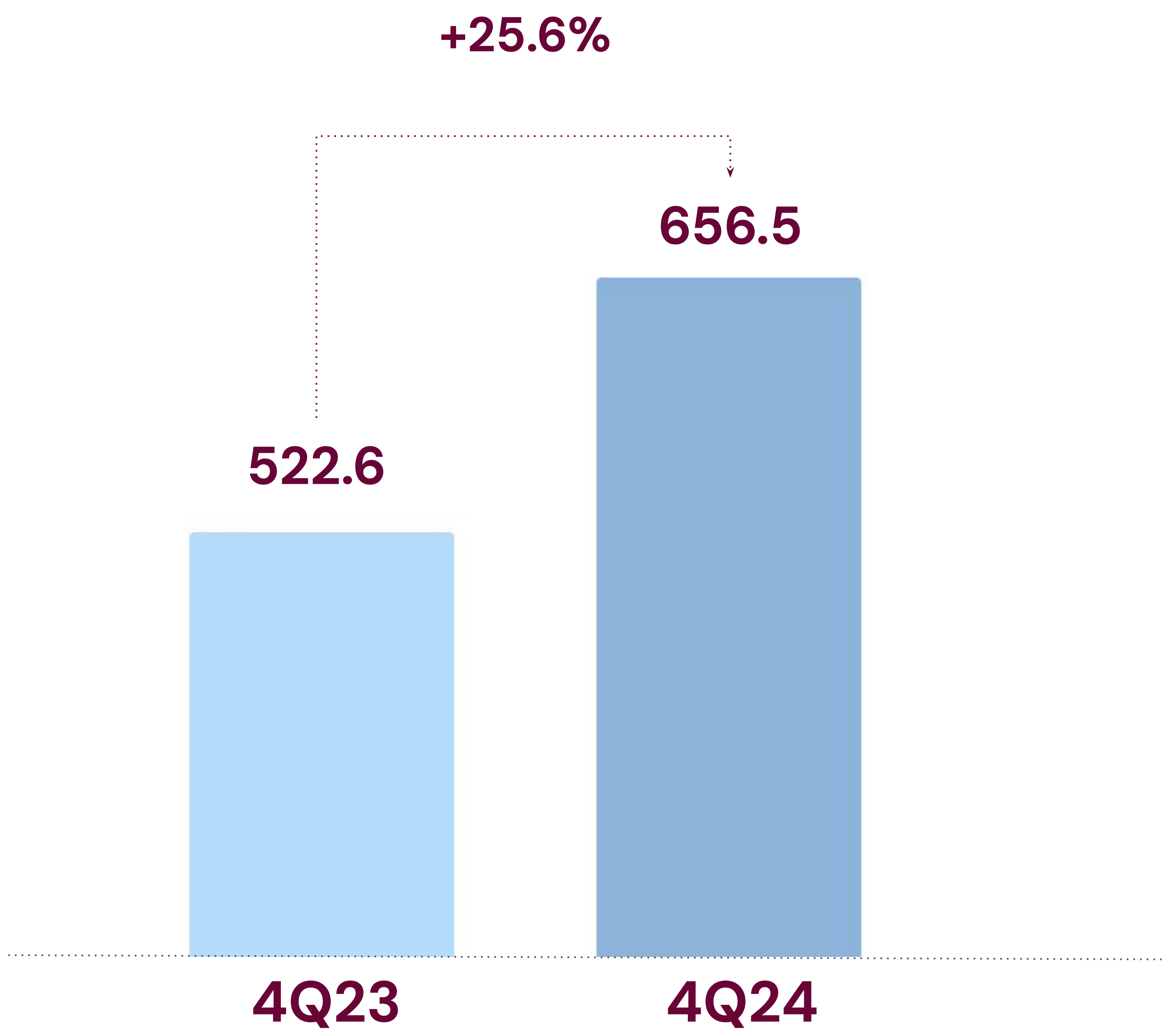
MORE EFFICIENCY

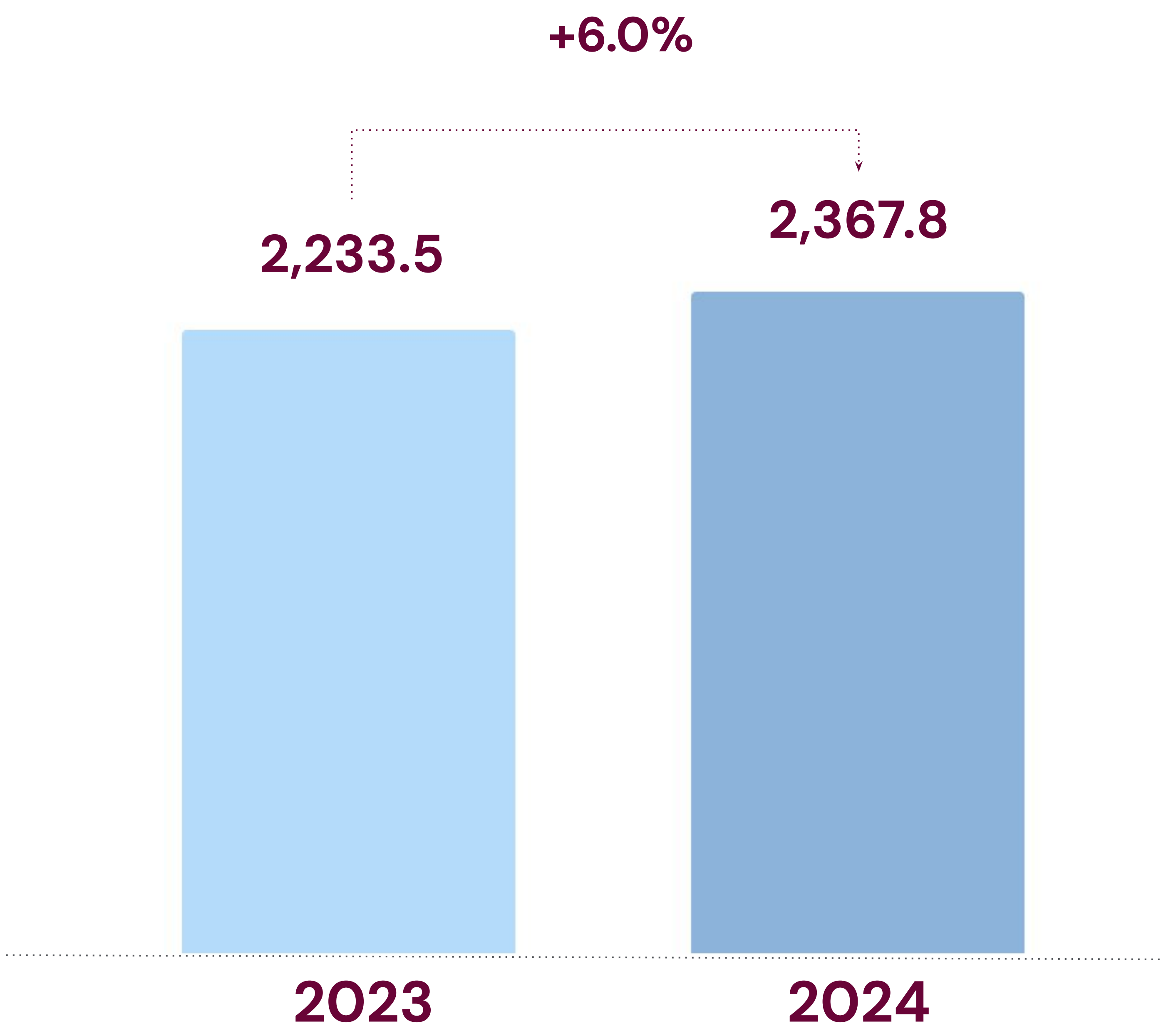
3x

Results driven

4Q24 and FY2024 RESULTS

Net Revenue
R$ Million





Net Revenue Growth at Constant Currency (1)

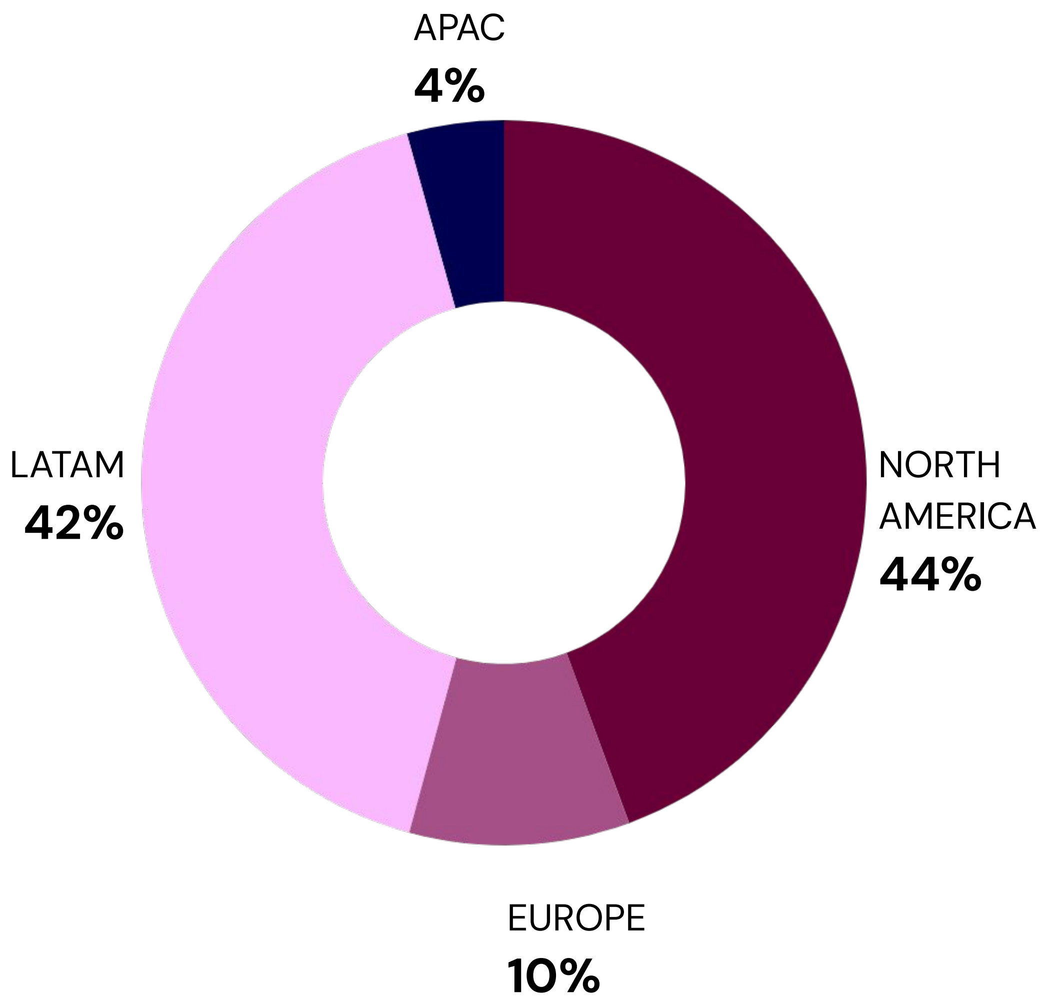
+14.7%

+1.3%

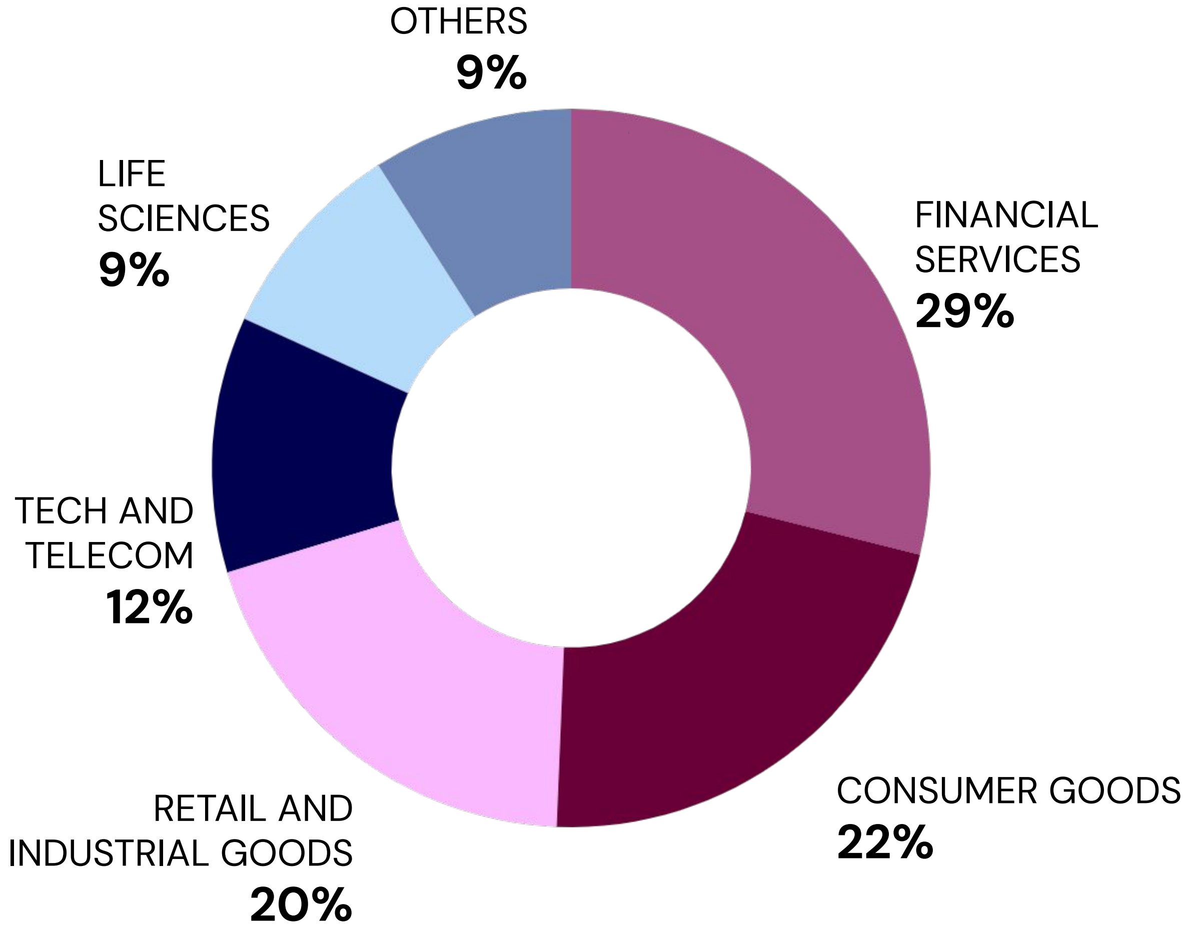
(1) Net revenue growth at constant currency is a non-IFRS financial measure. See disclosure regarding non-IFRS measures.

2024 NET REVENUE DISTRIBUTION

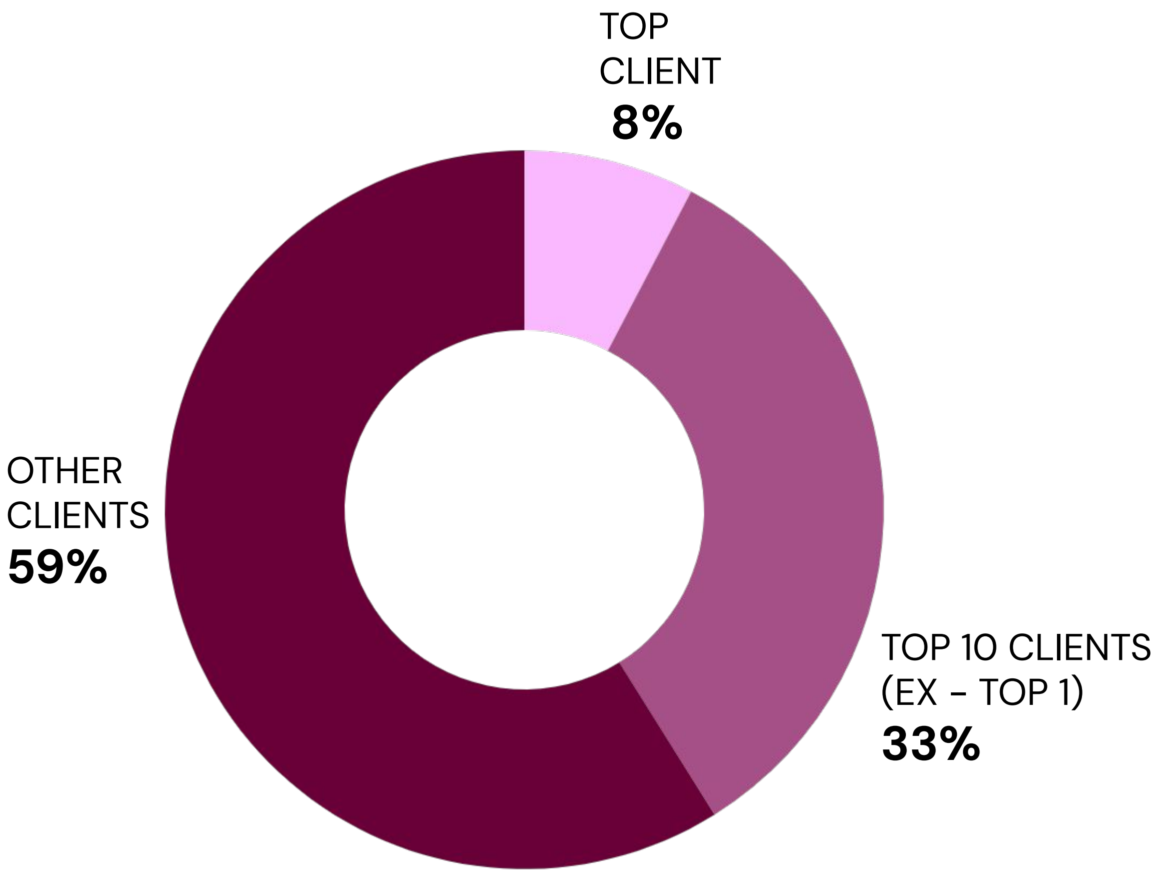
NET REVENUE BY GEOGRAPHY
% OF TOTAL



NET REVENUE BY INDUSTRY
% OF TOTAL



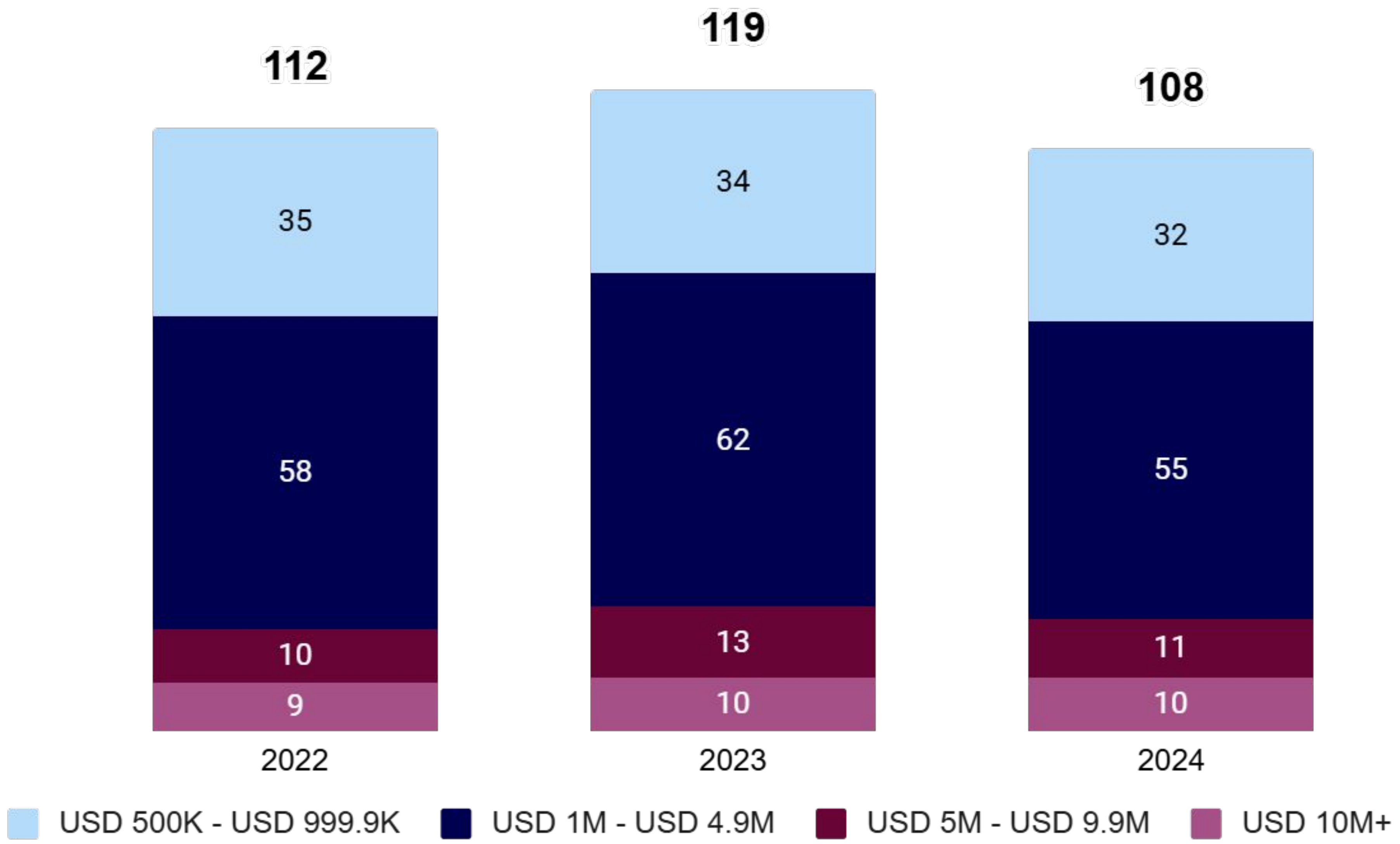
TOP CLIENT'S NET REVENUE SHARE
% OF TOTAL



Note: Percentages might not add to 100% due to rounding numbers.

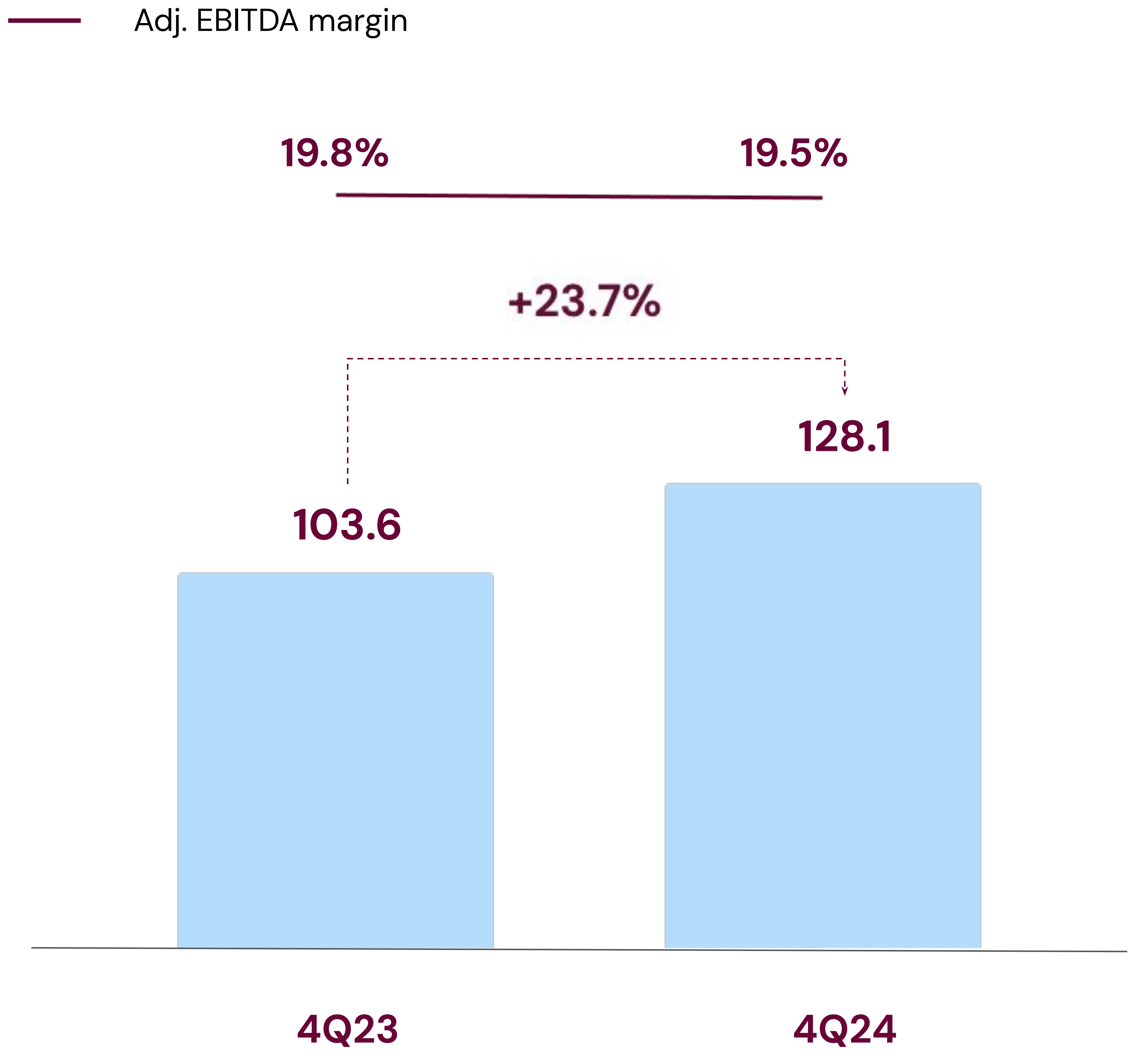
CONSISTENTLY NURTURING **LARGE CLIENTS' RELATIONSHIPS**

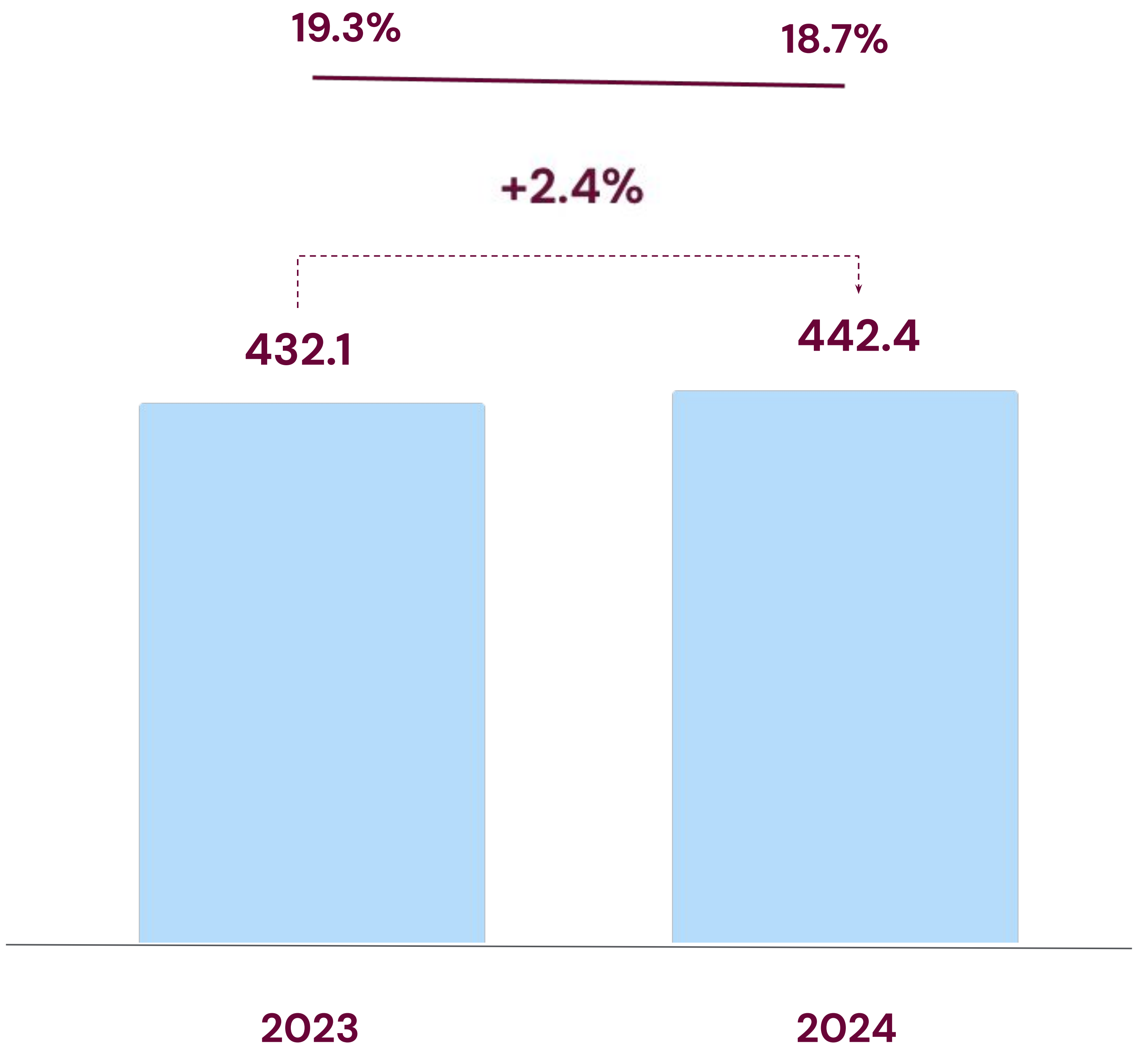
Number of Multi-Million Accounts
Revenue contribution in the last 12 months



4Q24 and FY2024 RESULTS

Adj. EBITDA & Adj. EBITDA Margin[(1)]
R$ Million; %

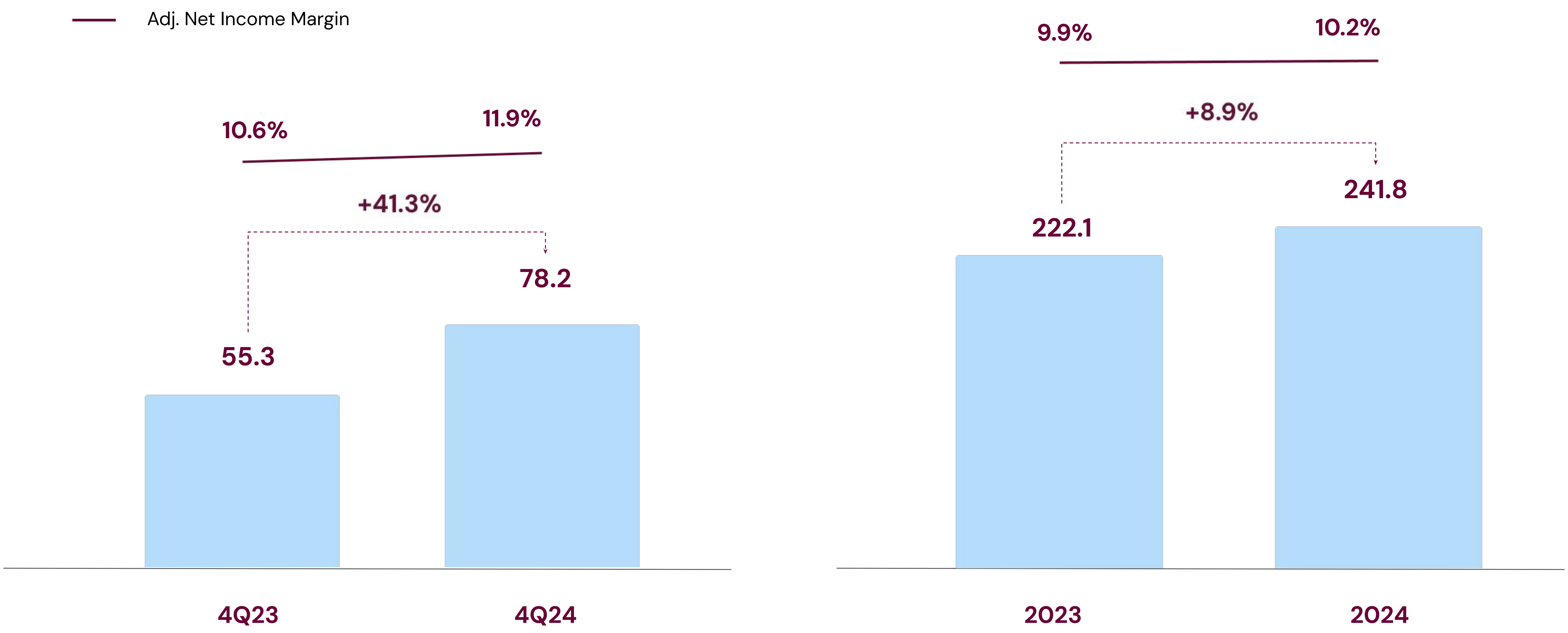




(1) Adjusted EBITDA and Adjusted EBITDA Margin are non-IFRS financial measures. We calculate Adjusted EBITDA for the periods presented as Net Profit, plus net finance costs, income tax expense, depreciation and amortization, plus: (i) share-based compensation expenses; (ii) government grants; (iii) acquisition-related expenses; and (iv) business restructuring expenses. See disclosure regarding Non-IFRS measures.

4Q24 and FY2024 RESULTS

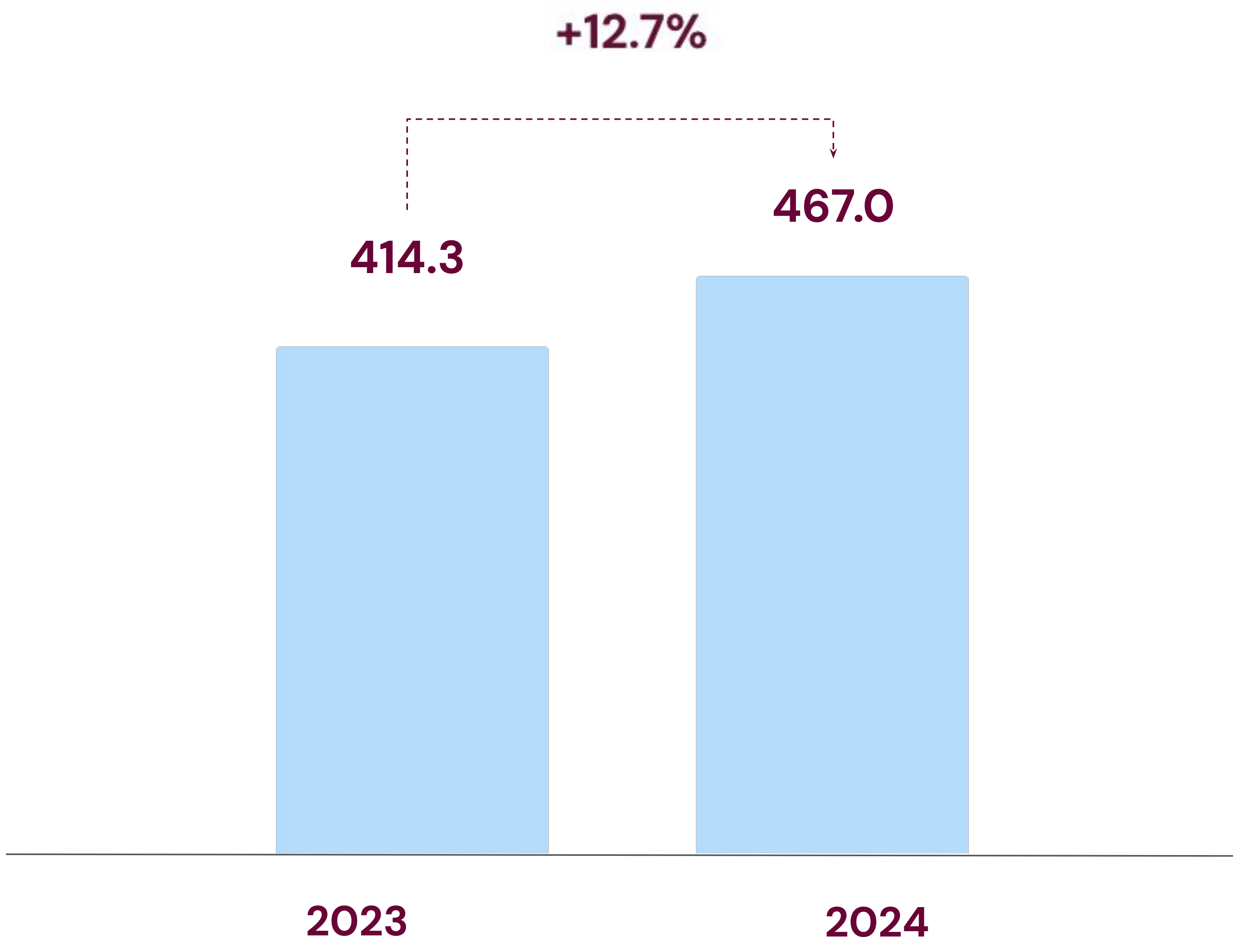
Adj. Net Income & Adj. Net Income Margin[1]
R$ Million; %



(1) Adjusted Net Profit and Adjusted Net Profit Margin are non-IFRS financial measures. We calculated Adjusted Net Profit, excluding components unrelated to the direct management of our services. For the periods presented, the adjustments have been made for (i) acquisition-related expenses; (ii) business restructuring expenses; (iii) share-based compensation and (iv) tax effects of non-IFRS adjustments. See disclosure regarding Non-IFRS measures.

2024 RESULTS

Cash Generated from Operating Activities
R$ Million



105.5%

Operating Cash Flow /Adjusted EBITDA [1]

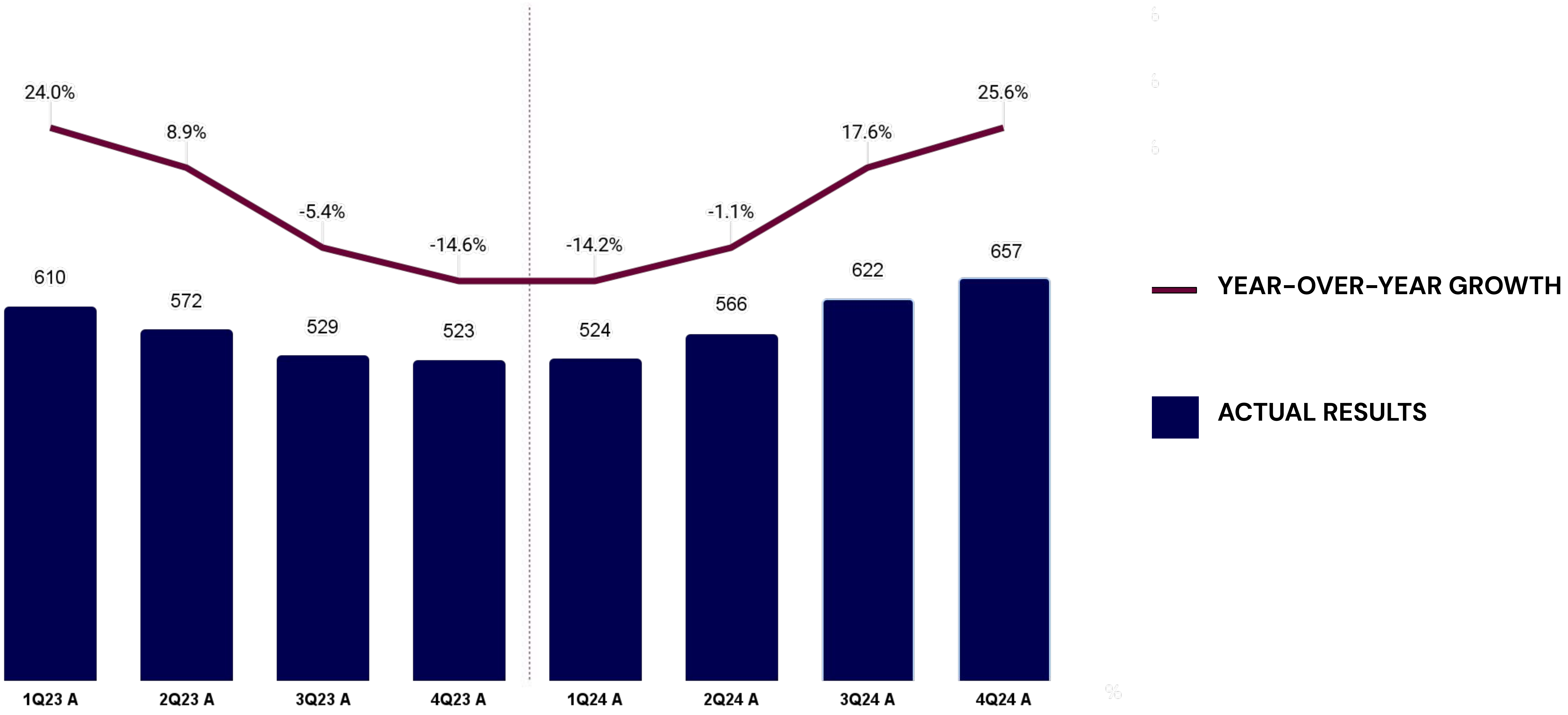
131.1%

Free Cash Flow /Adjusted Net Income [1,2]

(1) Adjusted Ebitda and Adjusted Net Income are non-IFRS financial measure. See disclosure regarding Non-IFRS measures
(2) Free cash flow is calculated from net cash from operating activities less acquisition of property, plant and intangible assets.

THE 2024 V-SHAPE RECOVERY

2023 AND 2024
QUARTERLY RESULTS
Net Revenue
R$ Million



Business Outlook

NET REVENUE

For the **1Q25**,
At least:

US$110.5 M

a 12.6% growth in constant currency,
4.5% growth in U.S. dollars, and
23.7% growth in BRL (y-o-y)

(Avg. FX rate of 5.86 BRL/USD in 1Q25, compared to 4.95 BRL/USD in 1Q24)

NET REVENUE GROWTH
(Y-O-Y)

For the full-year of **2025**,
in the range of:

+9% to +15%

at constant currency

Adjusted EBITDA margin [(1)]
in the range of:

18% to 20%

Notes: These estimates are forward-looking statement. See Safe Harbor regarding Forward-looking Statements.
(1) Adjusted EBITDA Margin and net revenue growth at constant currency are non-IFRS financial measures. See disclosure regarding Non-IFRS measures.

THANK YOU.

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Appendix - 4Q and FY Reconciliation of Non-IFRS measures

in BRL million	4Q24	4Q23	2024	2023
Net Revenue	**656.5**	**522.6**	**2,367.8**	**2,233.5**
Reconciliation Net Revenue Growth at Constant Currency				
Reported Net Revenue Growth	25.6%	-14.6%	6.0%	2.1%
Foreign Exchange Rates Impact	-11.0%	2.3%	-4.8%	2.0%
Net Revenue Growth at Constant Currency	**14.7%**	**-12.3%**	**1.3%**	**4.1%**
Reconciliation of Adjusted Gross Profit				
Gross Profit	232.5	173.7	811.7	745.7
Depreciation and amortization (cost of services provided)	9.1	8.7	34.3	36.0
Stock-based compensation expenses	3.7	3.5	18.6	13.8
Adjusted Gross Profit for the period	**245.3**	**185.8**	**864.7**	**795.5**
Adjusted Gross Profit Margin	37.4%	35.6%	36.5%	35.6%
Reconciliation of Adjusted EBITDA				
Net profit for the period	61.7	22.9	161.2	132.6
Net financial cost	19.9	17.4	64.4	76.2
Income tax expense	12.5	13.8	75.3	76.7
Depreciation and amortization	21.3	22.2	90.4	93.2
Stock-based compensation	9.1	6.4	30.4	28.1
Government grants	(0.0)	(0.6)	(1.3)	(0.9)
Acquisition-related expenses	(1.7)	0.4	5.0	5.2
Business restructuring	5.4	21.0	17.0	21.0
Adjusted EBITDA for the period	**128.1**	**103.6**	**442.4**	**432.1**
Adjusted EBITDA Margin	19.5%	19.8%	18.7%	19.3%
Reconciliation of Adjusted Net Profit				
Net profit for the period	61.7	22.9	161.2	132.6
Acquisition-related expenses	5.1	11.2	44.9	50.7
Business restructuring	5.4	21.0	17.0	21.0
Stock-based compensation	9.1	6.4	30.4	28.1
Tax effects on non-IFRS adjustments	(3.2)	(6.2)	(11.6)	(10.3)
Adjusted Net Profit for the period	**78.2**	**55.3**	**241.9**	**222.1**
Adjusted Net Profit Margin	11.9%	10.6%	10.2%	9.9%

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