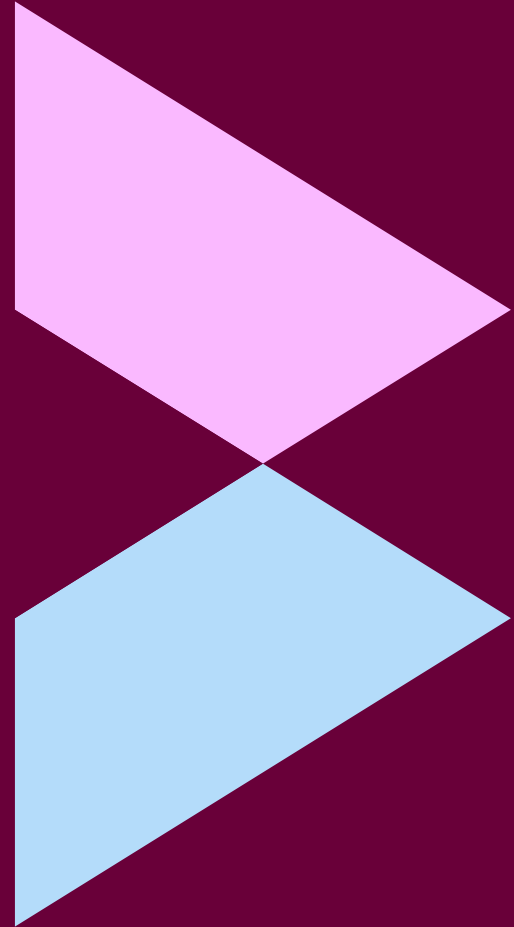


**CI&T**

# 3Q24 IR Deck Fast Facts

[investors.ciandt.com](https://investors.ciandt.com)





**We are your tech transformation specialists, guiding and co-creating solutions throughout your tech journey.**

We combine human expertise with AI to quickly deliver efficient and scalable results.

Our deep expertise spans technology strategy, customer experience, software development, cloud services, data and AI, and more.

# Our History

29 years

of continuous growth & an ever-evolving DNA

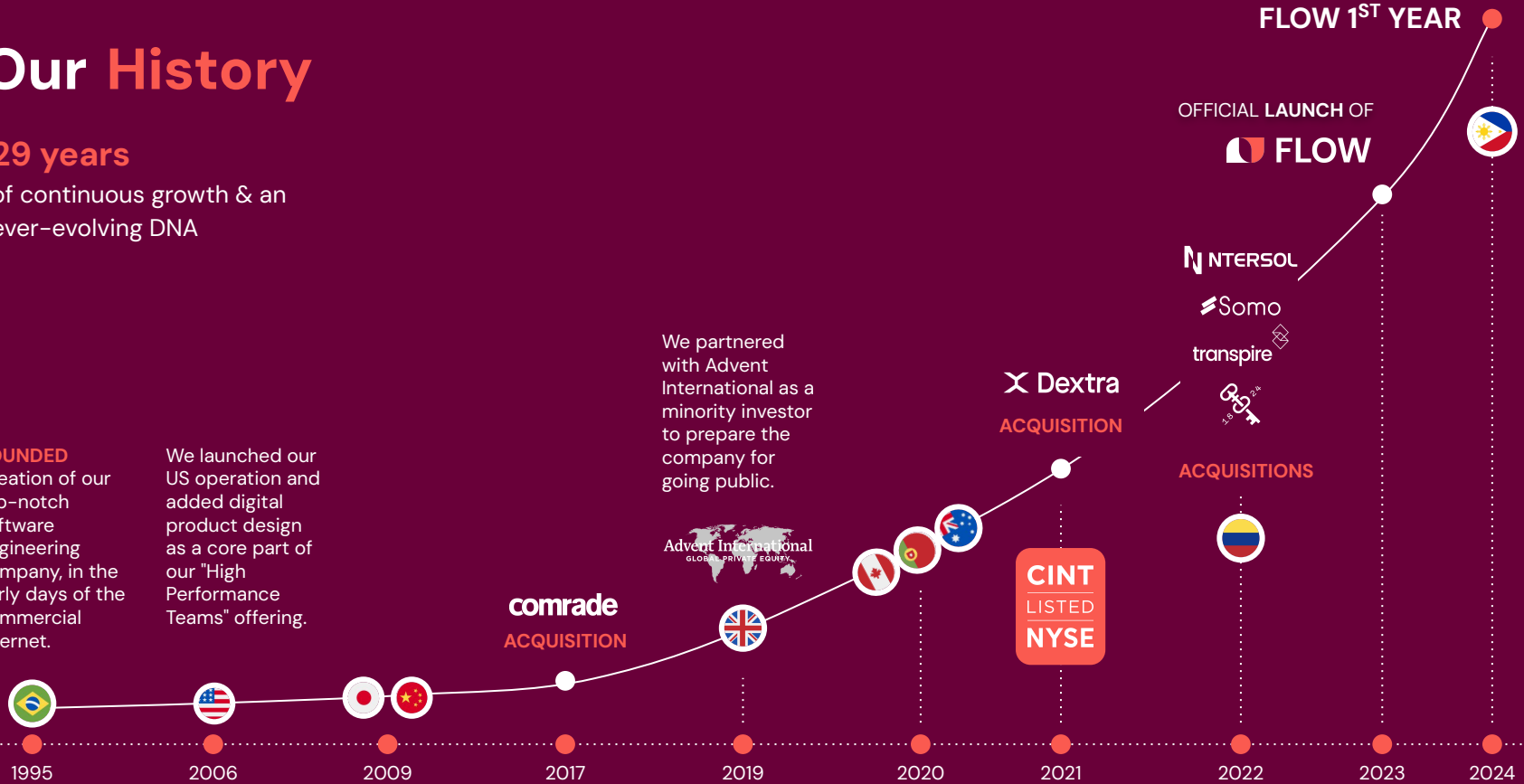
## FOUNDED

Creation of our top-notch software engineering company, in the early days of the commercial Internet.

We launched our US operation and added digital product design as a core part of our "High Performance Teams" offering.

We partnered with Advent International as a minority investor to prepare the company for going public.

Advent International  
GLOBAL PRIVATE EQUITY



# Navigating the technological change around the world

**25+** countries  
with CI&Ters

**6700+** CI&Ters

**10.5%** attrition <sup>1</sup>



<sup>1</sup> Attrition: Employee voluntary attrition excluding employees with less than six months in the company.

# CI&T CULTURE TENETS



## **We shape the future with our clients**

Our partnerships forge new paths  
and create what's next.



## **Excellence is our standard**

Excellence is the foundation of  
everything we do.



## **We master the infinite game**

We quickly learn, adapt, and reinvent,  
thriving in perpetual innovation.



## **Collaboration is our superpower**

Together, we amplify our strength  
and drive collective success.



## **Results fuel our ambition**

Our relentless pursuit of impact  
ensures continuous growth.



## **Diversity strengthens us**

Each person enriches our community,  
their unique perspectives fueling our  
collective intelligence.

# Our clients & their stories

And the impact  
we've made together



Johnson&Johnson



SONOS

Nestlé

YDUQS



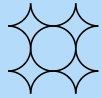
Google



KraftHeinz



# Impact we are creating with our clients



## Redefining Ford's Sales Journey

Impacting Ford's culture and leaving a legacy beyond great digital experiences.



## Domino's: Enhancing Novel Consumer Experiences

Revolutionizing digital innovation, enhancing customer experiences and e-commerce in the global restaurant landscape.



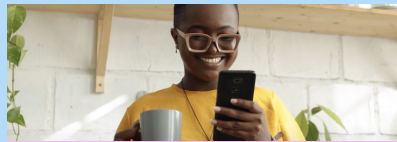
## NESTLÉ Product Recommender: Increasing sales with AI

Increasing sales within six months through an enhanced point-of-sale shopper experience.



## Franklin Templeton's Digital Briefcase

New app streamlining efficiency, transforming data into action, & improving client relationships.



## YDUQS Driving the Future of Education With AI

Embedding AI into educational solutions to drive new levels of learning experience & innovation.



## Bringing Kraft Heinz's Dream to Life

The Sales Tech Ecosystem that uses data insights to increase business knowledge.



## Johnson&Johnson's CaringCrowd

A crowdfunding platform built to support public health initiatives in underserved communities worldwide

CI&T



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# ESG

Our last [ESG Report, 2024](#)

50%

## Diversity

50% of CI&T employees are part of at least one diversity group: Women, Black, PWD or LGBTQIA+.

27k

## People impacted

by social initiatives and tax incentive projects.

100%

## of global operations

are covered by carbon emissions inventorying

100%

## offset

of global carbon emissions

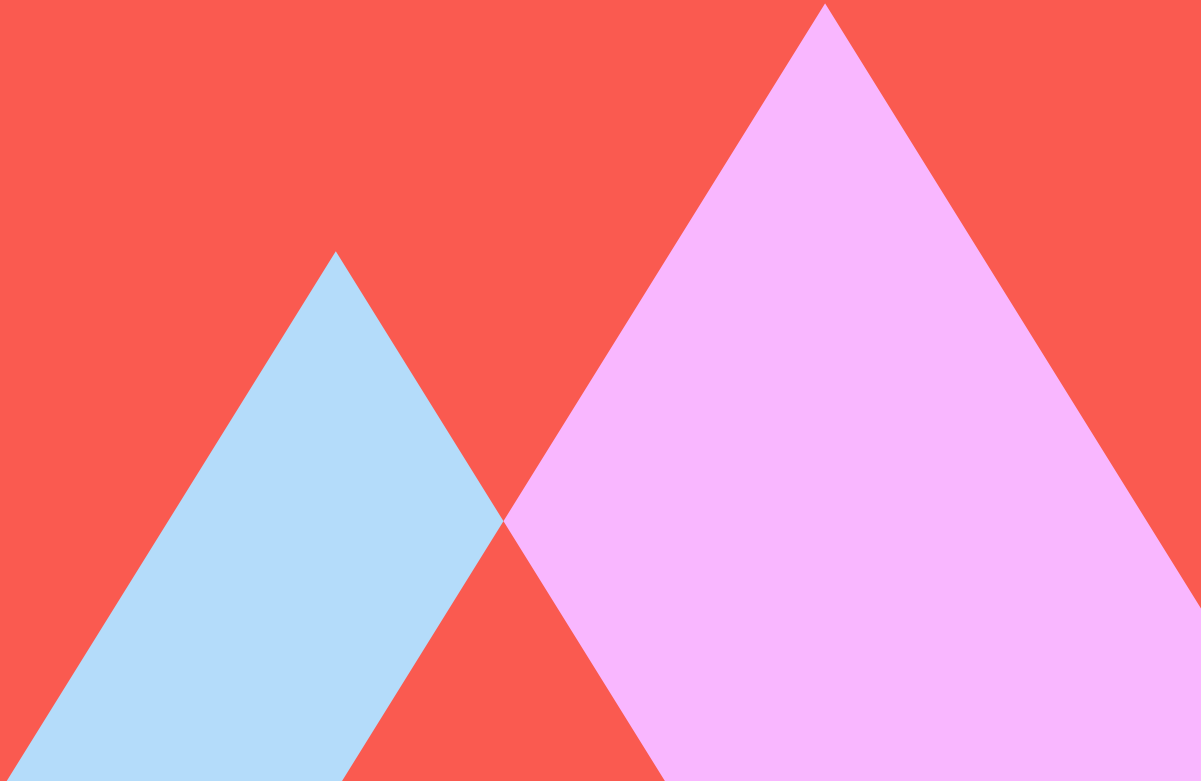


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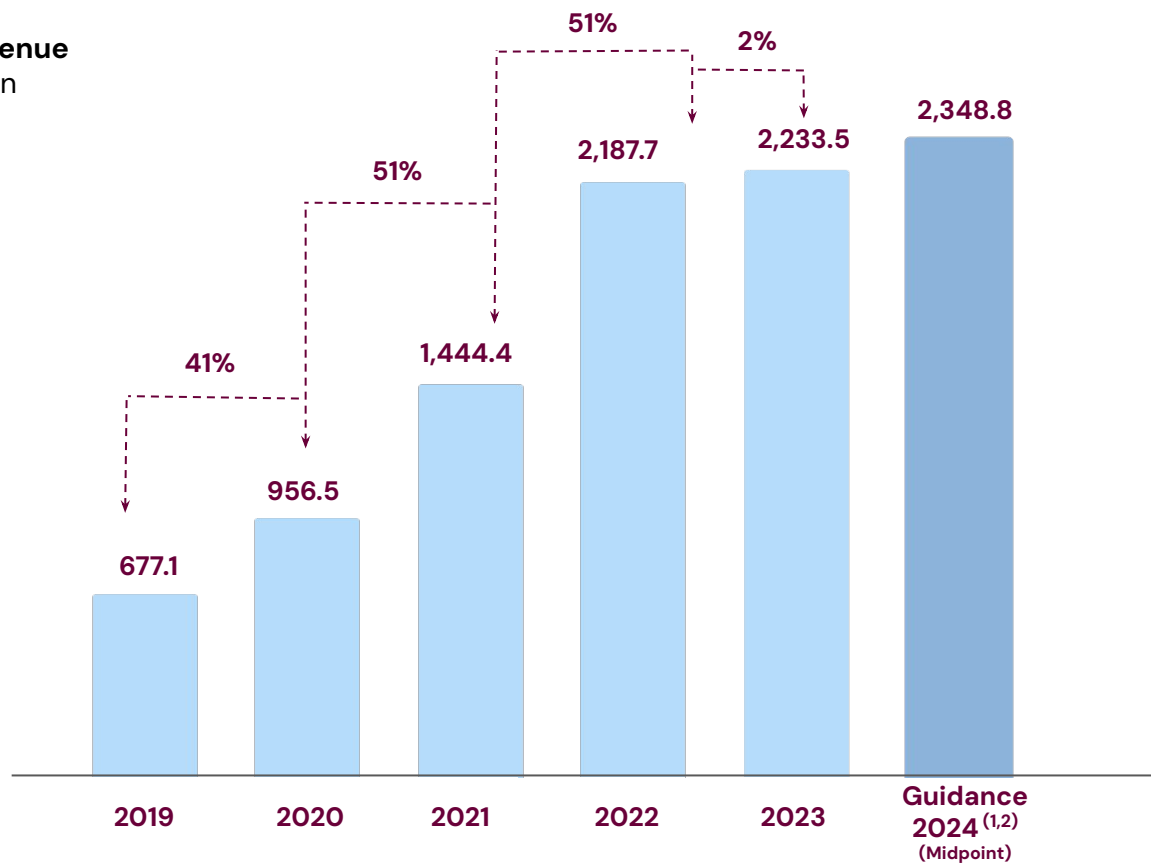
CI&T

**Results  
Driven**



# RESILIENT TOP-LINE GROWTH

Net Revenue  
R\$ Million



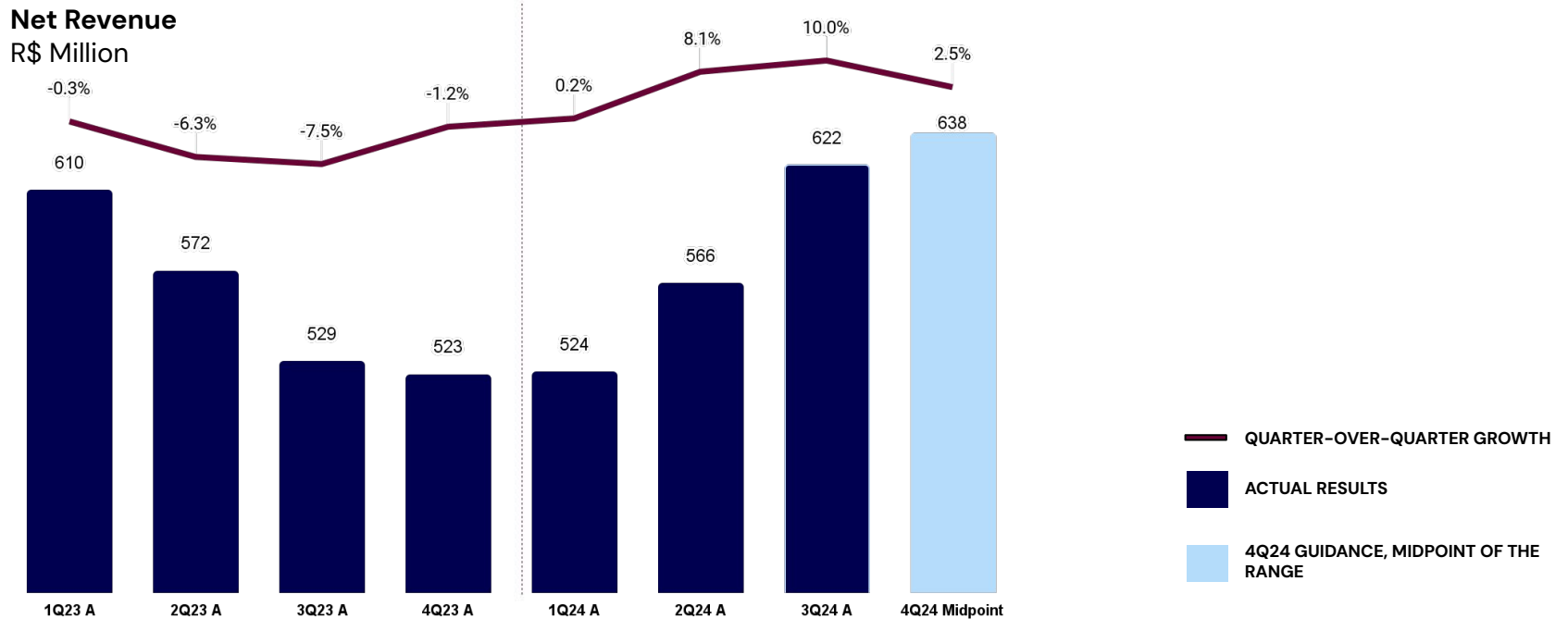
(1) This estimate is a forward-looking statement. See Safe Harbor regarding Forward-looking Statements.

(2) Midpoint of the 4Q24 net revenue guidance on a reported basis (Business Outlook) added to the 9M24 actual results.

# GUIDANCE REAFFIRMS A V-SHAPE RECOVERY AND SEQUENTIAL GROWTH IN 2024

## 2023 AND 2024 QUARTERLY RESULTS

### Net Revenue R\$ Million

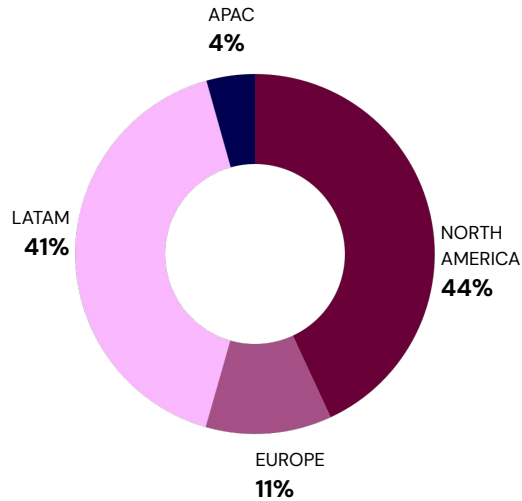


Notes: These estimates are forward-looking statement. See Safe Harbor regarding Forward-looking Statements

# 9M24 NET REVENUE DISTRIBUTION

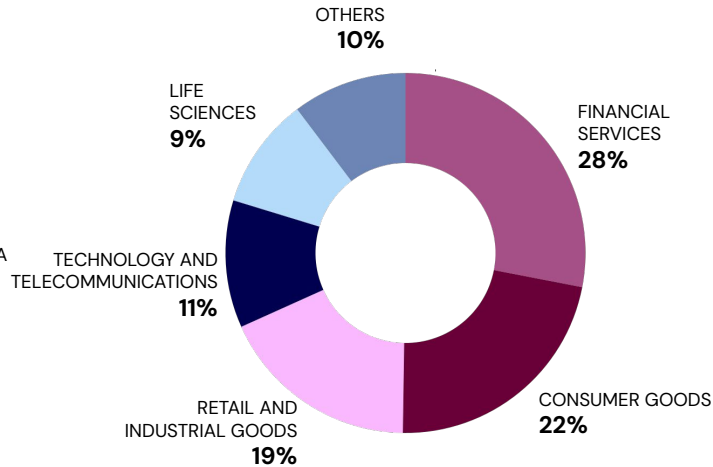
## NET REVENUE BY GEOGRAPHY

% OF TOTAL



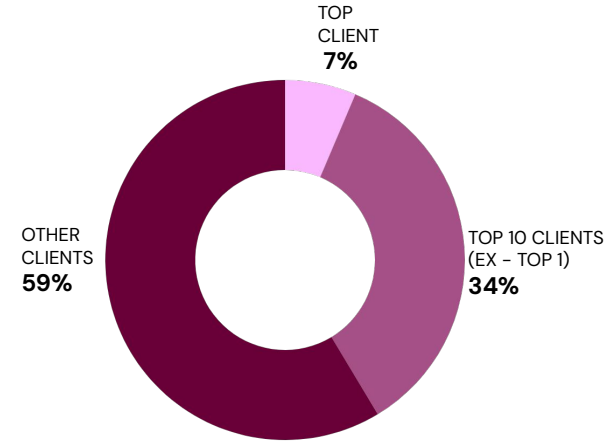
## NET REVENUE BY INDUSTRY

% OF TOTAL



## TOP CLIENT'S NET REVENUE SHARE

% OF TOTAL



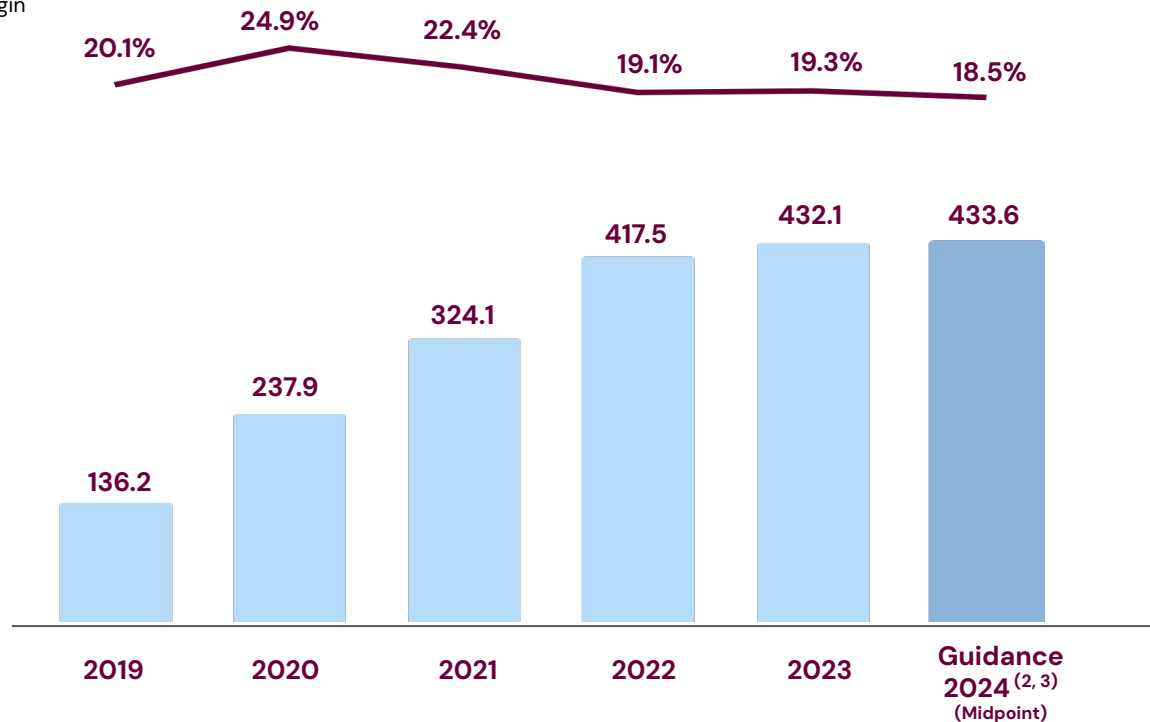
Note: Percentages might not add to 100% due to rounding numbers.

# STRONG PROFITABILITY METRICS

## Adj. EBITDA & Adj. EBITDA Margin <sup>(1)</sup>

R\$ Million; %

— Adj. EBITDA margin



**Business Outlook**  
2024 Adj. EBITDA  
Margin <sup>(1, 2)</sup>  
In the range of:

**18% to 19%**

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

(2) This estimate is a forward-looking statement. See Safe Harbor regarding Forward-looking Statements.

(3) Based on the midpoint of the 2024 adj. EBITDA margin guidance and the 4Q24 net revenue guidance on reported basis (Business Outlook) added to the 9M24 actual results.

# Numerous Vectors for Continuous Growth



(1): Percentage of recurring revenue retained from customers. Average in the last five years (2019–2023).



# CI&T FLOW



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CI&T



## We team up to make your business AI ready.

CI&T FLOW is our proprietary AI platform that significantly enhances teams' productivity for quick, efficient, and scalable results.

 **80%+** Revenue using Flow

 **6.5k+** users

 **2k+** agents

# Up to 50%

gains in lead time reduction

**25%**  
reduced effort in hours for story development

**70%**  
of assertiveness in user stories generated

**3x** quality improvement

**2x** productivity increase

**Up to 75%**  
reduction on time to generate business backlog, with good effectiveness

**50%**  
effort optimisation in automated test case generation



# USE IT. ADOPT IT.

## # Empowering people with AI

Successful adoption of Generative AI is crucial for workers, leaders, and organizations seeking to leverage its full potential.

Achieving high adoption rates requires a **well-structured and phased strategy emphasizing user engagement and skill development.**



## SCALING GenAI IS A **3-ACT PROCESS**

1. **Demystify** generative AI for all internal teams to **drive adoption.**
2. Cost optimization, bottleneck elimination, and the adoption of new tools and ways of working to **increase productivity.**
3. Venture into uncharted territories of the operational model, delving deep into what's possible beyond current understanding and **revolutionizing ways of working.**

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### Takeaway:

AI technology is driving process efficiency and enabling the transformation of business reality. The future of partnership brings new challenges and possibilities for applying AI in different areas.

**Bruno Rocha**  
Head of Digital  
Technology,  
YDUQS



[Quote from the EP 06 of the CI&T Humans Of Digital Podcast](#)

### Takeaway:

"AI is not just a technological leap forward; it's a catalyst for human innovation with the potential to transform the ways that each of work in ways that may not be imagined yet. As leaders, we have the privilege and responsibility to harness this potential and guide our teams through uncharted territories. By fostering a culture of curiosity and resilience, we empower our people to blend their unique human insights with AI's capabilities, creating unprecedented opportunities for growth and discovery."

**Jason McMann**  
VP, eCommerce  
Engineering, Domino's



[Quote from the webinar "The role of a responsible governance"](#)

### Takeaway:

Our approach has been to train and empower people to use this technology. Because people who are not qualified to use these tools effectively may be left out of the job market. The big question here is not whether AI will take the place of humans, but whether humans will be able to apply AI to their own work and achieve a higher level.

**Marcos Sirelli**  
CIO at Porto Seguro



# HYPER EFFICIENCY IS ALREADY HERE, AND GROWING

As we move into the fast evolution of AI usage in software development, it's clear that hyper efficiency has yet to fully demonstrate its potential.

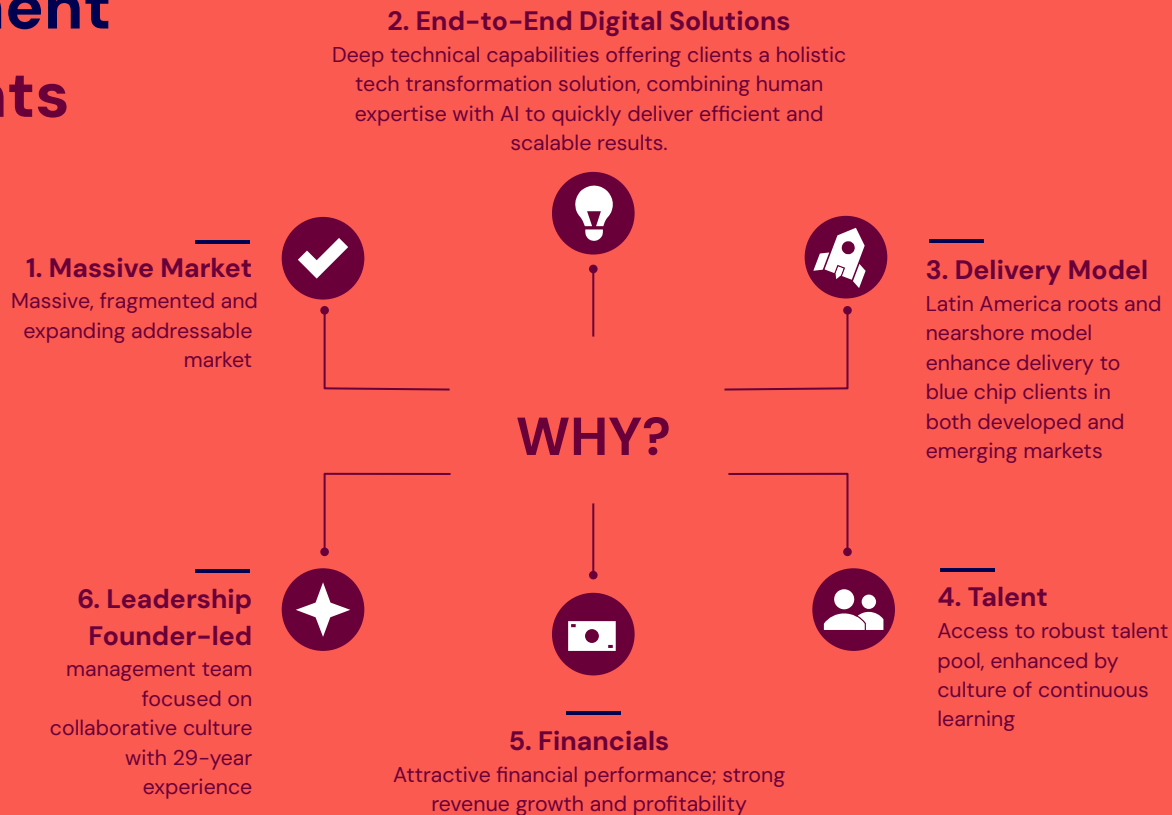
We are just witnessing the dawn of the fast and high-quality work that AI can provide to the development process of digital solutions as the technology continuously evolves.

"The full potential of AI-driven high-quality and swift development is just beginning to unfold. **Our internal transformation reflects this change; we are evolving into an AI-first company across all facets**, from client solutions to sales, marketing, finance, and human resources."

**Cesar Gon**  
CEO CI&T



# Investment Highlights



## Appendix – Reconciliation of Non-IFRS measures

In million of Reais	2019	2020	2021	2022 Restated	2023
<b>Net Revenue</b>	<b>677.1</b>	<b>956.5</b>	<b>1,444.4</b>	<b>2,187.7</b>	<b>2,233.5</b>
<b>Reconciliation of Adjusted Gross Profit</b>					
Gross Profit	228.2	355.7	508.6	762.5	745.7
<i>Adjustments</i>					
Depreciation and amortization (cost of services provided)	19.5	24.1	31.9	41.0	36.0
Stock-based compensation expenses	0.6	0.1	1.9	4.2	13.8
<b>Adjusted Gross Profit for the period</b>	<b>248.3</b>	<b>379.9</b>	<b>542.5</b>	<b>807.7</b>	<b>795.5</b>
Adjusted Gross Profit Margin	36.7%	39.7%	37.6%	36.9%	35.6%
<b>Reconciliation of Adjusted EBITDA</b>					
Net profit for the period	56.6	127.7	126.0	95.7	132.6
<i>Adjustments</i>					
Net financial cost	5.9	15.5	34.2	73.6	76.2
Income tax expense	29.2	65.1	84.4	104.6	76.7
Depreciation and amortization	25.6	29.9	48.4	94.6	93.2
Stock-based compensation	3.2	0.9	2.5	5.5	28.1
Government grants	(0.0)	(1.6)	(2.5)	(1.1)	(0.9)
Acquisition-related expenses	0.0	0.0	9.2	44.7	5.2
Business restructuring	0.0	0.0	0.0	0.0	21.0
Others	15.7	0.4	21.9	0.0	0.0
<b>Adjusted EBITDA for the period</b>	<b>136.2</b>	<b>237.9</b>	<b>324.1</b>	<b>417.5</b>	<b>432.1</b>
Adjusted EBITDA Margin	20.1%	24.9%	22.4%	19.1%	19.3%
<b>Net Revenue at Constant Currency</b>					
Net Revenue at Constant Currency	676.2	835.9	1,442.5	2,187.7	2,277.4

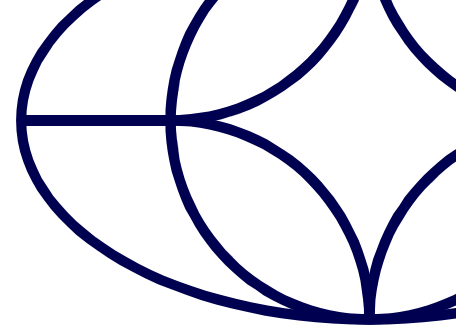
**NON-IFRS MEASURES** We regularly monitor certain financial and operating metrics to evaluate our business, measure our performance, identify trends affecting our business, formulate financial projections, and make strategic decisions. These non-IFRS financial measures include Adjusted Gross Profit, Adjusted Gross Profit Margin, Adjusted EBITDA, Adjusted EBITDA Margin, Adjusted Net Profit, Adjusted Net Profit Margin, Net Revenue at Constant Currency, 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 at Constant Currency** and **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.

In calculating **Adjusted EBITDA**, we exclude components unrelated to the direct management of our services. 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 related to tax reimbursement in our Chinese subsidiary; (iii) acquisition-related expenses, including the present value and fair value adjustment to accounts payable for business acquired, consulting expenses, and retention packages; and (iv) business restructuring expenses, associated with employees' separation from acquired companies.

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.

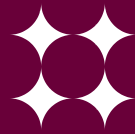


## SAFE HARBOR

**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.



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