



Our Dream Drives Us. Does Yours?

CGI's U.S. Corporate Social Responsibility Program


CSR REPORT 2009



At CGI, employees are called members because we feel a powerful sense of ownership and accountability.

As such, we encourage our members to reach their full potential by becoming active participants in the challenges and rewards that come from building a world-class company.

Corporate Social Responsibility (CSR) is bent into CGI's DNA. We make investments that make sense in our communities. We innovate. When we think we can make a difference, we engage with our members as well as with financial resources. Over 70% of our U.S. members volunteer. We have a culture of giving and strategically manage our resources to make the best possible impact.



Letter from our President U.S., Europe and Asia

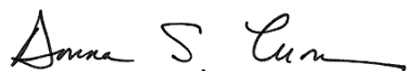
Dear Friends,

Welcome to CGI's U.S. 2009 Corporate Social Responsibility report. Corporate social responsibility is a natural extension of CGI's core values and I am pleased to be able to share our contributions to this journey with you.

Our fundamental belief is that a company with an inspiring dream, unparalleled integrity, a caring and humane management philosophy and solid values is better able to attract and respond to the profound aspirations of remarkably high-caliber, competent members. Our business model has been specifically designed to ensure that we are close to our clients, members and communities. We believe that when we lead by example, others will also look for ways to become engaged.

As you will see in the pages to follow, CGI is actively harnessing our technology expertise, the energy of our people and the creativity of a multi-generational workforce to create dynamic partnerships that bring positive change to our communities. I am proud of our 2009 accomplishments in the U.S., and know that this is only the beginning. Our work is far from complete. In 2010, we have committed considerable strategic investments of human and other capital to do even more.

The benefits are clear. A company that strongly embraces social responsibility grows and prospers. What we fundamentally believe in drives CGI to be the best it can be, because while we are a company, we unite as good corporate citizens to come together and create value for our communities. And, that is what drives CGI's dream.



Donna S. Morea





Our Commitment

CGI's Corporate Social Responsibility program commitment in the U.S. is inspired by the CGI "dream", which first motivated CGI's founders when they created the company more than 30 years ago – and still drives us today:

"To create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of."

Our belief that we must serve as a responsible corporate citizen is guided by one of our six core values:

"Our business model is designed to ensure that we are close to our clients and communities. We embrace our social responsibilities and contribute to the continuous development of the communities in which we live and work."

In practice, we live this value by:

- Building long-term and sustainable partnerships;
- Maintaining sound corporate governance practices;
- Contributing to the development of our communities;
- Working toward environmental stewardship;
- Supporting organizations in which our members, clients and stakeholders have invested their own time and resources in; and
- Encouraging a healthy work environment.

2009 U.S. CSR Accomplishments

- \$500,000 in charitable contributions
- Over 100,000 in FTE hours contributed to pro bono work
- High volunteer participation
- An additional 100 jobs created in southwest Virginia
- Announcement of the opening of a new Center of Excellence in Troy, AL
- Establishment of CGI Philanthropic Giving Councils
- Installation of the CGI Board Leadership Program with four new nonprofit board placements in 2009
- Major partnerships in the American Heart Association and the Catalogue for Philanthropy: Greater Washington
- Launch of first national nonprofit partnership with Share Our Strength®
- Pro bono projects in Sacramento, CA and Fairfax, VA resulting in “My Safe Drawer” and the new Catalogue for Philanthropy: Greater Washington website
- American Heart Association designation of CGI as “Gold Level Fit-Friendly Company”
- Participation of 7,000 CGI worldwide members in “Walk Around the World” day
- 131 pints of blood donated in U.S. on World Blood Donor Day
- Member-driven initiatives to reduce energy consumption throughout U.S. offices, including “CGI Unplugged” days, Dell’s Plant a Tree for Me program, Earth Hour and a continued emphasis on teleworking.
- CGI selected as a global Dow Jones Sustainability Index company
- Continued membership in FTSE4Good index



Corporate Governance

The values we share at CGI form the foundation of our corporate governance practices. Our practices seek to balance the interests of our key stakeholders: our clients, our shareholders and our members.

Read more about our governance practices at http://www.cgi.com/web/en/investors/corporate_governance.htm






Challenges in 2009 and Opportunities for 2010

CGI has corporate citizenship bent into its DNA. Our company promotes volunteerism, commits financial contributions to many charitable organizations and encourages member-driven environmental sustainability initiatives. CGI is a company that cares, exemplified by our commitment to the health and wellness of our members through various activities around physical and mental health.

In 2009, we recognized that while CGI had long been dedicated to giving back to our communities and our members, we needed to become more focused around:

- How and where we invest our financial resources;
- The communication of our CSR program and accomplishments;
- Measuring our activities and accomplishments in order to show impact, growth and improvement around corporate citizenship, living well and environmental sustainability.

These challenges became our opportunities. While 2009 was devoted to visioning and planning, 2010 will be one of expansion, measurement and greater impact in the U.S. We will raise the bar for member engagement, work closely with select nonprofit partners, and build upon our CSR program. We will commit to a reduction in energy usage within our offices. And we will continue to support our members and communities through pro bono work, and health and wellness initiatives that are important to improving the way we live and work.



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Learn more at cgi.com/csr

CORPORATE CITIZENSHIP

The road to becoming a good corporate citizen can take many paths. CGI has developed a number of strategically creative ways to partner with our local communities and nonprofits as we aim to have an enduring impact upon the organizations and people we touch.

Job Creation & Economic Development

As a leading provider of managed IT and business process services, CGI believes our clients should have a say in where their work is delivered. And, while we have a number of global centers poised to assist, we recognize our obligation to create jobs in the United States, especially during these tough financial times. To assist in creating jobs locally, CGI has developed a unique global delivery approach to “outsourcing” and “onshoring” to meet each client’s unique needs.

CGI collaborated with two communities to bring highly-skilled IT software design, development, testing and integration jobs to rural America. In Lebanon, a rural community of about 3,200 residents in southwest Virginia, we operate a Center of Excellence that now employs 400 CGI members. And, in 2009, we embarked upon a new partnership with the City of Troy, Alabama and Troy University to create a CGI Center of Excellence that will open in 2010 and employ 300 local citizens in high-tech jobs. In the years to come, more of these successful community partnerships are planned.



“This is a great day for Troy, Alabama! CGI will offer high technology jobs for many of our young people who, in the past, left Troy for employment, while also bringing many back home. CGI will have a tremendous impact on our community as we build a long and fruitful partnership.”

Mayor Jimmy C. Lunsford, Troy, Alabama



Volunteerism

Whether through grassroots efforts or CGI-sponsored events, our members have long been known as deeply caring people who willingly give their time and skills to the communities in which they live and work. It's just part of CGI's culture and proud heritage.

In 2009, our tradition of giving continued across the U.S. with hundreds of activities. Here are just a few:

- ❁ "CGI Goes Back to School" collected more than 250 books for The Reading Connection, a Washington, DC-based organization that supplies books to shelters.
- ❁ The Star Project in Lebanon, VA provided more than 60 children from low-income families with new coats, clothes and toys.
- ❁ The Adopt-A-Family Project in Sacramento, CA included more than 35 CGI members who contributed time and \$7,000 to provide families with basic necessities and a holiday tree, trimmings and decorations.
- ❁ Since 2002, CGI's Andover, MA members have collected stuffed animals for the young patients at Children's Hospital in Boston. In 2009, members donated more than 350 stuffed toys that were then delivered to the cardiac ICU and NICU.
- ❁ CGI members in New York, NY participated in the 15th Annual "Hands On New York Day" by raising money and volunteering their labor to help clean up and revitalize Crotona Park in the Bronx, NY.
- ❁ Thanksgiving and holiday food drives across CGI offices contributed hundreds of pounds of canned and non-perishable items to many charitable organizations, including the Annandale Christian Community for Action food pantry to which Fairfax, VA CGI members donated.

Philanthropic Donations

CGI's U.S. charitable donations in 2009 climbed to just over \$500,000. Our business model and our giving model are synergistic, in that we place a strong emphasis on supporting charities in the areas where our members work and live. As such, many of our donations were community-based and supported organizations for which our members volunteer, and serve on boards.

Our U.S. giving supported:

- ☼ **Disease-Related Organizations:** CGI sponsors and supports the National Kidney Foundation®, the American Heart Association, The Leukemia & Lymphoma Society®, the Muscular Dystrophy Association®, the Cystic Fibrosis Foundation, Susan G. Komen for the Cure® and more.
- ☼ **Education:** CGI has an ongoing relationship with the George Mason University Foundation, with whom we have worked closely to establish programs that support future technology professionals.
- ☼ **Children and Poverty:** CGI announced its first U.S.-wide nonprofit partnership with Share Our Strength, whose mission is to eradicate childhood hunger by 2015. Our main activities with Share Our Strength will take place in 2010 and beyond, but the decision to engage in this mission was an important step for CGI in 2009.
- ☼ **Give Where We Live:** CGI believes strongly in building relationships and strong ties to the areas our members and clients live and work in. Our investment in the Catalogue for Philanthropy: Greater Washington is a prime example of how we support multiple charities that are truly "home based." As a Corporate Sponsor of the Catalogue, we have worked closely with its charities through sponsored volunteering, and have done significant pro bono work for them.
- ☼ **Other Priorities:** CGI places a high priority on supporting organizations in which our members play a leadership role. As a result we are strong supporters of the Fairfax Symphony Orchestra, the Maple Leaf Foundation, the Virginia Foundation for Community College Education, the Equal Footing Foundation, the American Red Cross – Greater DC, The Women's Foundation and others.



Comparing charitable giving benchmarks against companies similar in size to CGI, those in our sector and trends in general, we have committed to increasing our charitable giving over the next three years toward a goal of 1% of pre-tax profits. In 2009, CGI created member-driven Philanthropic Giving Councils whose mission it is to target our resources toward commitments that align with CGI priorities by linking the public need with CGI's core competencies and ensuring that our contributions in the U.S. are money well spent.

“ Three years ago, CGI began sponsoring the Fairfax Symphony Orchestra, and, since I have always enjoyed classical music, I decided to join the Board.

When I did, I learned how rewarding an experience serving on a Board can be.

Over the past few years, as with many nonprofits, revenue has decreased,

and I’ve led many of the

Orchestra’s fundraising efforts. With my other

Board members, we have been able to provide

local children – many of whom have never seen

or touched a classical

musical instrument –

with unique opportunities

to learn about this type of

music and its rich culture.”

Stefan Becker, Vice President, CGI



Civic Leadership

CGI encourages our members to serve on Boards of local nonprofit organizations. By doing so, CGI leaders gain a unique opportunity to link their passion with important missions. We see the benefit as three fold: professional growth, exposure to the operations of other organizations and community contribution. By extending our expertise and skill in areas such as IT, management and legal assistance, CGI is able to give back in meaningful, tangible ways.

In 2009, CGI leaders in the U.S. contributed their own time to provide expertise and leadership to:

- The American Cancer Society, DC Region
- The American Heart Association, DC Region
- The American Red Cross, DC Region
- The Children’s Law Center
- Catalogue for Philanthropy: Greater Washington
- Crossway Community
- Doorways for Women & Families
- The Equal Footing Foundation
- The Fairfax County Chamber of Commerce
- Fairfax Symphony Orchestra
- George Mason University Foundation
- Greater DC Cares
- Help Brings Hope to Haiti
- The Leukemia and Lymphoma Society, DC Region
- The Maple Leaf Foundation
- The National Kidney Foundation
- Northern Virginia Technology Council
- NPower, Greater DC Region
- Operation Hope
- The Virginia Community Colleges Foundation Board
- Wesleyan University
- The Women’s Center
- The Wright Family Foundation

U.S. Partnerships

One of the more rewarding aspects of CGI's corporate citizenry is the shared value we create with nonprofit and charitable organizations. By joining together, we have discovered how we can help each other with resources and expertise. This unique approach has created strength as we become true partners in solving significant social, health and business challenges.



American Heart Association: Heart disease continues to be our nation's leading cause of death. CGI U.S. has partnered with the American Heart Association (AHA) for years, and, in 2009 became AHA's exclusive Healing Heart Society Champion. This distinction will enable CGI to work with AHA to promote heart health throughout the broader CGI community. As a part of the Healing Heart Society, CGI will develop a traveling photo wall, called the "Heart Heroes Gallery", which will honor "heart heroes" from the ranks of our military physicians highlighting their experiences from the battlefield. The Heart Heroes Gallery will travel to participating hospitals and corporate offices and will be featured at AHA's 2010 Heart Ball in Washington, DC.



Catalogue for Philanthropy: Greater Washington: Over the past six years, 350 community-based nonprofits with budgets of \$3 million or less in the Greater Washington, DC region have been featured in the annually published *Catalogue for Philanthropy*. Individuals who receive the Catalogue are encouraged to donate to the nonprofit of their choice. In an exciting partnership, CGI U.S. members committed significant resources and volunteer hours in 2009 to the small, local charities that are part of the Catalogue. This included the opportunity for CGI members to purchase a Catalogue for Philanthropy gift card. The amount purchased was matched by CGI Federal and raised over \$8,000 for the Catalogue.





SHARE OUR
STRENGTH
NO KID HUNGRY

Share Our Strength: The U.S. Department of Agriculture (USDA) reports that nearly 17 million U.S. children – almost one in four – struggle with hunger, more than at any time since USDA started tracking the statistic¹. CGI is ready and able to help. In 2009, we became a national corporate sponsor and partner with Share Our Strength, a national nonprofit that is ending childhood hunger in America by 2015 by connecting children with the nutritious food they need to lead healthy, active lives. This type of strategic relationship – a first for CGI – includes financial giving at the U.S. level as well as program and technology support. A portion of our financial commitment is dedicated to partnering with states where Share Our Strength is launching state-based childhood hunger partnerships. Our Communications and Government Relations teams will also assist with outreach efforts.



Year Up: Founded in 2000, Year Up is a one-year, intensive training program that provides urban young adults 18-24 with a unique combination of technical and professional skills, college credits, an educational stipend and corporate internship. As a corporate partner, CGI Federal sponsored Year Up's 2009 Corporate Day, which provided companies with the chance to meet Year Up students to understand their career aspirations and development opportunities. Additionally, CGI provides internships to Year Up students, and many of the interns have joined CGI as full time members.

¹Nord, M., Margaret Andrews, and Steve Carlson. *Household Food Security in the United States*, 2008. USDA ERR-83, U.S. Dept. of Agriculture, Econ. Res. Serv. November 2009

Pro Bono Work

CGI's partnerships with U.S. nonprofits go well beyond charitable contributions and volunteerism. Working side-by-side with our nonprofit partners, we've also been able to channel our organizational IT and business process expertise in many positive ways.

Catalogue for Philanthropy: Greater Washington: The CGI Federal team dedicated more than 800 pro bono hours in 2009 to redesign and launch the Catalogue for Philanthropy's updated web site. The team also worked with the organization on a new internal portal – one that's unique in the nation – that enables CGI members to help shape CSR activities at the grassroots level. Launching in 2010, the portal will also be a new, sustainable asset for the Catalogue to use with other corporate partners.

Foster Youth Education Fund: Nationwide, there are over 500,000 children in foster care, 18% of which are between the ages of 16 and 18. In California alone, approximately 4,000 youth emancipate out of foster care every year. CGI and the Foster Youth Education Fund developed the idea for a portal, named "My Safe Drawer", to house health and education information and important personal and professional contacts for emancipated youth in an easy-to-use electronic address book. After six months of development by CGI's pro bono team, My Safe Drawer was launched and successfully piloted in Santa Clara County, CA.

"My Safe Drawer is a truly wonderful application for youth transitioning out of foster care. The youth in California who piloted it simply can't wait to use it. My thanks to all who helped make this project a reality.

I am so proud of what we have accomplished together."

Susan Lerman, Director, CGI



"The new portal will help us get on the radar screen of companies around the region as it will provide an easy way to do what CGI Federal has already done: integrate an ethic of corporate giving and philanthropy into a company's life. Others can learn from our partnership."

Kathy Jankowski, Director of Partnerships and Business Development, Catalogue for Philanthropy: Greater Washington

In 2009, CGI was recognized
by the American Heart
Association as a gold level
Start! Fit-Friendly company



LIVING WELL

CGI's commitment to corporate social responsibility extends to our most valuable resource – our people. Understanding that healthy employees experience a higher level of job satisfaction, improved morale, reduced illness and increased productivity, we have invested significant time and resources in CGI's U.S. member wellness program.

Our initiatives are intentionally broad. We've incorporated a combination of traditional and non-traditional health and wellness components to make sure that every member of CGI has an opportunity to participate. These include physical fitness activities, nutrition and weight loss programs, stress management and personal financial management.

CGI members are offered several opportunities to participate in health and wellness activities. And, as is consistent with CGI's values, many 2009 events were geared toward contributing to the continuous development of the communities in which we live and work.

American Heart Association Heart Walk: In November 2009, over 130 CGI members participated in AHA's annual Heart Walk. Collectively, CGI raised \$15,080 for AHA, where .93 cents of every dollar donated goes back into the mission of research and education around heart attack, stroke and other cardiovascular disease.

National Kidney Foundation Kidney Walk: CGI members took part in the 8th Annual Ronald D. Paul Companies Kidney Walk in October 2009. The 5K walk through the Georgetown neighborhood of Washington, DC raised money and awareness to help fight kidney disease.


Walk Around the World: CGI's annual global wellness "Walk Around the World" demonstrates our commitment to the health and fitness of our members. Held in September 2009, nearly 7,000 CGI members in India, Canada, the United States, Europe and Australia each walked for 40 minutes during their work day – in total, a distance of over 13,600 miles.

Chair Massage: Stress relief is provided to CGI members by a licensed massage therapist in CGI's Fairfax, VA locations.

Financial Seminars: Ameriprise Financial, Inc. provided financial planning and retirement investment educational sessions and advice to CGI members in Alabama, Georgia, Massachusetts and Virginia.

Flu Shots: To help protect against influenza, onsite clinics provided flu shots to CGI members and their families in our Fairfax, VA headquarters and offices across the U.S.

World Blood Donor Day: In June 2009, CGI members participated in World Blood Donor Day, which highlights the importance of a safe, stable and readily accessible blood supply for people in our own communities and those around the world. CGI created an awareness campaign which encouraged members to donate blood at drives held at CGI locations throughout the month. In the U.S. alone, 131 pints of blood were donated.



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ENVIRONMENTAL SUSTAINABILITY

CGI's environmental consciousness goes far beyond recycling paper and office equipment. We constantly review how we use our assets, manage our workforce productivity and ways we consume energy.

CGI has sanctioned several programs and activities that help reduce consumption and our carbon footprint. For one month in 2009, CGI Federal asked members to be mindful of their electronic usage in the office and at home. Members were encouraged to turn off equipment and appliances when they were not in use and to unplug cell phone or other chargers that continuously draw energy. The electrical usage in CGI Federal's Fairfax, VA building alone decreased by 836 kilowatt hours (KWHs) during the month of the campaign which equates to saving a years' worth of power to the average home.

We utilize eco-friendly building and decorating materials in all new facilities to help reduce our energy consumption. In our Phoenix, AZ Data Center, we conducted an analysis in 2009 to determine if "spin down" technology would decrease power usage. And, in our main CGI Federal building in Fairfax, VA we virtualized and consolidated our data center servers to save on hardware and heating/cooling costs. The team was able to reduce the number of physical servers by 140 units and added 35 energy efficient servers that use water cooling rather than flood cooling – saving further energy.



CGI U.S. also:

- Participates in Dell's 'Plant a Tree for Me' program;
- Participates in Earth Hour where, in 2009, over 2,000 members from 57 global CGI offices participated in the event;
- Works with vendors that offer sustainable products;
- Offers recycling in our offices for paper, Tyvek® products and cell phones that are no longer in use;
- Greens our corporate events and conferences by reducing the amount of paper used in handouts, agendas and presentations;
- Utilizes double-sided printing in our offices to cut our paper use in half;
- Offers a commuter transit benefit to allow pre-tax purchase of mass transit passes;
- Provides many teleworking members with a stipend to set up home offices and eliminate commuting costs; and
- Provides a carpooling initiative to encourage carpooling and educate members on commuting options. In addition, CGI has established a reserved section at select office parking garages for members who carpool.





In order to continuously reduce our carbon footprint, CGI utilizes a teleworking program. This program offers webinars and conference calls to U.S. members willing to work from home.

Many of CGI's green activities are initiated by our members themselves, as evidenced by the grassroots formation of "Green@CGI", a group of CGI members in the U.S. chartered to help us create a greener work environment. In 2009 the Green@CGI group launched the U.S. Green Portal, an Intranet highlighting CGI's green activities, tips and informative articles. The group successfully launched activities for our U.S. members to participate in throughout the year including our first-ever Earth Week awareness campaign. Green@CGI activities included bring your own mug, recycle day, CGI Unplugged days, green webinars, article submissions and pledges to Energy Star's 'Change a Light' program.

We are proud of the work underway and continue to aim high because we know that by creating a greener environment, we will positively impact our business goals, client and shareholder satisfaction and member experience.

Credits

Thank you to all the CGI members who supported our programs throughout 2009.

Special thanks to the CGI members and CSR partners listed below who contributed to the development of this report.

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About CGI

Founded in 1976, CGI Group Inc. is one of the largest independent information technology and business process services firms in the world. CGI and its affiliated companies employ approximately 26,000 professionals. CGI provides end-to-end IT and business process services to clients worldwide from offices in the United States, Canada, Europe and Asia Pacific as well as from centers of excellence in North America, Europe and India. As at December 31, 2009, CGI's order backlog was \$11.4 billion. CGI shares are listed on the NYSE (GIB) and the TSX (GIB.A) and are included in the S&P/TSX Composite Index as well as the S&P/TSX Capped Information Technology and MidCap Indices.

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