

NOTICE REGARDING WELLNESS PROGRAM

CGI's wellness program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you may be asked to complete a voluntary health risk assessment or (HRA) that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You may also be asked to complete a biometric screening, which will include a blood test for cholesterol, glucose and triglyceride levels. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of employer contributions to your Health Savings Account for completing certain wellness-related activities such as completing a HRA, biometric screening or annual physical. Although you are not required to complete an activity or participate in a biometric screening or annual physical only employees who do so will receive the incentives. An additional incentive may be available for employees who complete an on-line learning module. For members who are not eligible to maintain a Health Savings Account a taxable payment may be available for completing an incentive. Wellness initiatives will be announced and described at various times throughout the year.

The information from your HRA and the results from your biometric screening or physical will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as an outreach from CGI's health insurance company. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program may use aggregate information collected to design a program based on identified health risks in the workplace, the CGI wellness program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies

you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are a registered nurse, a doctor, or a health coach in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. The type of information received or maintained by CGI is indicative data required to direct an incentive payment to your Health Savings Account at Optum Bank or to CGI Payroll. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, you will be notified immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, open a case at the CGI HR Service Center (CynerGI > My CGI > HR Service Center).