



Ethics Reporting Policy

SCOPE

This document describes the policy and measures implemented by CGI Inc., together with its direct and indirect subsidiaries (collectively “**CGI**”), with respect to reporting ethical incidents. It has been developed to ensure the integrity of CGI’s operating rules and internal controls and is in keeping with our corporate governance practices.

This policy is not intended to replace normal communication channels and other CGI policies used to conduct the company’s day to day business, and we encourage members and sub-contractors to maintain an open dialogue with their peers, managers and superiors and to follow the company’s code of ethics at all times.

We must use this policy if we have witnessed incidents or misconduct that could harm CGI, its clients, members or shareholders, and wish to advise the company.

CGI has zero tolerance for retaliation against anyone who reports incidents in good faith.

WHO IS RESPONSIBLE FOR THIS POLICY?

The Chief Legal Officer of CGI, or any other person performing similar functions, is responsible for the Ethics Reporting Policy (herein referred to as the “Policy”).

WHO CAN USE THIS POLICY?

Any salaried employee (“member”), officer or director of CGI (collectively with members, “we” or “us”), regardless of employment status, and any person who has direct knowledge of facts related to one or more situations targeted by this Policy can report incidents using the confidential reporting system implemented by CGI.

EXAMPLES OF INCIDENTS

Incidents or misconduct covered by this Policy are those that could harm CGI, its clients, members or shareholders.

A few examples include:

- Accounting and financial auditing misstatement or non-compliance;
- Manipulation or falsification of data, reports or contracts;
- Fraud, theft or embezzlement;
- Financing of suspicious activities;
- Money laundering;
- Corruption or bribery;
- Disclosure of privileged information or insider trading;
- Harassment or discrimination;



- Conflicts of interest;
- Misuse of data or violations of Data Privacy Laws;
- Non-compliance with laws, regulations or rules applicable to CGI;
- Any other violations of our Code of Ethics.

[Click here](#) to access CGI's Code of Ethics.

POLICY APPLICATION

This policy complements the information transmission processes outlined in our management frameworks, Code of Ethics and any other policies, and is in no way intended to replace them. It applies to situations or circumstances that extend beyond the normal process of escalating information through the corporate hierarchy.

The use of this reporting system is voluntary and not mandatory.

Confidentiality of the process is guaranteed, and personal information is protected and treated in full compliance with CGI's Data Privacy Policy, available on the Enterprise Portal. Protection of the identity of the incident reporter is completely assured.

Throughout the process, respect for the interests and fundamental rights of the person named in the report is also assured. Investigations are confidential and CGI will not divulge findings of such investigations, unless legally required to, in order to protect the rights of all parties involved, particularly when disciplinary actions are undertaken.

This policy must only be used in good faith. Members who file an unfounded complaint intended to cause harm may face disciplinary action, up to and including termination of employment.

REPORTING TOOL

To enable reporting in accordance with this Policy, CGI has implemented a hotline, available 24 hours a day, 7 days a week.

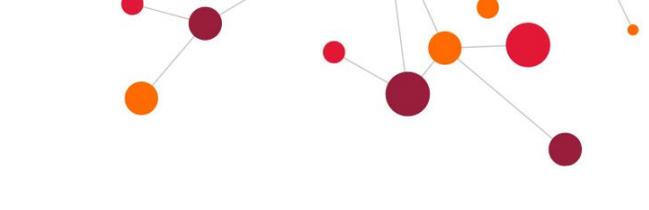
Two methods of reporting exist: via an automated online system or a phone number. Information is channeled through a secure, automated system whereby confidentiality is assured. The process adheres to the requirements of North American and European authorities with respect to the protection of privacy, the protection of the incident reporter and the protection of the rights of the person or persons named in the report. The process remains anonymous unless incident reporters choose to identify themselves when transmitting information or during an investigation.

TO REPORT AN INCIDENT

- **By Phone:** Call **(800) 461-9330**
- **Online:** Go to the [Ethics Hotline](#) to file a report.
Please note that you will leave the Portal and be directed to the Convercent Web site; or
- **By Email:** Send an email to ethics@cgi.com.

Special Note of Caution – Classified or Restricted Information

In dealings with government entities or other clients, we may have access to export restricted or classified information. Classified information is information that is protected under government security regulations ("Classified Information").



UNDER NO CIRCUMSTANCES CAN EXPORT RESTRICTED OR CLASSIFIED INFORMATION BE INCLUDED IN AN INCIDENT REPORT UNDER THIS POLICY.

DESCRIPTION OF PROCESS AND IDENTIFICATION OF THOSE INVOLVED

Investigation Process

When an incident is reported online, information is entered directly into the automated system by populating specific fields. When information is provided via the phone, it is entered into the system by the agent who takes the call.

Once information has been recorded in the system, incident reporters receive a confidential file number and an electronic address to allow them to confidentially verify, update and correct information initially provided.

Once the incident is reported, a notice is sent to the Chief Legal Officer of CGI, or any other person performing similar functions, and depending on the nature of the incident, it may be sent to pre-identified senior executives and/or the Company's local internal or external legal counsel (each a "Recipient of the Report").

An investigation of the incident is launched upon receiving the information, and necessary actions are taken to resolve the situation based on the circumstances. Any Recipient of the Report may contact the incident reporter via the automated system in order to clarify certain facts or obtain additional information relevant to an investigation. However, in no circumstances can the Recipient of the Report request identification or reveal identification of the incident reporter in any communications, unless this individual freely chooses to be identified.

If the person named in the report is a Recipient of the Report or a senior executive of the company, the report is immediately directed in complete confidentiality to the Founder and Executive Chairman of the Board of Directors, to the President and Chief Executive Officer and to the company's external legal counsel.

Upon receipt of a report and until the matter is closed, oversight of any investigation that takes place with respect to the report will be managed by the Chief Legal Officer of CGI, or any other person performing similar functions, unless oversight is otherwise delegated by the Recipients of the Report.

If responsibility is established, the Company will take appropriate disciplinary or legal action. The file will then be closed, and the information will be archived in accordance with CGI policies.

If the investigation cannot establish responsibility or if the report is unfounded and the company decides not to take action, the file will be closed and the information will be archived in accordance with CGI policies.

In some cases, incident reporters may receive a message from a Recipient of the Report encouraging them to deal directly with their manager or local human resources representative.

APPROVAL

CGI Inc. Corporate Governance Committee, April 30, 2019