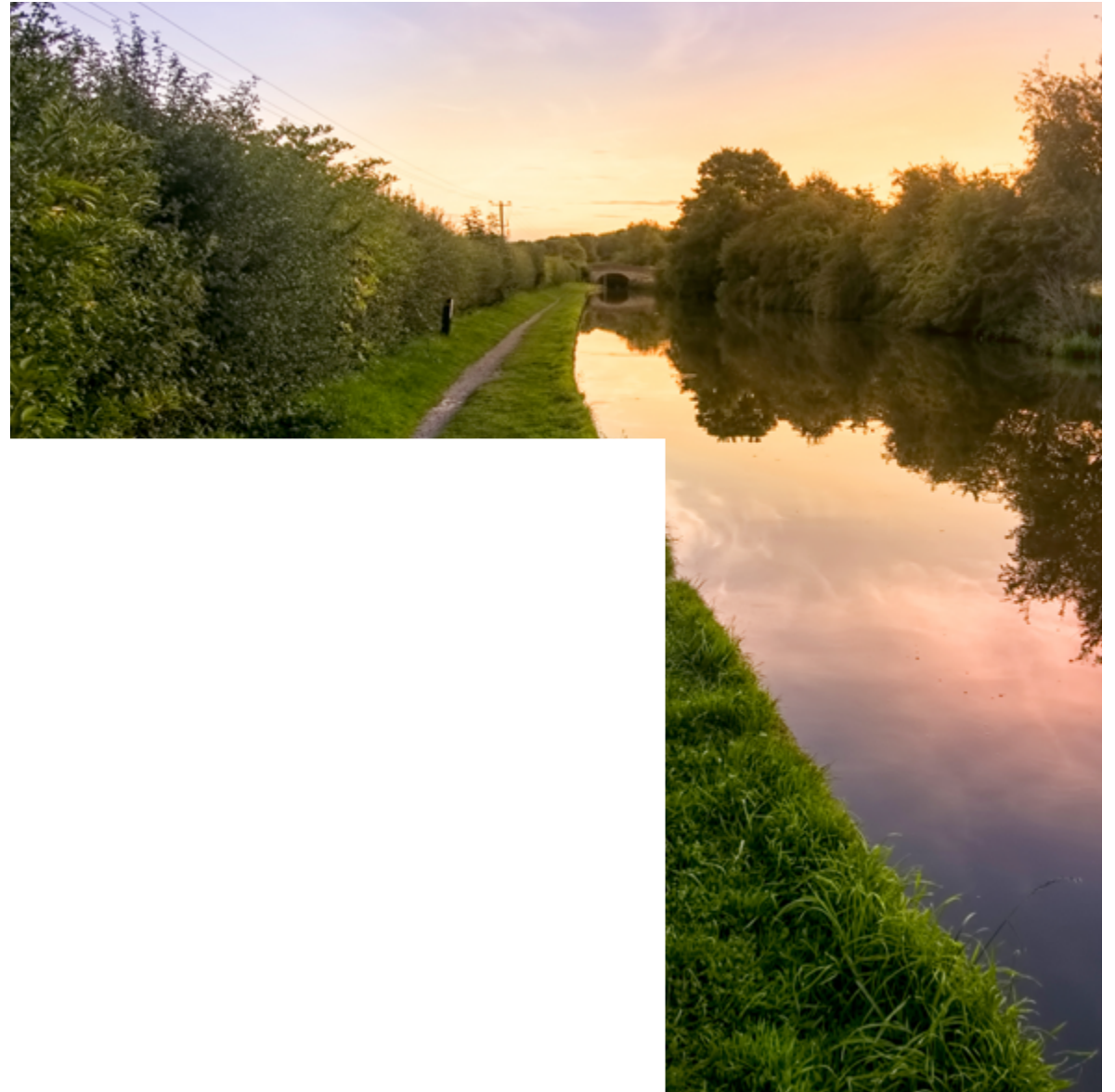


FY23 Environment Report

CGI IT UK Ltd

CGI



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Foreword

This year, CGI IT UK Ltd's Environmental Report provides an update on the progress and growth of the ongoing environmental activities and new solutions we are advancing in the UK. To support our ambitious environmental strategy, we have established robust commitments and plans. We have also collaborated widely with partners to ensure that we capitalise on opportunities in the transition to a sustainable future, whilst also preparing our organisation for the unavoidable impacts.

CGI IT UK Ltd, the legal operating entity of CGI Inc. (CGI) in the UK, has committed to a science-based emission reduction pathway of 1.5°C and to achieving net zero by 2030. As part of this initiative, we engage our employees (known as CGI Partners) to understand and reduce their impact on the environment and are consistently engaging our clients and suppliers to support their journeys to net zero. Our commitment to local communities also expands to supporting them to protect and restore our environment.

CGI embeds sustainable development as part of our day-to-day business operations and works with suppliers to maximise our positive environment, economic, and social impact. We are focused on integrating sustainability innovation into our ways of working, limiting our impact on the environment through improved circularity efforts, supporting the communities in which we operate, and promoting and restoring nature.

We are a signatory to the United Nations Global Compact (UNGC) and support the UK's ambitious policy agenda to help achieve the goals set out by the Paris Agreement. Environmental sustainability is one of our top management priorities and we champion environmental management aligned to international standards such as

- Science Based Target Initiative (SBTi)
- ISO 14001 certified
- Task Force on Climate-Related Financial Disclosures (TCFD) through our UK & Australia Sustainability Executive Committee.
- Task Force on Nature-Related Financial Disclosures (TNFD) through our UK & Australia Sustainability Executive Committee.
- Carbon Disclosure Project



Tara McGeehan
President,
UK & Australia



Mattie Yeta
Chief Sustainability
Officer, UK & Australia

Our strategy and goals

Our strategy delivers on the United Nation's Sustainable Development Goals by working to minimize impact and support positive environmental outcomes. Setting ambitious goals is essential to driving better innovation, collaboration, and transparency.



Research and Innovation

Integrating sustainability innovation into our ways of working and offering to our clients, partners and communities.



Climate Action and Environment

Strengthening our commitment to meet the target of limiting global warming to 1.5°C by focusing on our science-based near-term and long-term targets.

Maintaining and enhancing our circularity efforts. Emphasis on sending zero to landfill, eliminating single use plastic and reducing the use of plastics.



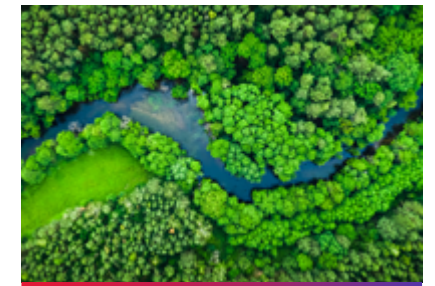
Future fit for CGI Partners, Suppliers and Communities

Creating awareness and visibility regarding supply chains and CGI Partner sustainability activities to support the communities in which we operate and cultivate a sustainable organisation.



Robust Organisation

Unlocking the business value of organisational sustainability by strengthening our sustainability DNA.

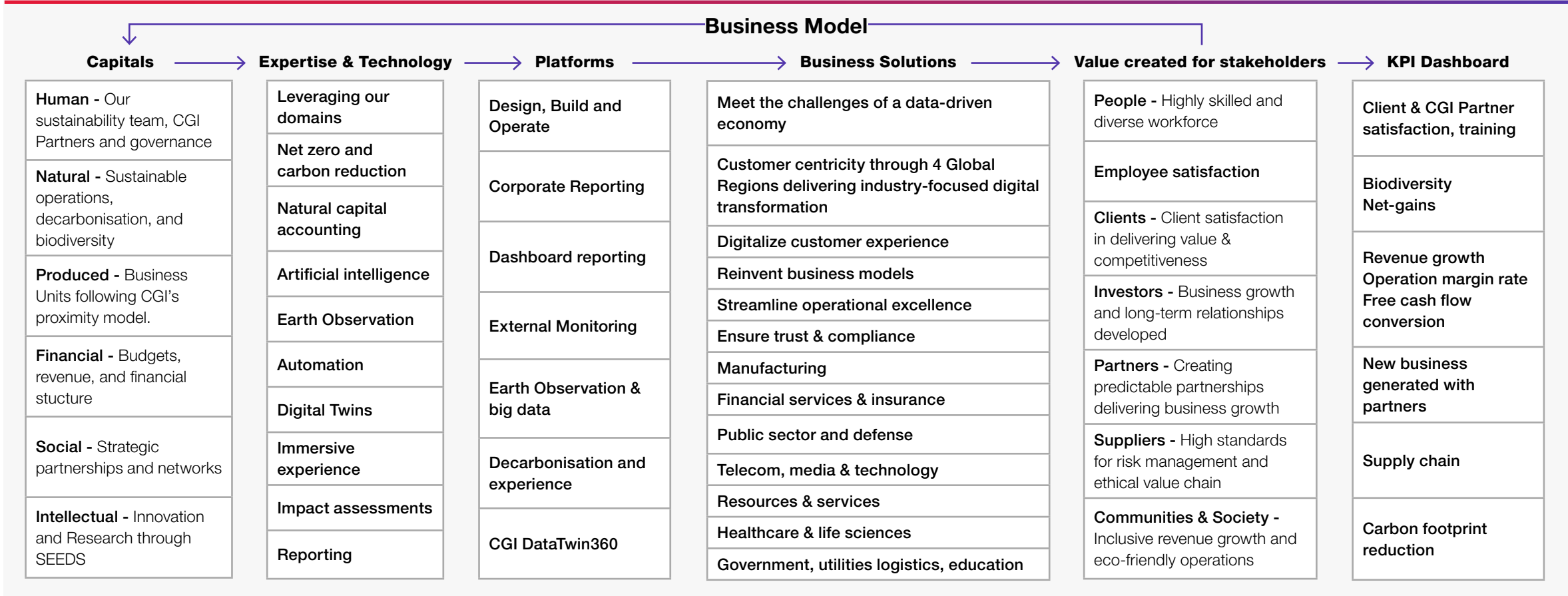


Nature and Biodiversity

Developing new approaches for reporting on nature and biodiversity internally and externally. Promoting and restoring nature at our sites and in our wider communities.

Sustainable value creation model

The CGI IT UK Ltd sustainability model, as illustrated below, allows the company to create inclusive and sustainable value for all stakeholders. It leverages the capital approach to create financial value based on the organisation's distinctive expertise.



UK & Australia Sustainability Executive Steering Committee

Chair: Tara McGeehan President, United Kingdom and Australia



Robust Organisation

For CGI IT UK Ltd, protecting the environment is a business imperative, and as such we have formalised ESG governance to the highest levels.

This year CGI IT UK Ltd published our second UK Environment Report and 2023 UK Taskforce on Climate Related Financial Disclosures (TCFD) Report to demonstrate our commitment and progress to our environment strategy. To improve and standardise our reporting practice across sustainability, a reporting dashboard has also been developed in-house to hold and visualize all sustainability data including carbon emissions, waste, and community initiatives. This tool will be used to track our progress at every level.

We continue to nurture and expand the committees and working groups which have been set up in order to align our environmental strategy with how we manage our organisation. The responsibilities of these governance bodies match our growing environmental efforts.

The Environmental Working Group is chaired by the Chief Sustainability Officer and comprises of senior stakeholders from across the business including in procurement, facilities management and health and safety. The working group meets monthly for participants to discuss and collaborate on the overall strategy, targets, and actions needed.

The Operational and Strategic Planning Sustainability Working Group also meets monthly, and has been set up to provide a business perspective from all business units on the overall strategy. Items taken to this group include CGI IT UK Ltd's greenhouse gases (GHG) emission reduction targets and decarbonisation roadmap. This working group has made key decisions on the TCFD roll-out and implementation across the UK operations, and followed an integration process of the risks articulated through the TCFD into the CGI IT UK Ltd enterprise risk management process which was rolled out last year.



The United Nations

17 Sustainable development goals



SUSTAINABLE DEVELOPMENT GOALS

Climate Action

We are committed to reducing 46% of our emissions within our operations across Scope 1 and 2 by 2026, and 46% for scope 3 business travel by 2030.

At CGI we are proud to be a Responsible Business and are committed to a more inclusive and sustainable world for future generations.

CGI IT UK Ltd has committed to achieving net zero carbon emissions for our UK operations by 2030. We have set science-based targets aligned with the 1.5-degree climate goal, validated by the Science Based Targets Initiative (SBTi). Since January 2021, CGI has focused on reducing operational carbon emissions by 46% from a 2019 baseline. This goal will be met by cutting emissions, transitioning to renewable electricity, and offsetting residual emissions.

In FY23, our overall emissions reduced by 47% against our FY2019 base year. Our total company emissions were 3,782 tons of carbon dioxide equivalents (tCO₂e) market based defined.

Reducing energy emissions from our buildings continues to be a key focus. In 2023 we achieved a 95% reduction in scope 2 emissions on a market basis and achieved a 43% reduction in electricity consumption (kWh) compared to FY2019. We are achieving our emissions reduction pathway via four

main levers, transitioning to 100% renewable electricity, reducing energy consumption at our sites, improving and optimising energy efficiency in our operations and reducing the size of our UK building portfolio.

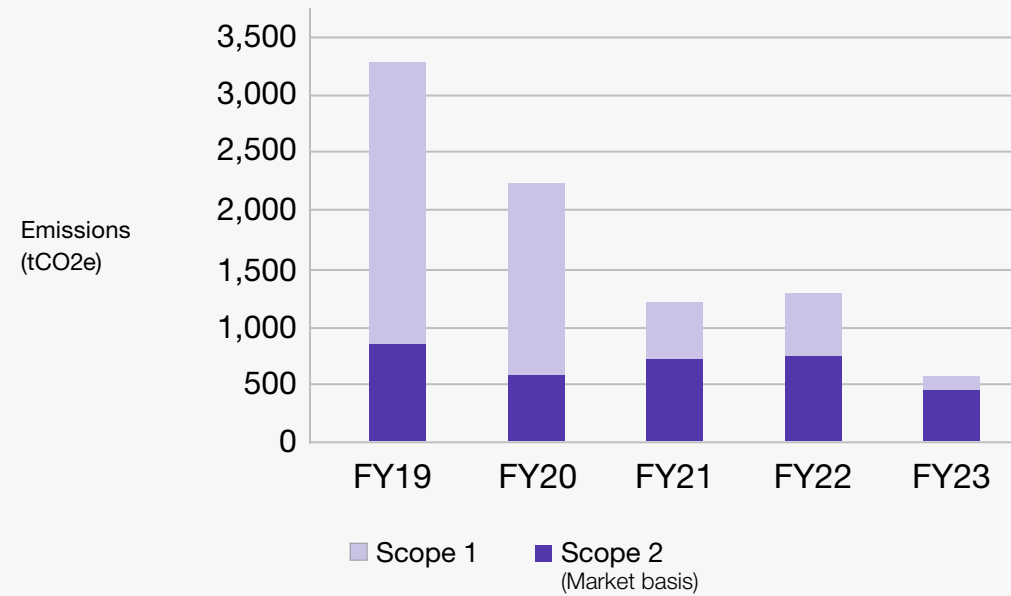
Alongside our commitment to reducing energy consumption and transitioning to 100% renewable electricity by 2025, we are prioritizing the efficient management of our data centres. Our focus includes improving our power usage effectiveness (PUE) ratio—a key metric that measures data centre energy efficiency. By lowering our PUE, we aim to enhance our overall energy efficiency.

Our Scope 3 commitment offers a powerful opportunity to accelerate global decarbonisation by collaborating with suppliers and customers across our value chain. Together, we aim to reduce emissions associated with our shared business activities.

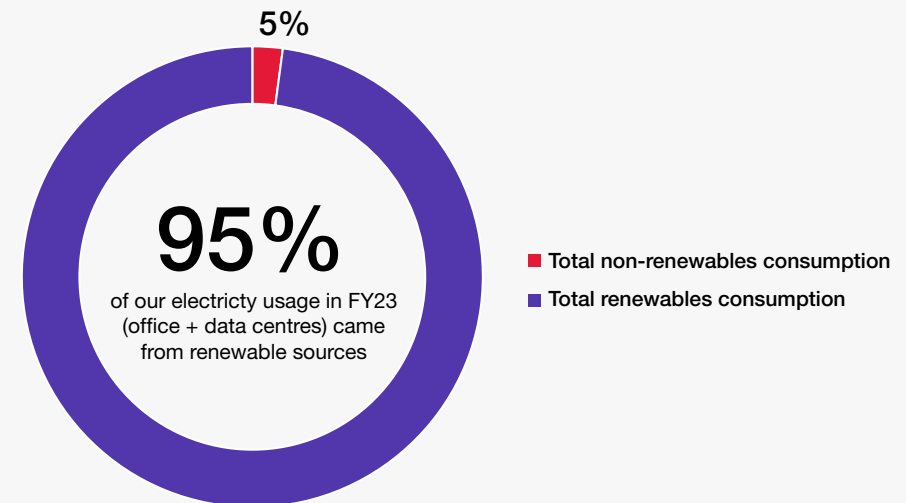


CGI IT UK Ltd - Scope 1 and 2 Emissions Reduction

Assessed Scope 1 and 2 emissions



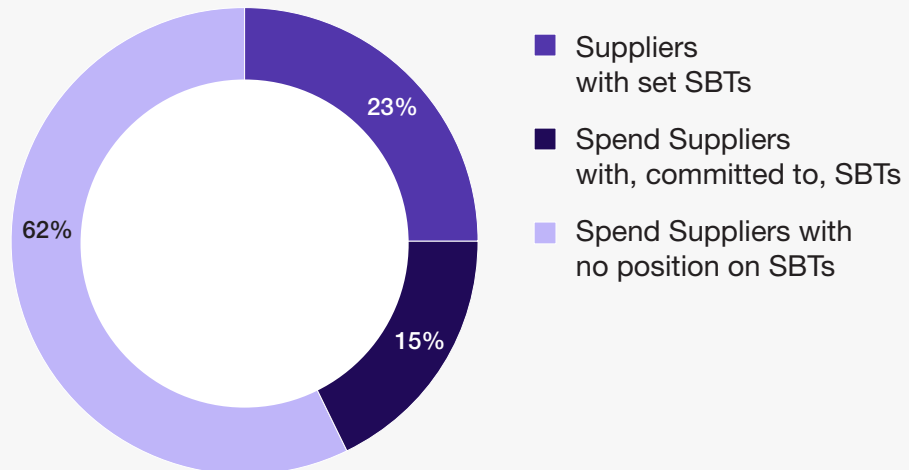
Total electricity consumption in FY23



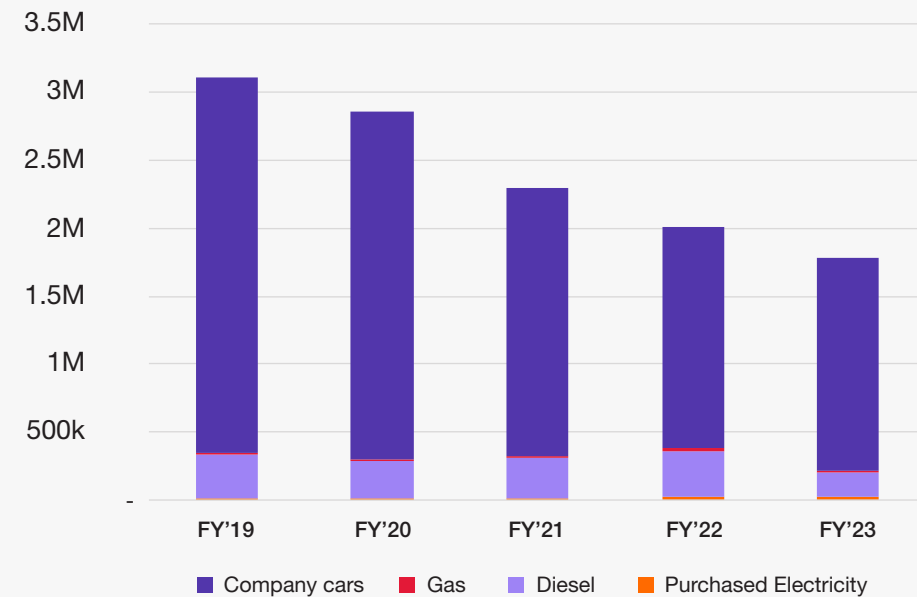
Scope 3 Emissions Reduction

Suppliers SBT status

by % of spend

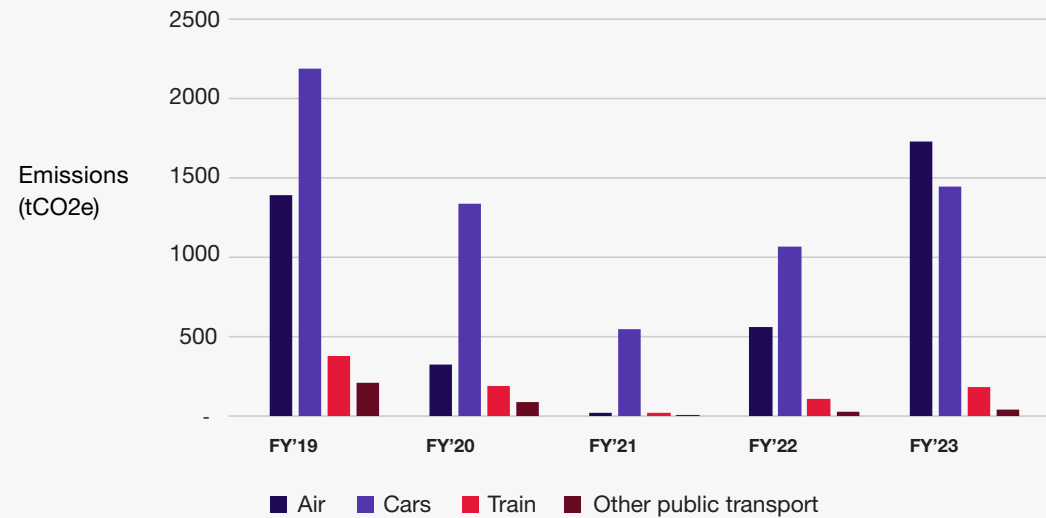


Energy Consumption (kWh)

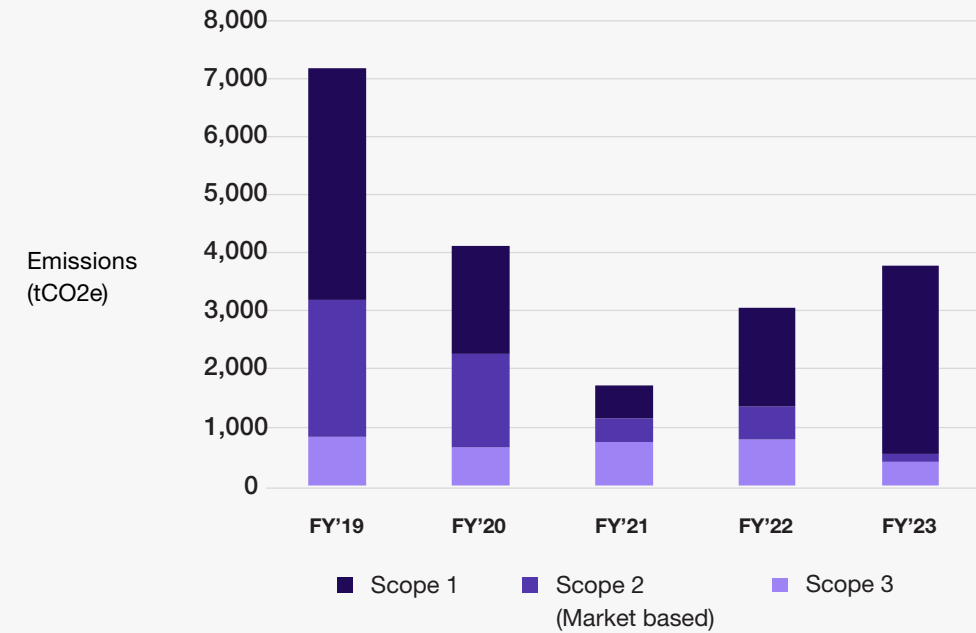


CGI IT UK Ltd - Scope 1, 2 and 3 Emissions

Business travel emissions

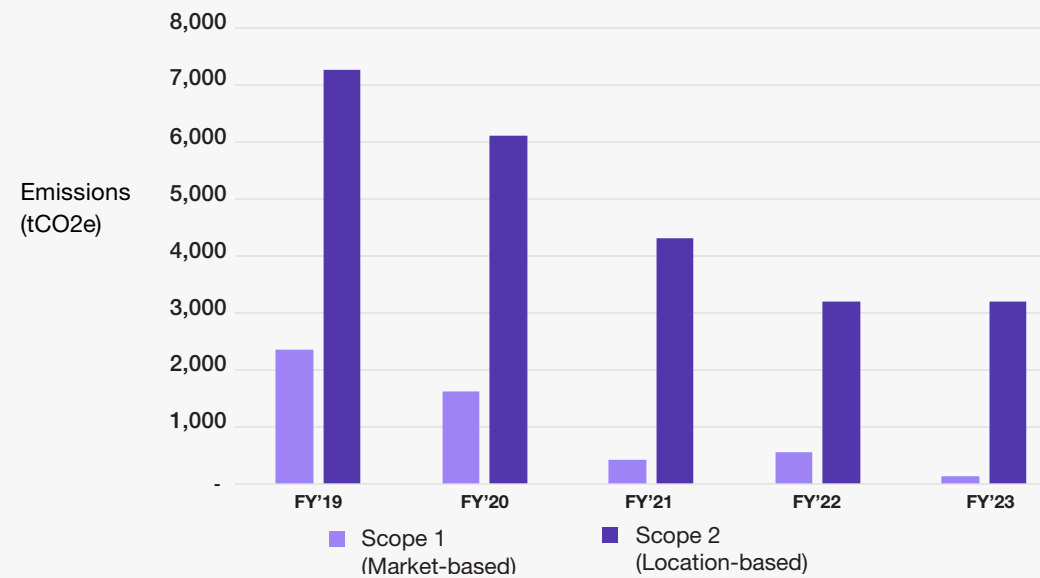


Assessed Scope 1, 2 & business travel emissions



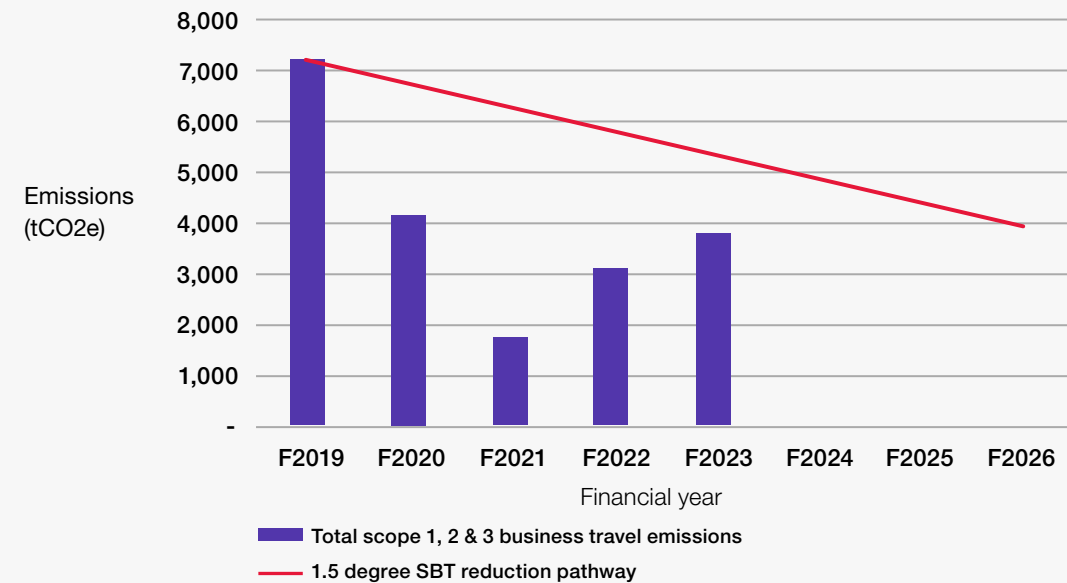
CGI IT UK Ltd - Carbon Reduction

Emissions from purchased electricity
Mark based and location based (bb)



Carbon Reduction Plan

Scope 1, 2 & 3 business travel emissions



Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the FY2019 baseline. The carbon reduction pathway achieved equates to 11,674 tCO₂e, a 27% reduction against the 2019 baseline. Alongside a 19% reduction in business travel emissions from our 2019 baseline (4,003 in FY19 & 3,257 in FY23).

- Set 1.5 degree near-term Science-Based Targets, verified and approved by the Science Based Targets Initiative (SBTi), and are a signatory of the Race to Zero. We commit to reduce absolute Scope 1 and 2 (market-based) GHG emissions by 46% by FY2026 and Scope 3 business travel by 46% by FY2030 from an FY2019 base year. We also commit that 73% of our suppliers by spend, covering purchased goods and services and capital goods, will have science-based targets by FY2029.
- 95% of the electricity consumed across CGI IT UK Ltd's offices and data centres now comes from renewable sources, with only one site yet to transition to renewable energy. We have been ISO14001 certified since 2006 and use 100% renewable energy wherever we have direct control over energy sources.
- Measured and included our employee commuting and working from home emissions. These were calculated using data from an annual survey which provided insight into the distance our employees travelled for each mode of transport, the frequency of commuting versus working from home and the energy consumption, along with main sources of emissions whilst working from home. The average figures per employee have been calculated in the survey and extrapolated to reflect the total number of employees in CGI IT UK Limited.
- Invested in infrastructure to reduce our energy consumption. – We have continued our partnership with Arbnco, who were selected from our ecosystem of partners. Arbnco software is implemented at UK sites to monitor energy performance and support the reduction of energy in our buildings. We have also used the software to model the cost and carbon savings of renewable energy projects.
- Building management systems (BMS) have been installed at several UK sites to assist our facilities teams in monitoring, controlling, and adjusting energy settings. Upgrades are currently underway at our Glasgow and Manchester offices.
- Implemented department level 'BU' sector specific carbon budgets for business travel - recognising the importance of measuring and managing our business travel emissions down to a sector level.
- Continued our SBT Engagement Programme for our suppliers. Supporting them on their journey to net zero and setting SBTs.

Circular economy

We're on track to achieve our target of zero waste to landfill by 2026 ahead of time, with significant progress made in FY2023.

A key driver of our success is our focus on circular waste models, particularly for general office waste and e-waste. We embrace the waste hierarchy, prioritising prevention, reuse, and recycling.

During FY2023, 46.3% of our general waste was recycled, and 50.61% was diverted to become refuse-derived fuel (RDF). This innovative process converts waste into a low-carbon energy source, contributing to sustainable energy production.

Recognising the criticality of responsible e-waste management, we work closely with our partners to work towards a target of 100% redeployment, remarketing, or recycling of all our IT equipment. This dedication resulted in saving 284.7 tCO₂e and over 430,000 litres of water through remarketing e-waste during FY2023 alone. Our FY2023 figures for e-waste remarketed are the highest to date, complying with the waste hierarchy and reducing the amount of e-waste needing to be recycled.

- 28.88% of our e-waste was recycled.
- 67.28% of our e-waste was remarketed.
- The remainder 3.83% is currently being processed for its end-of-life treatment.



In FY2023, we recovered over 1 tonne of materials, including ferrous metals, copper, and precious metals, from e-waste, with only 0.73% of these materials ending up in landfill.

We maintain a 100% recycling rate for confidential waste (16.2 tonnes in FY2023), further demonstrating our commitment to resource conservation. Additionally, all paper procured by CGI IT UK Ltd comes from recycled sources or FSC® (Forest Stewardship Council) certified forests, supporting responsible sourcing and sustainable practices throughout our operations.

In FY2023, we reinforced our commitment to plastic reduction by avoiding the procurement of single-use plastics for our buildings. We also reduced plastic use in areas like cleaning through our initiative to use dissolvable granules or powders in reusable dispensers, eliminating additional plastic waste. While some unavoidable plastics, such as bin liners and milk bottles, still enter our sites, we ensure responsible disposal through a comprehensive recycling program that processes all incoming plastics.

These achievements are just the beginning. We are continuously looking for new ways to minimise waste, extend the lifecycles of our devices, and maximise resource recovery.





Nature and biodiversity

At CGI we recognise our responsibility to protect the ecosystems that sustain us all. In FY2023 we developed new nature projects and continued our partnerships to promote and restore nature and biodiversity.

Honeybees

Honeybees play a vital role in our ecosystem, and their decline poses a serious threat to the health of our planet. We're committed to halting biodiversity loss, which is why throughout FY2023 we've worked closely with Buckley's Bees to prepare our Waterton and Chippenham offices for the exciting installation of beehives.

The installation of beehives will have a positive impact on biodiversity within a 5-mile radius of our office, through increased pollination and habitat enhancement. This initiative will also have a positive impact on our CGI Partners' wellbeing, creating a positive working environment.

Taskforce on Nature-related Financial Disclosures

At CGI we embrace a holistic approach to sustainability, which is why we are proud to be a pilot participant in the Taskforce on Nature-related Financial Disclosures (TNFD). The TNFD is a voluntary framework for businesses to assess, report, and manage their impacts and dependencies on natural capital. As a pilot participant, we actively contribute to refining the TNFD framework through testing and feedback. We see this as a crucial tool for building resilience and ensuring business longevity as we recognise the vital role nature plays in long-term success.

Wildflower meadows

In FY2023, we expanded our sustainability efforts by creating a wildflower meadow at our Reading office, recognising the benefits of supporting biodiversity and sustaining pollinators. Additionally, at several offices, we replaced manicured lawns with flourishing ecosystems, promoting biodiversity and lowering emissions through reduced garden maintenance.

Natural capital accounting

In FY2023, we embraced natural capital accounting, a powerful tool for valuing and managing nature and biodiversity across our office locations. With natural capital accounting, we can now comprehensively assess the impact of any site changes, from installing solar panels to developing more wildflower gardens. These insights enable proactive management of natural resources at our offices. By applying these insights, we make informed decisions that contribute to a healthier planet.



Project Seagrass

Throughout FY2023, CGI continued the pro bono partnership with Project Seagrass, dedicated to advancing the conservation of seagrass ecosystems. Despite covering 0.1% of the seabed, seagrasses sequester 11% of oceanic carbon. Recognising seagrass monitoring inefficiencies, our GeoData360 Earth Observation Platform was leveraged to identify seagrass meadows from space, optimising the charity’s resources.

This innovative approach informs strategies for preserving, restoring and identifying seagrasses, aligning with our commitment to environmental stewardship. The insights from the platform assisted the identification of a new seagrass meadow in Orkney in June 2023.

Peatlands

We continue to realise the benefits of our FY2022 partnership with Forest Carbon through which we invested to restore peatlands in the UK.

In the UK, 80% of peatlands are in a degraded state, resulting in substantial CO2 emissions into the atmosphere. Despite covering a mere 3% of the global surface, peatlands contain up to one-third of the earth’s carbon present in soils. Our UK Peatland initiative is situated at the Talla Reservoir in Dumfries and Galloway.

While the benefits of these investments are materialised through carbon credits pending issuance units (PIUs), the true value lies in the tangible impact we are making on our planet.

Investing in degraded grasslands

Our approach to achieving net zero focuses on a mitigation hierarchy, prioritizing emissions reduction across our operations and value chain. However, as part of our strategy for residual emissions, we partner with nature-based projects to capture carbon. In FY2023, we collaborated with Carbonfootprint to support the restoration of the Guanaré Forest Plantations in Uruguay, previously impacted by extensive cattle grazing. This carbon removal project directly absorbs carbon from the atmosphere.

As we progress towards establishing a long-term net zero target, we will limit reliance on carbon removal projects (offsets) until reaching our net zero target year, aligning with science-based targets and best practices. Thanks to our international carbon credit investment, CGI IT UK Ltd achieved carbon neutrality for its FY2023 operational and business travel emissions.

Water

Water is a crucial resource for every business, and we actively minimise our water footprint. Due to the nature of our business, we have low levels of water usage.

Our stringent e-waste management procedures reduce pressure on natural water resources. as In FY2023 through the redeployment, remarketing, and recycling of our e-waste, we saved 434,212 litres of water, equivalent to 5,428 bathtubs full of water.

Our London office features a greywater harvesting system, that repurposes water from showers, sinks, and drains for toilet flushing, reducing freshwater reliance and utility costs. This sustainable approach to water management alleviates pressure on freshwater sources, as greywater requires less for treatment due to its lower contaminant levels.

Tree planting

Our Community Tree Planting initiative donated 5,500 trees to community groups across the UK in FY23, bringing the total to 15,500 trees since its launch in 2019. British tree species—20 in total—were provided to schools, charities, hospices, and nature reserves. Each group received the trees free of charge, along with equipment and instructions to ensure long-term growth and sustainability. This initiative is driven by our members, who nominate local groups and volunteer on planting days. During these sessions, members also educate primary school children on the vital role trees play in combating climate change.



“CGI uses artificial intelligence to predict water pollution before it happens and prevent it.”

BBC News

Environmental employee engagement

No Planet B

‘No Planet B’ is an initiative that encompasses all of our sustainability & environmental employee engagement. The aim is to engage CGI Partners on our journey towards meeting our environmental and sustainability objectives. The programme welcomes open discussion and suggestions from our employees on how we can be more sustainable as a business. The No Planet B working group brings together employees with a particular passion for environmental sustainability. The initiative is led by volunteers who collaborate with our facilities, communications and sustainability teams on activities that support our broader net zero ambitions.

Sustainability Roadshow

In the summer of FY23, we held a ‘Sustainability Roadshow’, holding events across several of our UK office locations. CGI Partners were given the opportunity to test drive electric cars with Tesla, speak with Pawprint about their personal sustainability journey, try plant-based foods and discover all of our employee engagement programmes such as volunteering, kit sponsorships, charitable donations scheme, tree planting and litter picks. The roadshow was run by our sustainability team and supported by our No Planet B group. It was great to speak to CGI Partners about their understanding of sustainability and take suggestions from local offices on how we can work together to achieve our net zero targets.

Volunteering

CGI Partners are encouraged to use their skills as IT professionals to benefit the communities in which we live and work. CGI Partners are provided with ‘volunteering leave’ of one day per year, to benefit the causes that mean the most to them. Environmental initiatives were very popular in FY23, with CGI Partners volunteering with Project Seagrass, planting trees across the UK, undertaking litter picks and cleaning up canals. Our biggest outreach event of FY23 was the Sustainability Careers Fest, a sustainability-focused careers festival in which over 40 CGI volunteers inspired more than 1600 students to consider careers in sustainability via engaging workshops, talks and stands.



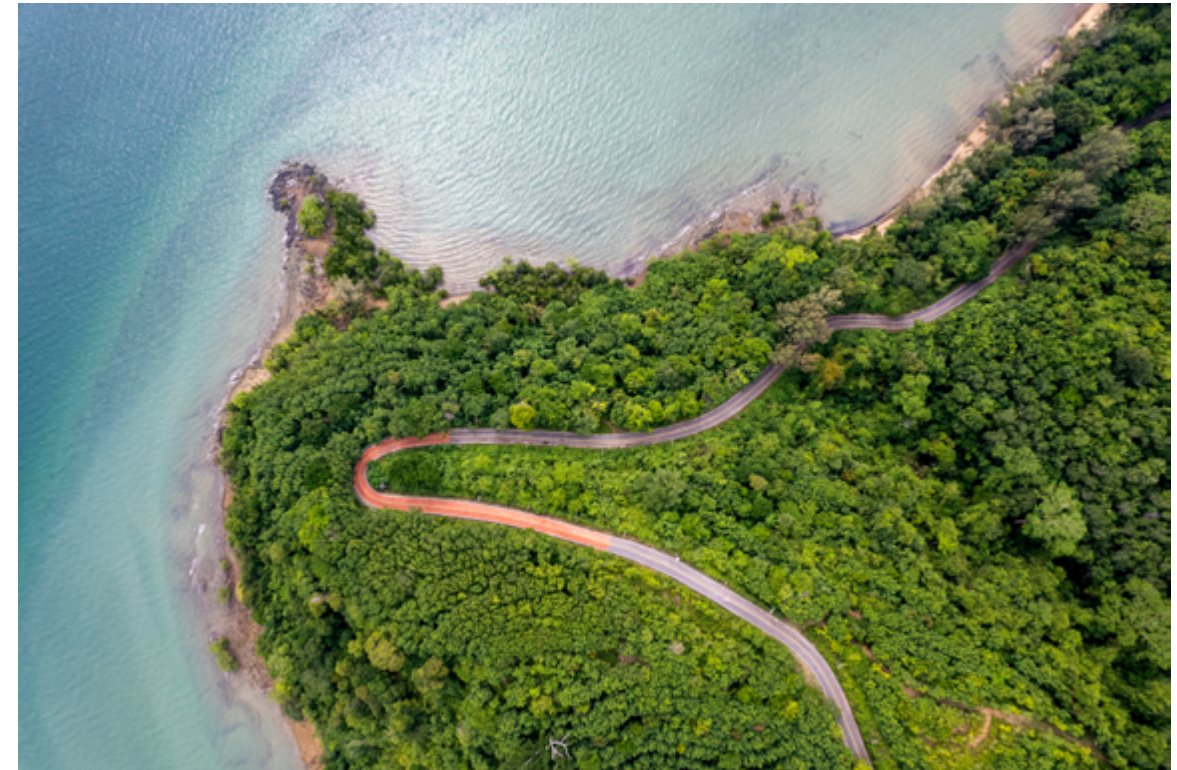
SEEDS

What is SEEDS?

CGI's Sustainability Exploration Environmental Data Science (SEEDS) programme is run in partnership with the United Nations and global academia. The programme has continued to grow since it was launched in 2022.

The ambitious research programme brings together experts to develop transformational new technologies and products. With the goal of creating innovative new solutions to benefit the United Nations, governments, businesses, and individuals.

To date, the programme has explored multiple sustainability topics, accompanied by a plethora of technological solutions. These areas include climate change, natural capital accounting, biodiversity, circular economy, water resources, behaviour change, modal shift, and public health.



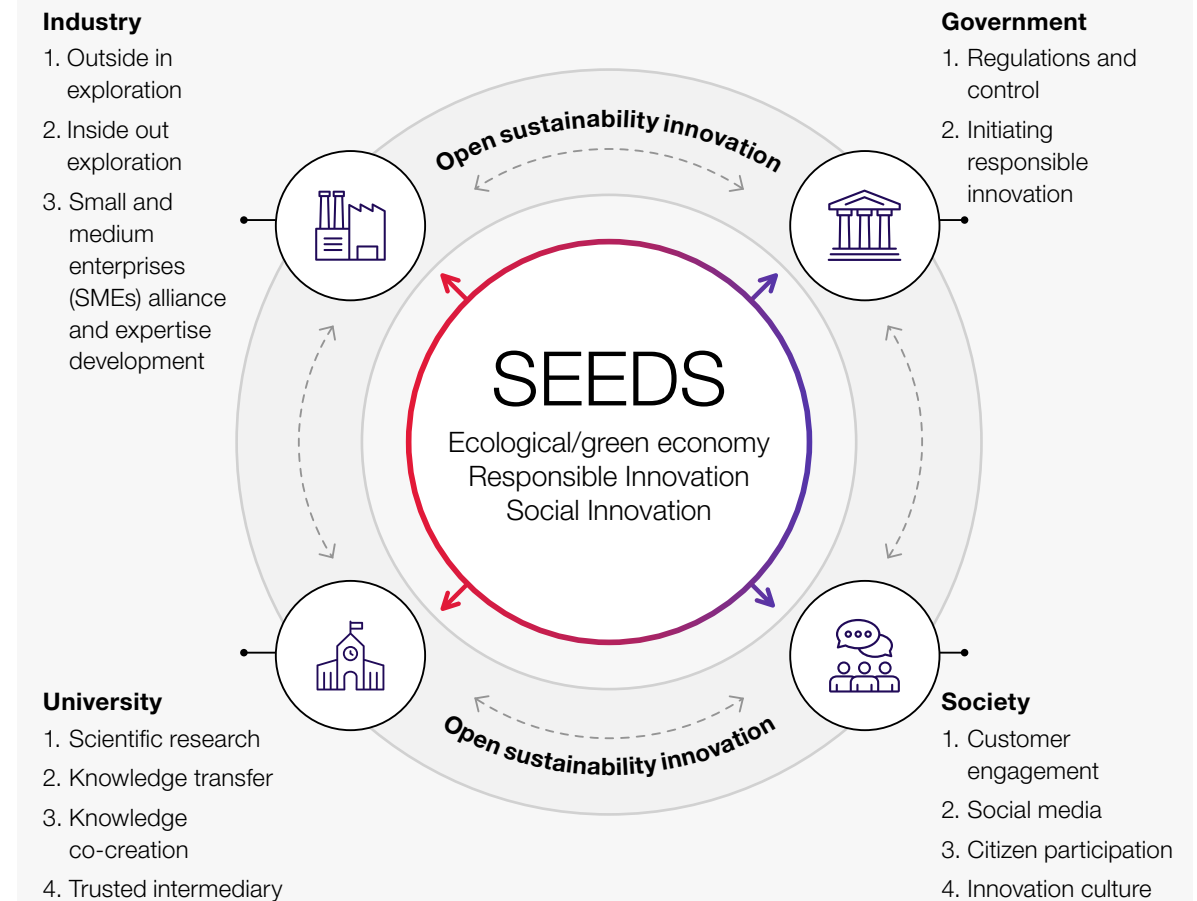
SEEDS Membership

Membership of the SEEDS programme has nearly doubled since its launch in 2022. The programme has expanded to a range of new technical expertise covering circular economy, geographical information systems, environmental sciences, computing, mathematical sciences, and agricultural research. SEEDS is currently driving research in 13 different areas with different projects and use cases. This would not be possible without the SEEDS members who provide expertise and unique perspectives in their fields.

Sustainable development is a complex global challenge. For a sustainable future, every aspect of how the world works will need to embed sustainability. It is therefore essential that the programme has a diverse network of members, which is also what makes SEEDS unique. By having a diverse range of members, the programme has created an environment that can foster innovative solutions that can be focused and tailored to specific use cases for public, private and third sector. SEEDS aims to develop solutions that go beyond the ‘low hanging fruit’ and provide answers to the most challenging sustainable development questions.

In 2023, the SEEDS programme expanded with two new innovation labs—one at Leicester University and another at Dynamic Earth in Edinburgh. The Leicester University lab, located on campus in the Maths and Computer Science building, will support research into how computer science can drive sustainable development while providing education and training opportunities.

The second SEEDS lab opened at Dynamic Earth, a science centre in Edinburgh focused on educating students about Earth, the universe, and life on our planet. This lab will collaborate with partners to develop innovative technologies aimed at tackling climate change and advancing STEM education, aligning with the United Nations Sustainable Development Goals (SDGs).



Edinburgh Napier Partnership

A key partnership emerging from the SEEDS programme is the collaboration between CGI and Edinburgh Napier University. This partnership focuses on digital transformation and explores emerging technologies like the Internet of Things, collaboration tools, and Artificial Intelligence (AI). Together, CGI and Edinburgh Napier University have developed five sustainability-focused proof-of-concepts aimed at promoting environmental and social sustainability, leveraging technologies such as digital twins, virtual reality, and geospatial mapping. These concepts were showcased to UN representatives, business leaders, and ministers at CGI's Innovation Summit in October 2023.

Mountain bike Route Assessment App

This app, developed by SEEDS and Edinburgh Napier University, utilises satellite technology to empower mountain bikers of all skill levels to make informed real-time decisions, optimising their experience and minimising risk. The App maps and tracks both the rider and the environment as they travel from A to B. The proof-of-concept considers weather conditions, air quality, internet connectivity, and the presence of other riders on the trail. By leveraging satellite technology and comprehensive data sets, the app identifies potential hazards, ensuring riders make informed route decisions based on a holistic view of trail conditions. The app's data-driven insights empower riders to make informed route choices, enhancing safety, boosting confidence, and accelerating skill development.

Methane Mapping

This digital twin proof-of-concept was driven by the need to highlight the impact of global methane emissions around the world, using satellites, emissions data, and visualisation technology. Methane is an invisible gas, so this project was developed to highlight the extent of methane emissions. This innovation demonstrates that global methane emissions are emitted in different locations and sources. Enabling key stakeholders and regulators to monitor emissions. Allowing them to make data driven decision reduction actions.



Other SEEDS projects

Planet Protectors

CGI recognises the importance of educating young people about climate change and environmental management. As climate change continues, education and knowledge on how to mitigate and adapt to the changes is essential. Based on this, the SEEDS programme partnered with CGI's People Practice - Tech Advisory team to create Planet Protectors. Planet Protectors is an interactive educational application built in Unity, designed for children between 8-13. It transforms carbon accounting, natural capital, waste management and responsible water use into a virtual world.

Planet Protectors' goal is to ensure that the next generation of problem solvers and innovators approach climate change with more knowledge. The games, immersive nature brings to life the link between action and impact, empowering children to see the positive difference that their day-to-day choices can make. Children will then become motivated to reduce their carbon footprint without inducing climate anxiety.

United Nations Industrial Development Organisation and CGI Innovation Summit

CGI's UK sustainability team hosted a sustainable development Innovation Summit in September, at CGI's London office. The Innovation Summit was in collaboration with the UN Industrial Development Organisation (UNIDO), governments, embassies, dignitaries, and members of the private and third sector.

The Innovation Summit considered cross-sector sustainability challenges and how technology can be utilised to achieve the Sustainable Development Goals (SDGs). The Summit had a particular focus on climate change, innovation, infrastructure, and capacity building.

A key takeaway from the event was the need for further technological advancements to achieve the Agenda 2030 goals. In response, UNIDO and CGI are working together to develop new solutions in preparation for the COP28 Summit.





“At CGI we apply the latest innovations in technology to address a range of sustainability challenges and we are pleased to be working alongside UNIDO to help them provide concrete and practical solutions to pressing global challenges.”

Tara McGeehan, President
CGI in the UK and Australia

Sustainability: Helping our clients

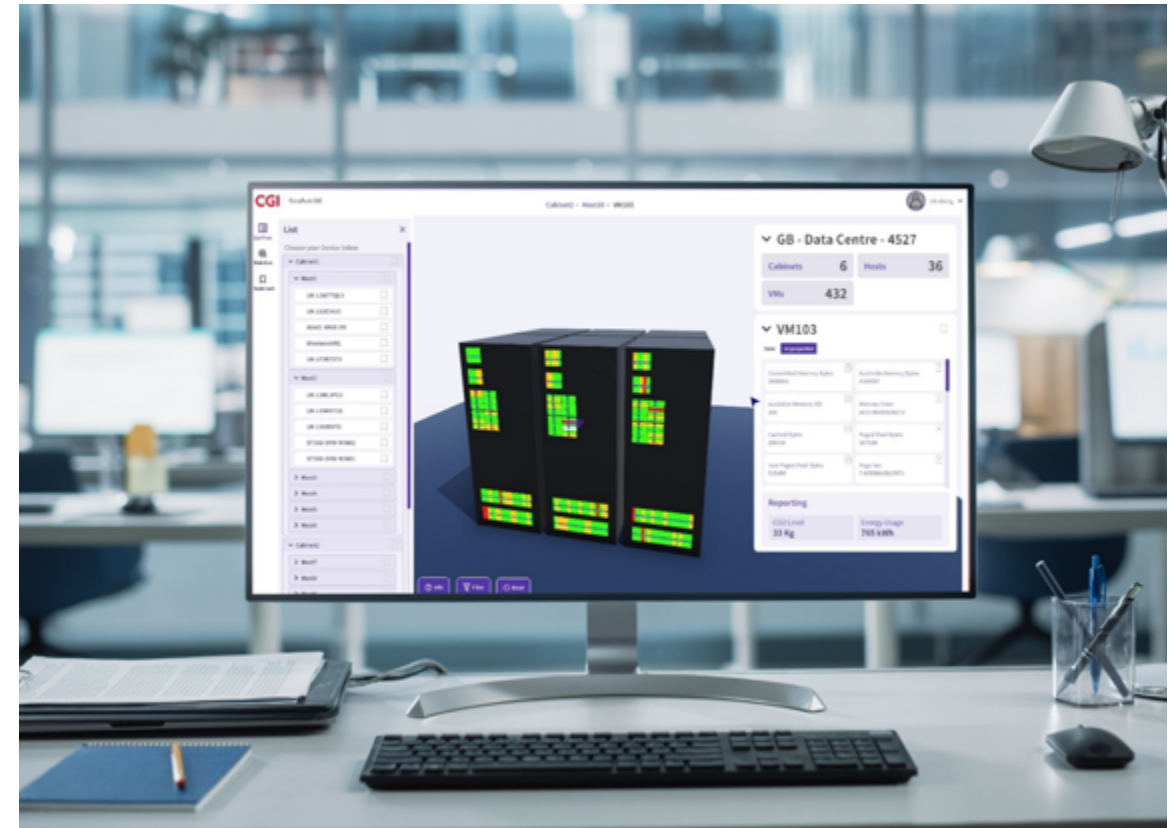
‘CGI DataTwin360’

During FY2023, our UK sustainability team launched CGI DataTwin360

CGI DataTwin360 is a solution that drives energy and emission reduction while preventing clients from losing money through inefficient hosting platforms and data centres. Data centres are energy-intensive, with some sources citing that they use 1% of global electricity demand. To tackle this critical issue, CGI SEEDS programme developed CGI DataTwin360—a 3D, physics-based digital twin of data centres and hosting platforms. CGI DataTwin360 monitors, benchmarks, and optimise energy consumption, helping to reduce emissions, enhance efficiency, and lower operational costs.

DataTwin360 monitors, benchmarks and then optimises the energy consumption of the assets to reduce emissions, improve efficiency and operational costs. It simulates high-density deployments to evaluate their impact and identify any service-level risks, empowering asset managers to make informed decisions safeguarding cost and reducing environmental impact.

CGI DataTwin360 provides stakeholders with virtual and remote insights rather than relying on physical site visits alone. This real-time visibility provides the ability to effectively manage and monitor energy use and cost remotely. When inefficiencies have been identified, the tool provides mechanisms to closely monitor assets and provides steps to improve efficiency scores among other functionalities. CGI DataTwin360, provides actionable insights, guided by return-on-investment metrics, for data-driven decarbonisation strategies aligned with organisational targets.



About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-based to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

cgi.com/uk/sustainability

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