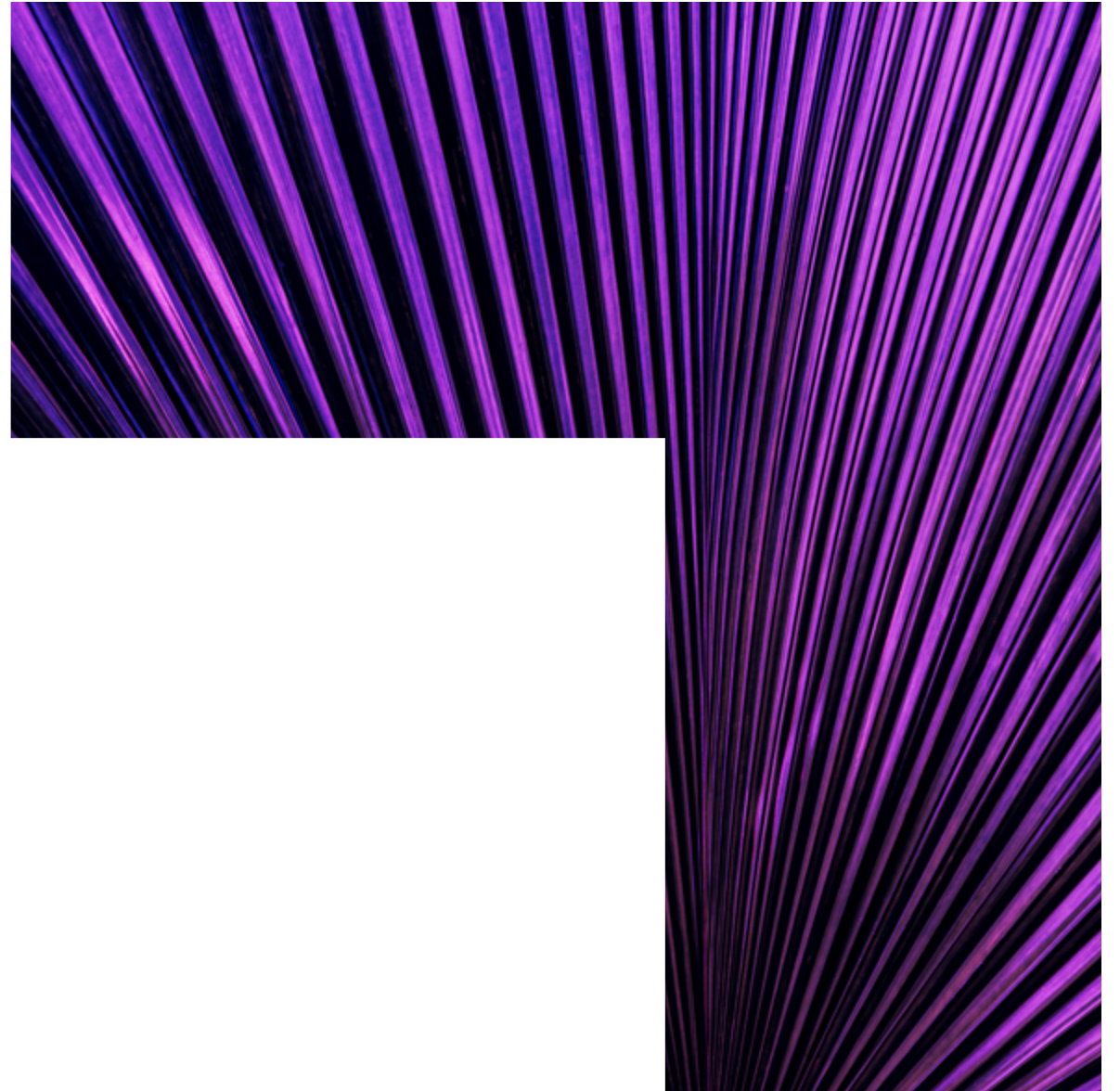


2024 British Columbia pay transparency report

CGI



CGI in Canada is committed to creating a culture where we all belong, are inspired to grow, and empowered to succeed. This commitment is an expression of our core value of respect. Respect is foundational in our recognition and welcoming of the richness that diversity brings to the company. We bring this to life in a deliberate and evolving approach to diversity, equity, and inclusion (DE&I), which now includes aligning with legislation on pay transparency.

CGI's DE&I strategy in Canada is supported and embedded in business planning and performance management along with an engaged employee base (resource groups run by and for our CGI Partners) towards both short and long-term objectives for our company and our industry. CGI's compensation policy is grounded in the belief that attracting and retaining high-caliber, competent individuals requires more than just financial incentives. An inspiring dream, unwavering integrity, a caring human resources philosophy and strong core values create an environment where talented people can thrive and deliver exceptional results.

Emerging pay transparency legislation aligns with CGI's existing employment equity (EE) program in Canada, as a component of our DE&I strategy. This program includes a self-identification survey where CGI Partners can share the communities they are a part of.

The resulting representation data helps us understand and address the various barriers of members of the designated groups (women, indigenous, visible minorities and people with disabilities: visible and non-visible), as defined in the Employment Equity Act, to ensure that all employees are treated fairly and equitably. We are committed to fostering an inclusive and fair workplace for all and we remain dedicated to the ongoing work of building an environment where our equitable practices consistently translate into equitable outcomes.



Employer details

Employer:	CGI Information Systems and Management Consultants inc. / Conseillers en Gestion et Informatique CGI inc.
Address:	1175 Douglas St., 6th floor, Victoria, BC, V8W 2E1
Reporting year:	2024
Time period:	January 1, 2024 - December 31, 2024
NAICS Code:	54 - Professional, scientific and technical services
Number of employees:	300-999

Hourly pay

Mean hourly pay gap¹

Men	\$1.00
Women	\$0.96
Prefer not to say / Unknown	\$0.99

In this organization, women’s average hourly wages are 4% less than men’s. For every dollar men earn in average hourly wages, women earn 96 cents in average hourly wages. *

CGI is committed to providing fair and equitable pay, guided by both internal equity and external market benchmarks, and aligned with our core values. CGI’s salary structure in Canada is built on the relative value of job families, roles, and proficiency levels, with midpoints reviewed annually against external compensation data to reflect market trends and regional differences.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Median hourly pay gap²

Men	\$1.00
Women	\$0.97
Prefer not to say / Unknown	\$0.97

In this organization, women’s median hourly wages are 3% less than men’s. For every dollar men earn in median hourly wages, women earn 97 cents in median hourly wages. *

Explanatory notes

- 1 “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
- 2 “Median hourly pay gap” refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay³

Men	\$1.00
Women	\$2.23
Prefer not to say / Unknown	\$1.65

In this organization, women’s average overtime pay is 123% more than men’s. For every dollar men earn in average overtime pay, women earn \$2.23 in average overtime pay. *

Median overtime pay⁴

Men	\$1.00
Women	\$2.75
Prefer not to say / Unknown	\$1.48

In this organization, women’s median overtime pay is 175% more than men’s. For every dollar men earn in median overtime pay, women earn \$2.75 in median overtime pay. *

Explanatory notes

- 3 “Mean overtime pay” refers to overtime pay when averaged for each group.
- 4 “Median overtime pay” refers to the middle point of overtime pay for each group.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	108
Prefer not to say / Unknown	41

In this organization, the average number of overtime hours worked by women was 108 more than by men. *

Median overtime paid hours⁶

Difference as compared to reference group (Men)

Women	101
Prefer not to say / Unknown	10

In this organization, the median number of overtime hours worked by women was 101 more than by men. *

Percentage of employees in each gender category receiving overtime pay

Men	16%
Women	22%
Prefer not to say / Unknown	28%

Explanatory notes

- 5 “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.
- 6 “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Bonus pay

Mean bonus pay⁷

Men	\$1.00
Women	\$0.92
Prefer not to say / Unknown	\$0.94

In this organization, women’s average bonus pay is 8% less than men’s. For every dollar men earn in average bonus pay, women earn 92 cents in average bonus pay. *

Median bonus pay⁸

Men	\$1.00
Women	\$0.89
Prefer not to say / Unknown	\$0.95

In this organization, women’s median bonus pay is 11% less than men’s. For every dollar men earn in median bonus pay, women earn 89 cents in median bonus pay. *

Explanatory notes

- 7 “Mean bonus pay” refers to bonus pay when averaged for each group.
- 8 “Median bonus pay” refers to the middle point of bonus pay for each group.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay	
Men	90%
Women	91%
Prefer not to say / Unknown	64%

All CGI Partners participate in the Profit Participation Plan, a bonus plan that pays an annual cash payout based on achievement of performance objectives as approved at the beginning of the fiscal year by the Board of Directors.

The Profit Participation Plan is designed to provide CGI Partners, as owners, with an incentive to increase profitability and contribute to growth.

The Profit Participation Plan individual payout is based on a target set as a percentage of base salary, the job title classification of the CGI Partner, the achievement of objectives set out in the annual budget and strategic plan, as well as the achievement of individual performance objectives.

The overall mean and median gender bonus gap are impacted by fewer women in senior positions where higher bonuses are paid due to higher bonus targets. This is a key area for progress and reaffirms CGI’s pledge to the 50-30 Challenge in Canada. We will continue to invest in initiatives that expand opportunities for women and equity- deserving groups, ensuring leadership and compensation outcomes align with our values of fairness, accountability, and inclusion.

Percentage of each gender in each pay quartile ⁹

	Men	Women	Prefer not to say / Unknown
Upper hourly pay quartile (highest paid) **	41%	14%	45%
Upper middle hourly pay quartile **	44%	23%	33%
Lower middle hourly pay quartile **	38%	19%	42%
Lowest hourly pay quartile (lowest paid) **	34%	25%	41%

In this organization, women occupy 14% of the highest paid jobs and 25% of the lowest paid jobs.

** This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

For pay transparency reporting, CGI in Canada collects gender information on a voluntary self-identification basis. As a result of the voluntary disclosure of this information, 39% of employees’ gender could not be determined.

CGI in Canada has now automated annual communications emphasizing the importance and value of completing the self- identification in an effort to improve data quality and enable data-driven action to strengthen our approach to DE&I.

CGI in Canada is committed to building an inclusive, equitable workplace where all employees are recognized and rewarded fairly. We will continue to analyze our data, engage with our people, and take action to ensure equitable pay practices remain a priority.

Explanatory notes

9 “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.

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-focused 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.

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