



GRI/SASB Index table

2025

Our 2025 ESG Report is aligned to the Sustainability Accounting Standards Board (SASB) used by the software and IT services industry and to the Global Reporting Initiative (GRI).

Standard	Disclosure	Description	ESG Report 2024	Other published material and comments
GRI 2: General Disclosures 2021	2-1	Organizational details	<ul style="list-style-type: none"> CGI at a glance pp.8-11 About this report p.3 (legal name, nature of ownership and legal form) 	<ul style="list-style-type: none"> CGI Annual Report Annual Information Form Notice of Annual General Meeting of Shareholders and Management Proxy Circular
	2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> CGI at a glance p.8 About this report p.3 	<ul style="list-style-type: none"> Annual Information Form
	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> About this report p.3 Contact point - Back cover 	
	2-4	Restatements of information	<ul style="list-style-type: none"> About this report p.3 	No significant changes to applicable operational boundaries, scope or measurement methodology during the reporting period.
	2-5	External assurance		CGI employs robust data collection and management procedures as part of internal assurance. We have not undertaken any Third Party assurance with respect to the information included in this report.
	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> CGI at a glance pp.8-11 Responsible procurement pp.82-84 	<ul style="list-style-type: none"> CGI Annual Report Annual Information Form
	2-7	Employees	<ul style="list-style-type: none"> Performance data tables pp.96-101 	
	2-9	Governance structure and composition	<ul style="list-style-type: none"> Responsible leadership and governance pp.72-75 Performance data tables p.102 	<ul style="list-style-type: none"> Charter of the Corporate Governance Committee Charter of the Board of Directors Notice of Annual General Meeting of Shareholders and Management Proxy Circular

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	2-10	Nomination and selection of the highest governance body		<ul style="list-style-type: none"> • Charter of the Board of Directors • Notice of Annual General Meeting of Shareholders and Management Proxy Circular • Charter of the Corporate Governance Committee
	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> • Responsible leadership and governance p. 72 	<ul style="list-style-type: none"> • Charter of the Corporate Governance Committee • Notice of Annual General Meeting of Shareholders and Management Proxy Circular
	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> • Responsible leadership and governance pp. 72–75 	<ul style="list-style-type: none"> • Charter of the Board of Directors • The CGI Constitution
	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> • ESG operating model and governance p. 73 	<ul style="list-style-type: none"> • Charter of the Corporate Governance Committee
	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> • Responsible leadership and governance pp. 72–73 	<ul style="list-style-type: none"> • Charter of the Board of Directors
	2-15	Conflicts of interest	<ul style="list-style-type: none"> • Ethical business conduct pp. 79–81 	<ul style="list-style-type: none"> • Charter of the Board of Directors • Notice of Annual General Meeting of Shareholders and Management Proxy Circular • Code of Ethics – Section 1.6
	2-16	Communication of critical concerns	<ul style="list-style-type: none"> • Risk management pp.77-78 • Ethical business conduct pp. 79–81 	<ul style="list-style-type: none"> • Charter of the Audit and Risk Management Committee • Ethics Reporting Policy
	2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> • Responsible leadership and governance pp. 74–75 	<ul style="list-style-type: none"> • Notice of Annual General Meeting of Shareholders and Management Proxy Circular

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	2-18	Evaluation of the performance of the highest governance body		<ul style="list-style-type: none"> • Charter of the Board of Directors • Notice of Annual General Meeting of Shareholders and Management Proxy Circular
	2-19	Remuneration policies		<ul style="list-style-type: none"> • Charter of the Human Resources Committee • Notice of Annual General Meeting of Shareholders and Management Proxy Circular
	2-20	Process to determine remuneration		<ul style="list-style-type: none"> • Charter of the Human Resources Committee • Notice of Annual General Meeting of Shareholders and Management Proxy Circular
	2-21	Annual total compensation ratio		Confidential information. Not disclosed in the public domain.
	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> • ESG strategy pp. 18–20 	
	2-23	Policy commitments	<ul style="list-style-type: none"> • Ethical business conduct pp. 79–81 • Human Rights pp.64-69 • Responsible procurement pp.82-84 • Data Privacy pp.85–87 • Security pp.88-91 	<ul style="list-style-type: none"> • CGI ESG Policy
	2-24	Embedding policy commitments	<ul style="list-style-type: none"> • Ethical business conduct pp. 79–81 • Human Rights pp.64-69 • Responsible procurement pp.82-84 • Data Privacy pp.85–87 • Security pp.88-91 	<ul style="list-style-type: none"> • Code of Ethics • CGI ESG Policy

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	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> Dialogue pp.10-15 ESG strategy p.17-20 Human rights pp. 110-112 Risk management pp.123-125 	
	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> Ethical business conduct pp.79–81 	<ul style="list-style-type: none"> Code of Ethics – Section 1.10 CGI Ethics Reporting Policy Insider Trading and Blackout Periods Policy
	2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> About this report p.3 Ethical business conduct pp.79-81 Data privacy, pp. 85–87 	<ul style="list-style-type: none"> Code of Ethics
	2-28	Membership associations	<ul style="list-style-type: none"> Letter from our Leaders, pp.6-7 Dialogue pp.12-16 	<ul style="list-style-type: none"> Partnership page on cgi.com
	2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> Dialogue pp.12-16 Double materiality, p. 17 	
	2-30	Collective bargaining agreements	<ul style="list-style-type: none"> Working conditions pp.52-53 Performance data tables p.99 	<p>As a signatory to the UN Global Compact, CGI respects the legal right of freedom of association of its CGI Partners⁽¹⁾.</p> <p>45.4% of our CGI Partners⁽¹⁾ are represented by works council.</p>
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<ul style="list-style-type: none"> Double materiality pp. 17 ; 104 	
	3-2	List of material topics	<ul style="list-style-type: none"> Double materiality p. 17 	
	3-3	Management of material topics	<ul style="list-style-type: none"> ESG strategy pp. 18–20 Double materiality p. 104 	

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GRI 201: Economic Performance 2016	201-01	Direct economic value generated and distributed	<ul style="list-style-type: none"> Performance data tables p.94 (revenues) 	<ul style="list-style-type: none"> CGI Annual Report
	201-02	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> Environment p.30 Risk management pp.77-78 	<ul style="list-style-type: none"> CGI CDP response 2025
	201-03	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> Working conditions pp. 52-53 	<ul style="list-style-type: none"> CGI Annual Report CGI Partners ⁽¹⁾ Benefits
	201-04	Financial assistance received from government		<ul style="list-style-type: none"> CGI Annual Report <ul style="list-style-type: none"> R&D and other tax credits
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<ul style="list-style-type: none"> Working conditions p. 52 	We comply with applicable law in every country we operate. The specifics of our entry-level salary are sensitive and not disclosed in the public domain.
	202-2	Proportion of senior management hired from the local community	<ul style="list-style-type: none"> CGI at a glance – About our approach pp. 9–11 Career pp. 44–45 	In line with our proximity model philosophy, at all levels of the organizational structure, we encourage the hiring of local professionals.
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> Our communities pp.55-62 	
	203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> CGI at a glance pp. 10-11 	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> Responsible procurement pp.82-84 	<p>CGI's emphasis on supplier selection is adherence to the CGI Third Party Code of Ethics and the overall supplier evaluation which also includes ESG parameters.</p> <ul style="list-style-type: none"> Code of Ethics Third Party Code of Ethics
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> Ethical business conduct pp.79-81 Performance data tables p.102 	<ul style="list-style-type: none"> Code of Ethics – Section 3

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2016	205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> Ethical business conduct pp.79-81 Performance data tables p.102 	<ul style="list-style-type: none"> Code of Ethics – Section 3
	205-3	Confirmed incidents with third parties related to corruption higher than \$100,000 CAD	<ul style="list-style-type: none"> Performance data tables p.102 	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		<ul style="list-style-type: none"> Third Party Code of Ethics CGI Annual Report
GRI 207: Tax 2019	207-1	Approach to tax	<ul style="list-style-type: none"> Taxation p.92 	<ul style="list-style-type: none"> CGI Annual Report
	207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> Taxation p.92 	<ul style="list-style-type: none"> Charter of the Audit and Risk Management Committee
	207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> Taxation p.92 	
	207-4	Country-by-country reporting	<ul style="list-style-type: none"> Taxation p.92 	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<ul style="list-style-type: none"> Environment, pp. 32-34 Performance data tables pp.94-95 	
	302-3	Energy intensity	<ul style="list-style-type: none"> Performance data tables p.95 	
	302-4	Reduction of energy consumption	<ul style="list-style-type: none"> Environment, pp. 28-29 Performance data tables p.94-95 	
SASB Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	<ul style="list-style-type: none"> Performance data tables p.96 	

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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> Environment pp.31-36 Performance data tables p. 94-95 	
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> Environment pp.31-36 Performance data tables p. 94-95 	
	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> Environment pp.31-36 Performance data tables p. 94-95 	
	305-4	GHG emissions intensity	<ul style="list-style-type: none"> Performance data tables p. 94-95 	
	305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> Environment pp.31-36 Performance data tables p. 94-95 	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> Environment pp. 37–38 Performance data tables p.95 	
	306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> Environment pp. 37–38 	
	306-3	Waste generated	<ul style="list-style-type: none"> Environment pp. 37–38 Performance data tables p.95 	
	306-4	Waste diverted from disposal	<ul style="list-style-type: none"> Environment pp. 37–38 Performance data tables p.95 	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> Responsible procurement pp.82-84 Performance data tables p.103 	<ul style="list-style-type: none"> Third Party Code of Ethics
	308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> Environment, pp. 35-36 Responsible procurement pp.82-84 	
GRI 401: Employment	401-1	New employee hires and employee turnover		While the information is tracked on a regular basis, CGI considers new employee hires and employee turnover data as sensitive information

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2016				and does not disclose it in the public domain.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> Our people pp. 52-53 	We adhere to the local employment/labor laws prevailing in the countries where we operate in terms of benefits for part-time CGI Partners ⁽¹⁾ .
	401-3	Parental leave	<ul style="list-style-type: none"> Our people p. 52-53 	<p>We adhere to the local employment/ labor laws prevailing in the countries where we operate in terms of parental leave.</p> <p>https://www.cgi.com/en/article/esg/providing-employees-support-their-families</p>
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes		We give notification of any operational changes in accordance with local legislation and the requirements of applicable collective bargaining agreements.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<ul style="list-style-type: none"> Our people pp. 47–51 Performance data tables p.101 	
	403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> Our people pp. 47–51 Performance data tables p.101 	
	403-3	Occupational health services	<ul style="list-style-type: none"> Our people pp.47-51 	
	403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> Our people pp.47-51 	
	403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> Our people pp.47-51 	
	403-6	Promotion of worker health	<ul style="list-style-type: none"> Our people pp.47-51 	
	403-7	Prevention and mitigation of occupational health and safety	<ul style="list-style-type: none"> Our people pp.47-51 	

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		impacts directly linked by business relationships		
	403-8	Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> Our people pp. 47–51 Performance data tables p.101 	<ul style="list-style-type: none"> Code of Ethics – Section 1.3 Third Party Code of Ethics <p>As defined in our Code of Conduct, CGI is committed to complying with all applicable health and safety laws, policies and regulations in order to provide a safe and healthy work environment to all CGI partners⁽¹⁾.</p>
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> Performance data tables p.100 	
	404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> Our people pp. 44–46 Performance data tables p.100 	
	404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> Performance data tables p.100 	
SASB Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.2	Employee engagement as a percentage	<ul style="list-style-type: none"> CGI at a glance p.10 Dialogue pp.12-14 Performance data tables p.100 	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> Our people pp. 40-43 Governance p.71 Performance data tables p.100 	
	405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> Our people p. 52 	<p>Within CGI's operational boundary, the ratio of basic salary and remuneration of women to men is disclosed and published externally in Germany, Australia, the UK and in France.</p> <ul style="list-style-type: none"> UK - Gender Pay Gap France - Annual Professional Equality Index (in French)

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SASB Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees	<ul style="list-style-type: none"> Performance data tables pp.96-100 	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> Our people pp. 49–51 	<ul style="list-style-type: none"> Code of Ethics – Section 1.7 Third Party Code of Ethics <p>Any CGI Partner⁽¹⁾ of CGI who feels discriminated against or harassed can and should, in all confidence and without fear of reprisal, personally report the facts through the reporting channels. The facts will be examined carefully. Neither the name of the person reporting the facts nor the circumstances surrounding them will be disclosed unless such disclosure is necessary for an investigation or disciplinary action. Any disciplinary action will be proportional to the seriousness of the behaviour concerned. CGI will also provide appropriate assistance to any CGI Partner⁽¹⁾ who is a victim of discrimination or harassment. In addition, retaliation against persons who make complaints of harassment, witness harassment, offer testimony, or are otherwise involved in the investigation of harassment complaints will not be tolerated.</p>
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> Human Rights pp.65-69 	As a signatory to the UN Global Compact, CGI respects the legal right of freedom of association of its CGI Partners ⁽¹⁾ .
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> Human Rights pp.64-69 	<ul style="list-style-type: none"> Third Party Code of Ethics Modern Slavery Policy (UK) Code of Ethics – Section 1.7 Report on Fighting Against Forced Labour and Child Labour (modern slavery) 2025 Updated Report on Fighting Against

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				Forced Labour and Child Labour (modern slavery)
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> Human Rights pp.64-69 	<ul style="list-style-type: none"> Third Party Code of Ethics Modern Slavery Policy (UK) Code of Ethics, 1.7 Report on Fighting Against Forced Labour and Child Labour (modern slavery) 2025 Updated Report on Fighting Against Forced Labour and Child Labour (modern slavery)
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> Our communities pp.55-62 Performance data tables p.101 	
GRI 414: Supplier Social Assessment 2016	414-1	Percentage of new suppliers that were screened using social criteria	<ul style="list-style-type: none"> Responsible procurement pp.82-84 Performance data tables p.103 	
	414-2	Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> Human rights pp. 64-69 Responsible procurement pp.82-84 Performance data tables p.103 	
GRI 418: Customer Privacy 2016	418-1	Material complaints regarding breaches of customer privacy and losses of customer data resulting in judicial action in 2023	<ul style="list-style-type: none"> Data Privacy pp.85-87 Performance data tables p.103 	<p>CGI adheres to the law in countries where it operates and engages with the requests from the authorities, if any, as needed. More information about our policy:</p> <p>https://www.cgi.com/en/global-privacy</p>
SASB Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	<ul style="list-style-type: none"> Data privacy pp.85-87 	

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SASB Data Privacy & Freedom of Expression	TC-SI- 220a.2	Number of users whose information is used for secondary purposes.		CGI does not collect any user information to be used for a purpose that is outside the primary purpose for which the data was collected.
SASB Data Security	TC-SI- 230a.1	(1) Number of data breaches	<ul style="list-style-type: none"> Performance data tables p.103 	CGI interprets a Data Breach as per the definition in GDPR – <i>‘personal data breach means the breach of security leading to the accidental of unlawful destruction, loss, alteration, unauthorized disclosure of, or access to, personal data transmitted, stored or otherwise processed’.</i>
SASB Data Security	TC-SI- 230a.2	Description of approach to identifying and addressing data security risks, including use of Third Party cybersecurity standards	<ul style="list-style-type: none"> Security pp.88-91 	
SASB Managing Systemic Risks from Technology Disruptions	TC-SI- 550a.2	Description of business continuity risks related to disruptions of operations	<ul style="list-style-type: none"> Security pp.88-91 	<ul style="list-style-type: none"> CGI Annual report

(1) CGI Partner is a designation that expresses our unique culture of ownership and applies to our consultants and professionals in every role and every title within the company.