



# Environmental, Social, and Governance (ESG) Policy

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# 1 Purpose

The purpose of this Environmental, Social, and Governance (ESG) Policy is to ensure that CGI and its subsidiaries, affiliates, and associated companies, consistently operate in a responsible manner for all its operations. This Policy promotes environmentally and socially responsible conduct by integrating ESG management best practices and processes and outlining ESG related risks within our daily operations. This policy is aligned with our strategic goal of being recognized by our stakeholders as an engaged and responsible corporate citizen within our communities.

# 2 Scope

This Policy is applicable to all our consultants and professionals — whom we now call CGI Partners as a majority of them are shareholders of CGI. In addition, all contractors, subcontractors, and individuals acting in any capacity for or on behalf of CGI must adhere to the ESG policy. All vendors in CGI's supply chain are also required to comply with the principles of this policy through our Procurement ESG evaluation. Additional guidelines exist to comply with local practices and laws. This policy sets out the principles that apply to all our global operations, with no exceptions. It is also anticipated that certain geographies within our company have the opportunity to set more ambitious targets.

# 3 Principles

Our Environmental, Social, and Governance policy supports the CGI Dream, our company values, and contributes to achieving our strategic goal: ***To be recognized by our stakeholders as an engaged, ethical and responsible corporate citizen.*** Our commitments align with the United Nations (UN) Global Compact's 10 principles and support the achievement of the UN's 17 Sustainability Development Goals.

In all we do, across our global operations, we are driven by our commitment to a sustainable and inclusive world, which is reflected in the solutions that we deliver to our clients, our internal actions and in cooperation with our suppliers and partners. This policy serves to publicly reinforce the importance of corporate responsibility in all facets of our business and to ensure alignment across all business units (BUs). Through well-established governance, collaborative networks and processes, we ensure that our commitment to responsible business practices are achieved both within CGI and influences our relationship with clients, partners and suppliers.

# 4 ESG objectives and priorities:

Our strategic ESG goal is to remain an invested and responsible corporate citizen in our communities by empowering CGI professionals to actively engage. This goal is embodied in our business approach and in the relationships CGI Partners and leaders have with our stakeholders. In addition to our responsible and sustainable approach, we have established three strategic priorities, associated with targets, action plans and progress indicators: People, Communities and Climate. These priorities have always been important to our clients, CGI Partners and shareholders, and represent the direct impact of our commitment to contribute to a more sustainable and inclusive world.

## 4.1 People

Across our global locations, we aim to provide opportunities to people in our communities who are traditionally underrepresented in technology careers. In addition, as expressed in our Human Resources policy, we cultivate an equitable environment that enables our CGI Partners to grow in the company while taking care of their health and well-being.

### 4.1.1 Priority and targets

We champion digital inclusion for all citizens, taking actions locally to improve access to technology and business education and mentoring in order to help everyone be successful in a digital society.

Our 5- to 7-year targets:

- Achieve the same level of diversity representation at the leadership levels as the company as a whole.
- Have twice as many participants in our education and mentoring programs as CGI Partners.

### 4.1.2 Diversity, equity and inclusion (DEI)

CGI is committed to creating a culture of empowerment where every voice is heard and respected. CGI Partners are given the tools needed to explore their full potential at any career level. CGI has strong corporate values and a workplace culture built on respect and belonging, regardless of gender, age, sexual orientation, race, or ethnicity.

Ensuring that all CGI Partners feel respected and are encouraged to bring their whole selves to work is essential to our commitment to creating a safe and empowering environment for all CGI Partners to thrive. Our Respectful Workplace policy includes anti-harassment and anti-discrimination policies and cultivates a work environment where all individuals are treated with respect and dignity.

Our Strategic Business Units (SBUs) align with CGI's global DEI framework by creating actionable initiatives across four domains - Culture, Careers/Talent, Clients, and Community.

- Integrate DEI initiatives into all our Business Units business plans.
- Review the progress of DEI targets as other operational targets during quarterly meetings.
- Conduct mandatory training to increase CGI Partners' cultural awareness, knowledge, and communication to support a global community.
- Establish and maintain hiring practices that enable an agile workforce with diverse backgrounds and perspectives.
- Support and encourage the creation of affinity groups and safe spaces that help us recognize our similarities and celebrate our differences. Give visibility, locally and globally, to initiatives supporting diversity issues.
- Actively reaffirm our value of respect through actions and global statements from the management team.

### 4.1.3 Educational programs

We champion digital inclusion for students of all ages by improving access to technology education, mentoring, and reducing inequities by preparing students to embrace IT and management careers.

In their efforts and actions within our communities, CGI Partners, with CGI's support, are committed to:

Hosting educational programs such as STEM camps.

Organizing workshops, sponsorships and scholarships, mentorship programs, internships, and jobs to help students and young professionals connect with opportunities that can launch their careers.

### 4.1.4 Health and well-being

At CGI, we believe that operational excellence is closely tied to the health and well-being of CGI Partners and recognizes that the regular promotion of these factors is crucial to work-life balance and overall quality of life. To that end, CGI is committed to the following:

- Promoting health and well-being to all CGI Partners and encouraging them to adopt healthy lifestyles.
- Investing in initiatives and tools that support CGI Partners' physical and mental health and well-being needs (i.e. CGI's Member Assistance Program that provides immediate access and professional support for any work, health, or life concern).
- Providing all CGI Partners with a safe work environment with appropriate equipment and training.

### 4.1.5 Acting as owners

We call our professionals CGI Partners as a majority of them are also owners of CGI. Each CGI Partner is empowered and responsible for advancing our commitments to social and environmental responsibility. In this area, CGI commits to the following:

- Continuing to put into practice our philosophy of intrapreneurship through ownership programs (i.e. CGI's Share Purchase Plan).
- Encouraging CGI Partners to make suggestions, ask questions and communicate issues and concerns through programs embedded in our Member Partnership Management Framework (i.e. CGI Partner Satisfaction Assessment Program and Voice of Our Partners program).
- Providing the tools and resources to all CGI Partners for learning development and empowering them to develop their skills based on both personal career aspirations and business needs.
- Providing a performance management and career development framework.

## 4.2 Communities

CGI has a long history of supporting communities, and we have always encouraged our CGI Partners to get involved and volunteer their skills and experience to advance the well-being of the communities where they live and work.

### 4.2.1 Priority

We commit to positively contribute to society by leveraging our CGI Partners' personal engagement and IT and business expertise through investment in social impact projects and local economic growth initiatives.

### 4.2.2 Proximity model

Wherever we are in the world, CGI works to recognize the unique needs and realities of our individual communities and provide relevant support. Our initiatives are defined and implemented at the local level by our BUs and consider the cultures and requirements of the local areas that we engage with. What unifies these different initiatives is a shared need to contribute to the skills of our CGI Partners in the service of pro bono and volunteer projects.

To facilitate the volunteering of our CGI Partners and the pro-bono projects carried out by our BUs, CGI is committed to providing a global digital tool (CGI for Good) with a portfolio of projects, for volunteering opportunities so that our CGI Partners can easily find occasions to make a difference in their community.

BU Management is expected to support CGI Partners' engagement in community projects in order to make a difference.

### 4.2.3 Digital cooperation

As a global leader, we understand we have a critical role to play in bridging the digital divide, so that individuals and communities have access to the infrastructure, technology, equipment, and knowledge necessary to fully participate in a digital world.

To help in closing the digital divide, CGI is committed

- to focus on digital capacity building by offering awareness and educational accessible programs; proposing learning opportunities that become tools of integration and empowerment for populations generally far from the digital world.
- to be a digital enabler by offering digital tools that allow underserved communities to have access to the digital world while allowing to conduct programs for the reuse and recycling of digital material.
- to be a leader in building a world in which citizens can trust digital tools that respect their security, privacy, human rights and differences.

### 4.2.4 Collaboration and Partnerships

Knowing that partnerships extend outside the workplace, CGI local BUs embrace and engage in client causes that most positively influence their local communities. CGI's proximity model benefits the communities in which we live and work by ensuring all local BUs have access to financial resources as well as through the volunteer efforts of local CGI Partners. To that end, we are committed to the following:

- Maintaining or increasing the financial resources that we dedicate to local organizations each year.
- Investing in organizations and programs that help to enhance the well-being of local communities
- Encouraging CGI Partners volunteerism in their respective communities
- Sharing CGI's technological expertise on a pro bono basis to help local communities and not-for-profit organizations

## 4.3 Environmental responsibility

At CGI, we understand that growth must not come at the expense of the communities where we do business or the environment in general. We are committed to minimizing our impact on our environment, climate change and biodiversity through responsible operating practices including robust monitoring and measuring of environmental impacts like CO2 emissions.

### 4.3.1 Priority and target

As part of this policy, we demonstrate our commitment to an environmentally sustainable world through projects delivered in collaboration with clients, our services, and solutions, and through our operating and transportation practices, supply chain management, and community service activities.

We committed under the Science Based Targets initiative (SBTi) to set a near-term target by the end of 2025 at the latest. As our new Climate Roadmap evolves, we will integrate net-zero objectives aligned with the Paris Agreement's 1.5°C goal while maintaining our reduction trajectory on Scopes 1, 2, and 3 under the Greenhouse Gas (GHG) Protocol.

Our targets:

- Net-zero carbon emissions by 2030
- We have reached our target of having 100% renewable electricity in all our data centers by 2023

CGI's environmental and sustainability policy principles are:

- Comply with or exceed all applicable global or local environmental regulations, along with other commitments deemed significant to our stakeholders
- Drive decarbonization actions and achieve net zero carbon by 2030 through emission-reduction activities in our own operations and by helping clients to reduce their environmental impact.

These principles are supported by global management rules, implemented by leaders and CGI Partners in the Business Units. Locally, the Business Units may decide to deploy more ambitious action plans in order to reach our objectives more quickly.

Global environmental management rules

- Switch to renewable electricity in all our datacenters.
- Accelerate transformation to renewable electricity in our offices.
- Switch a majority to our car fleet to electric vehicles. Deploy eco-driving awareness/training for all with priority to company cars beneficiaries.
- Minimize the environmental impact of business travel and commuting through our global and local travel policy and practices by promoting low-carbon transportation options and the use of digital tools for remote collaboration.
- Reduce the environmental impact of our internal events by minimizing GHG emissions, waste and consumption (travel, accommodation, catering, goodies etc.).
- Measure and report all wastes, and e-wastes generated from offices and datacenters.
- Implement and maintain efficient resource and waste management practices that promote reduction, re-use and recycling of waste and local circular economy, responsible disposal of hardware and peripherals.
- Embed sustainability in our procurement policy and purchasing practices in order to minimize use of natural resources.
- Extend as much as possible the life cycle of all our IT hardware in offices and datacenters.
- Remove single-use plastics in all our offices.
- Water: ban plastic bottles everywhere we have public services with quality drinkable water.
- Communicate our environmental policy, practices and progress to all stakeholders through environmental training that engage CGI Partners and encourage environmental awareness.

## 4.3.2 Clients

Sustainability is one of the central themes of helping our clients achieve the benefits of their digital transformation. We serve as our clients' partner and expert of choice in helping to develop and implement services and solutions that drive their digital roadmaps forward—from improving environmental and energy sustainability to helping provide a backbone of services that enable everything from healthcare to justice to transportation systems. In this area, CGI commits to the following:

- Supporting clients in building and running the systems that provide for the best quality of life for their customers and citizens.
- Taking into account environmental impact, when designing and developing new solutions and services (i.e; green coding, green architecture).
- Delivering IT services and solutions that support sustainable business models that promote human rights and a circular economy.
- Partnering with clients to support the environmental and social causes that improve the local communities in which we do business together.

## 4.4 Governance

As a global company, we have a responsibility to conduct our business ethically and in compliance with the letter and spirit of all applicable laws and regulations, in all countries where we operate, with all of our stakeholders, including clients, CGI Partners, and suppliers. As a leader in digital services, our responsibility extends to how we deploy digital strategies and protect data, using the highest standards of security.

Adherence to high standards of corporate governance is a hallmark of the way CGI conducts its business. CGI's corporate governance practices conform to those followed by U.S. domestic companies under the NYSE listing standards.

To learn more about the Company's corporate governance click on the following link: [Notice of Annual General Meeting and Management Proxy Circular \(PDF\)](#)

### 4.4.1 Ethics

Our Code of Ethics and our Third-Party Code of Ethics outline our expectations for all employees, officers, directors, vendors, contractors, and partners. CGI's Code of Ethics reinforces the importance of acting in an ethically sound manner and stresses this to all CGI Partners through the following three commitments:

- Behave in line with CGI's core values when working on behalf of CGI for clients and other stakeholders.
- Respect human rights in all areas of our business
- Support CGI Partners as ethical issues arise, and ensuring an open-door policy for resolving such issues with integrity

Upon joining CGI, each CGI Partner acknowledges the Code by signing the CGI Partner Commitment to the Code of Ethics and Business Conduct, and this commitment is renewed yearly. As part of our on boarding process, new CGI Partners are also required to complete mandatory ethics compliance training, including anti-corruption training.

All related policies are available [here](#).



## 4.4.2 Human Rights

In our own activities and throughout our supply chain, we are fully committed to respecting human rights in accordance with United Nations principles and in alignment with our company values. We draw our understanding of these rights from the Universal Declaration of Human Rights and have furthered our commitments by adding our signature to the United Nations Global Compact.

To uphold our commitment to equality, anti-harassment, and anti-discrimination, both within and outside the company, we must maintain awareness of risks to the human rights of people belonging to marginalized groups. We also recognize privacy as a human right in management of data for our people, customers, suppliers, and partners.

### Fighting Against Forced Labour and Child Labour

In 2024, we have published our first Fighting Against Forced Labour and Child Labour Report which details measures we have taken to identify, address and prevent forced labour in our operations and supply chains. This report outlines both our global approach and alignment with local regulation in the prevention and reduction of risks associated with all forms of modern slavery, as well as our established commitment to providing safe and fair working conditions for all our consultants and professionals.

[Download our report](#)

## 4.4.3 Procurement

As a global company operating in many countries, we are committed to working with suppliers who share our approach to operating responsibly. We have embedded socially responsible and sustainability principles in our procurement policy, supplier onboarding due diligence and conduct additional due diligence as required to ensure we work with suppliers that are aligned with our values.

We are particularly aware that our clients want to work with a partner who understands its responsibility and implements responsible procurement practices, such as a global procurement policy and a [Third-Party Code of Ethics](#).

## 4.4.4 Data Privacy

CGI is committed to maintaining levels of protection of personal data aligned to best practices in the industry. These practices comply with the requirements of applicable data protection legislation and our contractual obligations. We are committed to processing personal data at the same level of protection, whether we process personal data for our own needs or for the needs of our clients or any third party.

## 4.5 ESG Governance

Several internal groups provide guidance and set our ESG objectives:

- Our Board, the Board's Corporate Governance Committee, and our President and Chief Executive Officer (CEO) oversee the management and impact of ESG topics. These topics include human capital management; diversity, equity, and inclusion; climate risk; and supply chain responsibility. Their oversight also extends to ensuring that our company operates in an ethical and responsible manner.
- The Board of directors oversees the formulation of our long-term strategic, financial, and organizational goals, reviews and approve our global ESG Report and disclosure of related data and progress .
- CGI's Executive Committee approves the ESG initiatives and strategies and establishes communication to the board of directors.
- The ESG executive steering committee chair communicates for approval all ESG initiatives and strategies to CGI's Executive Committee. Our ESG executive steering committee is made up of executive-level representatives from our Strategic Business Units and corporate functions.
- The Vice-President Social Responsibility and Sustainability leads the advancement of our strategy and action plans in collaboration with local ESG leaders in all our SBUs.
- Working groups, made up of local participants from business units, and internal stakeholders, meet monthly to develop and implement our ESG priorities.

## 5 Stakeholder identification and engagement

Just as our stakeholders are central to shaping our business strategy, they are also integral in shaping our ESG strategy. Our priorities are defined through their input, and we partner with them on our initiatives. We ask them to hold us accountable for our performance as part of our commitment to continuous improvement through the following mechanisms:

- We foster valuable dialogue through our Member Satisfaction Assessment Program and Voice of our Member program, where CGI Partners are encouraged to provide feedback on our global ESG strategies and their local implementation.
- Frequent reviews are conducted through our Voice of our Clients survey and our Client Satisfaction Assessment Program, where the client is asked to rate our performance. Environmental, Social, and Governance is a core element in both surveys, and the resulting feedback is incorporated into our quality management process.
- The ESG insights from one-on-one interviews with investors and the Shareholder Satisfaction Assessment Program help us to update our strategic plan.

## 6 Disclosure

Our ESG targets and data are fully integrated into our strategic planning process, and we review their progress in order to take corrective action if necessary.

Accountability and transparency are integral to the foundation on which we build trust with our clients, CGI Partners, and shareholders in our communities. We continually take significant steps to strengthen our reporting approach through ongoing stakeholder engagement and voluntary adherence to global non-financial reporting standards.

Therefore, our commitments, our quantified targets, and our progress are shared transparently with all our stakeholders and publicly through our ESG global report that we disclose publicly every year.

Our report is prepared in accordance with the Global Reporting Initiative (GRI) Standards. We are aligned with other reporting requirements such as the Sustainability Accounting Standards Board (SASB) and the United Nations Global Compact.

Our annual ESG reports and performance indicators are available online at [www.cgi.com/en/esg](http://www.cgi.com/en/esg), where additional information about our global ESG activities can also be accessed.

CGI also voluntarily participates in annual assessments of its Environmental, Social, and Governance activities by leading international indices and makes public the final score associated with these assessments.

## 7 Changes to this Policy

This Policy may be amended from time to time to comply with our ESG strategy. CGI will ensure that material changes to the Policy are notified promptly, through an “update” on CGI.com, or other appropriate method of communication to interested parties. Should you require a status update, you may raise a request by sending an email to [info@cgi.com](mailto:info@cgi.com).

# 8 References

Related policies, procedures, guidelines, and resources that govern the content of the ESG core areas and are made public and provided below:

[Code of Business Ethics](#) (including CGI anticorruption policy)

[Third Party Code of Ethics](#)

[Ethics reporting policy](#) (whistleblower policy)

[The CGI Constitution](#)

[Report on Fighting Against Forced Labour and Child Labour](#)

[Respectful workplace policy \(part of the internal HR policy – Not available externally\)](#)

[Devoir de vigilance](#) (FR)

[Commitment to UN Global Compact](#)

**EFFECTIVE DATE:** February 2023 (updated: January 2025)

# GLOSSARY

CSR Corporate Social Responsibility  
CO2e Carbon dioxide equivalents  
DE&I Diversity, equity and inclusion  
EMS Environmental Management Systems  
ESG Environmental, social and governance  
GHG Greenhouse gas  
GRI Global Reporting Initiative  
LGBTQ+ lesbian, gay, bisexual, transgender, queer, plus  
RMS Renewables Management System  
SASB Sustainability Accountability Standards Board  
SBTi Science Based Targets Initiative  
SDGs Sustainable Development Goals  
STEM Science, technology, engineering and math  
UN United Nations  
UNGC United Nations Global Compact

