CGI

Experience the commitment®

Empowerment.
Giving. Community investment.

**U.S.
CORPORATE SOCIAL
RESPONSIBILITY**

Letter from our President

One of CGI's strategic goals is for our communities to recognize us as a caring and responsible corporate citizen. In collaboration with our clients — and through the expertise of our consultants — we strive to be a global leader in encouraging and educating more young people to become technically literate, benefiting the well-being of our communities and building a workforce ready for the challenges of the 21st century.

As technology continues to evolve, workforce development is critical not only for CGI, but for cities, towns and rural areas across the country adapting to revitalize their communities, retain homegrown talent and diversify their economies. Wherever our members work and serve clients, they bring a dedication not only to high performance and innovation, but a commitment to their communities as well. Embracing, encouraging and resourcing local and national efforts toward education, environmental sustainability, charitable giving and community engagement will always be a part of our company's DNA, and will continue to drive our vision for a better future.

David L. Henderson
President, U.S. operations

Our empowerment culture

At CGI, our corporate social responsibility (CSR) approach is aligned to our members and reflects their values of partnership and commitment. For us, this alignment is both a philosophy and way of life. We constantly deepen our understanding of our clients' business and we develop and follow the best management practices. We embed these approaches into client relationship and service delivery frameworks in order to foster long-term and strong partnerships with our clients. We listen to our clients and we are committed to their satisfaction in everything we do.

CGI's vision and approach to CSR as a global company also reflects this partnership philosophy. It reflects an investment of company resources, time and talent in the service of issues, organizations and communities that matter to our members and clients.

Our proximity business model is designed to ensure that we are close to our clients and communities. As members, we embrace our responsibilities to contribute to the continuous improvement of the economic, social and environmental well-being of our communities. This responsibility covers a broad range of initiatives that reflect our company culture and member-driven priorities.

Our programs, initiatives and commitments

Our CSR commitments aren't just extraordinary for the depth and breadth of their engagements, but also for the way our members take ownership, identify priorities and drive CSR initiatives company-wide.

Recent **accomplishments**

18 STEM camps held for young people in the U.S. and Canada

Participation of more than **2,900** U.S. members in "Walk Around the World"

Donated **2,000** toys adapted for children with special needs

300 students participated in our Code Combat workshops

Reached **2,300** students through United Way career fairs

Named a "Best Place to Work" in 5 U.S. markets and a "Top Employer" of recent college graduates in the U.S.

Living it: Dream Connectors

Dream Connectors

Dream Connectors is a global initiative that supports CGI professionals who are making a difference in local communities. Every year through Dream Connectors, we invite our professionals nationwide to submit project ideas for improving the well-being of their communities. After a company-wide vote, selected projects receive CGI support, including access to technology, facilities, volunteers and funding. Dream Connectors is a key means for achieving CGI's CSR objectives.

Let's work together: Volunteer Connect

Volunteer Connect is an app that provides non-profit organizations with a platform to advertise their needs, volunteer opportunities and fundraising events. It will also give citizens who are passionate about helping others a fast and convenient way to be connected with the good that needs to be done. Piloted in Troy, Alabama, the app will soon be available in other CGI communities across the United States.

BRIDGES
TO INDEPENDENCE

"It is wonderful to receive support from a global company like CGI that recognizes the importance of creating strong communities where its employees and clients live and work. The support we receive from CGI allows us to serve homeless women and families in Northern Virginia – a vital need that continues to grow in the Washington metro area."

Sam Kelly, CEO, Bridges to Independence, Arlington, VA

STEM
Building a workforce for the digital age

CGI works to address a critical challenge for the IT services industry – the shortage of talent, particularly those from underrepresented populations, participating in the nation's IT workforce. Through programs hosted across our global operations, we inspire young people by sharing our passion for high-tech careers and other professions that require training and education in science, technology, engineering and math (STEM).

Referred to as STEM@CGI, CGI hosts STEM camps across the country, along with numerous trainee and mentorship programs. During the day-long camps, students are introduced to software coding, computer hardware and other important IT skills.

North of the border
STEM in Montreal

In 2018, CGI hosted its first STEM Camp in Montreal, timing the event to coincide with CGI's Leadership Conference, which is an annual meeting of CGI's global vice-presidents. This gave the students the opportunity to work with CGI mentors from 15 different countries who represent a dynamic and diverse background of experience and expertise. These students learned important concepts in coding, computer engineering, innovative thinking and business consulting.

STEM partners:
HARTFORD

STEM Camp hosted at Cigna Learning Center with the American School for the Deaf. CGI and Cigna together provided experts who taught a coding curriculum to a group of 12 students.
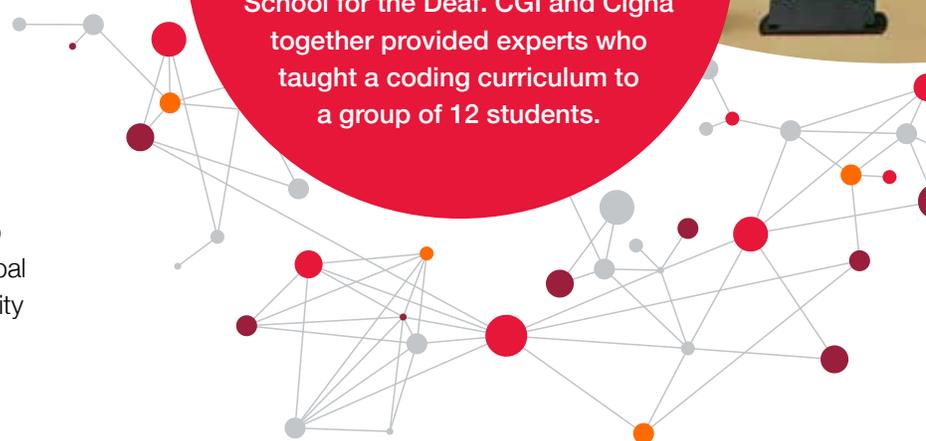
"As a small nonprofit from Ohio dedicated to providing joy and comfort to patients with serious illnesses, we are incredibly grateful for CGI. If every charity could benefit from the support Sam's Fans has received from CGI, then the world would be a much better place, especially for kids. The help CGI has provided through direct financial support, employee outreach and board of director leadership has helped provide music and art therapy services to hundreds of seriously ill children. We can't thank you enough."

Nikki McCarthy, Founder and Executive Director, Sam's Fans, Columbus, OH

Job creation
Onshore Delivery Centers

Over the 10+ years, CGI has created more than 1,600 jobs in the U.S. by hiring workers and building state-of-the-art IT facilities in small towns and other non-metro areas across the country. CGI pioneered the approach of identifying rural regions that are ideal for state-of-the art facilities to serve its U.S. and global clients. CGI looks for communities that are committed to building high-tech infrastructure; can create effective partnerships with local economic development offices, chambers of commerce and elected officials; and have an available workforce and nearby college or university with a strong computer science program. CGI also puts resources into local training and academic programs that support IT students and graduates.

Academic partnerships

CGI's state-of-the-art technology facility in Lafayette, LA, includes a state-funded, 10-year, $4.5 million higher education initiative led by University of Louisiana at Lafayette that will result in a tripling of the number of undergraduate degrees awarded annually by the University's School of Computing and Informatics. That growth is anticipated to place the university's computer science program among the top 25 in the U.S. for number of bachelor's degrees awarded in computer science each year.

CGI also established a research and technology innovation lab in Lafayette to advance cutting-edge digital technologies. This Innovation Center is open for business and is used by both CGI and the University for technology demonstrations, client innovation sessions and learning events.

Our people

At CGI, we are a team of builders. We call our employees 'members,' and as a member-led organization, we collaborate to strengthen our clients, our company and each other through hard work, innovative ideas and the ability to deliver. We are guided by the CGI Dream: "To create an environment in which we enjoy working together and contribute to building a company we can be proud of." This dream emphasizes two key principles that define our culture—enjoyment and ownership. We strive to create an environment in which our professionals enjoy working together and feel empowered, as owners, to participate in the life and development of their company and their communities.

A healthy investment
Member wellness

CGI was awarded the 2018 Nation's Best and Brightest in Wellness® award, celebrating companies that are making their businesses more healthy, the lives of their employees better and the community a healthier place to live. CGI is excited to celebrate our achievements and success in empowering our members on their wellness journey.

Walk Around the World

2,926
members

participated in the 11th edition of the Walk Around the World

Biometric screening

916
members

attended a biometric screening/ overall health assessment event at one of the 10 targeted CGI locations

Health risk assessments

3,075
members

completed their Health Risk Assessment (HRA)

52%
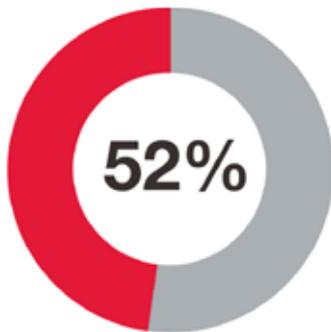
of **members** enrolled in a CGI health plan **completed** an **annual health physical** with their Primary Care Physician

During a Summer Nutrition Challenge

9,000
servings of fresh fruits distributed

Employees were provided and encouraged to eat at least 5 servings of fruits and vegetables per day for 4 weeks

2,061
members

have taken the first step towards lasting financial wellness and created a SmartDollar account

1.8 million points earned
SmartDollar

6,200
video lessons completed

Recognizing service and sacrifice
Recruiting veterans

CGI participates in the Veteran Jobs Mission, a coalition committed to helping transitioning service members and other veterans lead successful lives after their military service. Further, CGI's Military Crosswalk site, cgi-veterans.jobs, is dedicated to veterans and transitioning service members. This powerful site allows U.S. veterans and transitioning service members to more easily match their military skills and expertise to available CGI jobs. All openings for CGI are also cross-posted to the Dice Ad Network, the leading career site for technology and engineering professionals. Since 2014, CGI has also been a certified company member of the Virginia Values Veterans (V3) Program. Through this training and certification program, companies gain a better understanding of how veterans will contribute to the workforce; as well as what other leading companies are doing nationwide to attract and keep veteran talent within their workforce.

Toward equality in the workplace
The CGI Women's Forum

The CGI Women's Forum is committed to growing an organic member base and offering various opportunities aimed at connecting, growing and inspiring women across the company. It was created to accelerate the advancement of women working at CGI. By sharing information, best practices, education and experiences, it connects women with one another to develop the leadership skills and career advancement opportunities required for all members to influence CGI's success. CGI maintains a commitment to enhance opportunities, develop talent and foster recruitment and retention of women in its workforce.

Building a culture of inclusiveness

At CGI, a policy of diversity and inclusion is part of an ongoing commitment that delivers innovation to our clients and sustains a positive workplace environment. Through programs and initiatives that work to close the STEM gap and empower our members to share their unique talents, perspectives and experiences, we strengthen our business, benefit our clients and sustain an inclusive culture that creates opportunity for everyone.

Pride@CGI works to foster a welcoming and inclusive environment for U.S. members of all sexual orientations, gender identities and gender expressions. LGBTQ+ members and allies serve as role models and help define tools for leaders at all levels in the company to support their LGBTQ+ colleagues.

Ethical technology

CGI is known as a global provider of IT services and solutions for some of the largest and most complex industries and organizations around the world. But it's often at the local and personal levels where we get the opportunity deploy our technologies in service of community safety, livability, health, education and environmental stewardship.

LEaRN

LEaRN is a smart community initiative that pairs Louisiana Consolidated Government with the University of Louisiana at Lafayette and CGI. LEaRN is working to deploy 300 low-cost air quality sensors as part of an Environmental Protection Agency (EPA) Smart City Air Challenge. It is also using this project to engage numerous community groups, including STEM educators, civic leaders, healthcare and city planning stakeholders.

Eversight

Eversight is a nonprofit organization with a mission to restore sight and prevent blindness through organ donation, transplantation and research. It relies on CGI Notify, a digital solution that sends and tracks notifications to staff and stakeholders during every step of the organ recovery, transport and transplant process – when time is of the essence. With CGI Notify, Eversight can view details for notification deliveries and responses. CGI Notify has freed up time and resources Eversight previously spent on coordinating transplant and delivery, enabling it to focus on research into the causes and cures of blinding eye conditions, promote donation awareness through public and professional education, and provide humanitarian aid to people around the world in need of sight-restoring services.

Chabla Mobile Service

CGI, in partnership with Signmark Productions, designed a mobile service—Chabla—to connect deaf individuals with interpreters around the world, allowing them to pick up the phone and converse with anyone quickly and easily. Chabla provides users with 24/7 global access to online interpretation services in multiple languages. Deaf individuals also have access to their own in-app phone number so others can call them. The service was designed with the user experience in mind. It includes several features to make it as practical as possible for everyday situations. For example, Chabla offers an instant "live call" option that can be used if a deaf person walks into a store and wants to talk with a sales person who does not know sign language.

"The charitable giving program allows me the opportunity to contribute significant funds to local organizations that provide lifelines of hope to my own neighbors; places that help people I know and love in my small, rural community. The most fulfilling feeling the program provides, is that I've been able to give funds to the very organizations that helped me out personally in the past. This is the true sense of the words "giving back." Thanks to CGI, we can all contribute to making our communities better and brighter."

Suzanne Isham
Senior Consultant, CGI
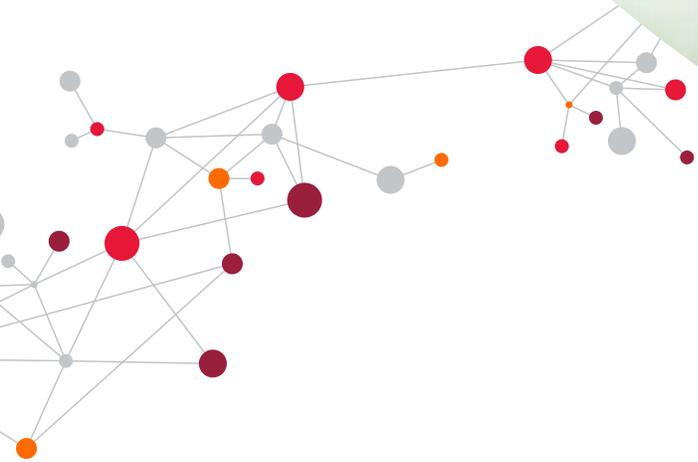
To learn more about CGI's CSR initiatives, please visit:
www.cgi.com/en/corporate-social-responsibility

About CGI

Founded in 1976, CGI is one of the largest IT and business consulting services firms in the world. Operating in hundreds of locations across the globe, CGI professionals help clients to achieve their goals, including becoming customer-centric digital organizations. We deliver an end-to-end portfolio of capabilities, from high-end IT and business consulting to systems integration, outsourcing services and intellectual property solutions that help accelerate clients' results. CGI works with clients around the world through a unique client proximity model complemented by a global delivery center of excellence network to help clients accelerate results, transform their organizations and drive competitive advantage.

Learn more at **www.cgi.com**

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