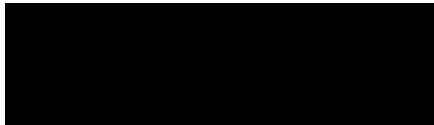


Agreement Details



27 March 2026

CONFIDENTIAL



Dear 

We are delighted to extend this offer to you as part of our new outsourcing opportunity with the State of Iowa, which was announced on March 12, 2026. Your exceptional skills and experience make you a valuable addition to our team as we navigate this transition. At CGI Technologies and Solutions Inc. ("CGI"), we strive to create an environment in which we enjoy working together and feel a powerful sense of ownership and accountability.

As a leading Global IT and business process services provider delivering business consulting, systems integration and managed services, we offer many opportunities for growth and development. We know that one of the key components of our success is the talent, skills and knowledge of the individuals who join our team - professionals like you. For this reason, I hope you will choose to be part of our CGI Global Community; a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

If you accept this offer of employment, your conditions of employment with CGI will be:

Title: Your CGI title will be Senior Consultant.

Start Date: Effective April 20, 2026, you are an employee, known as a Partner, of CGI. This date will be reflected as your hire date in CGI systems. However, your recognized seniority date for certain benefits will be your original State of Iowa hire date.

Base Salary: Your base annual salary will be  before taxes and deductions. This will be reviewed in accordance with CGI guidelines and your performance.

Work Location: Your work location will remain the same. However, as a consulting organization, members must remain flexible in terms of our clients' work locations and related business needs. In addition, travel may be expected to meet the goals and objectives established.

In addition to the above you will be eligible for the following benefits:

Profit Participation Program: You will be eligible to be a participant in the CGI Profit Participation Program ("PPP"). Through this program, you are eligible to earn a bonus with an annual target bonus of up to 2% of base salary and the opportunity that this may raise up to two times that amount for exceptional performance. This program is dependent upon the success of the company, your business

unit and your own performance. The decision to award a bonus under this program shall be at the discretion of management. In order to be eligible for the CGI Profit Participation Program in the current fiscal year, which runs from October 1 to September 30, new CGI Partners must start by June 30. If your scheduled start date is between June 30 and September 30, you will not be eligible for PPP for the current fiscal year but will become eligible for the next fiscal year.

Share Purchase Plan: CGI offers its professionals the opportunity to participate in the Share Purchase Plan, whereby CGI matches participants' contributions up to a certain limit. The Plan strengthens CGI's ownership culture and gives CGI Partners the formal right to information about their company. Through this program, CGI will match your financial contribution up to 3.0% of your base salary to purchase CGI shares. You may also direct additional funds of 0.5% to 10% of your base salary through payroll deductions. However, this additional portion is not eligible for a contribution from CGI.

401(k) Savings Plan: You may contribute from 1% to 80% of your base pay, subject to a maximum dollar limit set by law, to the CGI 401(k) Savings Plan. CGI will match 50% of the first 6% of the pay you contribute calculated on a per pay period basis, up to a maximum matching contribution of \$6,000 USD annually.

Vacation: You will be eligible for 15 days of vacation per year. These days are accrued in your vacation bank on a pay period basis.

Holidays: In addition to eight standard holidays, you will be eligible for a maximum of two floating holidays per year as follows: all full-time employees receive two floating holidays. A portion of floating holidays is accrued each pay period. Based on business situations, some business units may require the use of some floating holidays to align with client holidays.

Benefits: You will be entitled to participate in CGI's comprehensive group benefits plan, which includes life insurance for you and your dependents, short-term and long-term disability coverage, medical/dental coverage, plus an employee assistance program. Some additional optional benefits are also available. Eligibility into CGI's group benefit programs will begin on May 1, 2026. Details and eligibility information for each benefit will be provided during your orientation sessions. Please refer to our [on-line benefits brochure](#).

This offer of employment is contingent upon the following additional items:

Additional Conditions: To the extent allowed by state and local laws, as part of your employment, you hereby agree to the following conditions:

- You undertake to observe CGI Inc.'s Code of Ethics and Business Conduct, as well as its related policies and guidelines. In this regard, please read the [CGI Partner Commitment to the Code of Ethics and Business Conduct](#), as well as [CGI's Security and Acceptable Use Policy](#).
- During the term of your employment, you shall not do anything to compete with CGI or its corporate affiliates or in view of creating a company to compete with CGI or its corporate affiliates.
- During and after your employment, you agree to not divulge or use for your own benefit or that of a third party, CGI's and its clients' trade secrets and confidential information nor to use or distribute CGI's client list.

- You agree, for a period of twelve (12) months following the end of your employment, to not solicit, recruit or hire, directly or indirectly, any person who is an employee or has been an employee of CGI in the previous three (3) months, either on your own account or that of a third party, nor to communicate with them in view of inducing them to leave CGI.
- You also agree, for a period of twelve (12) months following the end of your employment, to not solicit clients with whom you did business on CGI's behalf, or that you solicited in the company's name, during the last twelve (12) months of your employment with CGI. You also agree that, for a period of twelve (12) months following the end of your employment, you will not work directly or indirectly, as an employee or otherwise, for such clients with whom you did business or solicited.
 - The above bullet's restriction on post-CGI employment will not be applicable or enforced where the CGI Partner is working in a state that has enacted either of the following restrictions on enforceability, and (a) the CGI Partner's annualized salary is below the wage threshold established for enforceability of restrictive covenants in that state; and/or (b) the CGI Partner in that state is in a role classified as "non-exempt" from overtime wages.

This offer of employment is contingent upon the following additional items:

Background Investigation and Reference Check: Upon acceptance, you will be required to successfully complete a background investigation (to include criminal searches) and where required, based on your role, reference checks. The Background Check Profile which you will receive to complete as part of this process must be completed by April 13, 2026. Your offer and continued employment with CGI will be contingent upon successfully completing a background investigation (to include criminal searches) and, where required, based on your role, reference checks. Background investigation components can vary depending upon the client to which you are assigned, and any U.S. government security clearance held. Depending on your initial client assignment, your offer of employment may also be contingent upon the successful completion of a secondary investigation conducted by a CGI client that will determine whether you may provide services on their contract. In addition, during your employment tenure with CGI, and in accordance with applicable laws and regulations, you will be subject to a criminal background investigation every five- years. A small number of U.S. CGI professionals fulfilling specific financial roles will also be required to undergo a credit check on a recurrent five-year basis. Credit checks will be conducted in accordance with applicable laws and only conducted where legally permissible. Depending on client contract requirements during your employment tenure with CGI, you may be subject to additional background checks and/or drug screens. By accepting an employment offer with CGI, you are also authorizing your name and email address to be provided to CGI's third-party background check provider for the sole purpose of initiating your background check process.

- **Additional Information Related to Background Checks:** As an end-to-end global systems integration, IT managed services, and business consulting and process service provider, CGI has good cause to conduct a review of the criminal history of applicants for this position as doing so reduces significant risk to the business operations or reputation of CGI and/or its clients given the regular access to sensitive and critical information. Any unauthorized use or disclosure of such confidential and proprietary information could cause harm to CGI's business or that of its clients. In addition to your criminal history, your background check may include and is not limited to one or more of the following components: social security number verification,

education verification, employment verification, global sanctions searches, credit check, motor vehicle record search, and/or drug test.

- **U.S. Work Authorization:** CGI is required to verify work authorization within the United States. Employment is contingent upon verification of United States employment eligibility, as required by Federal law. If you require continued reliance on any temporary non-immigrant U.S. work authorization visa, work permit, or other document, this employment offer is contingent on CGI and its immigration services partner completing an assessment to validate that it will support your employment with CGI.

This offer is open until April 6, 2026.

You will be invited to participate in an orientation session on or shortly after your first day of employment. Your attendance is required at this time so that you can be provided with additional information about CGI.

It is also understood that any employment relationship between you and CGI will be “at will” and for no definite term. This relationship exists solely at the mutual consent of both parties. Accordingly, either you or CGI can terminate the employment relationship at-will, at any time, with or without cause or advance notice. Similarly, this employment offer is at-will and therefore may be rescinded if circumstances supporting this offer unexpectedly change beyond CGI’s control.

This offer of employment sets forth the entire agreement between you and CGI concerning the subject matters herein. Further, you acknowledge that you have not relied upon any statement or representation, written or oral, that is not set forth or referenced in this letter.

Acceptance: Upon acceptance of this employment offer, you acknowledge and understand you will be required to provide your Social Security Number and Date of Birth to CGI’s recruiting contacts prior to your start date, for purposes of timely onboarding into human resources systems. By signing this offer of employment, you acknowledge that you have read and understand the [U.S. CGI Partner Records Confidentiality Policy](#) and you agree to provide your Social Security Number and Date of Birth to Recruiting for aforementioned onboarding reason.

To indicate your acceptance of this offer, please electronically sign this letter. Your signature acknowledges that you do not have any legal obligation (including without limitation, any non-competition agreement, non-disclosure agreement, or other restrictive covenant with a current or former employer) that restricts your ability to work for CGI.

By checking this box, I agree to electronically sign this document, and I acknowledge that I have read, understand and accept the employment conditions offered by CGI, which include the following:

- *CGI Partner Commitment to the Code of Ethics and Business Conduct; and*
- *Security and Acceptable Use Policy.*

If you have any questions about the details of this letter, please contact Candace Hamilton at candace.hamilton@cgi.com or 404-219-6985.

 I am confident that, in this role, you will make a valuable contribution to CGI and our continued success.

Sincerely,

