



Welcome to

CGI

The State of IA and CGI are partnering together to deliver a fully managed project management service, This partnership will strengthen our ability to meet the needs of our most important stakeholders: our clients and our partners. With CGI, we can offer our clients a broader and more comprehensive set of capabilities and services to help them succeed, while also providing our talented professionals with more opportunities to learn and advance their careers.

Agenda

- 1 **Introducing CGI**

- 2 **CGI Partner Experience**

- 3 **Structure, Titles and Roles**

- 4 **Compensation & Benefits**

- 5 **Next Steps & Questions**
Open forum to ask questions

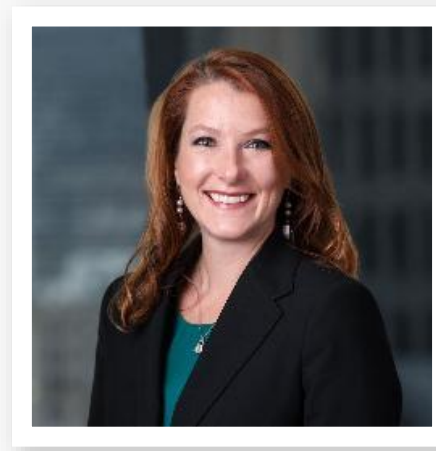


Presenters



Matt Fournie

Vice President Consulting
Services, US St. Louis
St. Louis, MO



Candace Hamilton

HR Manager, US St. Louis
Atlanta, GA

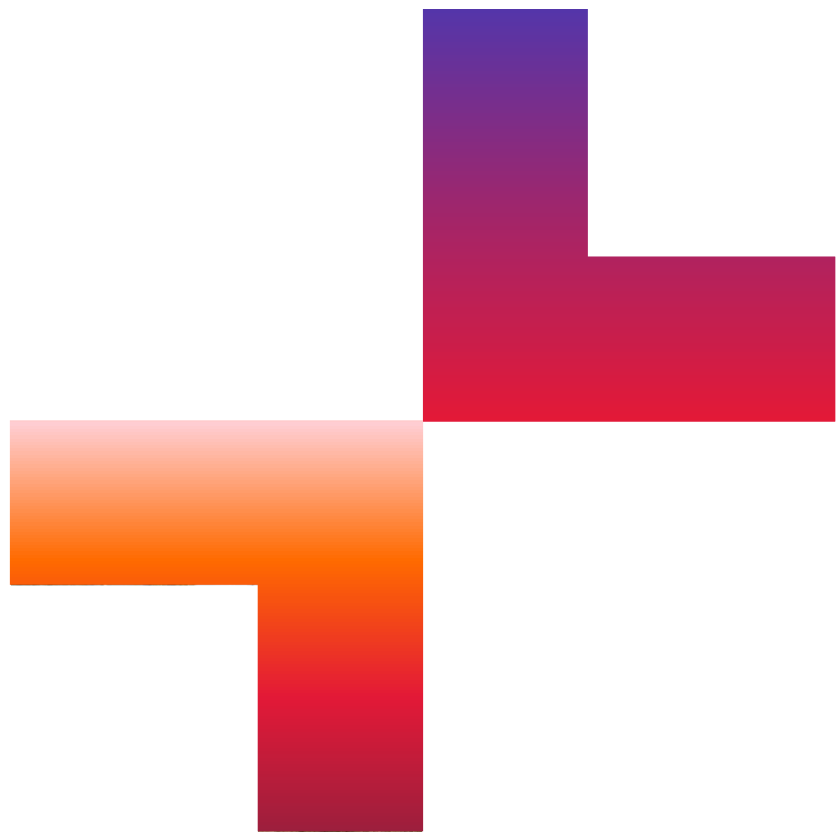
Our commitment to you

Fundamental principles

- ✓ Respect and equity
- ✓ Solid and supportive compensation and benefits package
- ✓ Recognition of prior years of service
- ✓ Open and transparent communication

Benefits of joining CGI

- ✓ Attractive career opportunities
- ✓ Diverse industries, businesses and clients
- ✓ Training & Career Development Resources
- ✓ Caring and responsible corporate citizen



Introducing CGI

Building what's next

For 50 years, we've combined human ingenuity with the power of technology to help our clients achieve meaningful outcomes. To all those with whom we've had the privilege of collaborating: **thank you.**

The role of technology in shaping a better world has never been more powerful—or more human. And, for us, this is only the beginning.

cgi.com/50-years



CGI

“Conseillers en Gestion et Informatique”
Consultants to Government and Industry



1976 - 1982

1982 - 1993

1993 - 1998

1998 - 2012

TODAY

Guided by our Dream

To create an environment in which we
enjoy working together and, **as owners,**
contribute to building a company we can be
proud of.

Since June 15, 1976

Un jeune Québécois fonde une compagnie de conseillers en informatique

par Michel Nadeau

Les jeux ne sont pas faits dans tous les secteurs de l'économie; il reste plusieurs domaines où il est encore possible de démarrer en affaires et de bien réussir.

C'est ce qu'a voulu démontrer un jeune homme de 29 ans, M. Serge Godin qui, il y a vingt mois, mettait sur pied sa propre entreprise: le groupe des conseillers en informatique CGI Inc. Aujourd'hui, cette firme est la plus importante du genre à Québec et CGI vient d'ouvrir un bureau à Montréal.

La compagnie compte maintenant une douzaine d'associés-actionnaires. Sa liste de clients est impressionnante: ministère de l'Éducation, ministère des

Affaires sociales, le groupe La Laurentienne, Vachon Inc.

Comme bon nombre de ses collègues, M. Godin travaillait auparavant dans une entreprise qui faisait à la fois du traitement des données et de la consultation informatique.

"Le conflit d'intérêts me semblait trop évident pour que je puisse demeurer dans ces firmes. Comment peut-on être à la fois consultant et vendeur de services?"

Aussi le jeune homme décide-t-il en octobre 1976 de partir à son compte avec quelques amis.

"Les débuts furent difficiles. Notre entreprise a vu le jour quatre semaines seulement avant la prise de pouvoir par le Parti Québécois qui annonçait sa

volonté de réduire les contrats de services données à l'extérieur. Alors que plusieurs concurrents décidèrent de quitter le marché de la région de Québec, nous avons choisi de rester."

Puis il raconte comment tous ses repas devaient des "diners d'affaires". Il fallait aller chercher "des gros noms" chez les conseillers, dénichier des contrats importants afin de garantir du travail aux conseillers.

"Dans une entreprise de matière grise comme la nôtre, il est très important que les gens soient heureux. C'est pourquoi nous avons décidé que tout le monde participerait aux gains de la compagnie. Aussi fut établi un mécanisme de travail d'équipe où chacun explique aux autres les différentes étapes de son travail."

Pour entrer dans le marché et faire face à la concurrence de firmes importantes dans le secteur du "software" (Ducro, Roy, Meilleur et Ass. Bonaventure Design, Quantum, Quasar...), il fallait mettre en évidence la qualité du service et réduire les frais fixes au minimum.

"Nous mentionnons à nos clients que nous n'avons aucun lien avec un manufacturier, un vendeur d'équipement, ou un centre de traitement de données. Ceci assure une plus grande objectivité dans les conseils fournis relativement à des études d'orientation."

Avec son collègue M. Jean Brassard qui prendra la direction du bureau de Montréal, M. Godin énumère les différents services offerts par son entreprise: étude d'orientation, analyse des besoins d'information, étude de rentabilité, planification des ressources.

Evidemment tous les profits sont réinvestis à ce stade de croissance. Mais ajoute le jeune homme en souriant: "Pas un de nos conseillers-actionnaires ne gagne en bas de \$20,000 par année." Des Québécois qui ont osé...



M. Serge Godin, président du groupe de conseillers en informatique CGI Inc.
(Photo par Jacques Grenier)

CGI's Constitution is a reflection of our Culture.

Our Dream

“To create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of.”

Our Values

- Partnership and Quality
- Objectivity and Quality
- Intrapreneurship and Sharing
- Respect
- Financial Strength
- Corporate Social Responsibility

Our Vision

“To be a global world-class end-to-end IT and business consulting services leader helping our clients succeed.”



Our Mission

“To help our clients succeed through outstanding quality, competence and objectivity, providing thought leadership and delivering the best services and solutions to fully satisfy client objectives in information technology, business processes and management. In all we do, we are guided by our Dream, living by our Values to foster trusted relationships and meet our commitments now and in the future.”

CGI at a glance

50 years of excellence

94,000 consultants

400 locations in 40 countries

5,500 clients benefiting from end-to-end services



CANADA

Alberta

Calgary
Edmonton

British Columbia

Vancouver
Victoria

Manitoba

Winnipeg

New Brunswick

Fredericton
Moncton

**Newfoundland
and Labrador**

St-John's

Nova Scotia

Halifax

Ontario

Markham
Mississauga
Ottawa
Toronto

**Prince Edward
Island**

Stratford

Quebec

Drummondville
Gatineau
Montréal
Québec
Saguenay

Shawinigan
Sherbrooke

Saskatchewan

Regina

COLOMBIA

Bogotá

MEXICO

Mexico City

UNITED STATES

Alabama

Birmingham
Huntsville
Mobile
Troy

Alaska

Juneau

Arizona

Tucson

California

Los Angeles
Sacramento
San Diego
San Francisco
Walnut Creek

Colorado

Greenwood Village

Connecticut

Hartford

Florida

Jacksonville
Miami Lakes
Orange Park
Tampa

Georgia

Atlanta

Hawaii

Honolulu

Illinois

Chicago
Oakbrook Terrace

Kentucky

Frankfort

Louisiana

Lafayette

Maryland

Baltimore

Massachusetts

Boston
Burlington

Minnesota

Minneapolis

Missouri

Creve Coeur

Nevada

Henderson
Reno

New Jersey

New Brunswick

New York

Latham
New York

North Carolina

Cary
Charlotte

Ohio

Cleveland
Columbus
Strongsville
Westerville

Oklahoma

Lawton

Pennsylvania

Pittsburgh
Plymouth

Puerto Rico

Guaynabo

South Carolina

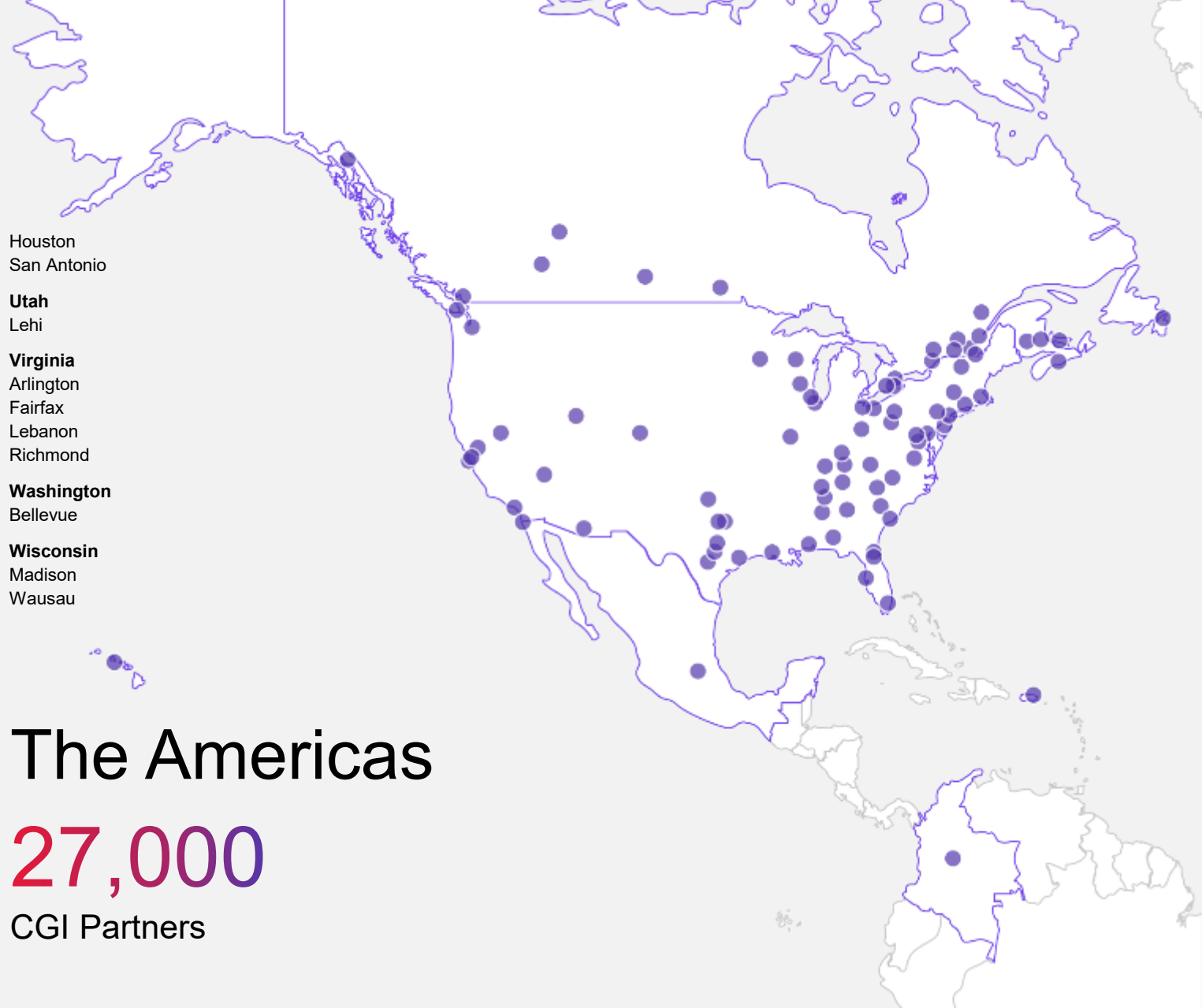
Columbia
North Charleston

Tennessee

Chattanooga
Franklin
Knoxville
Nashville

Texas

Austin
Belton
Dallas
Fort Worth



The Americas

27,000

CGI Partners

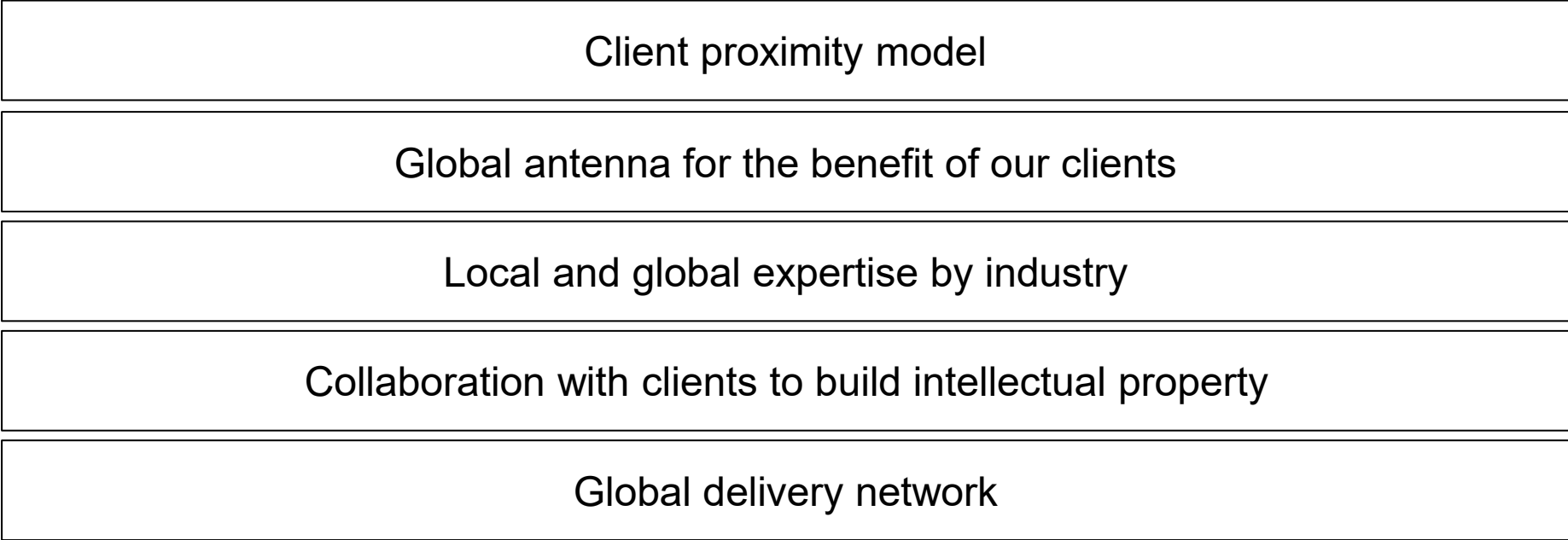
Range of services and differentiators

End-to-end services



Intellectual property solutions and services as value creation accelerators for clients

Differentiators



A representative view of our clients

Banking



Communications



Government



Health and Life Sciences



Insurance



Manufacturing



Oil and Gas



Retail Consumer Services



Transport and Logistics



Utilities



150+ global alliances

We take an inclusive approach, partnering with a wide range of technology companies to stay agile in selecting the best solutions for each client, including data sovereignty.

[Explore our network](#) →

Representative partnership tiers

Premier Partner



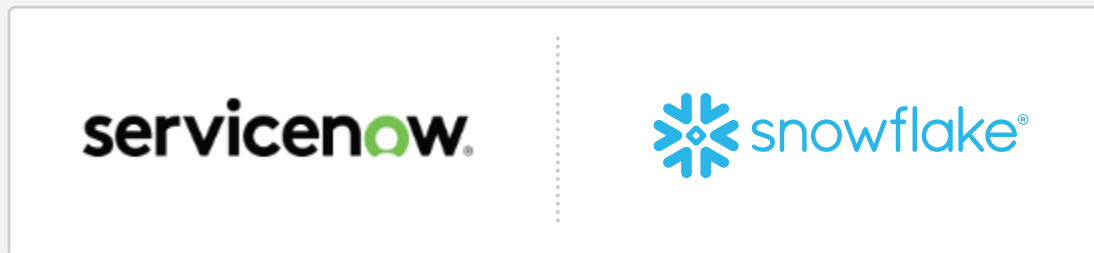
Global Outsourcing Partner



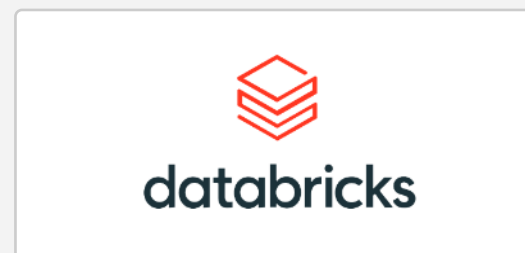
Global Managed Partner



Elite Partner



Select Partner



Summit Tier Partner



CGI Partner Experience

CGI



CGI Partner

A designation that expresses our unique culture of ownership

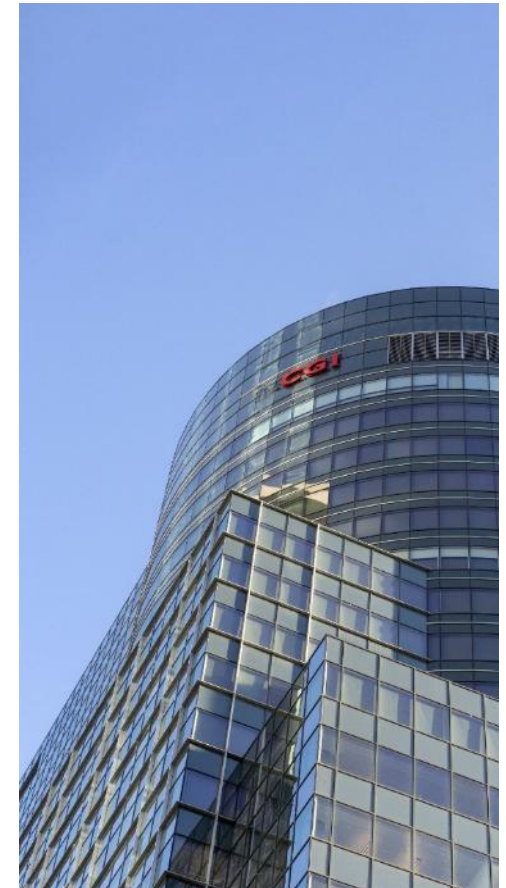
We are more than employees. We are CGI Partners.

With clients, in our professional networks and communities, and as individuals within CGI, we are all invited to use the designation, CGI Partner. The designation recognizes the value of our individual contributions and our role in working together to create value for our stakeholders.

The designation reflects the value of our continual engagement in building our company. Being actively engaged in the life of our company means:

- 1 We help shape CGI's day-to-day services and solutions
- 2 We help shape CGI's future direction
- 3 We help shape CGI's culture

Learn more



What we offer you

Be rewarded

At CGI, we view our professionals as company owners, and our aim is for every partner to reap the benefits of ownership. Two key ways CGI partners are rewarded as owners are through CGI's share purchase and profit participation plans.



Share Purchase Plan



Profit Participation Plan

Be heard

We believe in building strong relationships with partners through listening.

Two annual programs designed to help us do just that include the following:



Partner Satisfaction Assessment Program



Voice of our CGI Partner Consultation

Be recognized

One of CGI's key leadership principles is for leaders to recognize the value of others and give credit for their team partners' accomplishments. We celebrate and reward the contributions of our colleagues through a variety of programs such as:



The Builders and Bridge Builders Awards



Seniority Recognition Program



APPLAUD peer-to-peer recognition platform



Career Progression

Be well

CGI invests in promoting the health and well-being of our partners through a range of programs and activities, including the following:



Well-being Platform



My Assistance Program



Social clubs



ESG and CSR Commitments, Practices, and Activities

CGI US CSR - Corporate Social Responsibility

Commitment and vision

We are committed to working together to build a better world by making a **positive, lasting impact** in the communities where we live and work.

CSR is one of CGI's six core values, reflecting our dedication to continuously improving our communities' well-being.

[Contact the U.S. CSR Team](#)

National reach, local impact

With 70+ locations across the United States, from rural communities to major metropolitan areas, we are deeply embedded in the fabric of America, tailoring our efforts to local needs.

Signature components

- STEM@CGI
- The Bridge Network
- Environmental sustainability initiatives
- Giving programs
- Pro bono projects
- CGI for Good

CSR Focus Areas

Education

Environmental sustainability

Community engagement

Achievements

- STEM@CGI - 88,323 students, 5,192 CGI Partner volunteers, 689 events nationwide.
- Over \$200k in mentorship scholarships.
- Donated \$700k to nonprofits.
- Since 2019, our U.S. Federal operations have decreased emissions by 34%, and our U.S. CSG operations reduced emissions by 56%.



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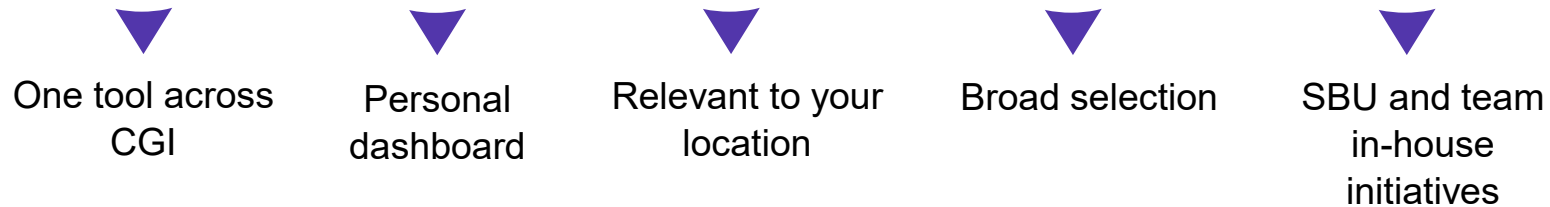
Internal



CGI for Good tool

Volunteering made easy

- Access a wide range of in-person and remote volunteering opportunities
- Recommend initiatives and non-profits
- Accelerate our impact on the communities in which we live and work



Want to make an impact on our community?
CGI Intranet > Tools > CGI Partner support > **CGI for Good**



Building a lasting positive impact

Environment

Our decarbonization targets are approved by SBTi (Science-Based Targets initiative).

77.8% renewable electricity in all offices and data centers

Social

We foster an environment free from discrimination and harassment, while actively supporting our communities.

44% SBU Presidents are women

114K+ hours in pro bono and volunteering activities

Governance

Read our [global statement](#) on modern slavery and our [Responsible AI report](#).

70% of our significant suppliers assessed on environmental and social criteria

Performance in recognized indices



77/100

Top 5%
Top 2% in our industry



Score of B

Management Level
Industry average score: C

S&P Global

58/100

Corporate Sustainability Assessment

[Read the 2025 ESG Report](#) →

CGI Partner Health & Well-being

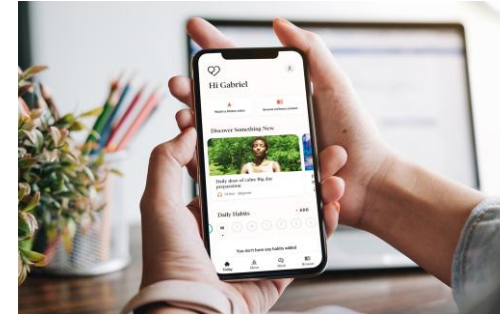
CGI's mission is to cultivate **an environment** centered on health and **well-being**, where all CGI Partners can thrive both **professionally and personally**.

You will have access to various free services and offerings, as well as tools & resources to help you take action in optimizing your well-being.



Health initiatives

Participate in health & well-being [initiatives, events, and challenges](#) in all stages of life.



MAP

[My Assistance Program \(MAP\)](#) provides confidential counselling and support offered by Lyra, 24/7, 365 days.



Oxygen Portal

CGI's [internal web platform](#) for all health & well-being resources and registration for ongoing activities.



Well-being Incentives

Earn up to \$400 annually for completing well-being activities.



Working in hybrid mode

Consult the [Ergonomics Toolbox](#) and set up your workstation optimally in all work environments to ensure your comfort.



Weight Watchers Program

CGI has a partnership with WeightWatchers (WW) to support you on your weight health journey at no cost to you.

Career Development

Annual career development planning

CGI is committed to guiding you on your career path and providing the support you need to fulfill your career goals. Our annual career development planning process gives you an opportunity to share your career aspirations with your manager and discuss the best course for getting you to where you want to be. Your career development plan is continuously updated based on your specific career objectives, as well as CGI's business needs.

CGI Leadership Institute

A wide variety of learning opportunities are provided through the CGI Leadership Institute to help you continuously develop your leadership abilities and enhance your knowledge in your area of expertise.

Knowledge sharing

CGI's communication and collaboration platform allows you to connect with colleagues across the globe to share knowledge, discuss ideas, solve problems, reuse intellectual property assets, exchange lessons learned and much more. It's a vital tool for increasing your expertise of CGI's technology practices, industry domains, clients, and services and solutions.

On-demand learning tools

All CGI professionals have access to a wide range of online learning solutions designed to support your professional development and career plans. The learning is available around the clock and covers a vast array of business and IT topics through online courses, videos, books, certification resources, and much more.



Program examples

CGI Academia (professional and technical skills)

Leadership Institute

IT Academy

Tuition Assistance

Industry Learning Wikis

Mentorship

Recognition highlights our commitment to our stakeholders

Representative **global** designations



[Discover more](#) →

Representative **local** designations




Structure, Titles and Roles

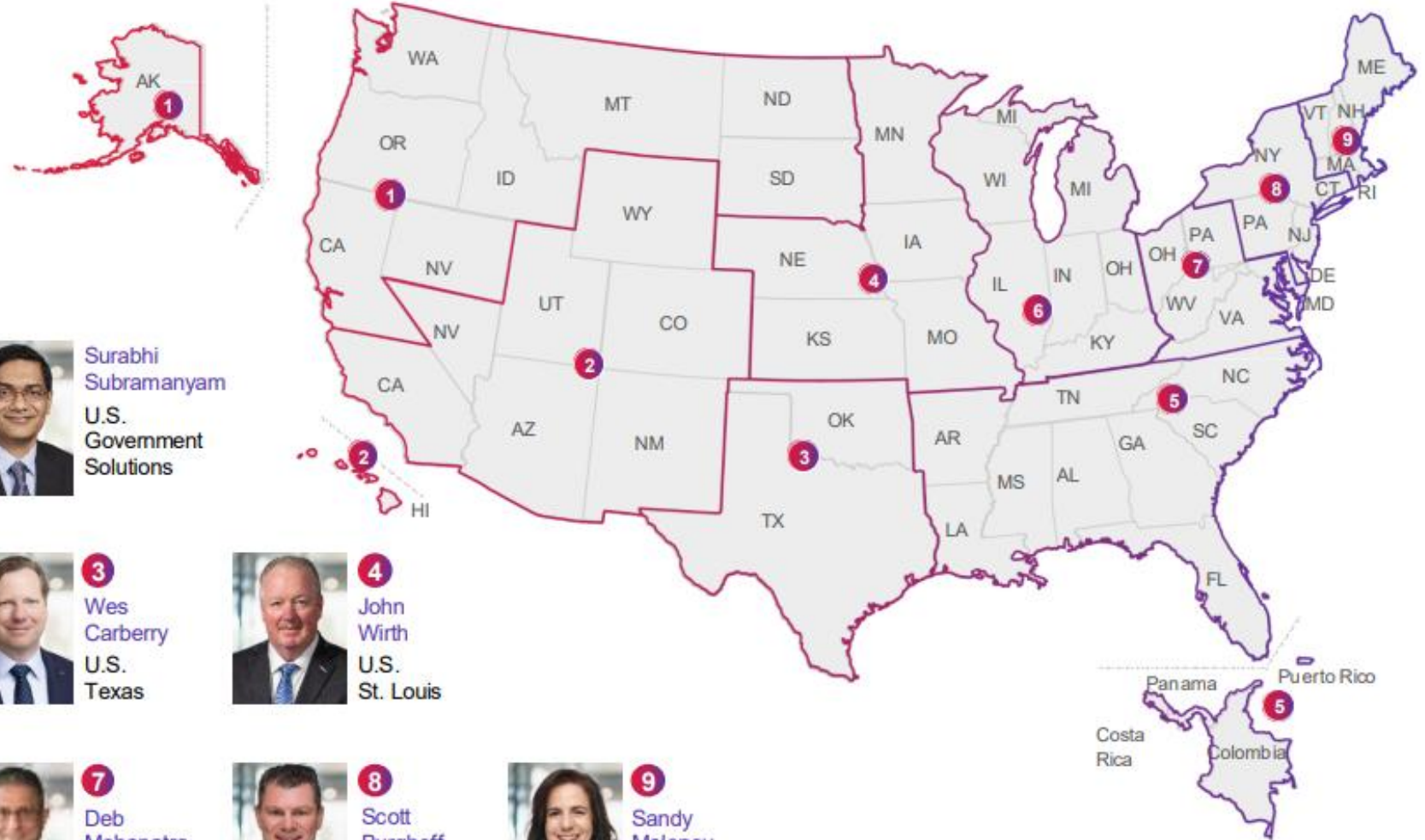
CGI



U.S. CSG SBU and BU leadership



Vijay Srinivasan
President
 U.S. Commercial and State
 Government Operations




Steve "Woj" Wojtowecz
 U.S. Global
 Technology
 Operations



Jeff Polyak
 U.S.
 Commercial
 Solutions



Surabhi Subramanyam
 U.S.
 Government
 Solutions



1
Virginia Williams
 U.S.
 Northwest



2
Cintia Runha
 Interim
 U.S. West



3
Wes Carberry
 U.S.
 Texas



4
John Wirth
 U.S.
 St. Louis



5
Phillip Miles
 Interim
 U.S. South



6
Steve Waller
 U.S.
 Chicago



7
Deb Mohapatra
 U.S.
 Mid-Atlantic



8
Scott Burghoff
 U.S.
 East



9
Sandy Maloney
 U.S.
 Boston

St. Louis BU 2026



John Wirth
Senior VP, St. Louis BU Leader

Business-Enabling



Todd Charow
Operations



Tammi Van Horn
Business Engineering



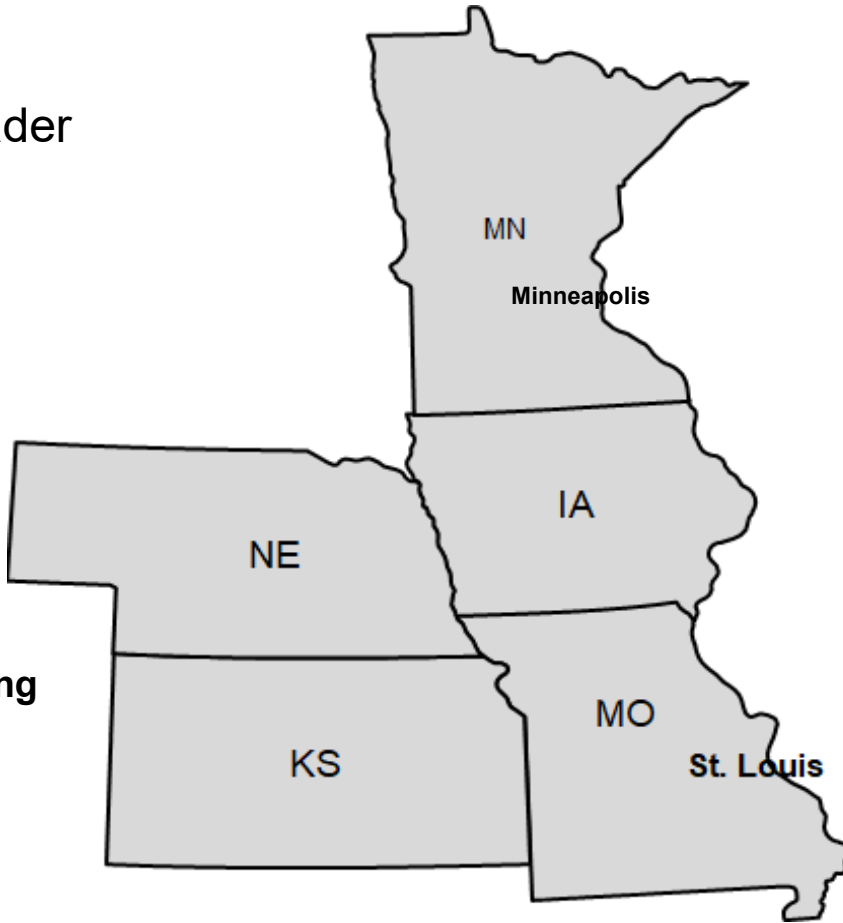
Krista Sandosky
Controller



Nathan Orwig
Business Consulting



Candace Hamilton
HR Business Partner



Sector Leadership



Nicole Grothe
Minneapolis Metro



Aaron Hemmila
Minneapolis Metro



Matt Fournie
State & Local / Emerging



Anthony Delgado
Health & Life Sciences



Stephen Campbell
Financial Services

CGI Titles and Roles

Titles

Streamlined set of titles

- Impact management ratios
- Impact access to CGI systems and tools
- Impact utilization targets
- Impact eligibility to certain benefits

SVP
VP
Director
Manager*
Sr Consultant
Consultant

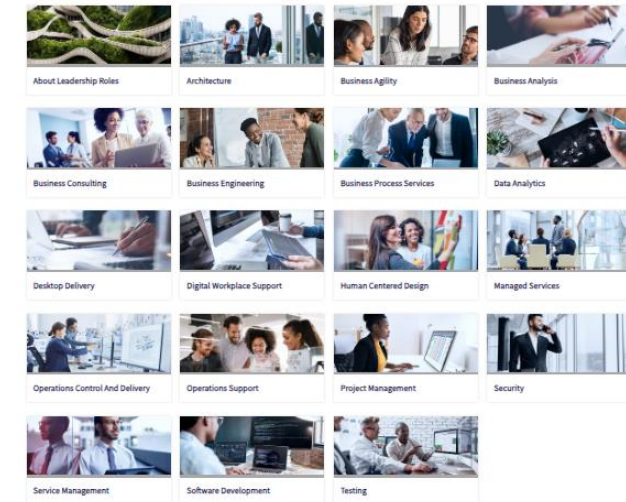
* Manager title is only used in some types of operations

Roles

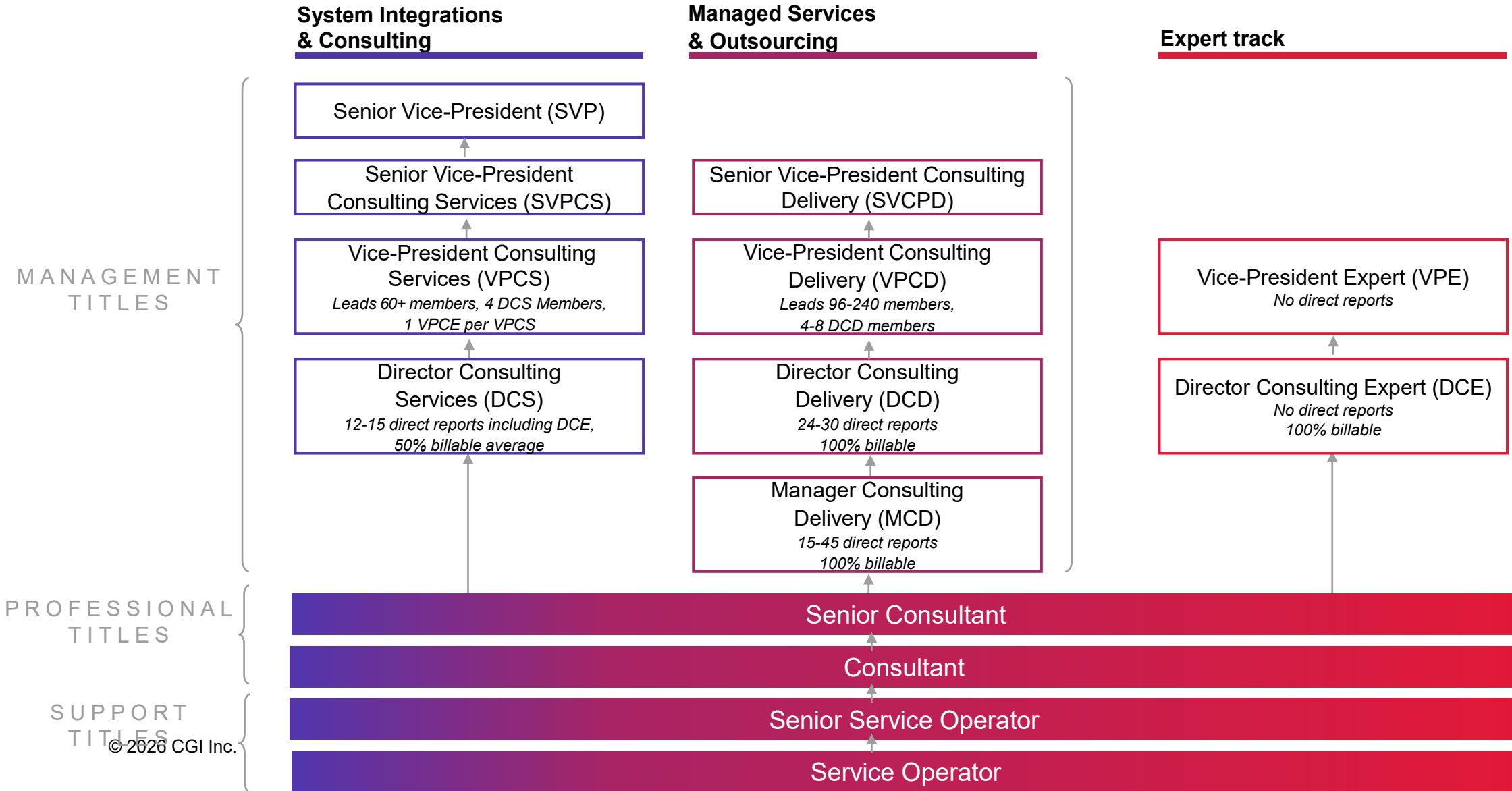
- [CGI's global Roles and Competencies Framework](#)
- Reflect a partner's responsibilities

CGI's Roles and Competencies Framework

This Framework defines the global set of roles and associated competencies to register member profiles, open positions within CGI, client requests, talent acquisition requirements and member development. It will allow consistent talent planning, resourcing and reporting across CGI. This first version includes all billable roles throughout CGI and was built with over 90 CGI subject matter experts from around the globe. Further versions will include all other CGI roles. Role responsibilities are provided per job code as applicable and are indicative.



Title structure

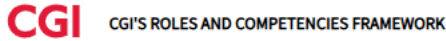


Global Roles and Competencies Framework

- Defines the **global** set of **roles** and associated competencies to register partner profiles, open positions within CGI, client requests, talent acquisition requirements and partner development.
- Allows for consistent talent planning, resourcing and reporting across CGI.
- Roles are created and maintained with CGI subject matter experts around the world
- Will continue to evolve with the workforce



Role and Competencies Framework



Role Categories Project Management ▾ Project Manager

Project Manager

The Project Manager is responsible for the achievement of the project objectives/scope, contractual, and organizational obligations. They plan, organize, and execute tasks to ensure the project is completed on time, within budget, an aligned with strategic goals while leading teams, actively engaging with stakeholders and mitigating risks throughout the project lifecycle.

Key Competencies

- **Communication:** Assertive, clear, and effective communication to convey changes, expectations, and updates to various stakeholders
- **Conflict Resolution:** Resolve conflicts and foster a positive & collaborative environment
- **Decision Making:** Analyze information, weigh options, and make informed decisions
- **Experience with CGI ways of engagement delivery:** Experienced in CPMF, BEMF, OMF, BEMF, CMF, TPMF, CRM & their connections and interdependency
- **Financial Acumen:** Accurately budget, forecast, use estimating techniques, variance analysis, financial reporting, identify & control margin leakage, ability to use EVM
- **Leadership Skills:** Lead & motivate multi-cultural, cross-functional, virtual teams
- **Organizational Skills:** Plan, schedule, and manage resources effectively within project's scope
- **Problem Solving:** Strong analytical and problem-solving skills
- **Project Management:** Project planning, execution, monitoring, reporting and closing
- **Risk Management:** Identify potential risks, assess them and develop strategies to mitigate them
- **Stakeholder Management:** Stake holder analysis, and build, maintain relationships with key stakeholders
- **Time Management:** Efficiently manage project timelines & deadlines

Certifications

The listed certifications or qualifications serve as examples. Equivalent credentials in related technologies or relevant experience may also be considered sufficient.

- CAPM (no experience required)
- PMP (3+ years of experience required)
- IPMA D and IPMA C
- Prince 2 Foundation
- Agile
- PMI-ACP (Agile experience required)
- SAFe POPM
- ICP-APM
- APMG
- Prosci (ADKAR) organizational change management

Senior Consultant Manager Director

Responsibilities

- Work with Engagement Managers or Program Managers to plan, organize, and lead a local team
- Ability to apply Professional, Leadership, and CGI Specific competencies as outlined in the PM Career Path Guidelines as needed
- Ensure that there is adequate staffing on the project and that all staff are competent in procedures applicable to their roles
- Understand and deliver to the contract and/or agreements as they pertain to their role or responsibilities where applicable
- Maintain overall control of the schedule and the delivery of all expected deliverables
- Prepare the management deliverables (e.g., project plan, work plan, management reviews, request for changes, outstanding issues and risks) and seek approval when necessary
- Notify the Engagement Manager, Program Manager, or Project Director of any issues and submit recommendations to resolve these issues
- Act on issues of non-compliance in quality and ensure all project products are in accordance with quality standards
- Maintain ongoing contact with the client project manager and ensure an ongoing close work relationship
- Execute and communicate plans, responsibilities, and status to project stakeholders
- Manage and communicate all outstanding issues, risks, decisions, and change requests to internal and external stakeholders
- Perform or guide the role of configuration manager, ensuring that the procedures identified for configuration management are followed and that the Change Control Board (CCB) performs as specified
- Perform or guide the role of requirements manager, ensuring that the procedures identified for requirements management are followed
- Adhere to all requirements of the CGI Management Foundation or client guidelines as applicable
- Responsible for tracking and reporting on project financials
- Maintain confidentiality and compliance with applicable regulatory requirements
- Monitor, coordinate, and work together with the team to ensure client expectations are met
- Engage and motivate the team to continuously improve processes, procedures, and tools and consistently drive innovation
- Support the implementation of continuous improvement initiatives to improve accuracy and drive efficiency
- Ensure quality control (i.e. reports, and plans) are relevant, accurate, and complete
- Execute and follow up on tasks/action items, to include delegation including a solid backup structure to ensure business continuity

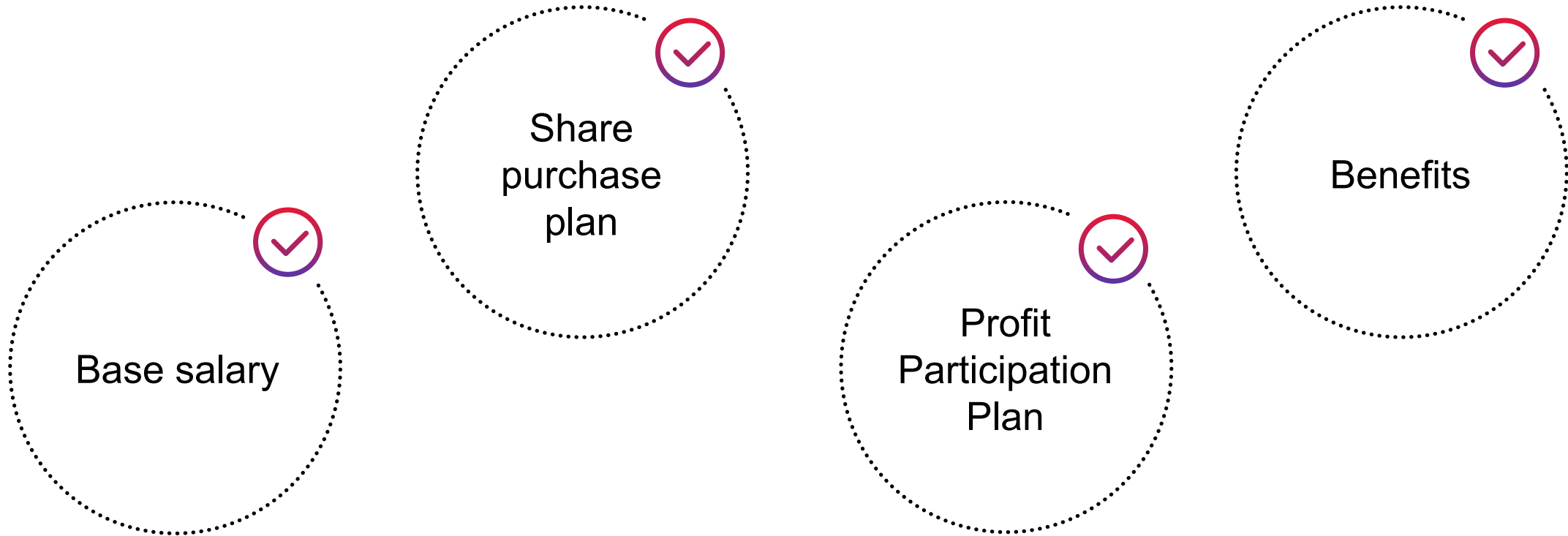
Compensation and Benefits

CGI



CGI Total Compensation

To attract, develop, motivate and retain the best talent, CGI offers a total compensation package that is competitive in the local market and adapted to the local laws and regulations.



Base Salary

Base salary is the foundation of CGI's compensation structure and reflects:

- 1 Your level of responsibility
- 2 Your skills and behaviors
- 3 Your sustained performance
- 4 Your potential for growth

It is reviewed once a year, generally coupled with performance reviews, as per your strategic business unit (SBU) or business unit (BU) calendar.

U.S. CSG Share Purchase Plan (SPP) Details

CGI matches your basic contribution

CGI shares purchased on the New York Stock Exchange in USD by Shareworks, the SPP Administrator.



BASIC CONTRIBUTION

You may contribute **up to 3.5%** (in increments of .5%) of your annual base gross salary.

CGI **will match** your basic contribution.



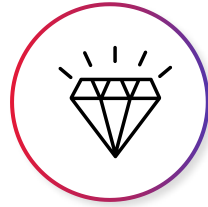
ADDITIONAL CONTRIBUTION

You may contribute **an additional 10%** (in increments of .5%) of your annual base gross salary.

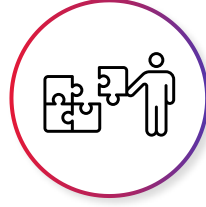
Additional contribution is **not matched** by CGI.

CGI's contribution is a taxable benefit.

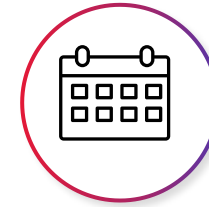
Profit Participation Plan (PPP)



The PPP rewards eligible CGI Partners contributing to the development of the **company**



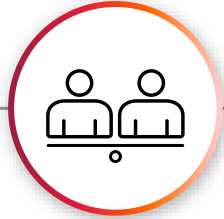
3 elements determine a PPP payout: **CGI overall performance, BU performance and CGI Partner performance**



Payments are made in **December or January** following the closing of the fiscal year

The Executive Chairman of the Board and/or the CEO reserve the right to recommend to the Human Resources Committee and to the Board of Directors to modify payment amounts or propose revised targets based on any of the following factors: (i) the overall performance of the Company, (ii) the individual's performance, (iii) exceptional market conditions, or (iv) the degree of implementation of the Client Relationship and Business Development Visibility System.

Analysis of Benefits as part of Total Rewards



To ensure **all CGI Partners are treated fairly** and maintain globally equitable total rewards



To offer all CGI Partners the programs that are core to **CGI's ownership culture**: the Share Purchase Plan (SPP) and the Profit Participation Plan (PPP)



To provide all CGI Partners in a geography a standard set of terms and conditions, **fostering a sense of equity and belonging to a common team**

Benefit Offerings: Health Insurance Benefits

Health	Dental	Vision
<p>Cigna – Two options:</p> <ul style="list-style-type: none"> • Essential - \$3,800 / \$7,600 HSA Plan - 90% coinsurance after deductible is met up to \$4,300 / \$8,600 OOP • Select - \$2,500 / \$5,000 HSA Plan - 85% coinsurance after deductible is met up to 3,500 / \$7,000 OOP max <p>4 Tiers of coverage:</p> <ul style="list-style-type: none"> • Partner Only • Partner plus Spouse • Partner plus Child • Family <p>CGI HSA contributions – Up to \$500 (CGI Partner only) / \$1,000 (family) year. \$19.24 or \$38.47 on a per pay period basis and up to \$400 in HSA wellness incentives</p> <p>Preventive Care – annual preventive exams are covered at 100%.</p>	<p>Delta Dental – Two options:</p> <ul style="list-style-type: none"> • Select Plan – has a \$2,500 max benefit and covers preventive care at 100%, basic services at 80% and major services at 60%. Orthodontia up to the max for children and adults at 50% up to \$2,500 • Essential Plan – has a \$1,500 max benefit and covers preventive at 100%, basic services 70%, and major services 50%. Orthodontia services not covered 	<p>UHC Vision – Two options:</p> <ul style="list-style-type: none"> • Select Plan: Double the benefit two pairs of glasses every 12 months, or one pair of glasses and one set of contacts • Essential Plan: Frames: \$150, then 30% off the remaining balance. Contacts \$10 co-pay for a year's supply, or if you choose disposable lenses up to 6 boxes

Benefit Offerings: Life and Disability Benefits

Life and AD&D	Supplemental Life and AD&D	STD	LTD
<p>Basic Life: 1x salary up to \$750,000</p> <p>AD&D: 1x salary up to \$750,000</p> <p>Employer Paid coverage</p>	<p>Partner Supplemental: Multiples of salary up to \$1,500,000</p> <p>Guaranteed Issue Level: \$300,000</p> <p>Spousal Life – lesser of up to \$500,000 or 50% of employee basic and supplemental, with \$30,000 guaranteed issue</p> <p>Child Life – up to \$25,000 with no statement of health required</p>	<p>Basic: 100% of pay up to 6 weeks and 70% pay for next 7 weeks</p> <p>Employer Paid coverage</p>	<p>Basic: 40% of pay up to \$25,000/month. 90-day elimination period</p> <p>Employer Paid coverage</p> <p>Buy up: 60% of pay up to \$25,000/month</p> <p>Employee pays for the 60% buy-up</p>

Benefit Offerings: 401(k), SPP and Savings Plan

401(k) Plan	Share Purchase Plan
<p>T. Rowe Price</p> <p>Matching Contributions – 50% of the first 6% of <u>base pay</u> contributed by CGI Partner per pay period with maximum employer matching contribution of \$6,000</p> <p>Vesting Schedule</p> <ul style="list-style-type: none">• Up to one year – 0%• One year to two years of service – 50%• Two years plus of service – 100% <p>Credit towards vesting schedule for all service</p>	<p>Morgan Stanley ShareWorks</p> <ul style="list-style-type: none">• Match is 100% of basic CGI Partner contributions up to 3% of base pay• Managers and above, are eligible up to 3.5%• Match is 100% vested• Additional contributions are allowed of up to 10% of base pay (no match)

Benefit Offerings: Ancillary benefits

Health	Home & Family	Development and Other
Accident and Critical Illness	Adoption Assistance	Referral Bonuses
Autism Support	Backup Childcare	Discount Program
Diabetes Care and Prevention	Commuting	Learning Benefits
Employee Assistance	Financial Wellness	Recognition Programs
Health Savings Contribution	Home & Auto Insurance	Legal Plan
Flexible Spending Accounts	Identity Theft	Education Assistance
Hospital Indemnity	Pet Wellness	Team Events
Wellness	Estate Planning and Grief counseling	
Fertility		

Benefit Offerings: Leave benefits – Paid time off

Holidays	Annual Leave	Sick Leave	Compensatory Time	Flex Time
<p>8 Enumerated paid holidays</p> <p>2 Floating holidays</p> <p>10 Total</p>	<p>Vacation accrual schedule at CGI</p> <ul style="list-style-type: none"> • 0 to 2 years: 10 days (80 hours) • 3 to 19 years: 15 days (120 hours) • 20 years and over: 20 days (160 hours) <p>Any unused time rolls over to the following year.</p> <p>CGI Partners stop accruing additional vacation once they hit their hour maximum</p> <p>Upon termination, unused time is paid out</p>	<p>Responsible Use</p> <p>You may use paid sick leave for your own personal illness or injury (unless your state or locality has expanded sick leave regulations).</p> <p>After 10 consecutive days of usage, transition to short-term disability if appropriate</p>	<p>After working 15 hours of contributed time in a pay period beyond the standard 80 hours, CGI Partners are granted each additional hour worked toward accumulating Comp Time.</p> <p>So, if you work 96 hours in the pay period, you would earn 1 hour of Comp Time.</p> <p>Plan caps at 40 hours</p>	<p>Earned by working more than 40 hours in week one of the pay period allowing less time to be worked in week two to get to the 80 hour pay period total. Subject to manager approval.</p> <p>So, if you work 50 hours in Week 1 of the pay period, with management approval, you can work 30 hours in Week 2 of the pay period.</p>

Benefit Offerings: Maternity and Parental Leave

Maternity Leave	Parental and Adoption Leave
<p>Two weeks of sick leave at 100%</p> <p>12 weeks of Short- Term Disability benefits at 100% of pay for 12 weeks</p> <p>Total of 14 weeks at 100% of pay for the birth mother</p>	<p>100% of pay for 4 weeks for nonbirth parents</p>

2026 Benefits Portal

U.S Benefits Portal

www.cgi.com/us/en-us/cgi-usbenefits2026

- > Username: **CGIUS**
- > Password: **USbenefits2026!**



Next Steps

1

Review of your Current Total Rewards with State of IA

CGI Compensation and Benefit experts review your State of IA profile

2

Offer Letter

You'll receive CGI offer letter via email from Beth.Valcarcel@cgi.com

3

In-Person I-9 Verifications

CGI is required by law to verify the identity of all new joiners within 3 days of start.

4

Benefits Orientation and Enrollment

Deeper Dive into CGI benefits and process for enrollment



We want to hear from you

We will be available throughout your integration at CGI to listen to any questions or concerns you may have and to respond quickly.

If you have any questions or comments, please feel free to contact us via any of the following channels:

- Candace.Hamilton@cgi.com
- Matthew.Fournie@cgi.com
- Discussions with your new CGI leaders



The background of the slide features a stack of books with their pages fanned out, creating a sense of depth and texture. The books are primarily white with some blue and purple accents. A white rectangular box is positioned on the right side of the slide, containing the word "Questions" in a large, black, sans-serif font. A thin purple horizontal line is located above the white box.

Questions

Thank you.