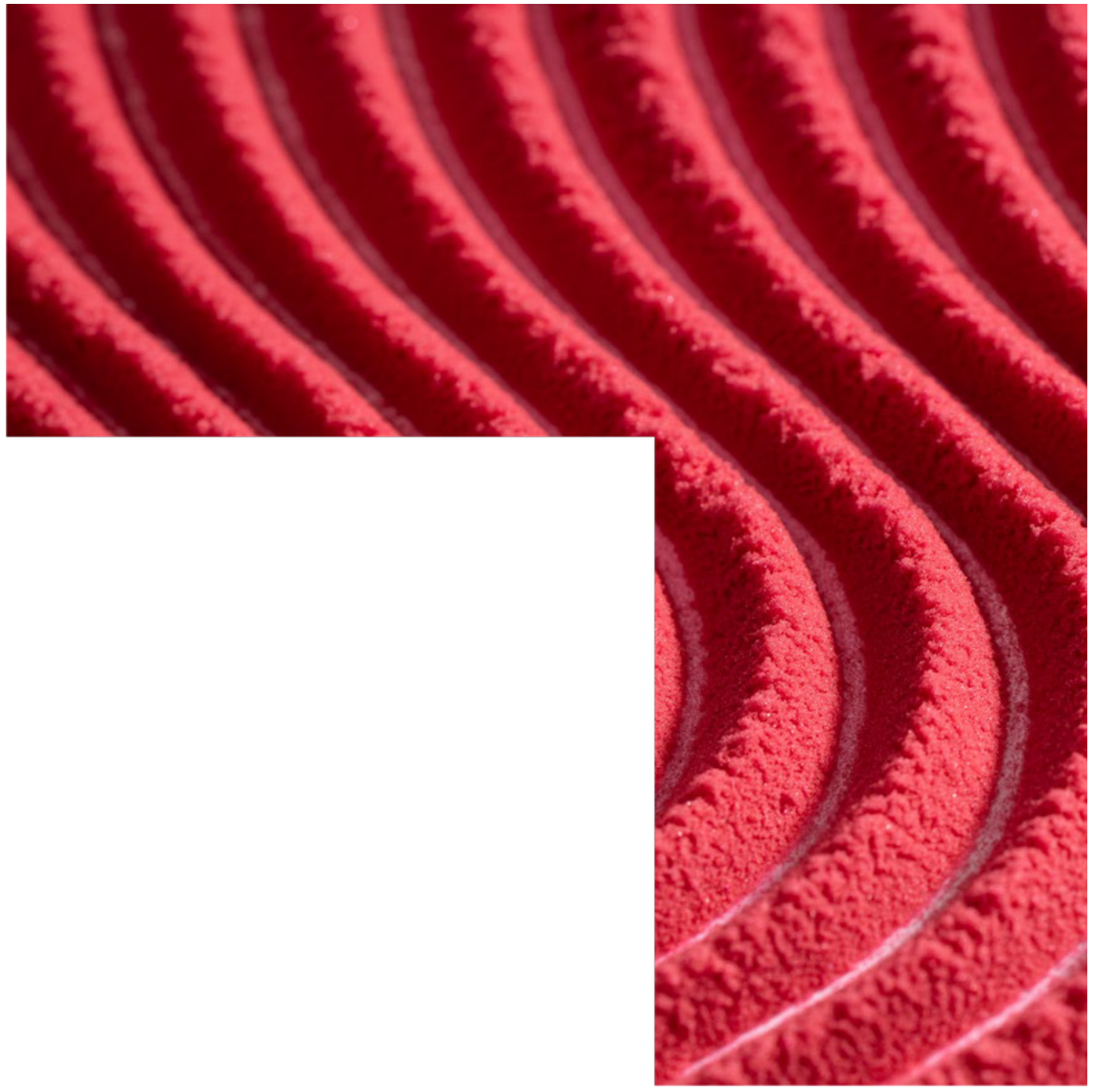
2025 British Columbia pay transparency report



CGI

CGI in Canada is committed to creating a culture where we all belong, are inspired to grow, and empowered to succeed. This commitment is an expression of our core value of respect. Respect is foundational in our recognition and welcoming of the richness that diversity brings to the company. We bring this to life in a deliberate and evolving approach to diversity, equity, and inclusion (DE&I), which now includes aligning with legislation on pay transparency.

CGI's DE&I strategy in Canada is supported and embedded in business planning and performance management along with an engaged employee base (resource groups run by and for our CGI Partners) towards both short and long-term objectives for our company and our industry. CGI's compensation policy is grounded in the belief that attracting and retaining high-caliber, competent individuals requires more than just financial incentives. An inspiring dream, unwavering integrity, a caring human resources philosophy and strong core values create an environment where talented people can thrive and deliver exceptional results.

Emerging pay transparency legislation aligns with CGI's existing employment equity (EE) program in Canada, as a component of our DE&I strategy. This program includes a self-identification survey where CGI Partners can share the communities they are a part of.

The resulting representation data helps us understand and address the barriers faced by members of the designated groups (women, Aboriginal peoples, visible minorities, and persons with visible or non-visible disabilities), as defined in the Employment Equity Act, to ensure that all employees are treated fairly and equitably. We are committed to fostering an inclusive and fair workplace for all and we remain dedicated to the ongoing work of building an environment where our equitable practices consistently translate into equitable outcomes.



Employer details

Employer:	CGI Information Systems and Management Consultants inc. / Conseillers en Gestion et Informatique CGI inc.
Address:	1175 Douglas St., 6th floor, Victoria, BC, V8W 2E1
Reporting year:	2025
Time period:	January 1, 2025 - December 31, 2025
NAICS Code:	54 - Professional, scientific and technical services
Number of employees:	300-999

Hourly pay

Mean hourly pay gap[1]

Men	$1.00
Women	$0.94
Prefer not to say / Unknown	$1.02

In this organization, women's average hourly wages are 6% less than men's. For every dollar men earn in average hourly wages, women earn 94 cents in average hourly wages. *

Median hourly pay gap[2]

Men	$1.00
Women	$0.92
Prefer not to say / Unknown	$1.02

In this organization, women's median hourly wages are 8% less than men's. For every dollar men earn in median hourly wages, women earn 92 cents in median hourly wages. *

CGI is committed to providing fair and equitable pay, guided by both internal equity and external market benchmarks, and aligned with our core values. CGI's salary structure in Canada is built on the relative value of job families, roles, and proficiency levels, with midpoints reviewed annually against external compensation data to reflect market trends and regional differences.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Explanatory notes

1 "Mean hourly pay gap" refers to the difference in the average hourly pay for each group. Hourly pay does not include bonuses and overtime.

2 "Median hourly pay gap" refers to the difference in median hourly pay between groups. Hourly pay does not include bonuses and overtime.

Overtime pay

Mean overtime pay[3]

Men	$1.00
Women	$2.35
Prefer not to say / Unknown	$2.50

In this organization, women's average overtime pay is 135% more than men's. For every dollar men earn in average overtime pay, women earn $2.35 in average overtime pay. *

Median overtime pay[4]

Men	$1.00
Women	$0.81
Prefer not to say / Unknown	$2.51

In this organization, women's median overtime pay is 19% less than men's. For every dollar men earn in median overtime pay, women earn 81 cents in median overtime pay.*

Explanatory notes

3 "Mean overtime pay" refers to average overtime pay for each group. This does not include hours taken as time off in lieu.

4 "Median overtime pay" refers to the midpoint of overtime pay for each group. This does not include hours taken as time off in lieu.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Mean overtime paid hours[5]

Difference as compared to reference group (Men)

Women	74
Prefer not to say / Unknown	80

In this organization, women worked, on average, 74 more overtime hours than men.*

Median overtime paid hours[6]

Difference as compared to reference group (Men)

Women	4
Prefer not to say / Unknown	41

In this organization, the median number of overtime hours worked by women was 4 more than by men.*

Percentage of employees in each gender category receiving overtime pay

Men	21%
Women	23%
Prefer not to say / Unknown	37%

Explanatory notes

5 “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.

6 “Median overtime paid hours” refers to the midpoint point of number of overtime hours worked for each group.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Bonus pay

Mean bonus pay [7]

Men	$1.00
Women	$0.81
Prefer not to say / Unknown	$1.03

In this organization, women's average bonus pay is 19% less than men's. For every dollar men earn in average bonus pay, women earn 81 cents in average bonus pay. *

Median bonus pay [8]

Men	$1.00
Women	$0.53
Prefer not to say / Unknown	$0.97

In this organization, women's median bonus pay is 47% less than men's. For every dollar men earn in median bonus pay, women earn 53 cents in median bonus pay. *

Explanatory notes

7 "Mean bonus pay" refers to the average bonus pay for each group.

8 "Median bonus pay" refers to the midpoint of bonus pay for each group.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

Men	46%
Women	47%
Prefer not to say / Unknown	29%

All permanent CGI Partners are eligible to participate in the Profit Participation Plan, a bonus plan that provides an opportunity to receive an annual cash payout based on achievement of business performance objectives as approved at the beginning of the fiscal year by the Board of Directors. As such, bonus payments are not guaranteed and are dependent on achieving business performance objectives. The Profit Participation Plan is designed to provide CGI Partners, as owners, with an incentive to increase profitability and contribute to growth. An individual's payout for this plan is based on a target set as a percentage of base salary, the CGI Partner's job classification, the achievement of objectives set out in the annual budget and strategic plan, as well as the achievement of individual performance objectives.

The overall mean and median gender bonus gap are impacted by fewer women in senior positions where higher bonuses are paid due to higher bonus targets. This is a key area for progress and reaffirms CGI’s pledge to the 50-30 Challenge in Canada. We will continue to invest in initiatives that expand opportunities for women and equity- deserving groups, ensuring leadership and compensation outcomes align with our values of fairness, accountability, and inclusion.

CGI Canada also provides a candidate referral bonus program that recognizes its partners for successful referrals of qualified candidates. In addition, ad-hoc bonuses may be considered in exceptional circumstances to recognize specific contributions, achievements, or business needs, based on applicable criteria and organizational discretion.

Percentage of each gender in each pay quartile 9

	Men	Women	Prefer not to say / Unknown
Upper hourly pay quartile (highest paid)**	49%	19%	32%
Upper middle hourly pay quartile **	51%	26%	23%
Lower middle hourly pay quartile**	49%	25%	26%
Lowest hourly pay quartile (lowest paid) **	40%	40%	20%

In this organization, women occupy 19% of employees in the highest-paid quartile and 40% of the lowest quartile.

** This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

For pay transparency reporting, CGI in Canada collects gender information on a voluntary self-identification basis. As a result of the voluntary disclosure of this information, gender data was unavailable for 25% of CGI Partners residing in British Columbia.

CGI in Canada has automated annual communications emphasizing the importance and value of completing the self- identification in an effort to improve data quality and enable data-driven action to strengthen our approach to DE&I.

CGI in Canada is committed to building an inclusive, equitable workplace where all employees are recognized and rewarded fairly. We will continue to analyze our data, engage with our people, and take action to ensure equitable pay practices remain a priority.

Explanatory notes

9 “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.



About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-focused to help accelerate returns on your investments. Across hundreds of locations worldwide, we provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

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