2020
Corporate
Citizenship
Report

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OpenText aims to make the world a better place.

In an age of information disruption, we see opportunity to use technology for the greater good—and we aspire to unlock its potential to advance societal goals and accelerate positive change.

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About this report

Our 2020 Corporate Citizenship Report covers our 2020 fiscal year (July 1, 2019 to June 30, 2020). This report is intended to outline our priorities, practices and ambitions as we embark on a new *Technology for Good* corporate citizenship program. Having signed on to the United Nations Global Compact (UNGC) in 2018, we have included our *UNGC Communication on Progress* in the Appendix.

Unless otherwise noted, the information presented here is at June 30, 2020. Performance data is enterprise-wide and all dollar amounts are in U.S. funds.

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About OpenText

Incorporated in 1991, OpenText, The Information Company, enables organizations to gain insight through market-leading information management solutions, on-premises or in the cloud. The comprehensive OpenText Information Management platform and suite of software products and services provide secure and scalable solutions for global companies and governments around the world.

Information is made more valuable through our software. By connecting information to digital business processes, it is enriched with analytics. Information is protected and secure throughout its entire lifecycle. Information captivates customers. Information connects and fuels some of the world's largest digital supply chains in manufacturing, retail and financial services.

See our 2020 Annual Report to learn more >

By the numbers

$3.11B FY20 revenue

100,000+ customers

100M end users

**14,400 employees
in 35 countries**

AMERICAS
Global headquarters
Waterloo, Canada

6,600
employees

$1.904ᴮ
FY20 revenue

EMEA
Regional headquarters
Munich (Grasbrunn),
Germany

2,800
employees

$942ᴹ
FY20 revenue

APAC
Regional headquarters
Sydney, Australia

5,000
employees

$264ᴹ
FY20 revenue

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CEO message

The coronavirus pandemic has challenged all of us to do better and to be more. What started as a health crisis has evolved into a financial and social crisis, as the inequalities in our society have been made more visible. Successfully dealing with these crises will require leadership, courage, compassion, and collective action. We all have a role to play – and when we succeed, these values need to continue to inform our ongoing efforts against poverty, racism, and climate change.

I am pleased to introduce our first Corporate Citizenship Report. OpenText has always upheld high standards of ethics, integrity and corporate citizenship, and this report gives us an opportunity to discuss our contributions to build a better world. As the current situation makes clear, there is a significant role for companies to play in addressing social, economic, and environmental challenges that threaten our collective future.

The COVID-19 pandemic, the economic instability it has caused, and the Black Lives Matter movement have highlighted how much work we have to do as a society. At the same time, over the past few months, we have also seen humanity coming together – to share life-saving information, to attempt to produce vaccines in record time, and to begin to acknowledge and confront systematic racism.

Technology is the connective fabric of humanity, and the scientific advancements of the past several decades allow us to better deal with these crises than at any point in our history. However, technology, like any other tool, needs to be coupled with ethics, integrity and strong commitments around privacy and security, in order to accomplish these goals.

At OpenText, we believe that information has the power to create a more equitable, just and democratic world. This report contains our commitments and aspirations to making that a reality.

Opportunity and responsibility

As a software company, OpenText is at the forefront of change. Market-disrupting technologies are transforming how we live and the way the world works. Business data and applications are migrating to the cloud. Through the Internet of Things (IoT), endpoints and robotics are becoming increasingly intelligent and connected, adding a huge amount of available information to businesses and creating opportunity for massive improvements to supply chains and customer experiences. Artificial intelligence (AI) and machine learning are making data capture, discovery, and analytics more efficient while promising a new era of autonomous things.

OpenText is in the business of helping customers harness the power of these and other technologies to unlock the Information Advantage, so they can grow sustainably and solve the world's biggest challenges.

The nature of our business gives us tremendous opportunity to create long-term value for our customers, employees, and society as a whole. Along with that opportunity comes responsibility—and both are important to us.

One of our key responsibilities is data privacy and security. The more the world goes digital, the more data is produced, increasing data security and privacy risks. We make a commitment to our customers that when they entrust their data to us, our number one priority is to defend and protect it.

We also take very seriously our responsibilities to:

• Act ethically and with integrity in every situation, and to support an ethical supply chain

• Embrace diversity, inclusion, and respect in our workplace, and to empower our employees

• Work with local organizations to support the communities in which we operate

• Mitigate our environmental impact and help our customers do the same

In this report, we discuss our policies and practices in these areas. They include signing on to the United Nations Global Compact (UNGC), by which we affirm our support of its Ten Principles. In the Appendix of this report, you will find our annual Communication on Progress, which demonstrates our commitment to continually improve the integration of the UNGC and its principles into our business strategy, culture and daily operations.

Upholding our responsibilities helps us build the foundation of trust that is vital to growing our business. It also opens doors to partner with customers and others on opportunities to use technology to promote and accelerate positive change in the world.

COVID-19

This year, companies around the world have had to navigate the uncertainty of COVID-19. At OpenText, we moved our employees to remote work to ensure the safety of our employees, customers and partners. While working remotely, we have continued to provide the same 24x7 support to our customers, fully leveraging the OpenText Cloud, our investments in digital infrastructure and our software and global expertise.

Many of our customers have been on the front lines of the pandemic, and we have helped ensure supply chains and retailers are delivering essential goods, pharmaceutical companies are conducting research, hospitals are managing resources, doctors and patients are connected, airlines are safe, banks are providing funds, cyber criminals are stopped and transportation systems are moving goods, along with many other critical functions.

We also launched a number of programs to help our employees and communities with the additional challenges brought on by the pandemic. This includes the OpenText Relief Fund, to support any employees with COVID-19, as well as our 100 Acts of Kindness campaign, which supported almost 200 local charities around the world. As we look to return to the workplace, we will continue to be guided by the overarching principle of ensuring employee, customer and partner safety.

Diversity

With over 14,000 employees in 35 countries around the world, OpenText believes in the power of diversity, and the ability of multiple backgrounds and points of view to contribute to a stronger whole. We have worked diligently to improve gender diversity within OpenText, and to remove biases from our recruitment, hiring and training programs. We are committed to maintaining a working environment that is inclusive of everyone, regardless of culture, national origin, race, color, gender, gender identification, sexual orientation, family status, age, veteran status, disability, or religion.

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However, we also know there is more that we can do. The Black Lives Matter protests have been a rallying cry to look more closely at our performance, learn from the experiences of our Black and under-represented employee communities, and commit to fighting systematic racism both within and outside of OpenText. The first step in this process is listening and learning, and I have just completed a listening tour with Black employees at OpenText to better understand their experiences, and to learn from them. Coming out of these meetings, we have committed to an action plan for the next year, which is detailed in this report.

Technology for Good

Few things have the power to transform our world as rapidly and radically as digital technology. Today, technology is being used to fight crime. It is bringing digital agriculture to the world, combatting fraud, improving livelihoods, and helping to eliminate poverty. It is fast-tracking medical advancements and finding innovative ways to reduce waste. At OpenText, this inspires us to think about how we can use our unique products and capabilities for the greater good. Already today, various customer deployments of our Information Management solutions are advancing this concept.

> "At OpenText, we believe that information has the power to create a more equitable, just and democratic world."

For example, a leading international humanitarian organization is using OpenText products to connect more than 10,000 employees across 90 countries and enable its rapid response team to share information on the ground in the first 24 hours of a crisis. Critical information is fed back into the organization in real time to help them efficiently develop collaborative solutions and refocus on better serving their key beneficiaries.

The world's top manufacturer of braking systems for rail and commercial vehicles is using the OpenText Analytics Suite to help ensure safety for millions of trains and vehicles across the globe. Wireless sensors on trains are connected to a back-office, cloud-based network using an IoT model. The platform transmits detailed information that can help predict repair and replacement needs, aiding in fleet management and ultimately, reducing the likelihood of component failures and accidents.

We are in the early stages of our Technology for Good corporate citizenship program. Over the coming months, we will be developing a robust strategy and roadmap, and putting in place the necessary governance and operating models. Ultimately, we want to amplify our contribution to creating a better future for all—and we will do it through technology, inclusion and innovation.

I look forward to reporting back to you on our progress.

Sincerely,

Mark Barrenechea
CEO and CTO

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What we value

OpenText has been a strong and ethical corporate citizen over our 29 years of existence. In the past few years, we have accelerated our corporate citizenship program with a focus on impact, recognizing that to operate globally for the long term, we need to ensure that our local communities are thriving and that the natural environment is healthy.

We view corporate citizenship as an important aspect of being a responsible business, along with having effective enterprise risk management practices and giving due consideration to environmental, social and governance (ESG) factors that can affect our company's long-term performance. When these three aspects are aligned, we not only do better as a business, we are also better positioned to face the challenges ahead and make a greater social contribution. Our actions are guided by our overarching Purpose, Promise and People commitments, which inspire us to higher levels of performance.

Purpose

We are The Information Company, enabling intelligent and connected enterprises while inspiring a new way to work.

Promise

1. Be deserving of trust
2. We sweat the details
3. Aim high
4. The best teams win
5. The unexpected wow

People

Impact
Diversity and inclusion
Volunteerism

Our approach

Our approach to corporate citizenship is evolving to meet the needs and opportunities of the world around us. We are leaning into the strength and foundation of our values and culture, combined with an understanding of what is most important to our internal and external partners, to move us forward. Our newly adopted corporate citizenship governance framework sets out a structured approach to pursuing and managing activities across the company.

As part of our corporate citizenship program we are in the early stages of developing a *Technology for Good* strategy aimed at unlocking the potential of technology to help solve some of the world's biggest problems. In this report, we discuss our approach to managing specific topics that are important to our business and our stakeholders who help to move our business forward — that is, customers, investors, employees, channel partners, suppliers and local communities, who increasingly want assurance that our corporate values and operations align with their priorities. In selecting these topics, we were informed by global best practices and frameworks including the Sustainability Accounting Standards Board (SASB) Materiality Map: Technology and Communications Sector, the Global Reporting Initiative, and the United Nations Sustainable Development Goals (SDGs).

Corporate Citizenship Governance Framework	
Corporate Governance and Nominating Committee	• Oversight and authority to consider matters regarding sustainability and Corporate Citizenship • Stays informed of ESG trends, risks, and opportunities
Executive Sponsor Executive Vice President, Chief Legal Officer and Corporate Development	• General oversight responsibility with respect to matters of sustainability and Corporate Citizenship • Recommends on strategy and significant issues to Executive Leadership Team • Responsible for reviewing and approving the OpenText Corporate Citizenship Report
Corporate Citizenship Team	• Leads development and implementation of Corporate Citizenship strategy • Measures program progress • Produces Corporate Citizenship reporting and oversees communications
Corporate Citizenship Steering Committee	• Operationalizes Corporate Citizenship strategy at the business unit level • Identifies Corporate Citizenship opportunities in the business • Comprised of cross-functional senior leaders from across the business who meet on a quarterly basis

Gordon A. Davies
Executive Vice President, Chief Legal Officer and Corporate Development

Julie Millard
Vice President, Corporate Citizenship

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Stakeholders

Understanding and addressing expectations of our stakeholders is an integral part of our approach to corporate citizenship. Feedback and insight have always been fundamental to building successful relationships based on trust. We seek to establish relationships that build trust and mutual respect and support our efforts to create shared value.

As we continue to evolve our corporate citizenship program, we will advance our level of engagement with key internal and external stakeholders on corporate citizenship related issues. Whether it is through meetings, surveys, industry presentations, digital events or other interactive initiatives, we actively gather feedback and collaborate with internal and external audiences. By listening to all our stakeholders, we are better equipped to meet or exceed expectations, which fuels our growth.

Stakeholder	How we engage
Employees	• Biannual global employee pulse survey • Regular team meetings and 1:1s • Career Days • Quarterly live-streamed Q&A with CEO & CTO
Customers	• Annual engagement conference • Innovation labs • Product advisory councils and forums • Customer meetings with Executives • Monthly e-newsletter, alerts, and advisories • Relationship survey - net promoter score program
Channel Partners	• Enablement sessions • Annual engagement conference • Biannual progress touchpoints • Quarterly e-newsletters and surveys
Investors	• Strong commitment to regular, transparent and active communication with shareholders • Regular meetings between members of management and shareholders, including large institutional shareholders • Regular quarterly earnings conference calls that any shareholder may access and which are available on the Company website • Annual investor days • Annual Meeting of Shareholders • Investor Relations website • Annual Report and Management Information Circular
Communities	• Site Leaders empowered to engage and understand the needs of the local community • Ongoing dialogue with local charities to ensure impact • Corporate Citizenship Champions drive volunteer and fundraising initiatives
Suppliers	• Dialogue promoting fair agreements • Best practice engagement supporting supply chain efficacy
Industry Analysts	• Annual summit event to educate on product strategy • 1:1 meetings with Executives • Meetings, inquiry calls, surveys, briefings

External partnerships and commitments

Tackling the world's sustainability challenges requires collaboration across companies, sectors and borders. OpenText has joined various industry initiatives to help accelerate progress and impact.

UN Global Compact

OpenText signed on to the Global Compact Network Canada as a Participant in November 2018 to demonstrate our commitment to sustainability and the UNGC's Ten Principles.

The 17 Sustainable Development Goals (SDGs) set by the United Nations are a universal call for action to end poverty, protect the planet and ensure that all people are able to enjoy peace and prosperity. We are starting to think about how innovative technologies can disrupt climate change and how using technology for good can help accelerate progress on all of the Sustainable Development Goals.

EcoVadis

EcoVadis is a trusted third-party provider of business Corporate Social Responsibility (CSR) ratings and many of our customers use EcoVadis to assess their suppliers. OpenText currently has a bronze rating and is above industry average in all four scoring categories.

30% Club

CEO Mark J. Barrenechea was appointed to the 30% Club Advisory Committee. The 30% Club Canada enlists board chairs and CEOs to work towards achieving better gender balance at the board and senior management levels. The goal is for 30% of board seats and executive roles to be held by women by 2022.

Catalyst

OpenText is a global supporter of Catalyst, an organization whose mission is to accelerate progress for women through workplace inclusion. Catalyst is a global non-profit partnering with leading companies to build workplaces that work for women by providing pioneering research, practical tools, and solutions to remove barriers and drive change.

CDP

OpenText reports annually to the CDP. CDP Global is an international non-profit organization which runs the global environmental disclosure system. Our CDP submission describes how OpenText manages the risks and opportunities presented by climate change and our key environmental impacts.

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How we manage

We commit to doing business responsibly and taking strategic actions to advance societal goals.

Business conduct

Our business is built on the foundation of trust. To maintain our company's position as a market leader, it is crucial for us to earn the trust of our customers, employees, investors, suppliers and the communities in which we operate. Gaining that trust starts with conducting our business to high standards of ethics and integrity.

Doing what's right

We are committed to conducting our business ethically and in compliance with the letter and spirit of all applicable laws and regulations. Our Code of Business Conduct and Ethics outlines our expectations, and all employees, officers, directors, vendors, contractors and partners are expected to comply with them.

We review the Code of Business Conduct and Ethics annually to ensure that it remains robust and addresses evolving risks and circumstances. Employees are also trained on the Code annually, and must sign off that they understand and are compliant with these organizational expectations. Other initiatives in support of our ethics framework include risk assessments focusing on topics such as fraud, corruption and tax evasion laws.

OpenText has implemented a number of programs and activities to identify potential corruption and fraud. In 2018, our internal audit team conducted both a country risk assessment and an anti-corruption audit, which resulted in improvements to our Anti-Corruption Compliance Program in high-risk regions, including increased resourcing, monitoring and training on corporate policies.

We have an active Whistleblower Policy and whistleblowing line, and the policy and process are proactively communicated to employees. The Whistleblowing Policy is committed to maintaining a workplace in which employees, officers, and directors can raise concerns on a confidential basis, free from discrimination, retaliation, or harassment, anonymously or otherwise.

Respect for human rights

Respect for human rights is embedded in our Code of Business Conduct and Ethics and reflected in our labor policies which address the fundamental conventions of the International Labour Organization (ILO). Specific commitments include taking action against human trafficking, child labor, and forced labor in our operations and supply chain. We also have a robust background check policy and recruitment process to ensure that people working for us are of legal age and have legal status.

In the workplace, OpenText is dedicated to creating an environment where every employee is safe, treated with dignity and respect, and afforded equal opportunities to succeed. Our annual Code of Business Conduct and Ethics training covers human rights issues and additional training is provided in specific regions or countries where legally required. See our People section on pages 18 to 24, to learn more about our labor practices.

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Ethical supply chain

We hold our suppliers to the same high standards to which we hold ourselves. In keeping with our Supplier Code of Conduct, we expect our suppliers to behave responsibly, ethically and sustainably.

Our expectations, which are outlined in The OpenText Sustainable and Ethical Procurement Policy, also apply to supplier environmental responsibility, integrity, and fair and honest dealings.

Sustainable procurement is an area in which we are progressing. We engage with our internal buying teams on social and environmental issues within our supply chain.

Diverse suppliers have the opportunity to participate in providing products or services to our company. We purchase products and services from minority-owned, women-owned, veteran and service disabled veteran-owned and small business companies.

Related OpenText Policies

Code of Business Conduct and Ethics
Supplier Code of Conduct
Sustainable and Ethical Procurement Policy
Whistleblower Policy
Employment Equity and Diversity Policy
Workplace Harassment and Discrimination Policy

OpenText products digitize the supply chain

Visibility and transparency, from organizations' partners and suppliers, are important to develop a trusted network. To achieve supply chain visibility, and to set the foundation for collaboration between supply chain partners, it is essential for the supply chain to be digitized. OpenText Business Network helps companies digitize their supply chain-related information flows, and we also help companies establish a centralized repository or directory of partners/suppliers and any associated information relating to their ethical and sustainable practices. We help our customers access supplier information, including provenance of materials, environmental performance, and the ability to share this information with their own customers to ensure a level of accountability.

Data privacy, information security, and cyber resiliency

Data is at the center of everything we do, and one of our top priorities is to protect it. Our customers count on us to be in front of, and actively managing, all information security and data privacy risks—our business depends on it.

Upholding best practice

OpenText has long maintained industry best practices for incorporating data protection and privacy into our day-to-day activities as defined by our ISO 27001:2013 global Information Security Management System. We also help customers implement OpenText solutions to build strong programs of their own.

We have a dedicated team of security professionals. The Vice President, Information Security, Compliance and Chief Information Security Officer oversees the company's information security program. The Vice President, Data Privacy and Compliance is the OpenText Chief Data Privacy Officer, appointed to oversee our privacy program. We have also appointed a Data Protection Officer and a Global Privacy & Compliance Office to manage and oversee data requests.

We have implemented a range of technical and organizational measures to ensure the availability, integrity and confidentiality of data. All OpenText employees complete mandatory security awareness and privacy training upon joining the company and annually thereafter, or as required by law or to meet customer-required compliance obligations.

Privacy as a fundamental right

OpenText is fully committed to protecting the personal information of customers, employees, channel partners, suppliers and other stakeholders. We have initiated a variety of methods and controls to ensure we know what data we are collecting and processing, and we protect that data appropriately.

We maintain one global privacy management program and control framework which meets the most stringent requirements in the world as applicable to our company and our industry, including the General Data Protection Regulation (GDPR). As mandated by data protection legislation, all processing activities are recorded and risk assessments are performed for all high-risk activities. For more information on our commitment to GDPR, visit: https://www.opentext.com/about/copyright-information/gdpr-commitment.

Cyber resiliency

Digital transformation has changed the world, spurring the rise of new technologies, new cultural paradigms and new business models. In this information age, data is constantly flowing into and out of the enterprise from every imaginable source. Endpoints are multiplying. Employees are working on-site, at home and in the coffee shop. Supply chains are global. Everything is connected.

As the world is becoming increasingly connected, cyberattacks are becoming more dynamic, difficult to predict, and on the rise. In the face of rising cyber risks, our customers depend on us to continuously deliver the intended operational outcomes. We provide a full range of cyber resilience solutions to keep our customers secure and their data protected. This is our number one priority so they can focus on serving their users, employees, and investors, regardless of the cyber challenges they may face.

The OpenText Privacy Policy applies to OpenText Corporation and all its global subsidiaries. Information about our commitment to human privacy rights is available on the OpenText website: https://www.opentext.com/about/copyright-information/site-privacy

Information Security

Management approach, methodology, and certifications

The OpenText Information Security Risk Management Methodology is part of the company's overall risk management strategy. It supports our ISO 27001:2013 Information Security Management System (ISMS) and other compliance requirements. The information security risk strategy applies to both corporate and commercial data. As well, information security risk must be applied and evaluated when OpenText data assets are hosted or transacted by a third party.

The risk framework and methodology follow these steps:

1. Define information security policy

2. Identify primary and secondary data assets

3. Select security controls

4. Implement security controls

5. Assess the effectiveness of security controls (based on threats/vulnerabilities)

6. Determine risk treatment/complete risk acceptance as required

7. Implement risk treatment and reassess as required

8. Monitor security controls for changes that would change risk exposure

The OpenText Information Security Management System (ISMS) executive steering committee is composed of the OpenText CEO & CTO, Chief Information Officer, and Chief Information Security Officer. They, in turn, report on information security matters to the Board of Directors and/or the Audit Committee of the Board on a quarterly basis, including in relation to cybersecurity strategy, current risks, and any current cybersecurity issues.

On an ongoing basis, senior management demonstrates leadership and commitment with respect to the information security management system by:

• Follow-up actions from previous management reviews

• Ensuring the integration of the information security management system requirements into the organization's processes

• Ensuring that the resources needed for the information security management system are available

• Communicating the importance of effective information security management and of conforming to the information security management system requirements

• Ensuring that the information security management system achieves its intended outcome(s)

• Directing and supporting persons to contribute to the effectiveness of the information security management system

• Promoting continual improvement

• Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility

OpenText's Information Security program is based on ISO 27001 and NIST standards. OpenText is ISO 27001 certified for particular commercial services and platforms. OpenText has detailed technical and organizational security measures in place which are used in the provision of services.

Incident management

We have sophisticated incident response processes in place, which are tested annually including through consultation with third parties to help ensure industry best practices. The incident management process is fully measured and documented.

Employee training and awareness

Internally, OpenText runs a continuous cybersecurity awareness campaign with employees. Employee training and awareness is disseminated through emails, videos, posters, and internal social media platforms. Training is mandatory, and employee accounts are disabled if training is not completed. All contractors with access to our data must also complete the training. The OpenText global information security team also routinely runs mock exercises to further pressure-test internal awareness and adherence.

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Our people

We believe in hiring and developing the best talent because we know that having the right people—and helping them realize their full potential—drives innovation and continued growth and success.

Diversity and inclusion

With over 14,000 employees spread across 35 countries, working across teams and cultures to innovate and deliver solutions to our clients, is part of who we are. Our culture is embraced in the day to-day and reinforced through the design of our talent programs. From flexibility in how we work to a commitment to ensuring fairness in our recruiting and development processes, our goal is to harness the power of diversity.

Our Employment Equity and Diversity Policy provides direction on maintaining a working environment that is inclusive of everyone, regardless of culture, national origin, race, color, gender, gender identification, sexual orientation, family status, age, veteran status, disability, religion, or other basis protected by applicable laws. We believe that a diverse workforce betters our ability to innovate. Also, our Accommodation Policy ensures that employees with a need for accommodation are recognized, and barriers to their performance are removed wherever possible.

We strive to present diverse slates of candidates for all our roles and mandate it for our senior leader positions. A key benefit of embracing a more flexible and remote return-to-work, as a result of COVID-19, is the opportunity to access a broader and deeper talent pool.

Twice per year, we reach out to employees through a global opinion pulse survey to find out how we are doing on a range of topics, from articulating the company vision to supporting their career development. We include questions about how well we

value diversity of opinion and respect differences. The answers to these questions were among the highest scoring items on our last survey.

We also recognize the importance of increasing female representation in the technology industry, and created the Women in Technology (WIT) program to advance gender equality. Each year, we send delegates to the Grace Hopper Celebration, the world's largest gathering of women in technology. The women we send are trailblazers at OpenText, inspiring and emerging leaders who will drive change in our company and beyond.

2019 OpenText Grace Hopper Delegation India

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Achieving a more balanced proportion of men and women in our workforce reflects our fundamental belief that inclusion and diversity leads to more innovation and better business outcomes. With 29% female representation in our global workforce, OpenText is comparable to the tech industry's largest companies. Across our largest global centers, we have a 46% female representation in Waterloo, 34% in Reading (UK), 42% in Makati City (Philippines) and 25% in India. There are currently three women on the Board which represents approximately 27% of the current Board, and 33% of the current independent Board members. OpenText has 26% women on the senior leadership team (SLT), while approximately 25% of global leaders, manager or above roles, are held by women.

29%
Women in the workforce

33%
Women as independent Board members

25%
Women in management roles

Action for underrepresented minorities

We are a global organization interested in global advancement and sustained change for all marginalized communities (Black, Indigenous, People of Color, LGBTQ+, and others). Making progress for the Black Community, and other underrepresented minorities, is making progress for all. We are taking important steps to benchmark ourselves against our industry and communities, and to actively listen to our employees through a series of CEO Townhalls and other forums.

As of the writing of this report, we have begun to form an action plan to deliver long term change and advancement:

• Awareness and education

• Recruiting and hiring

• Career advancement and development

• Mentorship

• Internal and external engagement

• Transparency and accountability

We are committed to progress, and to creating a more just world for everyone.

Responsive and responsible leadership

Engaged managers and leadership make OpenText a great place to work. That leadership is reflected in our open-door policy—with leaders at all levels being readily accessible to employees. We expect our leaders to set the tone at the top as role models for our values and overarching people promise: do the right things, the right way, together.

Our focus is on creating tools to support managers' success in bringing our values to life. In FY19, a new Management Training Program was launched to develop our leaders' abilities to coach employees, manage their teams for maximum effectiveness, and deliver on company priorities. The program is required for all people-leaders at all levels in the organization including those who are newly hired, recently promoted, or who have joined OpenText through an acquisition.

Program content includes:

• Interviewing and talent selection

• Diversity and inclusion

• Compensation planning

• Performance management

• Employee career development planning

• Creating a culture of recognition

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Continuous learning

Employees join OpenText for continuous learning, experience and credentials that shape their impact on our industry. Chart Your Course is our commitment to current and prospective employees to provide them with opportunities to explore, learn and chart exciting career paths. To support a culture of continuous learning and development across our global organization, OpenText offers an annual education reimbursement program which is available to all employees, including part-time workers. This program is renewable each fiscal year. We provide up to $3,000 per employee in Canada and the United States, adjusted in other countries based on cost of living. This program aligns to our commitment to internal development and mobility across all of our geographies, as we provide equal opportunity to this benefit, regardless of role, function or location. We have designed the education reimbursement program to ensure that it will meet the needs of all personalized development goals. We do this by supporting a vast range of programs from technical to business skills. Past recipients of this program have leveraged this support to obtain their MBA, then have gone on to be promoted to our Senior Leadership Team.

We also offer programs designed to enhance the way we develop strong managers and leaders and a great place to work where quality relationships are built, team members are inspired to excel, and outstanding business results are achieved.

This past year we held OpenText Career Days around the globe. The goals of these events were to spark local networking, increase visibility to the tools and resources available to support employees in their career planning, and ignite career path conversations. Leader Q&A panels were held to showcase personal career experiences, a career expo was delivered where employees could visit functional booths to learn more about the various roles in the company, and leader sessions were held for managers to explore how to support employee career development.

To inspire young women to pursue careers in STEM (science, technology, engineering and mathematics) fields, OpenText sponsored the Northeast Collegiate Cyber Defense Competition (NECCDC) in March 2019. Our offices around the world also hosted Hour of Code events, which teach coding basics through fun and interactive computer games designed to stimulate early interest in STEM fields. Last year, we reached more than 400 children through events at our Gaithersburg (U.S.), Waterloo (Canada), Grasbrunn (Germany), Reading (U.K.), São Paulo (Brazil), and Hyderabad (India) offices.

OpenText offices around the world celebrate Hour of Code with families.

Our benefits

Across the company, we offer a wide variety of group benefits including medical, life and disability benefits, which are designed to protect employees and their dependents against financial hardship due to illness or injury. We also have regional Employee Assistance Programs in many countries which provide 24/7 confidential counselling, support and access to resources for employees and their families.

Benefit programs are customized to support employees and their families based on the market practices in the country of employment. Our benefits include, but are not limited to:

- Medical, dental and vision coverage
- Education and professional membership assistance
- Fitness and wellness reimbursement
- Employee stock purchase plan
- Referral bonus programs
- Accidental death and dismemberment benefits

- Global employee assistance program
- Patent incentive program
- Out of country emergency medical expenses
- Transportation benefits
- Childcare assistance programs
- Group retirement savings plan
- Pension contributions

- Home and auto insurance discounts
- Life insurance
- Short and long-term disability benefits
- Flexible spending plans
- Lunch vouchers
- 3 paid volunteer days per year

We build programs through an inclusion and diversity lens. We design our programs and challenge our benefits vendors to insure all family types and offer coverage for same sex partners. Our time-off policies recognize that employees can only bring their best selves to work when they take the time they need. We remind our employees to take their vacation time, to recharge and re-energize. And we ensure our time-off policies provide flexible time off for religious observation and volunteer activities.

As we look to the future, we know how critical issues related to well-being, including mental health, will continue to be for our industry and our communities. We want to ensure that employee wellness is a top priority and that our plans help make life a little easier and help balance work and personal life so our employees can focus on what's important. We plan to continue to evolve our benefits programs to address these needs.

Rewards and recognition

Our variable compensation programs are tied to quantitative metrics and deliberately avoid individual discretion. As we foster a culture of recognition, we ensure there are mechanisms to shine a clear spotlight on who is recognized and why. We offer recognition for service milestones as well as quarterly CEO excellence awards and a patent incentive program.

Our employee recognition program is an important part of our broader OpenText Voyager initiative. It encourages employees to explore and develop their careers, chart their course for success, and to do the right things the right way—together. Built into the Voyager program is the opportunity to celebrate employees who model our values. There are multiple levels of engagement where employees, managers and directors can nominate each other for going the extra mile. Employees can be recognized on a range of levels from having a "let's make it happen" attitude to delivering on project results or making a lasting impact on the company. Points can be earned by employees to put towards something meaningful to them.

In addition to recognition, compensation plays an important role in achieving short and long-term business objectives that ultimately drives business success in alignment with long-term shareholder goals. A market-anchored compensation system provides an innovative and proactive approach that offers flexibility in review of employees' compensation, relative to external labour markets and in response to market pay changes.

Our compensation philosophy is based on a set of principles:

• Aligned with business strategy

• Affected by business and Individual performance levels

• Reflects market conditions/changes to ensure competitiveness

• Reflects internal pay equity for similar roles

• Built on disclosure so employees understand

• Ability to grant compensation adjustments can be limited by economic conditions

The OpenText Employee Stock Purchase Plan is a program that allows all eligible employees to purchase OpenText shares at a 15% discount, with 4 enrollment periods every year. This benefit, as part of employees' total reward package, provides the opportunity for employees to strengthen their ownership in the company and enjoy the benefits of share price appreciation.

In response to the unprecedented impact of the COVID-19 crisis, we established the OpenText Employee Relief Fund to support employees in the event of financial hardship incurred as a result of the pandemic. We recognize that working together and supporting each other will make us stronger.
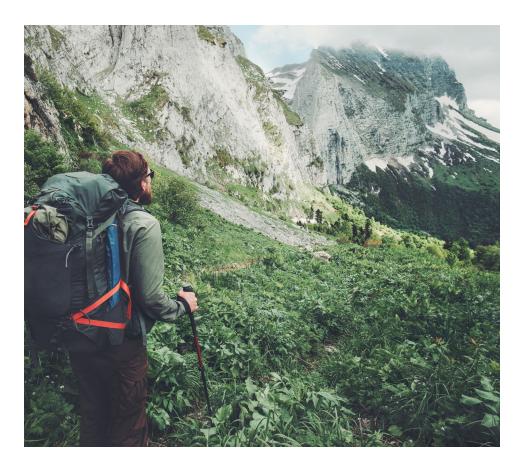
Voyager

Our extended OpenText Voyager community of practitioners are dedicated to Information Management. Our customers, partners, and developers can become a part of our Voyager program, an accessible learning program, that leads not only to career-advancing certifications but inspires *Technology for Good* initiatives to strengthen our world.

OpenText Voyager is a program that strengthens our ecosystem and offers a clear path to delivering incredible customer experiences through events, learning modules, forums, and certifications.

Connecting a community of customer experts, employees, and developers is an important way we are charting the course for the next generation of OpenText. Our growing team of Voyagers are redefining the market and mapping the future of enterprise software. The Voyager program seeks to build a community and network through customer success programs, free training and support, market recognized certifications, and access to OpenText executives.

An OpenText Voyager is an explorer, a seeker, a person with endless curiosity. They are innovators, lifelong learners, and leaders who create paths for others. In this age of information disruption, engaging with our Voyager ecosystem is another way we aspire to unlock the potential of technology for the greater good.

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Health and safety

OpenText is committed to providing a safe and healthy working environment for all employees and contractors. Our Occupational Health and Safety Policy ensures that employees are provided with a safe and healthy work environment. We make every effort to ensure the health and safety of our employees by protecting them from injury and occupational disease. Safety is an integral and inseparable part of our business operations, and as such, continuous awareness, prevention, risk reduction and improvement are actively promoted and encouraged.

There are benefits to supporting the health and wellness of employees. OpenText recognizes this by providing a work environment that supports employee health and well-being. Employees are empowered to take control over their well-being by becoming actively involved in improving their personal health. We encourage and support wellness / health / fitness programs and provide financial support towards fitness participation.

OpenText provides dependable working conditions for all employees and has adopted a "zero tolerance" position on workplace violence. All acts of or threats of physical violence, including intimidation, harassment, and/or coercion between employees in the workplace will not be tolerated and are subject to full investigation and appropriate response, including termination.

Business continuity

OpenText engages in business continuity planning to prepare for, prevent, and recover from potential threats to our company. Through our Business Continuity program, we have developed a plan to ensure our ability to meet the following goals:

1. Ensuring the safety and well-being of employees

2. Reducing operational downtime during an incident

3. Prioritizing function recovery order within predefined timeframes

4. Managing and facilitating resource allocation before, during and after an incident/event

5. Minimizing financial, operational, employee, reputational, legal and contractual impacts

6. Delivering organizational resiliency

OpenText has established a Business Continuity Committee to support our goals and to ensure the sustained advancement of business continuity management and program oversight. Local offices have a representative on the Core Emergency Response Team who is responsible to provide localized knowledge of the employees, facility and events at their location.

Our program and plans follow an all hazards approach which focuses on identifying single-point failures and the resources required to ensure continued operations, regardless of the incident or event. This enables OpenText to maintain operations during various events.

Project Shield was created as a specific business continuity plan to respond to the employee, customer, facility, and technology challenges related to COVID-19. This plan addressed daily situational awareness, HR case management, global and local team communications, customer continuity inquiries, physical security of facilities, and VPN coverage for telework.

Community

Community involvement promotes a culture of caring and citizenship that fosters trust, improves our high-performance work environment, and strengthens the cities and neighborhoods in which we work. When communities thrive, customers, businesses and citizens do as well.

Strengthening communities

Being a good corporate citizen and investing in the communities we serve is an important part of the way we do business.

Our charitable support activities include:

• Corporate Matching—OpenText matches employee donations to select community campaigns

• Disaster Relief—We take action when natural disasters impact locations where our employees work and live

• Community Partnerships + Sponsorships—We support community projects that advance our citizenship efforts

• Volunteering—We provide employees with three paid days off per year to make an impact in their community

We currently focus our giving in three areas:

Education and innovation for global change—Innovation is core to our business success and central to the advancement of people and their communities. We foster education and innovation, and strive to promote the transformative power of technology.

Children and family—We support community programs that promote the health and welfare of children and families, including those that provide a safe haven and nurturing environment. OpenText also supports research to find a cure for cancer and other catastrophic illnesses.

Global disaster relief—We give to organizations such as the Red Cross to help them save lives and lessen the devastating impact for people affected by disasters.

An outline of our corporate giving eligibility criteria can be found online here.

Team OpenText in Philippines supporting the Red Cross Taal Volcano Relief efforts

Giving and volunteering

Incredible engagement in charitable initiatives happens across OpenText, around the world. In addition to global disaster relief efforts at the corporate level, our regional sites are empowered to support initiatives that are important to them, in their local communities.

OpenText supports many local employee-led efforts as well. Here are some highlights of the activities they are involved in.

Global COVID-19 relief efforts—The unprecedented situation caused by COVID-19 inspired OpenText to launch a global campaign called *100 Acts of Kindness.* It involved supporting causes focused on rebuilding resilient communities and families. OpenText would match donations made by employees up to $1 million, for a $2 million combined contribution by the company and employees. OpenText sites chose causes they felt were most important to their community, with a focus on COVID-19 emergency response, foodbanks, and children and family services. The employee response was tremendous and people gave with compassion and generosity.

North America—We raised $57,000, in fiscal year 2019, including corporate and employee donations, for The Leukemia & Lymphoma Society in Canada and the U.S.. Employees in San Mateo, Waterloo, Toronto, Richmond Hill, Gaithersburg, and Montreal also participated in local Light the Night walks.

Australia—In response to the devastation caused by the wildfires, OpenText launched an Australia Wildfire Relief campaign in partnership with the Canadian and Australian Red Cross. We raised over $63,000 through corporate and employee donations which helped to support relief efforts on the ground to deliver food and water, arrange emergency accommodation and help locate missing loved ones

Manila, Philippines—We hosted quarterly blood donation drives and supported several local organizations with donations such as toys and books. During the Taal volcano eruption, employees pulled together by donating hygiene kits, blankets, and cash for those in need. OpenText also made a contribution to the Red Cross to help provide relief.

Waterloo, Canada—Employees volunteered and raised over $23,000 for Habitat for Humanity and Waterloo Wayside Center, which provides safe places and free opportunities to share and connect.

Reading and London, UK—Our offices take part in Red Trouser Day in support of the Royal Marsden Cancer Charity, which raises awareness and funds for bowel cancer research. They also fundraised for Sadaka, Macmillan Cancer Support, Me2 Club, and Passage 2000 to help vulnerable groups. .

Cork, Ireland—Employees raised funds throughout the year for Feed Cork and Irish Guide Dogs for the Blind.

Hyderabad and Bengaluru, India—Colleagues participate in several local community activities, including mobile healthcare, supporting schools for the underprivileged and student mentoring, and tree planting.

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Team OpenText in San Mateo tree planting and doing a beach clean-up.

Sao Paulo, Brazil—We made a donation to FUMCAD, the Municipal Fund for Children and Adolescents. Our team visits group homes, nursing homes and orphanages to spend time with residents and donate food and clothing.

Grasbrunn, Germany—Employees donated to a local orphanage and provided them with furniture and supplies.

Tinton Falls, New Jersey—Employees supported many local causes including a food bank, beach clean-up, Blessing Bag Brigade, healthcare organizations, and Toys for Tots.

Brook Park, Ohio—Local fundraising campaigns included Toys for Tots and the Salvation Army.

San Mateo, California—Our team did a Pacifica Beach clean-up and also enjoyed boxing classes led by an OpenText employee where all class fees went to a local charity.

In addition to supporting charitable causes, we encourage our employees to become active members in our communities through volunteering. Every employee is supported with three workdays to make an impact where and how they choose.

Environment

Addressing climate change is a global challenge that's becoming increasingly urgent, public and connected. As a tech industry leader, OpenText has both an obligation and an opportunity to take action that will improve the well-being of our customers, our planet and our society as a whole.

Reducing our footprint

We are committed to mitigating the adverse environmental impacts of our business activities, which at a minimum means meeting all environmental laws, regulations and standards that apply to us. As a signatory to the United Nations Global Compact, we have also pledged to uphold certain environmental principles, which include undertaking initiatives that promote greater environmental responsibility, and encouraging the development and diffusion of environmentally friendly technologies.

Our Environmental Policy articulates our commitment to measuring and managing our environmental impact. We integrate the consideration of environmental concerns and impacts into our decision making and activities. We promote sustainable consumption by developing and promoting environmentally-sound technology to support our customers' digital transformations. We are committed to the ongoing development and management of company-wide environmental initiatives.

Key activities include the following:

Energy management—In addition to upgrading lighting and building management systems at our owned facilities, we collaborate with landlords and other partners on environmental projects in leased spaces. This includes, for example, installing solar panels in India and replacing fluorescent lighting with energy-efficient LED lighting. Energy-efficient servers are used in our company-owned and operated data centers, and we are constantly investing in more energy-efficient, high-density equipment. We are also beginning to monitor our co-location vendors' energy efficiency and renewable energy usage.

Data life cycle management practices include standardizing times for data retention to improve data storage efficiency and minimize the servers required. At our data centers in Grasbrunn (Germany), Hyderabad (India), Helsinki (Finland), Montreal (Canada), Waterloo (Canada), and Brook Park (U.S.), we've deployed cold and hot aisle containment systems to reduce power consumption. We also prioritize decommissioning end-of-life systems that use outdated, inefficient technologies that consume more energy.

Real estate—We consider green attributes when leasing or purchasing property and selecting co-located data centers. Our use of sophisticated space management tools enables us to maximize space utilization and, where possible, defer expansions.

As a result of COVID-19, OpenText has adopted a hybrid return to work strategy and consolidated certain real estate facilities to streamline operations and accelerate work from home initiatives that reduce our overall global footprint.

Travel—OpenText technology enables collaboration across the globe, thereby reducing the need for business travel. We have more than 50 full-fledged video conferencing rooms in our offices around the world. Our employees also have access to electric vehicle charging stations and shuttle services between our offices. At our Waterloo headquarters, our partnership with TravelWise provides travel services for individuals wanting to rideshare to work, discount bus fares, and emergency rides home.

Waste reduction—We have implemented programs across our global offices to recycle paper, printer cartridges, batteries, plastics and metals. E-waste programs in all major offices ensure that retired computing assets do not go to landfill. In addition, we provide reusable glasses and mugs in our offices and have begun a global initiative of replacing plastic cutlery with reusable cutlery in all serveries. Waste audits are conducted at select sites.

Water—Water filtration systems have been installed in our offices and we have discontinued providing bottled water for employees. In our international offices, in water-stressed regions, we've implemented water conservation awareness programs offered by Greenpeace.

Employee education and engagement—Employees are encouraged to take action on their own to help protect the environment. For example, during Earth Week, they are challenged to do one thing for the environment and post and share achievements on our internal social network. This year we celebrated Earth Day by encouraging at-home and online activities to support social distancing and still recognize the challenges of climate change.

OpenText employees recognize and celebrate Earth Day annually.

Enabling customers

By enabling our customers' digital transformations, OpenText also helps them reduce their environmental impacts.

We are focused on accelerating the growth of our cloud services, scaling up to meet customer demands and helping them ease their IT burden. Our information management products support climate solutions by virtualizing servers and condensing storage requirements. In addition, we offer:

• Collaboration tools and shared content repositories, which allow geographically dispersed teams to work together in electronic workspaces, reducing or eliminating the need for travel.

• Solutions for automating paper-based processes using workflows, which greatly reduces cost as well as paper waste in the enterprise.

• Records management, which ensures records are disposed of when policy dictates and not retained forever.

• Imaging solutions that convert paper documents to electronic, thereby reducing real estate for paper storage and energy expenditure.

• Secure file sharing tools such as managed file transfer and electronic fax, which eliminate the need to ship documents.

• Email management technology that allows for lifecycle management of emails without the need to print and file these records.

Customer Story

Agility moves goods that underpin global commerce. Its services include freight and shipping via land, air and sea for more than 60,000 customers in 100 countries. Agility speeds shipment updates and payments, increases customer satisfaction, and enhances sustainability with integrated information management supported by OpenText.

Read the full customer success story.

"When an organization is able to track everything from beginning to the end, then they have much better control over how they can contribute back to improving sustainability, to reducing carbon emissions."

Deepak Sharma
Global IT Director,
Business Solutions & Support, Agility

Minimizing our Environmental Impact

Measuring the environmental impact of our operations helps us to identify the most critical areas of our operation to focus on. We have quantified the environmental impact of our operations by measuring energy consumption and greenhouse gas emissions. We are continually working to enhance our data collection processes using best practice standards and systems to improve the accuracy, consistency, and comprehensiveness of our data so we can focus on the areas of our operations where we believe we can initiate the most positive change.

Energy consumption and greenhouse gas emissions on an absolute and intensity basis

	FY19[5]	FY20[6]
Energy Consumption (MWh)[1]	60,715	65,527
Absolute Scope 1 emissions (tonnes CO_2e)[2]	2,345	2,590
Absolute Scope 2 emissions (tonnes CO_2e)[3]	24,067 Location-based	20,048 Location-based
		17,791 Market-based
Total Scope 1 & 2 emissions (tonnes CO_2e)	26,411 Location-based	22,638 Location-based
		20,381 Market-based
Absolute Scope 3 emissions (tonnes CO_2e)[4]	7,078	12,481
Emissions Intensity (Scope 1 & 2 tonnes CO_2e per revenue in million USD - Location-based)	11.97	7.28

[1] Energy consumption includes electricity, natural gas, diesel fuel and fuel from fleet vehicles

[2] Scope 1: emissions from direct onsite sources (natural gas, diesel fuel and fuel from fleet vehicles)

[3] Scope 2: emissions from purchased energy/utilities (electricity from office facilities and corporate data centers)

[4] Scope 3: indirect emissions from supply chain or services (scope 3 detail below)

[5] FY19 energy consumption and emissions were calculated using data from 72.5% of global facilities' square footage, in addition to 13 core colocation partners. FY19 Scope 3 emissions included: employee travel data where available (air and train travel, hotels, rental cars), interoffice shuttles, and taxis (India only). Emissions intensity was extrapolated to represent 100% of facilities.

[6] FY20 emissions were calculated using data from 81.6% of global facilities' square footage and the remaining facilities were estimated to represent 100%. FY20 Scope 3 emissions included: employee travel data where available (airline flights, train rides, hotels, rental cars), interoffice shuttles, and taxis (India only), colocation data centers representing 70% of rack space, gas cards for employee vehicles and courier data.

In certain cases where data was unavailable, estimations were made based on accepted industry standards. We improved our methodology in FY20 and moved emissions from colocation data centers and gas cards for employee vehicles to scope 3.

We used ISO 14064-1 and The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) to collect data and calculate our emissions.

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Energy conservation in action

• At our Waterloo data center, we installed a chilled watercooling system that uses outside ambient air for cooling for half the year, saving about 40% of the energy needed to cool the data center. This closed-loop system also saves on water consumption compared to evaporative cooling systems.

• Virtual servers comprise 80% of the servers deployed across all environments and are the baseline used wherever possible to minimize energy consumption globally.

• Each year, our Brook Park data center in Ohio shuts down all unnecessary power on select days as part of a loadshedding initiative with local energy providers during peak periods.

• Cold/hot aisle containment systems in OpenText data centers help conserve energy and lower cooling costs by managing air flow. Server racks are configured so that all heat is transmitted into an aisle towards the back of the units and then contained by screens. The system distributes cold and hot air in a more energy-efficient way and reduces air conditioning requirements by 10 to 20%.

Environmental Goals

In order to minimize our environmental impact we are seeking a deeper understanding of our energy consumption, waste diversion, and our greenhouse gas (GHG) emissions. We have set short-term environmental goals relative to these efforts. As we move forward and continue our efforts to measure and manage these environmental impacts, we expect to explore and evaluate new solutions for our operations.

Energy goal

OpenText plans to reduce its energy consumption per dollar revenue by 5% by June 30, 2023.

Waste goal

OpenText plans to work toward a goal of 65% diversion rate in our regional headquarters by June 30, 2023.

Carbon goal

OpenText plans to reduce its greenhouse gas emissions per dollar revenue by 5% by June 30, 2023.

Awards

We are proud to be recognized for our ability to excel in all facets of our business from product innovation, to employer best practice, to industry partnerships and worldwide communications. Our commitment to excellence is engrained in what we do.

Appendix

UN Global Compact Communication on Progress

June 2020

To our stakeholders:

I am pleased to confirm that OpenText reaffirms its support of the Ten Principles of the United Nations Global Compact.

In this annual Communication on Progress, we demonstrate our commitment to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

Mark J. Barrenechea
CEO and CTO

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UN Global Compact Index

HUMAN RIGHTS	POLICIES	RELEVANT SECTIONS
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	• Code of Business Conduct & Ethics • Privacy Policy/Notice • Accommodation Policy • Employment Equity and Diversity • Workplace Violence Prevention • Health and Safety Corporate Statement • Whistleblower Policy • OpenText Supplier Code of Conduct	Business conduct Data privacy and security People
Principle 2: Make sure that they are not complicit in human rights abuses		

LABOUR	POLICIES	RELEVANT SECTIONS
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	• Code of Business Conduct & Ethics • Compensation Philosophy (and Level Guides & Role Codes) • Employment Equity and Diversity Policy • Accommodation Policy • Workplace Harassment & Discrimination Policy • Background Checks Policy • Health and Safety Corporate Statement • Workplace Violence Prevention • Working Conditions Policies • OpenText Supplier Code of Conduct	Business conduct People
Principle 4: Uphold the elimination of all forms of forced and compulsory labor		
Principle 5: Uphold the effective abolition of child labor		
Principle 6: Eliminate discrimination in respect of employment and occupation		

ENVIRONMENT	POLICIES	RELEVANT SECTIONS
Principle 7: Businesses should support a precautionary approach to environmental challenges	• Environmental Policy • Sustainable & Ethical Procurement Policy	Business conduct Environment
Principle 8: Undertake initiatives to promote greater environmental responsibility		
Principle 9: Encourage the development and diffusion of environmentally friendly technologies		

ANTI-CORRUPTION	POLICIES	RELEVANT SECTIONS
Principle 10: Businesses should work against all forms of corruption, including extortion and bribery	• Code of Business Conduct & Ethics • Anti-Corruption Policy • OpenText Supplier Code of Conduct • Gifts and Hospitality Policy • Insider Trading Policy • Global Travel and Expense Policy • Whistleblower Policy	Business conduct

Cautionary Note Regarding Forward-Looking Statements

This report may contain forward-looking statements. These forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, and created under the Securities Act of 1933, as amended (the Securities Act), and the Securities Exchange Act of 1934, as amended, the Securities Act (Ontario) and Canadian securities legislation in each of the provinces of Canada. All statements other than statements of historical facts are statements that could be deemed forward-looking statements. When we use words such as "anticipates," "expects," "intends," "plans," "believes," "seeks," "estimates," "may," "could," "would", "will" and variations of these words or similar expressions, we do so to identify forward-looking statements. In addition, any statements that refer to expectations, beliefs, plans, projections, objectives, performance or other characterizations of future events or circumstances, including any underlying assumptions, are forward-looking statements, and are based on our current expectations, forecasts and projections about the operating environment, economies and markets in which we operate. Forward-looking statements reflect our current estimates, beliefs and assumptions, which are based on management's perception of historic trends, current conditions and expected future developments, as well as other factors it believes are appropriate in the circumstances. These forward-looking statements are based on certain assumptions and involve known and unknown risks as well as uncertainties, which include actual and potential risks and uncertainties relating to the ultimate geographic spread of COVID-19, the severity of the disease and the duration of the COVID-19 pandemic. The actual results that we achieve may differ materially from any forward-looking statements, which reflect management's current expectations and projections about future results only as of the date hereof. We undertake no obligation to revise or publicly release the results of any revisions to these forward-looking statements. A number of factors may materially affect our business, financial condition, operating results and prospects. For additional information with respect to risks and other factors which could occur, see our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and other securities filings with the Securities and Exchange Commission and other securities regulators. Any one of these factors may cause our actual results to differ materially from recent results or from our anticipated future results. Readers are cautioned not to place undue reliance upon any such forward-looking statements, which speak only as of the date made.

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