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2022 CORPORATE CITIZENSHIP REPORT

INTRODUCING THE OPENTEXT ZERO-IN™ INITIATIVE

Content

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Introduction and About This Report

Our annual Corporate Citizenship Report reflects our commitment to transparency and our commitments to our stakeholders and society. We are motivated to ensure we deliver the greatest impact and value as we chart the course for a sustainable and inclusive future. In this report, you will read about the many actions we are taking to bring our commitments and ambitions to life.

Unless otherwise noted, our FY22 Corporate Citizenship Report:

- Covers our 2022 fiscal year (July 1, 2021 to June 30, 2022);
- Represents an enterprise-wide view covering all OpenText subsidiaries and operations globally;
- Presents data current as of June 30, 2022; and
- All funds are reflected in U.S. dollars.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option, accompanied by a GRI Index table at the end of the report. Having signed on to the United Nations Global Compact (UNGC) in 2018, we have included our UNGC "Communication on Progress" in the Appendix. We have also included a TCFD Index for further reference.
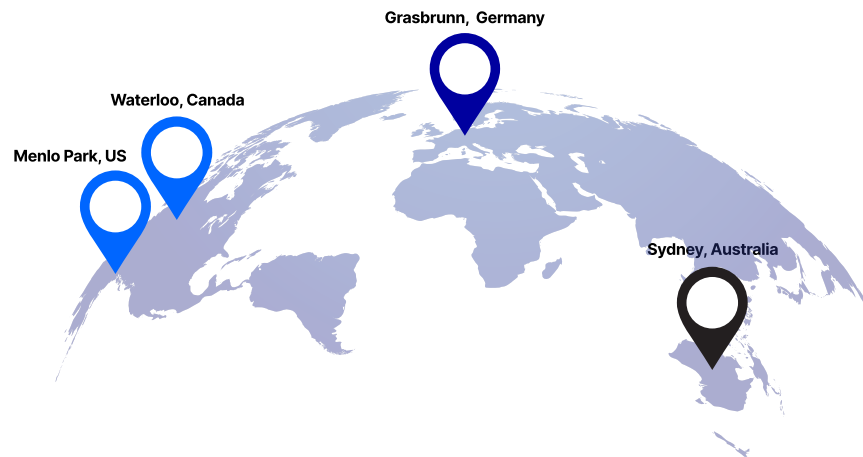
In addition to GRI, UNGC and TCFD, this report is informed by global best practices and frameworks including the Sustainability Accounting Standards Board (SASB) Materiality Map: Technology and Communications Sector, as well as Environmental, Social & Governance (ESG) rating and ranking agencies.

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About OpenText

OpenText™ is The Information Company. We power and protect information to elevate every person and every organization to gain the information advantage. A leader in Information Management, OpenText helps customers of all sizes to become more intelligent, connected and responsible. The company fosters inclusive environments that leverage the diverse backgrounds and perspectives of all employees, customers, suppliers and partners.

The OpenText Information Management portfolio offers solutions to help organizations master modern work, digitize supply chains, deliver communication-centric experiences, be cyber resilient and unleash developer creativity.

Learn more in our 2022 Annual Report

By the numbers

Waterloo, Canada
Grasbrunn, Germany
Menlo Park, US
Sydney, Australia

$3.5B FY22 revenue	**14,800** employees in 35 countries
Public cloud **11 million** subscribers	Private cloud **3,000+** customers
Off-cloud **75,000+** customers	API cloud **1 Trillion** calls/year

AMERICAS
Global headquarters
Waterloo, Canada
Regional headquarters
Menlo Park, US

7,150 employees | **$2.2B** FY22 revenue

EMEA
Regional headquarters
Munich (Grasbrunn), Germany

2,720 employees | **$1.0B** FY22 revenue

APAC
Regional headquarters
Sydney, Australia

4,930 employees | **$0.3B** FY22 revenue

CEO Message

We are in a unique time — a time of great change and even greater opportunity. At OpenText, we have always believed that information makes businesses and people better, and as the global landscape continues to transform, we are inspired every day to find new ways that information and technology can make the world a better place.

The world has experienced many overlapping crises over the last two years, including the global pandemic and the social injustices that it brought to light, talent dislocation, economic and geo-political unrest and escalating climate emergencies. Throughout, OpenText has continued to propel our mission forward — to power and protect information and to elevate every person and every organization to gain the information advantage. I am immensely proud of the work we have done to support the wellbeing of our employees and communities while helping businesses accelerate their digitization to support remote work, strengthen their cybersecurity, adapt their supply chains and expand their reach.

Over the past year, we have embraced new expectations, new rules and new investments as we rethink how people and organizations can build a better future. What has become abundantly clear is that the future of growth must be both inclusive and sustainable, and in our third Corporate Citizenship Report, we look forward to sharing the strides we have made over the last year as part of our commitment to advancing our environmental, social and governance goals. In addition, we are introducing a new corporate citizenship framework, The OpenText Zero-In Initiative, that will drive our focus with specific, measurable goals to hold ourselves accountable to year over year.

We are excited to share our vision for how we can strengthen our people, products and planet — today and in the coming years.

Responding to immediate need

The pandemic turned the world on its head. But, it also made us realize what matters most, the health and safety of our communities. As severe weather events ravaged our communities over the last couple of years, it became very clear that a warming earth is impacting us all. OpenText has responded to the immediate need by supporting food banks and humanitarian efforts in communities across the globe, and we are grateful for our employees around the world who have spent thousands of hours on local fundraising initiatives and volunteering for causes close to their hearts through our volunteer program.

It continues to be a great time of need and uncertainty for Ukrainian people and, in response, OpenText has taken clear and decisive action in a number of ways, including ongoing support through our fundraising initiative with UNHCR. Most recently, we are supporting schools in Poland that have welcomed more than 600 Ukrainian refugee children into their classrooms, and we are offering stipends for OpenText employees who open their homes to refugees, to help ease the financial burden of hosting. As we hope for an end to the war, we are seeing the strength and resolve of the people of Ukraine, and they are an inspiration for all of us.

CEO Message

The OpenText Zero-In Initiative

Companies have a tremendous opportunity and responsibility to create long-term value and impact for customers, employees and society as a whole. That is why we are introducing the OpenText Zero-In Initiative, a new framework that encompasses all our ESG commitments and programs. Our framework is based on three pillars that focus on measurable, values-driven goals under the pillars of Zero Footprint, Zero Barriers and Zero Compromise.

Under this framework, our commitments are clear. We are zeroing in on what matters most while never compromising our culture, values, ethical business responsibilities or our mission to power and protect information.

Zero Footprint

The greatest long-term threat we face is climate change, and it must be urgently addressed. OpenText embraces the opportunity to reduce our footprint in every possible way and help our customers do the same.

We are committing to a science-based emissions target of 50% reduction by 2030 and net-zero by 2040 and to zero operational waste by 2030. Becoming a net-zero company requires a collective effort across the organization, and we are working with teams across the business to identify reduction opportunities and develop plans for more energy-efficient projects. When it comes to choosing our suppliers, we prioritize those who have embedded sustainability within their products, operations and supply chains. The goal is to eliminate emissions and waste to the greatest extent possible and promote a circular economy, where resources are put back into the system to be used over again.

Our Information Management solutions also align with our customers' growing demand for driving sustainability in their own operations. A top priority for OpenText is moving our customers to the cloud, helping them achieve their own environmental goals by becoming climate innovators and transitioning from paper to digital processes, using fewer servers, consuming less power and ultimately reducing emissions and waste.

While our journey to Zero Footprint will evolve and deepen, I am proud of the important steps we are taking to hold ourselves accountable to our planet through data and action.

Zero Barriers

To build stronger teams and solve the complex, global challenges we face, the world needs people from all backgrounds and perspectives to come together. Every voice at OpenText deserves to be heard and respected, and that is why we are building a work environment with Zero Barriers.

We are committed to having a majority ethnically diverse workforce by 2030. We have also committed to 50/50 gender parity within key roles by 2030 and 40% women in leadership positions at all management levels because, for consistent equity, we must create a culture that values differences starting with a topdown approach.

OpenText can help bring equity, diversity and inclusion not only to our company, but to the world, by creating development opportunities for underrepresented groups. Whether it's our Indigenous and Black student internship programs, our engineering internship opportunities for women in India or helping to address critical skills training in South Africa, we are doing our part to transform young lives by providing practical work experience, education and mentorship opportunities that will give them the knowledge and confidence they need to prepare for a career in the tech industry.

Supporting the wellbeing of our employees is also central to our success. We believe that our employees must all be able to live and work in a healthy environment, and this is underpinned by our unequivocal support for self-determination. From ensuring our U.S. employees have the insurance coverage needed to protect health benefits, wellbeing and fundamental rights, to signing the Human Rights Campaign Business Statement on Anti-LGBTQ State Legislation calling for public leaders to abandon or oppose these efforts, we will never waver in our commitment to creating a workplace where everyone feels safe and free to be their truest and most authentic selves.

CEO Message

Zero Compromise

We intend to reach our Zero Footprint and Zero Barriers goals with the same values-based approach that we bring to work every day. This is what we call The OpenText Way. It is about elevating our people and our organization and zeroing-in on what matters most. With our Zero Compromise pillar, we are committed to transparency and holding ourselves accountable to our ESG goals and continuing to foster our culture of tech for good.

Technology, like any other tool, needs to be coupled with ethics, integrity and strong commitments around privacy and security, and when it comes to protecting and securing data and mitigating risk with best-in-class technologies, there are zero compromises. We make a commitment to our customers and employees that when they entrust their data to us, our number one priority is to defend and protect it.

With the right information, anything is possible

This year, we are excited to renew our connections as we welcome more employees back to our offices across the globe, with flexibility at the center. Those in-person moments are irreplaceable, and we have so much to look forward to as we execute on our agenda with a sense of renewal, always putting employee safety at the forefront.

The challenges we face today will continue to evolve, but I am optimistic that the lessons of the pandemic will translate into lasting changes. We are going through a huge moment of disruption now, and it is exciting to see newly burgeoning sectors that are setting us up for a more inclusive and sustainable future. Few things have the power to transform our world as rapidly and radically as digital technology. It has the power to create a more equitable, just and democratic world, and that is what inspires us to partner with organizations around the globe and think about how we can use our unique products and capabilities for the greater good. With the right information, anything is possible, and we are honored to be a part of the journey and the solution.

Our footprint can be zero. Our barriers can be zero. And when we are asked which of these goals can be compromised, our answer is zero.

Mark J. Barrenechea
OpenText CEO and CTO

Who We Are

Our Mission

We power and protect information

Our Purpose

To elevate every person and every organization to gain the information advantage

Our Values and Principles

- We believe in being deserving of trust
- We believe in sweating the details
- We believe in aiming high

- We believe in WE not I
- We believe in the unexpected wow

Our Vision

- We envisage a world where information is ubiquitous and elevates everyone

- We strive to help customers simplify their systems and build frictionless automation, so they are equipped to thrive and grow in a digital world

- We foster an inclusive environment that leverages the diverse backgrounds and perspectives of all employees, customers, suppliers and partners, to drive sustainable competitive advantage

- These bold aspirations are achieved through the collaboration of great people and the OpenText™ Cloud

The OpenText Zero-In Initiative

The OpenText Zero-In Initiative is our commitment to harnessing the power of technology for the greater good. We are zeroing in on our efforts and making progress by leveraging The OpenText Way. Our values and culture guide the actions we take to make businesses, people, and the planet better.

We can elevate the lives of people and organizations around the world by doing what we do best: zeroing in and focusing on what matters most. Our footprint can be zero. The OpenText Zero-In Initiative represents purposeful goals that will lead to real impact.

Since Day One, we believed that information and knowledge make businesses, people, and the planet better, which is why sustainability management is a fundamental part of our company growth. Through The OpenText Zero-In Initiative, we are zeroing in on the data to tell us where we can move the dial on important challenges faced by people and the planet today.

Our Zero-In commitments are clear:

Zero Footprint

- A science-based emissions target of 50% reduction by 2030, and net-zero by 2040.
- Zero waste from operations by 2030.
- Helping our customers transition from paper to digital processes.
- Be a climate innovator.

Zero Barriers

- We are committed to having a majority ethnically diverse workforce by 2030. We will do this through new strategies for recruitment and retention, and by continuing to develop our inclusive culture.
- We are committed to 50/50 gender parity within key roles by 2030 and 40% women in leadership positions at all management levels.
- Focus on education and training opportunities in our communities.

Zero Compromise

- When it comes to quality, ethical business conduct, and transparency, there are zero compromises. We will not compromise our standards or core values.
- Zero Compromise with how we protect data and mitigate risk for our clients, our employees, and for society at large; our commitment to data protection and information security guides the actions we take to make businesses, people, and the planet better.
- We take a principles-based approach – because that is the OpenText Way.

Our Zero-In targets may look a long way away, they are ambitious, and we will need to zero in on them every single day. But through the strength of our teams, processes, and technologies, we move toward our targets with the great confidence that we can make the world a better place.

Julie Millard
Vice President, Corporate Citizenship

"A central part of our corporate citizenship mission is our ability to evolve and bring together employees, expertise, and technology to build a world that elevates sustainability and inclusivity. The OpenText Zero-In Initiative is at the heart of this year's report and will influence future reports as we center on measurable, values-driven ways to achieve our commitments: zero footprint, zero barriers and zero compromise."

Our Approach

We continue to lean into the strength and foundation of our core values and culture, combined with an understanding of what is important to both our internal and external stakeholders, to move us forward.

To zero in on continued progress requires meeting the evolving needs of all our stakeholders, while engaging with opportunities around us. This is at the heart of our corporate citizenship approach, and it is the reason why we are focusing on The OpenText Zero-In Initiative in this report and beyond. It is an evolution that continually harnesses the power of technology for the greater good, while embracing new expectations, new investments, and ongoing feedback from our stakeholders. Our corporate citizenship governance framework sets out a structured approach to pursuing and managing activities to meet these objectives across the Company.

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, and reports on ESG matters to the Board • Responsible for reviewing and approving the OpenText Corporate Citizenship Report
Executive Sponsor **Chief Legal Officer and Corporate Secretary**	• Alongside the leadership of our CEO, provides general oversight responsibility with respect to matters of sustainability and corporate citizenship • Advises Executive Leadership Team on ESG matters
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
Corporate Citizenship Team	• Leads development and implementation of Corporate Citizenship strategy • Measures program progress • Produces Corporate Citizenship reporting and oversees communications
Corporate Citizenship Working Group	• In addition to the levels in our governance framework, a working group comprised of the VP Corporate Citizenship, VP, Chief Communications Officer, & VP, General Counsel - Corporate, and SVP Investor Relations meet on a weekly basis to assess trends, review plan progress, and discuss opportunities for new reporting disclosures.
Corporate Citizenship Champions	• Global representatives at the site level who help to implement Corporate Citizenship awareness and employee engagement programs

Michael Acedo
Chief Legal Officer and Corporate Secretary

"We're proud of the impact we're making - for our people, our planet, our communities, and our customers. Our governance framework is a strong foundation that helps us deliver meaningful programs, with a priority on trust and transparency."

Our Approach

Corporate Citizenship Priorities

As a global organization committed to corporate citizenship, we understand the need to align our operations under the common focus of sustainability. In FY21, our Corporate Citizenship team formally defined priorities by establishing a set of topics to guide its strategy and programs. These topics set a baseline against which we can monitor potential risks and opportunities and identify emerging issues that could affect future business success and stakeholder relationships.

The process we undertook in this prioritization exercise was informed by the Global Reporting Initiative's (GRI) Principles for Defining Report Content and included research, surveys, workshops, and analysis. The steps consisted of topic identification from internal and external sources, topic prioritization and validation.

Based on internal and external sources, we identified a range of priority ESG topics that could impact our business and stakeholders, and could influence the decisions, actions, and performance of our organization.

In FY22, our Corporate Citizenship team continued to refine and assess priorities to guide its strategy and programs, including our OpenText Zero-In Initiative. As a result of our Zero Footprint commitments, in FY22, we decided to elevate a topic to a corporate citizenship priority: Environment & Product Impact. For further details about our prioritization exercise, please see our FY21 Corporate Citizenship Report.

Data Privacy & Information Security
- → OpenText Privacy Policy
- → GDPR commitment
- → Information Security Management Approach

Equity, Diversity & Inclusion
- Equity, Diversity and Inclusion Policy
- Accommodation Policy
- Respect in the Workplace Policy
- Workplace Harassment & Discrimination Policy US

Culture & Human Capital Development
- Training for Professional Development Policy
- → Global HR Learning & Development
- → Recognizing OpenText Navigators

Financial Performance
- → Investor Engagement
- → Financial Reporting
- → OpenText Corporate Giving Program

Environment & Product Impact
- → Environmental Policy
- → Supplier Code of Conduct
- → CDP submission

2022 Corporate Citizenship Report │ GRI 102-46, 102-47, 103-201

Stakeholders

Understanding and addressing the expectations of our stakeholders is essential to our approach to corporate citizenship. Feedback and insight are fundamental to building successful relationships. In everything we do at OpenText, we aspire to establish relationships that build trust, convey mutual respect, and support our efforts to create shared value.

As we continue to evolve our corporate citizenship program and introduce new corresponding initiatives, such as The OpenText Zero-In Initiative, we will continue to engage with internal and external stakeholders through meetings, surveys, industry presentations, digital events, or other interactive initiatives. By listening to all our stakeholders, we are better equipped to meet and exceed expectations and help fuel sustainable growth.

Stakeholder	How we engage		
Employees	• Biannual global pulse survey • Onboarding surveys • Exit interviews	• Regular team meetings and 1:1s • CEO Summit Series – live streamed events, often with notable guest speakers	• Career Week • Site Leader activities
Customers	• Innovation labs • Customer loyalty and satisfaction surveys • Customer recognition programs	• Customer events • Advisory councils • User groups • Customer forums • Customer advocacy program	• Customer webinars • Monthly e-newsletter, alerts, and advisories • 1:1 interactions with customers
Partners	• Regular business planning sessions • Partner Success Manager Assignment • Partner recognition programs	• Co-innovation labs for joint products and GTM motions • Technical documentation sharing to certified partners • Developer engagement	• Annual Partner market planning • Partner newsletters • Partner training development funding
Investors	• Strong commitment to regular, transparent, and active communication with shareholders and potential investors • Regular meetings between management and shareholders, including large institutional shareholders	• Regular quarterly earnings conference calls that any shareholder can access on the corporate website • Periodic Investor Day and business strategy updates • Annual General Meeting (AGM) of Shareholders	• Annual Report and Management Information Circular • Investor Relations website • Quarterly Shareholder Letter
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	• Supplier Code of Conduct
Industry Analysts	• Strategic Advisory Sessions to discuss business strategy	• 1:1 meetings with executives	• Meetings, inquiry calls, surveys, briefings

2022 Corporate Citizenship Report | GRI 102-21, 102-40, 102-42, 102-43, 102-44

External Partnerships and Commitments

Building a better world requires collaboration across companies, sectors, and borders. OpenText has joined various industry initiatives to help accelerate progress and impact.

OpenText signed on to the UN Global Compact (UNGC) 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. Through our participation, we are gaining a deeper understanding about how innovative technologies can disrupt climate change and accelerate progress on all of the Sustainable Development Goals.

EcoVadis is a trusted third-party provider of business Corporate Social Responsibility (CSR) ratings. Many of our customers use EcoVadis to assess their suppliers in four categories: environment, labor & human rights, ethics, and sustainable procurement. OpenText currently has a Silver rating, which ranks us in the top quartile of companies evaluated by EcoVadis.

Lakehead University in Thunder Bay, Ontario, Canada provides education to the largest population of Indigenous university students in Canada. As part of Truth and Reconciliation, OpenText aims to create jobs for Indigenous interns from this Canadian university. A partnership was created and blessed by local Indigenous Elders at a ceremony attended by our CEO, Mark J. Barrenechea. This summer, we welcome our first cohort of students from Thunder Bay across multiple business units within OpenText.

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 both board well and senior management levels. The goal is for 30% of board seats and executive roles to be held by women by 2022.

Howard University is a Historically Black College and University (HBCU) located in Washington DC, U.S., and is the alma mater of the current vice president of the United States, Kamala Harris. This joint partnership was forged between OpenText and Howard for the purpose of recruiting Black interns and Black new graduates. This is a part of our equity, diversity and inclusion goals for OpenText to create jobs for under-represented populations and provide an inclusive work environment.

OpenText is a global Supporter of Catalyst, a non-profit working with leading companies to help build workplaces that work for women. Founded in 1962, Catalyst drives change with pioneering research, practical tools, and proven solutions to accelerate and advance women into leadership — because progress for women is progress for everyone.

OpenText is a member of the Boston College Center for Corporate Citizenship, the largest member services organization dedicated to advancing CSR and the corporate citizenship performance of companies.

OpenText is a member of the Environmental Paper Network's Paper Calculator Power User Program. Power Users are investing in solutions to create transformational change by ensuring that paper production and use contributes to a clean, healthy, just, and sustainable future for life on earth.

CDP Global is an international non-profit organization that runs the global environmental disclosure system. Our annual CDP submission outlines how OpenText manages the risks and opportunities presented by climate change and discloses our key environmental impacts.

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 and establish the trust of our customers, employees, investors, suppliers, and the communities in which we operate. Gaining trust starts with conducting our business to the highest standards of ethics and integrity.

Doing what is right

We are committed to conducting our business ethically and in compliance with the letter and spirit of all applicable laws and regulations. There will be zero compromises when it comes to doing what is right. 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. On an annual basis, employees are required to complete training and their certification indicates an understanding of and compliance with our Code of Business Conduct and Ethics.

For Fiscal Year 2022, 100% of our employees have completed our Code of Business Conduct and Ethics training.

Other initiatives in support of our ethics framework include risk assessments that focus on topics such as fraud, corruption, and tax evasion laws.

OpenText implements several programs and activities to help prevent, identify, and root out any potential corruption or fraud. Our internal audit team, at least annually, conducts country risk assessments and anti-corruption audits, which periodically result in improvements to our Anti-Corruption Compliance Program, including increased resourcing, monitoring, and training on corporate policies.

We have a number of channels to communicate and report possible violations including a 24-hour compliance hotline service. We are committed to maintaining a workplace where employees, officers, and directors can raise concerns on a confidential basis, free from discrimination, retaliation, or harassment, anonymously or otherwise.

Respect for human rights

Our Human Rights Statement outlines the following commitments:

- providing a workplace that is free of harassment and discrimination, and in which all staff treat each other with respect,

- achieving a workplace free of barriers that may prevent employees from being able to perform their work to the best of their ability, and

- providing 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 any other basis protected by applicable laws.

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 have multiple processes and systems in place to identify and report human rights issues, which are available to all employees, directors, and officers of OpenText.

We also have a robust background check policy and recruitment process to ensure 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 – underscoring our pledge to advance Equity, Diversity & Inclusion (ED&I).

Our annual Code of Business Conduct and Ethics training covers human rights issues and is proactively communicated to new employees and attestation to the policy is included with our annual mandatory compliance training. Additional training is provided in specific regions or countries where legally required. See our People section to learn more about our labor practices.

Madhu Ranganathan
Executive Vice President,
Chief Financial Officer

"In our increasingly complex and connected world, we recognize the importance technology has to transform lives and make businesses, people, and the planet better. While embracing new expectations, securing new customers, and expanding cloud capabilities, we will make zero compromises on what matters most. Ethical conduct, integrity, and good governance remain fundamental to our success."

2022 Corporate Citizenship Report | GRI 102-16, 103-205, 205-1, 205-2, 103-412, 412-2

Business Conduct

Tax Management and Governance

Tax is an integral component of our overall ESG responsibility and sustainable long-term performance. Our tax planning activities align with OpenText's business model with a view to enhance value for our shareholders. OpenText adheres to applicable laws for its tax reporting, while exercising internal controls over processes for tax compliance, planning, tax payments and financial reporting on a quarterly basis.

Our internal processes also regularly evaluate, manage, and monitor tax risks. We reflect implications of tax risk in our consolidated financial statements as required by applicable Generally Accepted Accounting Principles (GAAP). We fully comply with disclosure requirements pursuant to financial reporting standards and applicable tax laws and regulations. We also comply with the requirement to prepare the Country-by-Country Report (CbyCR) for the consolidated group. Our interactions with tax authorities are performed with openness, professional integrity, and respect.

Development of and adherence to tax management principles is the responsibility of senior leadership within the organization. Senior leadership provides regular updates to, and receives guidance from, the Chief Executive Officer on tax matters, and reports quarterly to the Audit Committee of the Board of Directors, as well as OpenText's full Board of Directors on any material tax developments to ensure appropriate oversight.

Sustainable Procurement and Ethical Supply Chain

In keeping with our Supplier Code of Conduct, we expect all of our suppliers to behave responsibly, ethically and sustainably. Our supplier agreements clearly illustrate that suppliers must provide goods and services in accordance with our Supplier Code of Conduct, and that all OpenText policies and procedures must be adhered to. Where our agreement is not applied, we include our own language requiring the supplier to adhere to our Supplier Code of Conduct. Our purchase order terms and conditions, together with our supplier agreements, include a termination clause for non-compliance of our Supplier Code of Conduct as a material breach. We prioritize suppliers who demonstrate that they have embedded sustainability within their products, their operations, and their supply chains.

Our central procurement team manages the procurement of goods and services in accordance with our organization's procurement policies and formal tendering procedures.

Active monitoring of our top suppliers provides us with a means to further ensure they are compliant with relevant legislation and key elements of our Supplier Code of Conduct. Suppliers identified as having a higher risk are requested to provide additional information to ensure they have social and environmental policies and practices in place to mitigate.

2022 Corporate Citizenship Report │ GRI 205-1, 205-2, 207-1, 207-2, 207-3

Business Conduct

Additionally, we:

- Continue to monitor against various government sanctions, violations (including labor, health and safety, ethical/regulatory and environmental matters) and financial/credit risks using our supplier risk monitoring solution. The solution reviews the percentage of suppliers that fall into medium or high-risk categories.

- Provide ongoing supplier risk management training packages to our Procurement team working with our suppliers.

In FY23, we will require a statutory declaration to be signed by suppliers identified as medium and high-risk by geography and type of service. Suppliers will declare they will provide services aligned with applicable legislations worldwide.

Our Request for Proposal (RFP) template includes risk analysis questions for prospective suppliers, to elicit information on a supplier's business model and how its supply chain is engaged, as well as the composition of a supplier's workforce. Our RFP also now includes sustainability criteria, including whether suppliers report on their social and environmental performance, have public commitments and goals, and whether they have third party sustainability certifications corporate-wide or specific to the products/services they supply to OpenText.

Supplier Diversity

Our commitment to ED&I extends to our supply chain. We welcome and encourage diverse suppliers including, but not limited to minorities, women, LGBTQ+, persons with disabilities, and veteran-owned business as suppliers and subcontractors.

We expect all our suppliers to conduct themselves in a manner consistent with our Supplier Code of Conduct and to have their own internal policies and practices to promote ED&I across their organization and supply chain.

OpenText launched a supplier diversity audit pilot with select suppliers, which helped us better understand our suppliers' approach to diversity and how it supports our ED&I pledge. This was completed with support from our Internal Audit team. We plan to continue enhancing our supplier diversity audit to share ideas, learn from our suppliers, and inform our policies.

Business Conduct

Enterprise Risk Management

Our Enterprise Risk Management (ERM) program drives the identification, analysis, and management of risk across OpenText. The Board has overall responsibility for risk oversight. The Board is responsible for overseeing management's implementation and operation of ERM, either directly or through its committees, which report to the Board with respect to risk oversight undertaken in accordance with their respective charters. At least annually, the Board reviews with management the risks inherent in the business of the Company including appropriate crisis preparedness, business continuity, information system controls, cybersecurity, disaster recovery plans, and ESG matters, the appropriate degree of risk mitigation and risk control, overall compliance with and the effectiveness of the Company's risk management policies, and residual risks after implementation of controls.

Risk identification

Through a combination of both a formal risk methodology and management's involvement in daily operations, risks are identified/logged and profiled.

Management considers risks that can arise from both external and internal factors including the following:

1. External Factors

- Technological developments

- Changing customer needs or expectations

- Competition that could alter marketing or service activities

- New legislation and regulation that could force changes in policies and strategies

- Natural catastrophes, including extreme weather events caused by climate change, that could lead to changes in operations or information systems

- Economic changes that could have an impact on management decisions

2. Internal Factors

- Significant changes in policies, processes, or personnel

- Potential for fraud, including incentives and pressures for employees and fraud opportunities

- Disruption in information systems processing

- The quality of personnel hired and methods of training used

- Changes in management responsibilities

Risk analysis and mitigation

Once the significance and likelihood of risk have been assessed, management considers how the risk should be managed. Risk assessment reviews are performed as a component of routine management meetings where risks are analyzed through strength, weakness, opportunity, and threat (SWOT) analysis by members of executive management. Risk Mitigation includes identifying, selecting, and developing activities to adequately address risks. The organization has documented policies and procedures to guide personnel throughout this process.

Business Conduct

Business Continuity

OpenText engages in Business Continuity and Emergency Management (BCEM) programs to mitigate, prepare, respond, and recover from potential threats to our Company. Through our Business Continuity and Emergency Management program, we have developed plans 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

The Business Continuity Core Committee (BCCC) supports our goals for advancement of BCEM program oversight. Local offices have a representative on the Core Emergency Response Teams (CERTs) who are responsible for providing localized knowledge of employees, facilities, and incidents at their location. We are supported by an active Executive Leadership Team (ELT) that provide strategic direction during large scale responses to incident(s). Our ELT and BCCC provide a dynamic crisis management process for all levels of incidents, including multi-location incidents.

Our program and plans follow an all-hazards approach with a focus on identifying single-point failures and assigning the resources required to ensure continued operations, regardless of the incident level.
This enables OpenText to maintain operations during various unforeseen incidents which may cause a disruption. OpenText continues to mature the BCEM program with each incident, creating opportunities to improve efficiency and effectiveness.

Ukraine crisis response

With the onset of the Ukraine crisis, OpenText immediately initiated an organized response. In the hours after the invasion, CEO Mark Barrenechea announced an end to all travel and direct business in Russia and Belarus and with known Russian-owned companies. Together, the Business Continuity Team and Shield, our pandemic response team, created the Ukraine Response Team to support employees by addressing questions or concerns related to the crisis. A central Ukraine Response landing page with FAQs and resources was also created to openly share how OpenText is standing with the people of Ukraine. From an external perspective, protecting customer and partner data remains our top priority. OpenText will continue to adopt a proactive and vigilant approach in monitoring cyber-threats. More details on our Ukraine response can be found in the Community Engagement section of the report.

Data Privacy & Information Security

Data is at the center of everything we do and protecting it is crucial. As an employer and service provider, our staff and customers count on us to anticipate and actively manage all information security and data privacy risks. Our success and the success of every stakeholder depends on this.

When processing personal information, OpenText prides itself on embedding the data protection principles of:

- Lawfulness, fairness, and transparency
- Purpose limitation
- Data minimization
- Accuracy
- Data retention and limitation
- Integrity and confidentiality
- Accountability

Upholding best practices

OpenText maintains industry best practices for incorporating data protection and privacy into our daily activities, as defined by our ISO 27001:2013 Global Information Security Management System.

OpenText complies with all applicable privacy standards, including the General Data Protection Regulation (GDPR) and those outlined by the U.S. Department of Commerce regarding the collection,

use, and retention of personal information transferred from the European Union, the United Kingdom and/or Switzerland to the U.S. OpenText has certified to the U.S. Department of Commerce that it adheres to the Privacy Shield Principles.

A dedicated approach to data protection

The digital and privacy landscape is constantly evolving and OpenText prides itself on keeping pace with this change. We have embedded a privacy conscious culture across the company that is driven by leadership, encouraging creative and innovative ways to embed privacy and data protection across our ways of working. We continue to drive privacy and data protection into OpenText's vision and strategy by:

- Having a dedicated Privacy team responsible for delivering OpenText's privacy strategy.
- Embracing a network of privacy leads situated across key business functions, supporting key privacy activities, and embedding a privacy conscious culture.

- Adopting a "privacy by design and default approach" to illustrate how we process personal information and ensuring appropriate technical and organizational measures to implement the data protection principles and safeguard individuals' rights.
- Ensuring employees complete mandatory security awareness and privacy training when 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 committed to protecting the personal information of customers, employees, channel partners, suppliers, and other stakeholders. We 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 a single global privacy management program and controls framework, which enables us to meet the regional and country–specific Data Privacy requirements for countries where OpenText operates. This includes adopting the GDPR as our global standard and building on this in line with all global privacy regulations.

As mandated by data protection legislation, all processing activities are recorded, and risk assessments are performed for all high-risk activities involving personal information. OpenText has defined a Security Incident Response Process (SIRP) that governs and directs our response to information security incidents.

In circumstances where the confidentiality, integrity and/or the availability of personal information is compromised, the SIRP will invoke the Privacy Incident Response Process (PIRP). The PIRP ensures all actual and suspected personal information security incidents are managed in line with global privacy regulations and standards. The PIRP also mitigates any adverse impact on data subjects, our customers and reporting obligations, and incorporates lessons learned to our ways of working.

Renee McKenzie
Senior Vice President,
Chief Information Officer

"As a data-driven organization, safeguarding personal information for our employees, customers and partners is paramount and is interwoven in everything we do. The data privacy environment constantly changes, and we will quickly adapt to ensure our privacy conscious culture keeps pace with these changes so our customers can focus on serving their users, employees, and other key stakeholders."

Information about our commitment to privacy rights is available on the OpenText website:

→ *Privacy Policy*

→ *GDPR*

2022 Corporate Citizenship Report | GRI 103-418, 418-1, 103-412

Data Privacy & Information Security

Information security

As we embark on a hybrid return-to-office strategy, we are guided by five essential technologies: Cloud, Edge, Security, Application Programming Interface (API) Services, and Data and Artificial Intelligence (AI).

The Cloud plus the Edge are top priorities due to widespread decentralization, work from anywhere, 5G, and global connectivity. From the Cloud to our API services to AI, the information contained in these platforms must be secure. Without a secure and trusted platform, nothing else matters, which is why we have a robust Information Security Risk Management Methodology in place.

Management approach, methodology, and certifications

In the face of rising cyber risks, our customers depend on us to continuously deliver the intended operational outcomes. 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 and other compliance requirements. Our information security risk strategy applies to both corporate and commercial data. Information security risk is also evaluated and managed when OpenText data assets are hosted or transacted by a third party.

Risk framework and methodology

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 impact 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.

The role of our ISMS executive steering committee is to report 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:

- Following up on actions from previous management reviews

- Ensuring the integration of ISMS requirements into the organization's operational processes

- Ensuring that the resources needed for the ISMS are in place

- Communicating the importance of effective information security management and conforming to the ISMS requirements

- Ensuring that the ISMS achieves its intended outcome(s)

- Directing and supporting persons to contribute to the effectiveness of the ISMS

- 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 (National Institute of Standards and Technology) standards.

OpenText is ISO 27001 certified for particular commercial services and platforms. The Company has detailed technical and organizational security measures in place which are used in the provision of services.

Incident management

Sophisticated incident response processes are in place and are tested annually, including through consultation with third parties to help ensure industry best practices. The incident management process is fully measured and documented. Incident information is considered confidential unless we are required to disclose in accordance with applicable laws.

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. Employees are trained to be vigilant of suspicious activity and are provided with means to report incidents for analysis by the Security Operations team. 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. We recognize the importance of being resilient at home and offer our leading Webroot security software to all employees for home use.

2022 Corporate Citizenship Report | GRI 103-418, 418-1, 103-412, 412-2

Our People

**OpenText is staying focused on what matters most: its people. Equal access equals opportunity.
By empowering an inclusive environment, we are committed to our employees' success and creating a
culture that supports and advances Equity, Diversity & Inclusion (ED&I) – committing to zero barriers.**

We believe diversity is a driver of innovation and helps us develop products that meet the needs of the broad spectrum of organizations we serve. The future of growth is inclusive, and we are holding ourselves accountable to building a world where people face zero barriers to reach their dreams. We are pushing this commitment forward, and we are dedicated to measuring our efforts and improving upon them—day by day and year by year.

At OpenText, we foster a workplace environment that celebrates individuality. We believe that ED&I is fundamental to achieving our strategic goals and plays a critical role in driving our competitiveness, bringing more creativity, better decision-making, and enhanced innovation. OpenText is strengthened every day by the diverse perspectives, interests, and identities of our employees and customers.

Our commitment to ED&I means working toward zero barriers to performance, growth, and opportunity. It also means promoting a culture where all employees feel they belong, are respected, and feel valued for who they are.

We are aware of the systemic inequities in today's corporate environments and are committed to leading and advocating for a better shared workplace through ongoing education, programs, policies, and practices.

Our focus on supporting under-represented people, with a strong emphasis on gender, race and Black communities, has grown into bold Zero-In goals. We are committed to having a majority ethnically diverse workforce by 2030. We will do this through new strategies for recruitment and retention, and by continuing to develop our inclusive culture.

Our ED&I Team doubled this year including the addition of a VP of ED&I. ED&I is sponsored by our CEO & CTO leading our ED&I Steering Committee with representation by the Chief Legal Officer, Chief Human Resources Officer, VP of ED&I, VP of Corporate Citizenship, and Director of ED&I. Under the Steering Committee, an ED&I Council helps provide guidance and contributes to the planning of the Impact Team initiatives.

With determination, we continue to nurture initiatives in our five strategic pillars for ED&I: Awareness, Hire & Develop, Civic Action, Power of Business, and Analysis & Governance. Within each of our pillars, our volunteer Impact Teams work to advance key initiatives. All OpenText employees are encouraged to participate in our ED&I programs and initiatives, and we are pleased to have grown participation to over 1,400 active Impact Team participants globally.

1. Awareness

Employee Affinity Groups

Our affinity groups create opportunities for personal and professional development and an increased sense of belonging for OpenText employees. In 2020, we launched our first affinity group, Women in Technology (WIT), and in 2021 we expanded to add: Black Employee Empowerment, LGBTQ+ Queers & Allies, and Indigenous & Allies.

Yvonne Thomson
Vice President, Equity, Diversity & Inclusion

"At OpenText, we believe everyone deserves equal treatment and opportunity. Our aim is to provide a culture of inclusion, allyship and belonging for all employees by breaking down barriers that are standing in the way for marginalized and underrepresented groups. By creating a more diverse workforce and advocating for equity, we can come together as equals to solve some of the world's biggest challenges."

Our People

We started leadership workshops within WIT and have expanded to offer these workshops to the other affinity groups and across time zones. Mentoring is also available to our affinity group members. We have created leadership circles in the affinity groups to give employees the opportunity to develop leadership skills and to be representatives for the groups as they help shape OpenText ED&I plans and programs.

Training

We believe we are all responsible for supporting and promoting our ED&I aspirations on a global level and leaders play a key role in ensuring their team members are supported, celebrated, respected, and given equitable access to opportunities. Equity, Diversity & Inclusion training for managers was designed and delivered to provide the tools and insights to support these aspirations and foster a stronger workplace at OpenText. In addition, we have made anti-bias in hiring training available to all of our managers.

As part of our Indigenous internship program, we added sensitivity training for all hiring managers of under-represented interns across the globe.

Celebrations

The rich diversity of the world is reflected in the global OpenText community, and there are many ways for employees to participate in our global and regional activities. We celebrate special holidays and honor significant dates, such as Dr. Martin Luther King Jr. Day, Black History Month, Pride Month, International Women's Day, Holi, Juneteenth, Mental Health Awareness Month, and more. Annually, we host four global events, Pride, Truth and Reconciliation, Black History Month, and International Women's Day. We strive to bring global and regional events that encourage open conversations on ED&I topics and emphasize the importance of these values with our employees. On important dates like these, our ED&I Awareness Impact Team comes together to organize activities that include educational resources, employee participation events, regional celebrations, and a CEO broadcast with inspiring external guest speakers.

2. Hire & Develop

Mentorship

This year we expanded our WIT Mentorship program to be the OpenText Mentorship program, providing access to mentoring for all of our affinity group members. We created training programs for mentors and mentees and designed an internal application system to help track matches.

OpenText Global Gender Profile

30% Women make up 30% of OpenText's global workforce

26% Women make up 26% of OpenText's management roles

33% Women make up 33% of OpenText board members

Our People

Recruitment

We continue to nurture meaningful partnerships with diverse sourcing tools like MentorAbility Canada, WomenHack and Hiring Our Heroes and have expanded to partner with universities with large under-represented populations. In addition, we are piloting tools for creating more inclusive job descriptions.

As an active participant in Canada's Truth and Reconciliation, OpenText acknowledges the importance for businesses to build respectful relationships with Indigenous peoples, ensure equitable access to jobs, training, and education opportunities in the corporate sector. With this in mind, we launched the ED&I Navigator Internship Program by partnering with Lakehead University on an internship program to create pathways to digital jobs for Indigenous students. We welcomed our first cohort of students in the spring of 2022. Also, included in the ED&I Navigator Internship program were students from Howard University (an historically U.S. Black University).

We are committed to improving representation across our workforce and endeavor to exceed the industry average by making our leadership positions geographically flexible and striving to interview diverse individuals for every open leadership opportunity. We take a holistic approach to making OpenText a great place to work by creating a work environment with zero barriers – an environment where employees want to stay, grow, and thrive by fostering a safe and inclusive space for all employees. We believe in equal opportunity for all, and with this in mind, we work hard to ensure that our open positions are accessible and desirable to all who are interested in applying, including non-confidential Vice President level positions.

3. Civic Action

At OpenText we endeavor to help build a better world with a strong commitment to the communities where our employees live and work. For instance, OpenText recently signed the Human Rights Campaign business statement about anti-LGBTQ+ Legislation, calling for public leaders to abandon or oppose efforts to enact anti-LGBTQ+ legislation. OpenText remains uncompromising in our commitment to being a workplace where everyone feels safe and free to be their truest and most authentic selves.

As part of our ED&I journey, we are committed to reviewing charitable opportunities with an ED&I lens.

Tiffiney Strickland
IT Service Analyst,
Information Technology, Virtual Canada

"My Navigator internship experience gives me the opportunity to branch out of my comfort zone and learn new skills related to information technology, while also providing support to OpenText employees. I have learned to effectively manage tickets, workflows and troubleshoot, and I look forward to more exciting experiences to come my way."

Matthew Chege
Equity, Diversity & Inclusion (ED&I) Technical Consultant,
Human Resources, Virtual U.S.

"As a Technology Consultant within the ED&I group, I have been able to work on an allyship video and I am providing improvements to the company's mentorship app. My journey so far is filled with knowledge and support, and I know I will continue to learn and form more impactful relationships"

Our People

4. Power of Business

OpenText understands that how we conduct business, and who we do business with, matters in helping create a fairer world. This impact team looks at ways in which we can use the power of our business to advance ED&I internally and externally.

The outcomes of this Impact team included not only diverse procurement goals and data analysis but also includes reviewing our Sustainable Procurement, Code of Conduct, and Network Community policies with an ED&I lens. Internally, we published an extensive technical glossary redefining biased technical language.

We are using the power of data to analyze diversity within OpenText. This year, we completed an extensive analysis with the goal of expanding our global demographic data. The data findings are being applied internally and we will launch a detailed and mindful data capture opportunity for our employees in several new countries this year.

We have a zero-compromise approach to inclusivity and doing what's right when it comes to governance. With that in mind, we have created a policy steering committee, led by our VP of ED&I, to ensure all our policies and processes reflect our commitment to ED&I.

Our pillars continue to serve as a framework of focus areas and will continue to evolve as we identify new opportunities for ED&I growth and progress.

Employee Survey

Our survey welcomes employees to provide feedback on their experiences at OpenText. Survey insights help us assess employee sentiment regarding strategic alignment, personal impact, recognition, work/life balance, career development, engagement, and inclusion. In our surveys during the pandemic, November 2020-March 2022, our employee response rate averaged 82%. In our most recent survey, our results increased across all survey categories. Engagement was at a record high along with 'Recognition' and 'Growth & Development'.

Learning & Development

Whether development means deepening mastery in one's current role or progressing to new ones, we are committed to supporting employee development along the way. OpenText believes the richest learning happens on-the-job. From opportunities to work on new products, to the chance to evolve our cloud technology, growth is at the center of our employee experience. We enhance these hands-on learning experiences through formal learning opportunities.

We offer an Education Allowance Benefit to all employees which provides support annually. The program is designed to meet all personalized development goals, from technical to business skills. Past recipients of the program have leveraged its support to obtain their Master of Business Administration (MBA) degree, pursue their Project Management Professional (PMP) designation, maintain their Chartered Professional Accountant (CPA) accreditation, and enhance their in-role skills through a variety of specialized programs.

OpenText also provides substantial opportunities for employees to learn through in-house training programs and individual development plans.

Many of our business functions and regions offer a tailored curriculum, supported by their leaders, grounded in current business and development needs, and facilitated internally. These curriculums are typically blended offerings, including both facilitator-lead and self-directed training. They provide structured role-based onboarding, as well as ongoing professional development. Some of our functions offer comprehensive programs include Sales, Professional Services, Customer Support, Engineering and Information Technology.

Our People

OpenText also offers several corporate in-house training programs which are global and cross-functional. Here are some examples:

Onboarding: OpenText offers a clearly defined onboarding roadmap to new hires and their hiring managers. The onboarding journey begins as soon as the offer is accepted. New hires are sent an onboarding guide outlining what they can expect from their experience on day 1, week 1, month 1 and beyond. Our onboarding program combines manager touchpoints, a peer buddy, targeted experiences, and key training courses.

All corporate onboarding includes information about mission, purpose and values, employee programs, our systems, culture and customers. Each function has a unique onboarding program to get new hires welcomed and actively contributing in their area of expertise as quickly as possible – ensuring a rich combination of in-person and virtual connections.

ED&I: To support OpenText's ED&I goals and programs, OpenText launched our "Leading a Diverse Workforce" virtual course to all global Managers. This course outlines OpenText's approach to ED&I and how we are making an

impact as a business. It also highlights the impact of our managers as they put our ED&I strategy into action and how all managers can imbed ED&I into their daily actions. This course is now a key component of the onboarding for all new managers, ensuring that our culture continues to build on this strong foundation.

Manager Development: OpenText provides all managers with a tailored manager curriculum to allow them to understand and execute their responsibilities as a people leader. This virtual curriculum is designed to align all of our managers in the talent philosophies that ground our policies and to provide clear directions as to what we expect from our leaders. Topics include our talent system, performance management, compensation, hiring the best and creating a culture of recognition. This curriculum is enhanced every year to provide support for the current needs our managers are experiencing. We do this through on-demand tools, resources, self-directed training courses and live virtual sessions.
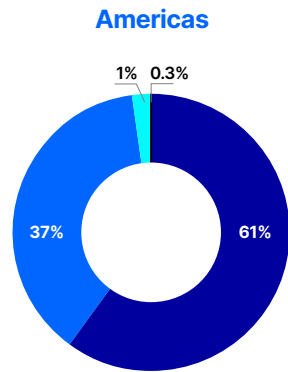
Our People

Workforce by contract and region

Contract Type	Americas	EMEA	APAC	TOTAL
Permanent	7,053	2,698	4,802	14,553
Temporary	91	14	124	229
Total	7,144	2,712	4,926	14,782

Diversity of workforce by age group

Age Group	Employees	% of Employees
Under 30	2,937	20%
30-50	8,079	55%
51+	3,766	25%

Workforce by region and country*

Americas	Total 7,144
EMEA	Total 2,712
APAC	Total 4,926

Americas

- 61% US
- 37% Canada
- 1% Brazil
- 0.3% Other Latin America

EMEA

- 30% Germany
- 28% UK
- 17% Other EMEA
- 9% Ireland
- 8% France
- 5% Netherlands
- 4% Finland

APAC

- 62% India
- 26% Philippines
- 5% Other APAC
- 4% Japan
- 3% Australia

* Percentage values are rounded and may not total 100%

2022 Corporate Citizenship Report │ GRI 102-8, 405-1

Our People

The Diversity of our People – North America

In support of our ambition to foster ED&I across our workforce, we set out in 2022 to better understand our ethnic diversity within North America. In 2022, we conducted comprehensive outreach campaigns to our 7,000+ U.S. and Canada employees asking them to update their personal profile information on a ***voluntary basis*** to tell us more about their ethnicity. It is important to us that our disclosures reflect the voluntary declarations of our employees. The disclosure rate increased by five percent in the last year, and we will continue encouraging employees to share their demographic information in the effort to improve our data scope and impact the design of our ED&I programs across the organization.

As depicted in the graphs below, 84% of our Canadian employees declared their visible vs non-visible status, and 63% of U.S. employees declared their ethnicity on the basis of white vs non-white.

As of June 30, 2022, the composition of our workforce who voluntarily disclosed their self-identified ethnicity information in the United States and Canada is as follows:

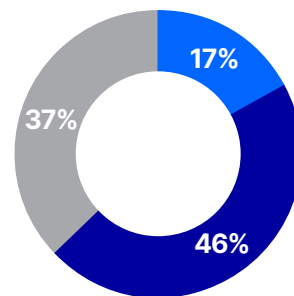| United States Workforce Ethnicity*	% of Employees
Non-White	27.49%
American Indian/Alaskan Native	0.44%
Asian	12.75%
Black or African American	5.21%
Hispanic or Latino	6.96%
Native Hawaiian or Other Pacific Island	0.15%
Two or More Races	2.00%
White	72.51%
Grand Total	**100.00%**

*63% of U.S. employees self-declared their ethnicity in accordance with traditional U.S. census categories

Canada Workforce Ethnicity

16%
56%
28%
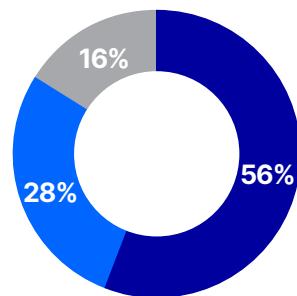
- Not a visible minority
- Visible minority
- Undeclared

United States Workforce Ethnicity

17%
37%
46%

- White
- Non-white
- Undeclared

Our People

In Canada, we gave employees the ability to self declare their ethnicity in accordance with traditional Canadian census categories, representation is as follows:

Canada Workforce Ethnicity*	% of Employees
Visible minority	48.72%
Arab	1.28%
Black	2.30%
Chinese	7.65%
Filipino	1.28%
Japanese	0.51%
Korean	0.77%
Latin American	5.36%
Other	5.36%
South Asian (E.g., Indian, Pakistani, Sri Lankan)	21.43%
Southeast Asian (E.g., Vietnamese, Cambodian, Thai)	0.77%
Not a visible minority	51.28%
Grand Total	**100.00%**

*15% of Canadian employees self-declared their ethnicity in accordance with traditional Canadian census categories

As we develop our talent programs to unleash the proven potential that comes from diverse perspectives, we regularly review pay programs and practices to ensure that employees in common roles are paid equitably. This includes a clear, open commitment to employees that if they have any concerns about the internal equity of their role, that it will be reviewed right away. We take proactive actions in adjusting as part of our internal review process.

In both Canada and the United States, we have reviewed visible minority (non-white) vs. non-visible minority (white) pay differences across common roles, locations, and experience levels. Our analysis, based on the voluntary data available, indicated no systematic pay gaps between the groups. We have a principle of equal pay for equal work, which we believe we have achieved in our workplace, and we are committed to continuing this practice. As we continue to increase the number of employees providing us with their ethnicity data, we will continue to advance and refine our pay analysis and disclosures to ensure our commitment to fair pay continues to be realized.

Our People

Our benefits

We continue to offer a wide variety of group benefits including medical, life, and disability benefits in over 30 countries. In addition, we offer competitive retirement programs and savings plans for employees to save for their future. In many countries, we have enhanced our global Employee Assistance Programs, 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. Globally, our benefits include, but are not limited to:

Benefits at a glance

Medical dental and vision coverage	Group retirement savings plan	Pension contributions
Education reimbursement	Global employee assistance program	Employee stock purchase plan
Fitness and wellness reimbursement	Out of country emergency medical expenses	Life insurance
3 paid volunteer days per year	Professional membership assistance	Short and long-term disability benefits
Referral bonus programs	Childcare assistance programs	Flexible spending plans
Accidental death and dismemberment benefits	Home and auto insurance discounts voluntary	Transportation benefits
Patent incentive program		

In Fiscal Year 2022, as part of our expanded ED&I initiative, we enhanced our maternity and parental leave benefits in Canada, U.S., and India. Additionally, we implemented a new family care leave allowing employees to take up to two weeks of paid leave off to care for a sick family member. Lastly, we implemented an adoption allowance in these three countries supporting employees through the costly adoption process.

Specific to the U.S., OpenText is ensuring coverage and treatment for abortion, parental leave, adoption, infertility, gender re-assignment, post traumatic stress disorder and mental health is protected. If a state passes laws restricting these rights and benefits, OpenText will ensure employees' health coverage is supported in another U.S. state and will make sure the benefit is covered and received.

To further support employee wellbeing, in FY22 we designed a new Well+Being brand aimed at providing our growing global workforce with more choice and support. We also saw enhancements to existing programs including enhanced retirement benefits in Canada and U.S.

As we look to the future, we know that critical issues related to well-being, including mental health, will continue to be a part of our industry, our workplaces, and our communities. Employee wellness is a top priority, and our plans are in place to help make life easier and to ensure a work-life balance. We will continue to evolve our benefits programs to address our employees' evolving needs.

Jen Bell
Vice President, Chief Communications Officer

"For employees to feel valued, recognized, and motivated, we must encourage and offer opportunities for growth and take care of them (and their loved ones), especially in our current social, economic and health climate. Providing employees with competitive pay and a wide range of benefits and supports has proven to be more important than ever. Our people are at the heart of OpenText, and we can only succeed as an organization by creating an environment for them to thrive."

Our People

We regularly review our benefits to ensure they support an inclusive workforce, with the health and well-being of OpenText employees at the core. We strive to ensure that benefits reflect our culture and values. We made several improvements to employee benefits in FY22 to support those objectives.

Poland:
- Added health insurance coverage including COVID-19

Canada:
- Increased retirement program employer match
- Enhanced maternity & parental benefits
- Added family care leave
- Added an adoption allowance

Korea:
- Transitioned to a Defined Contribution retirement plan, providing employees with choice in selecting retirement savings options

America:
- Increased retirement program employer match
- Enhanced maternity & parental benefits
- Added family care leave
- Added an adoption allowance
- Increased out of state medical coverage to ensure access to provided benefits

Japan:
- Added voluntary retirement contributions to increase opportunities for employees to save for their retirement

Philippines:
- Expanded sick leave eligibility during COVID-19

United Kingdom:
- Implemented more tax efficient approaches

Malaysia:
- Added COVID-19 coverage to health insurance plan

India:
- Expanded parental leave benefits
- Implemented adoption leave
- Added adoption allowance
- Made family definitions more inclusive to ensure sex partner benefits and age restrictions for coverage of disabled children
- Expanded sick leave eligibility during COVID-19

Singapore:
- Implemented health screening program to medical care aligned with our philosophy of supporting preventative care

Australia:
- Implemented new healthcare vendor providing more flexible care to employees and their families

Our People

Compensation

To attract and retain a highly qualified employee population, we offer a competitive compensation package that reflects our core values and aligns with business strategy, consisting of base pay as well as variable and equity compensation (role dependent). Our variable compensation programs are tied to quantitative metrics and deliberately avoid individual discretion.

Our market-based compensation system enables a flexible basis for reviewing employees' compensation, relative to our local external labor markets and in response to market pay changes. This approach is applied consistently across our entire company, with salary ranges benchmarked on an annual basis against our comparator industry.

Our compensation philosophy is based on a set of principles that:

- Align with business strategy
- Reflect business and individual performance levels
- Consider market conditions/changes to ensure competitiveness
- Commit to pay equity and providing equal pay for equal work, regardless of gender, race, or other personal characteristics

- Provide full disclosure to employees on their compensation package
- Include the impact economic conditions have on granting compensation adjustments

Recognition

Our OpenText Navigator program 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 Navigator program is the opportunity to celebrate employees who model our values. Employee recognition is more important than ever, especially as we strive to maintain connections in our Flex-Office approach to work.

To support this, OpenText doubled our Navigator recognition program budget this year while also making awards more meaningful. There are multiple levels of engagement where employees, managers, and directors can nominate each other for going the extra mile. Employees are 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.

Employees are embracing our culture of recognition as program use continues to increase in FY22 Over 50% of all employees have been recognized at least once this year and over 60% of managers have recognized more than one team member.

2022 Corporate Citizenship Report │ GRI 103-401, 401-2, 103-412
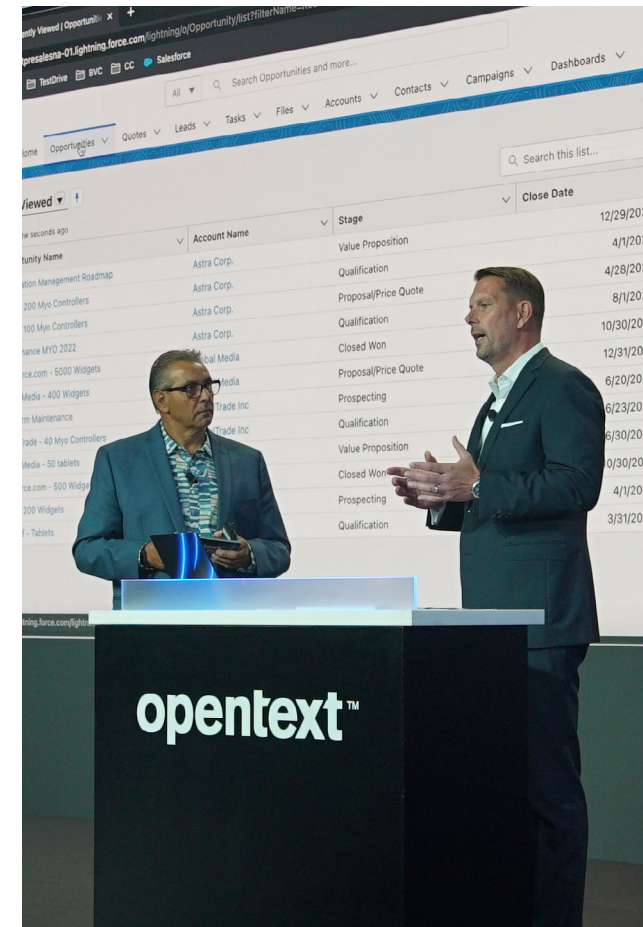
Our People

Health and safety

The health and safety of our employees remains paramount, and we are committed to maintaining a safe and healthy workplace that protects our employees, visitors, and contractors from injury and illness. Everyone has a role to play in keeping OpenText safe.

We continuously encourage employees to be aware of their surroundings and report hazards to prevent accidents and work-related illnesses. In FY22, we had 3 workplace accidents resulting in lost time. Our global lost time injury rate was 0.022 per 200,000 hours worked.

Our Health and Safety committees at select sites assist with office inspections, creating a means for employees and management to discuss health and safety issues and make recommendations to improve the workplace. The Global Workplace Security and Safety team conducts periodic reviews to evaluate the effectiveness and compliance of our health and safety program. The team continually shares resources on important topics with employees such as office ergonomics, preparing for emergencies and staying safe during the pandemic to help keep health and safety top of mind.

Our employees are empowered to take control over their well-being by improving their personal health and wellness. We encourage this by providing employees financial reimbursement for their participation in fitness programs.

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, are not tolerated and subject to full investigation and appropriate response that could include termination.

Project Shield

Project Shield, OpenText's COVID-19 pandemic response program, continued to adapt to the changing COVID-19 landscape, while ensuring a safe environment for OpenText employees, customers, partners, and communities. Last year, Shield prioritized an effective and safe Return to Office plan, with efficient processes, strong internal partnerships, and a continued focused on employee wellbeing.

Additionally, Shield is now aligned under the Corporate Citizenship umbrella – expanding our Corporate Citizenship commitment to ensure local communities are thriving, employee wellbeing remains a top priority, and the environment we operate in is healthy.

Highlights of our Return to Office plan include:

- Flexibility: Our OpenText Flex-Office approach allows employees to use our offices to their full potential, while appreciating the benefits of a more distributed workforce and operating model.

- Moments that Matter: We are #BetterTogether. Our offices will be used in a purposeful way — for the times when bringing people together drives innovation, creativity, and collaboration.

- Co-Investment: OpenText will continue to invest in software and hardware along with office redesign to support a flexible workforce where teams can collaborate and be productive.

- Co-Respect: OpenText is committed to maintaining a healthy workplace where all employees and office visitors feel safe and respected. We created a new Health and Safety Office Protocol site outlining all local/regional safety guidelines wherever we have office locations.

- We also remain committed to our Global Vaccination Policy, which requires all employees, contractors, and visitors, including customers, partners, suppliers, candidates, and vendors, to be fully vaccinated against COVID-19 to enter an OpenText office, subject to local laws. OpenText will review this policy annually.

Navigator Program

Our extended OpenText Navigator community of practitioners are dedicated to Information Management. This ecosystem encompasses customers, users, employees, developers, and partners, engaged with our solutions. The Navigator Program is an accessible learning program that leads to career-advancing certifications and other enrichment opportunities.

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 Navigators are redefining the market and mapping the future of enterprise and SMB software. The Navigator program seeks to build a community and network through customer success programs, free training and support, events, forums, industry recognized certifications, and access to OpenText leadership. In FY22, the Navigator Program expanded with the launch of the OpenText Navigator Fund to support key needs in our communities by connecting with local partners in making a difference.

For employees, Navigator delivers programs that support career development and training at OpenText. The "Celebrating Navigators" platform allows employees and managers to recognize colleagues who serve as role models, demonstrate OpenText's values, and have made a difference in contributing to our shared success. There are also additional learning, certification, and badging opportunities to enhance skills with OpenText products and be part of the broader Navigator community.

An OpenText Navigator 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 Navigator ecosystem is another way we aspire to unlock the potential of technology for the greater good.

Our Products and Customers

At OpenText, we are proud of the many ways that our unique products and capabilities can be used for the greater good, while committing to our zero-footprint pledge to reduce waste and emissions. We are helping companies transition from paper to digital processes, securely supporting those who need to work remotely, and digitizing disrupted global supply chains to ensure operational resilience in turbulent times.

Driving sustainability

As part of our mandate to help organizations thrive in a digital world, OpenText is proud to have significantly reduced the world's reliance on paper and physical storage facilities through the implementation and use of our software. Our innovative Information Management solutions decrease the business requirements for paper by making electronic documents readily available to people from anywhere on any device (laptop, smartphone, or tablet). OpenText software aids in the creation of a paperless environment through the active management of enterprise content assets. Accessing and collaborating on digital documents or online media reduces waste, unnecessary recycling, and the required physical facility storage space, helping to minimize an organization's carbon footprint on the environment.

Reducing paper, waste, and emissions

Our customers are proactively reducing their reliance on paper-based processes. Many of our products help customers reduce paper usage and eliminate the need for paper storage. The OpenText Trading Grid™ digitizes more than 33 billion transactions per year, reducing a substantial amount of paper related to these transactions by digitizing them. This paper reduction saves the equivalent of 6.5 million trees and greenhouse gas emissions of more than 922,000 tonnes of CO2e, according to calculations by the Paper Calculator from the Environmental Paper Network.[1]

opentext | Trading Grid™

Digitizes 33 billion transactions per year

Paper reduction saves 6.5 million trees

Paper reduction saves GHG emissions of 922,000 tonnes of CO_2e

[1] Source Environmental Paper Network Paper Calculator V4.0

Sandy Ono
Chief Marketing Officer

"When it comes to helping customers go from pledge to program, sustainability plays a critical role in our product development process. We help our customers meet their ambitions to reduce emissions and waste through technology. To support this growing demand, our innovation roadmap involves the acceleration of R&D investments into cloud services to help customers track and manage suppliers to meet new ESG standards."

Our Products and Customers

As companies become more aware of their carbon footprint, they are focused on rationalizing their use of energy-consuming hardware infrastructure. To help our customers achieve their sustainability goals, we are accelerating the growth of our cloud services, scaling up to meet customer demands. Our Information Management products support sustainable solutions by virtualizing servers and condensing storage requirements. In addition, we offer:

- Digitizing end-to-end purchase to pay and order to cash processes, which encourages removing all paper-based business documents from across supply chain operations

- Collaboration tools and shared content repositories, which allow geographically dispersed teams to work together in electronic workspaces, reducing greenhouse gas emissions by 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

Digitizing the supply chain

Organizations around the world use the OpenText Business Network to digitize their supply chain information flows, establish a centralized repository or directory of partners/suppliers, and consolidate information relating to their ethical and sustainable practices. Our products help our customers access supplier information, including provenance of materials, environmental performance, and insights and transparency into their supply chain.

Customer Feature

L'Oréal

With 85,000 employees, 36 brands in 150 countries and $32 billion in sales, L'Oréal's scope and supply network is vast. L'Oréal leverages solutions in the OpenText Business Network Cloud to build their supply chain of tomorrow, which empowers them to have visibility into every component and partner in their supply chain, and ensure sustainable practices.

Thomas Spiegel, Group Chief Architect, Head of Integration, Tech Factory & IT4IT at L'Oréal shared with us at OpenText World 2021, "We are looking at what tech can do to reduce the sustainability impact of our company. It's particularly true in the supply chain." He added that the partnership with OpenText has been vital in ensuring an agile and sustainable supply chain: "If we look at the way we interact with all of our main B2B providers, OpenText is at the center of it."

Our Products and Customers

Combating cyber threats

OpenText Security solutions help customers with their cyber resilience mission by embedding security and data management software and best practices across an organization. Our comprehensive, award-winning security and data management solutions deliver end-to-end cyber resilience keeping organizations' data secure and protected. If systems or data have been comprised, OpenText Security solutions stop lateral movement so that businesses can quickly recover from cyberattacks and accidental data loss.

Girl Scouts partnership

In 2022, OpenText was honored to announce a partnership with the Girl Scouts of Greater Chicago and Northwest Indiana to raise awareness about online dangers and the importance of becoming cyber resilient. The educational initiative was developed to teach Girl Scouts, and their families, how to identify and protect themselves from cyber threats while developing female leaders for today and tomorrow. Included in the initiative is the development of a new Cyber Resilience patch program.

Voice of the Customer

At OpenText, we are constantly working to improve the customer experience by understanding our customers better than the competition, creating powerful and differentiated experiences, and growing our position as an industry leader.

Our Voice of the Customer program drives our customer experience initiatives by collecting, understanding, and sharing information that puts the customer at the center of everything we do. It helps us uncover new opportunities to build customer loyalty.

Loyal customers strengthen our brand, contribute to innovation in our products and services, and build trust– and this is something we can all get behind.

Nestlé

Nestlé is one of the largest and most important consumer packaged goods companies in the world, with one of the most complex supply chains. It offers over 2,000 products across 12 categories in 187 countries. The company recently announced its intention to reach net zero emissions by 2050, and 100% renewable energy by 2025.

Dan Pearson, VP, Business Solution Integration at Nestlé, described the role of OpenText's solutions in supporting the company's sustainability goals. Nestlé and OpenText have been partners for 10 years, and that partnership has been particularly important for Nestlé's ability to adjust its supply chain ecosystem, and locate, onboard and integrate new partners that will allow them to increase sustainability in packaging, ingredients and other areas. Dan shared, "Nestlé has focused a lot on sustainability and you will continue to see that be a strong priority."

Community

At OpenText, we believe technology can move the world forward. Technology enables and elevates communities — but only if we have a strong focus on ensuring those around us have access to the opportunities they need to thrive. We know that the future of growth is inclusive and sustainable. We care deeply about social good, diversity, and sustainability for the customers we work with and the communities we live in.

As our workforce is global, our impact is global. OpenText has 14,800 employees across 35 countries. Our employees are the on-the-ground experts, and they know what their communities need. With a bias for action, we drive for impact by empowering local Site Leaders and Corporate Citizenship Champions to act on the issues that are most relevant to their communities. We provide all employees with three paid days to volunteer in their communities and support donations and fundraising campaigns with matches, maximizing the impact we can have together.

Corporate donations

- Donations made by OpenText: $930,000
- Supported over 108 charities, non-profits and community organizations around the globe
- Employee donations matched by OpenText: $277,000
- Our employees contributed 14,400 volunteer hours to their communities

Our Giving Pillars

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 cures for cancer and other catastrophic illnesses.

Global disaster relief: We donate 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.

Community

Corporate Citizenship Champions and Site Leaders are the engine of our Corporate Citizenship program, making it possible to deliver on-the-ground impact all around the globe. They are often the face of OpenText in their local communities. OpenText is proud of the impact Champions and Site Leaders have had on their colleagues and communities. They represent the very best of the unstoppable spirit of OpenText.

Action and Impact

These highlights represent a sample of the many ways OpenText has given back this year to the communities where we live and work.

2021 Holiday Food Bank Campaign

Inspired by the impact of our 2020 holiday campaign and understanding many millions of families are still recovering from the economic impact of the pandemic, OpenText once again dedicated the holiday season to supporting local food banks. Each site selected a food bank to support and devoted fundraising and volunteer hours to help them prepare for the increased holiday demand. Together, employees donated and OpenText matched a total of $451,513 to provide over two million meals to communities in need around the globe.

Leukemia & Lymphoma Society

In 2021, seven teams of employees participated virtually in the Leukemia & Lymphoma Society Light the Night event across the U.S. and Canada, raising funds to support blood cancer research. OpenText was honored to be selected as Corporate Partner of the Year by LLS Canada at their 2021 Appreciation Event. In addition to employee donations, OpenText contributed more than $28,000 to support this important mission.

MacMillan Cancer Support

OpenText employees in the UK worked together to raise more than $5,000 to support MacMillan Cancer Support, an organization dedicated to providing emotional, physical, and financial support for people diagnosed with cancer.

Blood Donation Drive in the Philippines

OpenText employees in the Philippines have been supporting the Philippines Children Medical Centre (PCMC) with blood bank donations since 2008. Due to COVID-19 restrictions, the blood bank reported critically low levels of supply, and the Makati City office promptly stepped in to help out. Employees hosted a blood drive at the office, which resulted in 65 registered donors. With the generous donations from the blood drive, 195 children can receive life-saving blood transfusions.

Casa de Criança de Santo Amaro

The Sao Paolo office partnered with Casa de Criança de Santo Amaro, a nonprofit organization that provides shelter, education, and wellness services to children ages 0-18. Together they collected an assortment of more than 200 brand new toys, including dolls, stuff animals, board games, books, and more, to support the development and care of young children being cared for by the organization.

Susanne Bussem
Senior Legal Counsel, São Paulo

"Our Brazilian colleagues persevered to support local communities despite pandemic constraints impacting in-person activities. From donations to Banco de Alimentos (local foodbank) to regional 'clean your block' activities, it is an honor to be a Corporate Citizenship Champion and inspire colleagues to make a positive impact where they live and work."

Community

Socks 4 Souls

Winters in Canada can be very harsh, and warm, clean clothes are vital to helping our homeless neighbors. In January 2022, a team of employees in Richmond Hill, Canada, worked together to support Socks 4 Souls, an organization that distributes socks and other basic items to shelters and homeless outreach organizations around the Greater Toronto Area. Originally setting a goal of $2,500, they quickly surpassed this goal through weekly prize raffles to drive donations. With a match from OpenText, Richmond Hill raised $6,550 for Socks 4 Souls.

Imagine for Margo

Employees in the Paris, France office created a fundraising team in support of Imagine For Margo, an organization supporting pediatric cancer research. On May 19, a team of 18 OpenText colleagues gathered to enjoy a friendly race with hundreds of other fundraisers around the Paris business district. Together, with a match from OpenText, the team raised $5,800.

Building Digital Pioneers in South Africa

The OpenText Sediba Digital Academy is an initiative run in South Africa, seeking to equip future digital pioneers with the critical skills required to succeed in the modern workplace. Working with our local partner, the award-winning Maharishi Invincibility Institute (MII), our aim is to upskill and empower disadvantaged youth to become ethical leaders that can be absorbed into the broader OpenText ecosystem. Our investment in the OpenText Sediba Digital Academy can be described as an immersive one. More than a mere fulfilment of our Broad-Based Black Economic Empowerment (B-BBEE) obligations, the Academy has the backing and support of the full OpenText Africa team and in months to come, our partners and customers too.

Disaster Relief

OpenText is proud of the way we rally together when disaster strikes. As climate change impacts become part of our everyday experience, sadly disasters become increasingly common as well. OpenText has ensured that affected employees can access our Employee Relief Fund to help them recover in the aftermath of a catastrophe. Additionally, we routinely commit funds to recovery and relief organizations such as the Red Cross and invite our employees to give as well.

Philippines Red Cross

The Southern Philippines was devastated by Typhoon Rai in December 2021, with millions of people impacted by tragic loss of lives and property. OpenText employees in the Philippines were invited to make donations to the Philippine Red Cross through payroll deductions, which was matched by OpenText. In total, OpenText raised more than $12,000 to support shelter rehabilitation and cash grants to affected families.

Colorado Wildfires

An out-of-control brush fire, fed by winds and dry conditions, destroyed an entire community in Denver, Colorado, just days after Christmas 2021. People forced to flee had almost no time to save any of their valuables. While our employees in Broomfield, Colorado were thankfully unharmed, the entire community of Denver was understandably impacted by the tragic loss. OpenText employees immediately jumped in to help, fundraising more than $20,000 for the Boulder County Community Foundation Wildfire Fund, which was fully matched by OpenText, for a total of more than $40,000.

German Red Cross

In late summer of 2021, torrential rains in Europe caused rivers to overflow with little warning, leading to destructive floods across Germany. OpenText employees in the area of our Rheinbach office were among the impacted. Even after repairing their own homes, OpenText employees knew others still needed help. As a team, they traveled to the town of Odendorf to help the community remove mud and debris, replaster, and repair. They also fundraised nearly $30,000 to support the German Red Cross, which OpenText was proud to match dollar-for-dollar.

Lishni Salgado
Program Manager, Sales, Waterloo

"Collectively throughout Women's History Month, employees were invited to partake in discussions about gender equity and share stories on how to Break the Bias. I also represented OpenText as a panelist, discussing the perception of women in society, culture, and the workplace. It is incredibly rewarding to see our Waterloo employees give back to the city, and stand at the forefront of Equity, Diversity & Inclusion and sustainability."

Community

SAP Good Wins Awards

OpenText deepened our commitment to doing business responsibly in partnership with our colleagues at SAP by joining the SAP Good Wins program. The program recognizes sales team members who close the largest, most strategic SAP Solution Extension deals every quarter. Each winner receives a $1,000 Global Giving Gift Card to donate to a charity of choice, thereby celebrating our joint successes and contributing to great causes. In fiscal year 2022, we were proud to recognize 8 employees and direct a total of $8,000 to important charitable causes around the world.

Ukraine Response

With employee well-being and safety top of mind, we quickly established a dedicated Ukraine Response Team, comprising Shield and Business Continuity team members. This cross-functional team works together to respond to questions or concerns from employees about the crisis, as well as to ensure minimal business disruption to our customers. We also established the Ukraine Employee Impact Group: a group of employees who are close to the events on the ground – whether by proximity to the situation, or through family connections. The group works together with our Corporate Citizenship team to advise on ways to support Ukrainians and the communities in Poland, Germany, Sweden and beyond who were opening their doors to refugees.

$155,000 Raised for United Nations Refugee Agency

OpenText also partnered with the United Nations Refugee Agency (UNHCR) to provide aid to civilians forced to flee their homes. OpenText made a $100,000 donation and OpenText employees from around the globe donated an additional $55,000 to the agency.

Motorhome Mission

A family connection to a town in northern Poland made it possible for OpenText UK employees to support Ukrainian refugees in the early days of the crisis. An internal employee led an effort to fill his motorhome and drive over 2,100 kilometers with much-needed supplies and employee raised funds, to a town in Poland, to support Ukrainian refugees.

Tech for Ukrainian Children

As Ukrainian refugees flooded into Europe by the millions, communities, families, and every day citizens opened their doors and did everything they could to provide shelter, food, and care – including our local OpenText employees. Employees in Poland and Germany reached out to the Ukraine Employee Impact Group to request laptops for Ukrainian children that were attending schools in their local communities. OpenText responded by making 40 laptops available for refugee students, helping to ensure they maintain a semblance of normalcy and connection.

OpenText Navigator Fund Sponsors Refugee Children in 5 Polish Schools

Our employees in Poznan, Poland, witnessed the flood of refugees into their town – primarily women and children who had left their homes with little to nothing. In response, OpenText formed a partnership with five schools in Poznan, who between them have welcomed more than 600 Ukrainian children into their classrooms and communities.

OpenText provided 10,000€ to each school to enable ongoing support of these students. Funds will be used to cover items such as laptops and tablets, translation software, Ukrainian textbooks, new lockers, and enough sporting equipment for all the children to participate in physical education.

OpenText recognizes the generosity of people around the world in welcoming refugees and helping them resettle. Our OpenText Employee Relief Fund will allow employees to apply for a stipend when they open their homes to refugees, to help mitigate associated costs.

Nicolas Bernier
Manager, Technical Support, Cork

"It is important for me to motivate employees to maximize their volunteer hours, getting them out into the community and giving back. To facilitate this, the Cork office partners with a few local charities, so employees can easily sign up for events on a regular basis. A bit of healthy competition is always encouraging thanks to our quarterly team challenge where we celebrate groups that use the most volunteer hours!"

Community

Community engagement in India

The focus of impact this year was health care and wellness, in order to help communities continue their recovery from the devastating pandemic. OpenText India completed several large projects to improve emergency healthcare facilities by upgrading ICUs at the Niloufer hospital in Hyderabad and at three of Bangalore's most important hospitals: KC General Hospital, Vanivilas Women & Children Hospital, and KR Puram General Hospital. All four facilities are public hospitals, providing free healthcare for critically ill patients. Through a donation of $240,000, OpenText helped to fund Bipap machines, High-Flow Nasal Cannula machines, pediatric ventilators, defibrillators, pulse oximeters, and much more. The new medical equipment is expected to add value to the existing infrastructure and provide care well beyond the pandemic.

Although the CNN Thanda School was closed due to COVID-19, we continued to provide funding for nutrition kits for students and their families. As part of the holiday food bank campaign, $56,000 was donated to United Way to provide nutrition kits to orphanages and elderly care homes in Hyderabad and Bengaluru, providing a total of 300,000 meals. OpenText also partnered with United Way of Bengaluru and the government of Karnataka to set up a children's library in the Mysuru district. We were proud to provide more than 28,000 books to this community.

To support the success of all these initiatives, employees dedicated more than 400 hours in volunteer service.

Rama Bhamidipaty
Vice President, Software Engineering & Hyderabad Site Leader

"Volunteers are essential for keeping our communities strong and they make so much possible. Now more than ever, people helping others is worth celebrating and our colleagues in India are a testament to this. From donations to support public hospitals, to setting up a children's library, and helping to distribute food kits, our employees in India dedicated more than 400 hours in volunteer service."

Environment

The greatest challenge we face in the long term is climate change. Addressing climate change is a global challenge that's becoming increasingly urgent, public, and connected. As a technology leader, OpenText has both an obligation and an opportunity to take action that will improve the well-being of our customers, our employees and our society as a whole.

We are continuing to invest in minimizing our environmental impacts and maintaining the highest governance standards as a way of doing business. Staying competitive in the marketplace, attracting the best talent, and having a positive impact on the planet, means zeroing-in and holding ourselves accountable to our Zero-Footprint target.

It takes a community to achieve such a monumental milestone. OpenText embraces the opportunity to reduce our footprint and help our customers and suppliers to do the same, while fostering a culture of sustainability.

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 OpenText. As a signatory to the United Nations Global Compact (UNGC), 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 everyday decision making and business activities. Externally, we promote sustainable consumption by developing and promoting environmentally sound technologies to support our customers' digital transformations, including transitioning to the cloud environment. Internally, we will continue to develop, implement, and manage company-wide environmental initiatives.
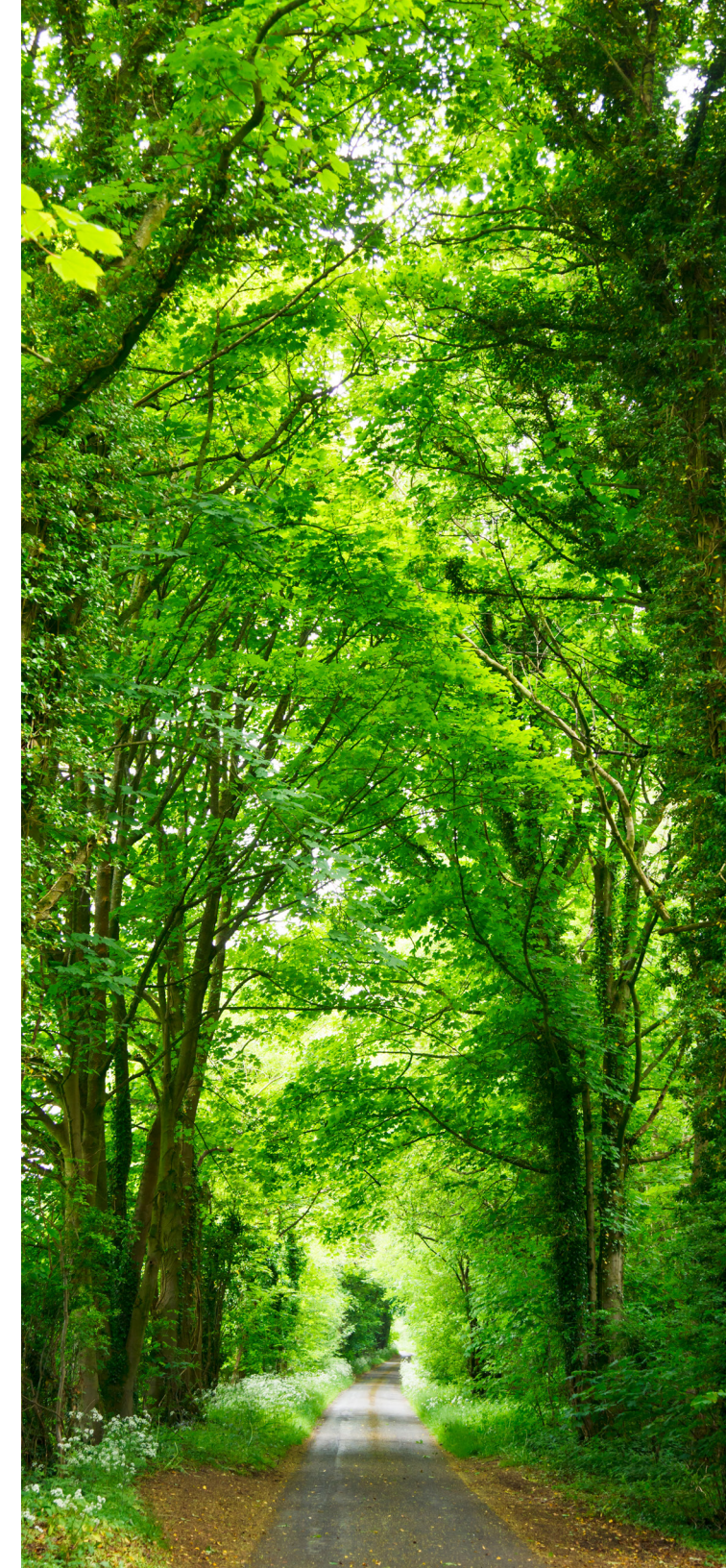
Environment

Key activities include the following:

Energy management—In addition to upgrading lighting and building management systems at our facilities, we collaborate with landlords and other partners on environmental projects in leased spaces. This includes installing solar panels in India as well as installing motion and occupancy sensors, re-commissioning of equipment, and replacing fluorescent lighting with energy-efficient LED lighting. Additionally, several sites continue to track energy consumption and cost as well as benchmark energy performance. Our OpenText offices have implemented work processes to reduce energy consumption including the use of window blinds to reduce indoor building heat, purchasing energy efficient hardware such as ENERGY-STAR®-certified equipment, and shutting down non-critical equipment and lighting after hours. We have also introduced energy conservation activities at our buildings during reduced occupancy such as adjusting set points for our HVAC systems, setting boilers to eco-mode, changing our floor lighting settings, temporarily closing kitchens/breakrooms, and unplugging unused kitchen appliances and equipment.

Energy-efficient servers are used in our company-owned and operated data centers, and we are continuously investing in more energy-efficient, high-density equipment.

We continue to measure our colocation vendors' energy efficiency and renewable energy usage and have incorporated environmental data from our hyperscaler partners this year. We are actively pursuing efforts to increase renewable energy consumption and we are committed to continuous improvements, in monitoring and consumption, in future years.

Data life cycle management practices include standardizing times for data retention to improve data storage efficiency and minimize the number of servers required. At many data centers and colocations such as Grasbrunn (Germany), Hyderabad (India), Helsinki (Finland), Montreal (Canada), Waterloo (Canada), Brook Park (U.S.), Chessington (UK), Chandler (U.S.), Amstelveen (Netherlands), and Ashburn (U.S.), we deploy cold and hot aisle containment systems to reduce power consumption by managing air flow. The system distributes cold and hot air in a more energy-efficient way and reduces energy

consumption requirements by 10 to 20%. The average Power Usage Effectiveness (PUE) for major OpenText data centers in FY22 was 1.74.

We prioritize decommissioning end-of-life systems that use outdated, inefficient technologies that consume more energy, including in Tinton Falls (U.S.), Tucson (U.S.) and Pasadena (U.S.).

Each year, our Brook Park, Ohio data center shuts down all unnecessary power on select days during the summer as part of a load shedding initiative with local energy providers during peak periods. We continued to improve the cooling efficiency of the data center by enhancing the underfloor air distribution systems. Also in Brook Park, we are changing HVAC coolant to a more environmentally friendly refrigerant.

We are upgrading our equipment such as computer room air conditioning (CRAC) and uninterruptible power supply (UPS) systems at certain data centers such as Amstelveen (Netherlands) and Richmond Hill (Canada) and installing devices to measure specific power consumption and monitor our efficiency.

Real estate—The majority of our facilities are leased. We consider green attributes, such as proximity to public transportation and tenant amenities, when leasing or purchasing property and selecting colocation data centers. Our use of sophisticated space management tools enables us to maximize space utilization. Environmental data and electricity submetering, where applicable, is a standard request in all our new leases in an effort to accurately measure our energy consumption.

Many of the global facilities that we lease have achieved a green building certification such as LEED®, BOMA BEST®, ENERGY STAR®, Green Star, BREEAM, or WELL certifications. To achieve green building standards, buildings must meet rigorous requirements for energy and water efficiency, transportation, materials, waste, tenant engagement and health, and indoor air quality. For example, our Pasadena (U.S.), Makati City (Philippines), Hong Kong (China), Hyderabad (India), and Stockholm (Sweden) offices are LEED® Gold certified and the Richmond Hill (Canada) office is BOMA BEST® certified.

Tenant amenities are another consideration for property selection. Our Grasbrunn (Germany) office features a green roof which increases local urban biodiversity, lowers building energy costs, and reduces stormwater runoff, while our Tucson (U.S.) office features a white roof which reduces energy costs from air conditioning and keeps the building cool naturally by reflecting heat.

2022 Corporate Citizenship Report | GRI 102-10, 102-11, 103-302, 302-4, 103-305

Environment

Many sites also feature biophilic designs such as outdoor tenant green spaces with natural tree shading, pollinator gardens, and beehives, as well as indoor green walls which contribute to a healthy work environment and improve the well-being of occupants. Where possible, we are working with landlords to install high efficiency air filters on equipment throughout our offices in line with leading industry best practices and recommendations. High efficiency air filters improve indoor air quality for tenants by significantly reducing levels of indoor contaminants and irritants such as pollen and allergen particles as well as bacteria and airborne germs.

OpenText has adopted a hybrid return-to-office strategy and consolidated certain facilities to streamline operations and accelerate work-from-home initiatives that reduce our global footprint. Through the use of collaboration tools, employees have switched to connecting with customers and colleagues virtually, while maintaining a high level of productivity.

Travel—OpenText technology enables collaboration across the globe, thereby reducing the need for business travel, especially during the height of the pandemic. With employees returning to our offices through our Flex-Office approach, they have access to more than 30 video conferencing rooms.

At our Waterloo headquarters, our partnership with TravelWise provides travel services for individuals who prefer to rideshare to work or need discounted transit fares or emergency rides home. Employees who ride their bicycles to the Waterloo office can store them in the secure storage area and can perform repairs on-site at the repair station.

Many of our offices around the world feature electrical vehicle (EV) and/or hybrid vehicle charging stations that are available for occupant use including our Waterloo (Canada), Montreal (Canada), Beijing (China), Paris (France), Frankfurt (Germany), Stockholm (Sweden), and Southfield (U.S.). In addition to onsite EV charging stations, our OpenText employees have access to a host of tenant travel amenities including secure and covered bicycle racks and end-of-trip facilities such as showers and changerooms which encourage active travel to and from work at our Singapore, Southfield (U.S.), Broomfield (U.S.), Richmond Hill (Canada), Waterloo (Canada), Hong Kong (China), Tampere (Finland), Sao Paulo (Brazil), and Grasbrunn (Germany) offices.

For our annual global customer events, collectively known as OpenText World, we continue to follow a digital format to allow more customers to attend virtually. This enables us to deliver an engaging, immersive experience while reducing the need for attendees or guest speakers to travel.

Muhi Majzoub
Executive Vice President, Chief Product Officer

"Our information management products and solutions are perfectly aligned to help our customers become climate innovators. Our products help drive purpose through digitization, supply chain transparency, remote collaboration, and improved productivity. Technology plays an important role in accelerating positive change in the world and we're committed to a product roadmap that will help our customers meet their ambitious business and sustainability goals."

Environment

Waste reduction—We have implemented programs across our global offices to recycle paper, printer cartridges, batteries, plastics, and metals. Select sites including Beijing (China), Sydney (Australia), Mississauga (Canada), and Austin (U.S.) have included a separate Personal Protective Equipment (PPE) waste stream. E-waste programs in all main offices ensure retired computing assets, such as laptops, cell phones, monitors, and desktops, do not go to landfill sites and our e-waste vendors are ISO 14001 certified. In addition, we provide reusable glasses and mugs in our offices and have a global initiative to replace plastic cutlery with reusable cutlery in all serveries. Over the past two years, due to the pandemic, our offices experienced reduced occupancy, which encouraged us to donate our hot and cold beverage supplies and emergency kits to local organizations in need to ensure they are used before they reach their best-before dates and to further minimize waste.

Water—Water filtration systems have been installed in our offices and we have discontinued providing bottled water for employees. Our India offices in Bangalore and Hyderabad participated in a virtual session with an agro-ecologist that focused on conservating natural resources, such as water.

Water reduction and conservation activities have been implemented at several office locations including Montreal (Canada), Reading (UK), Bengaluru (India), Alpharetta (U.S.), Cork (Ireland), Sydney (Australia), and Makati City (Philippines). Facilities feature low-flow or automatic toilets, faucets, urinals, and showers. In addition, landlords have water efficient irrigation controls in place such as drip irrigation and smart scheduling as well as use of native plants and drought-tolerant plant species to reduce outdoor water use. Our Menlo Park (U.S.) office building features a large variety of drought tolerant plants and is in the process of implementing a site-wide smart irrigation controller system to help mitigate unnecessary water waste based on actual weather patterns and moisture readings by each zone. Lastly, continuous monitoring of water consumption and costs, as well as leak testing in washrooms have also been implemented. We will continue our water conservation efforts across our offices.
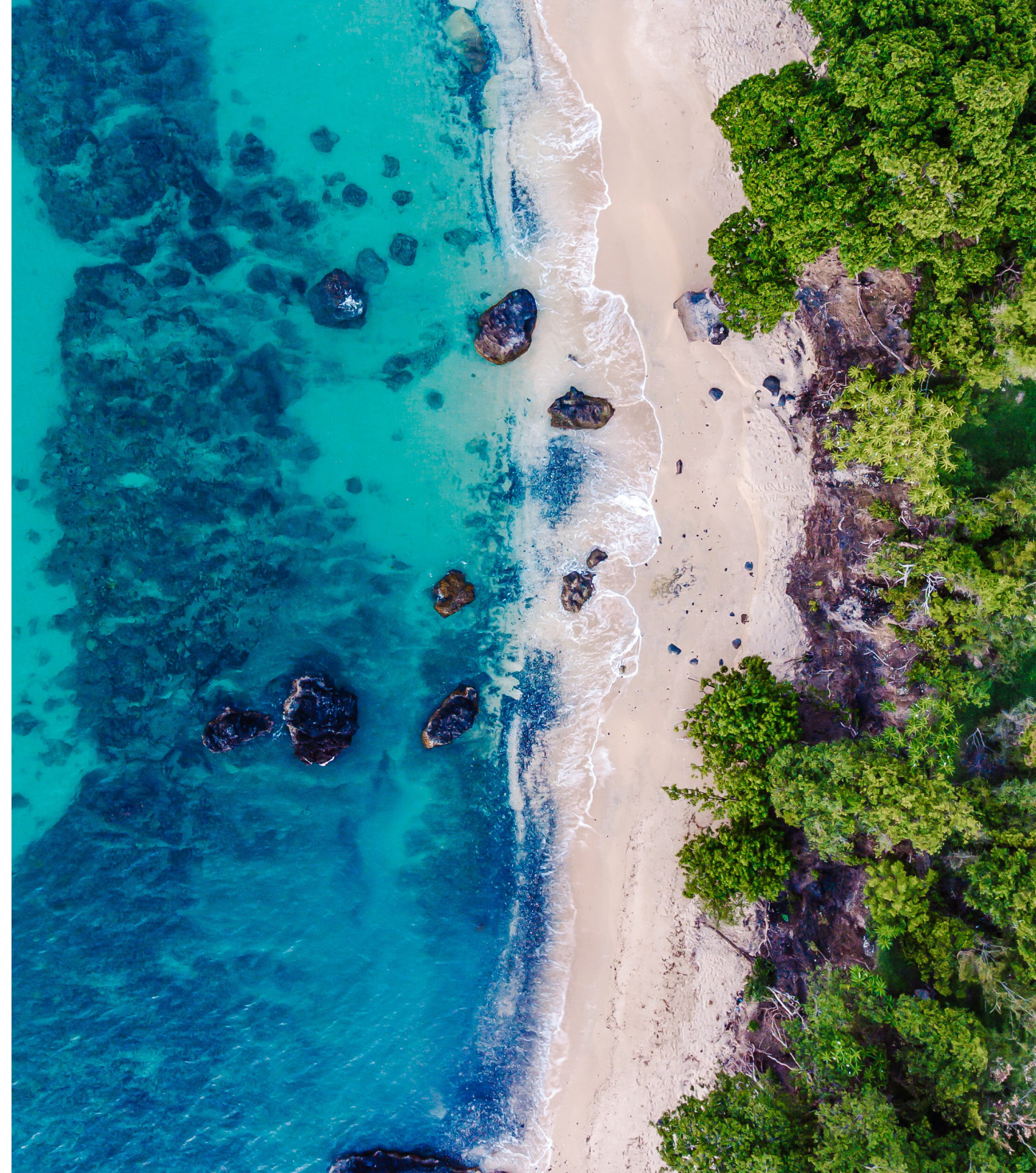
Environment

Employee education and engagement

Employees are encouraged to act on their own to help protect the environment. Often when employees take on environmental causes at home, they feel encouraged to bring the same level of enthusiasm into work and engage their coworkers.

Employees around the world celebrated Earth Day by taking part in awareness, learning, and action for the planet. In 2022, CEO Mark Barrenechea hosted an important conversation with global climate change expert David Wallace-Wells, author of The Uninhabitable Earth. Our April All-Hands meeting was dedicated to discussing The OpenText Zero-In Initiative, and how OpenText is moving towards stronger sustainability and emissions reductions. Employees were invited to measure their individual carbon footprints and take action to reduce them, as well as take part in litter pick-ups in their local communities. Ideas to teach new habits and educate employees on environmental issues are shared continually to keep the environment top of mind throughout the year.

In FY21, we engaged key teams across the business in a climate scenario exercise, informed by the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations. The purpose was to identify operational risks and opportunities and to discuss how we can continue to build resiliency.

Environmental Goals

We understand it is a long journey to zero, but we will zero-in every day, achieving shrinking footprints along the way.

Net Zero

- **A science-based emissions target of 50% reduction by 2030, and net-zero by 2040 from a baseline of FY22.**

Previously, we announced plans to reduce our energy consumption per dollar revenue by 5%, reduce our scope 1 and 2 greenhouse gas emissions per dollar revenue by 5%, and work towards a goal of 65% diversion rate in our regional headquarters, in each case by June 30, 2023, and relative to a FY21 baseline. At the end of FY22, we achieved a 4% reduction in our energy consumption per dollar revenue and a 9% reduction in our scope 1 and 2 greenhouse gas emissions per dollar revenue. We also achieved a 66% waste diversion rate at our global headquarters in Waterloo in FY22.

Recognizing that industry needs to move faster to reduce emissions, including in light of COP 26 and recent IPCC reports on global emissions growth, we've launched new targets with our OpenText Zero-In Initiative and retired our previous goals. We have committed to achieve net-zero emissions by 2040, and to reduce our emissions by 50% by 2030, relative to a FY22 baseline and including our scope 1, 2 and 3 emissions, encompassing our operations and relevant categories in our value chain.

We are in the preliminary stages of building our processes and roadmap to achieve our zero-in goals. As part of this process, we are refining our relevant scope 3 emissions inventory. Consistent with our culture and principles-based approach to our business operations, we will ensure any frameworks we commit to will help guide our success and help to zero-in on tangible ways to eliminate emissions, reduce waste, and elevate the lives of people around the world. Our emissions reduction target is founded on science-based principles that are expected to generally align with the principles of the Paris Agreement and we continue to evaluate the possibilities of receiving a science-based accreditation. We will continue to annually disclose our greenhouse gas emissions inventory and progress towards meeting our near and longer-term targets.

Becoming a net-zero company requires a collective effort across the organization. Our Corporate Citizenship team has started to work cross-functionally across the business to collect data and information to calculate specific targets, identify reduction opportunities, and develop plans for energy efficiency projects and decarbonizing our operations. Keeping our net-zero target at the forefront makes us stronger and our customers, partners, current and future employees, and governments expect it. Our sustainability efforts are an investment for the future.

Environment

Zero Waste

- **Zero waste from operations by 2030**

This year, we announced an ambitious commitment to achieve zero waste from OpenText operations by 2030. As a concept, zero waste is about conserving resources through responsible production, consumption, reuse, and recovery of products, packaging, and materials[1]. The Zero Waste International Alliance considers zero waste as diverting more than 90% of solid waste generated from landfill and incineration and that is our ambition[2]. We have implemented waste programs across our global offices over the years, but we are still early in our zero waste journey. Through our actions, we have kept paper, batteries, printer cartridges, plastic, and metal containers out of landfills. We have been removing single-use plastic cutlery and replacing them with reusable ones in our serveries. Reusable drinking glasses and mugs are also provided so employees can enjoy various beverages at our offices without creating additional waste.

We will continue to develop programs across our company that will focus on the avoidance of creating waste, repurposing equipment when it makes sense and reducing waste disposal from various areas of operations.

The majority of our employees continued to work from home in FY22 and about 6% of our employees are working in our office locations. With our flex-office approach to work, as of June 30, 2022, where employees have the flexibility to work from home and in our offices, OpenText will continue to monitor the changes to our waste in FY23 and beyond.

As a software company, we rely on electronic equipment to keep our business running smoothly. Servers, network equipment, computers, monitors, peripherals, and other equipment are used throughout our offices and data centers globally to serve our 14,800 employees and customers. When this equipment is ready to be retired or becomes obsolete, our e-waste program ensures that they are collected and disposed of responsibly through our e-waste vendors. E-waste is collected at our Waterloo headquarters as well as other large offices. We work with e-waste vendors that are ISO 14001 certified and ensure they perform appropriate destruction and recycling services. In FY22, we collected 196 metric tonnes and 5,869 pieces of e-waste for recycling and 1,091 pieces of e-waste were reused or donated.

[1] Zero Waste Definition from the Zero Waste International Alliance. https://zwia.org/zero-waste-definition/
[2] Zero Waste Business Principles from the Zero Waste Alliance https://zwia.org/zero-waste-business-principles/

Waterloo HQ waste metrics

	Metric tonnes
Total waste generated	47
Waste recycled	15
Waste composted	16
Waste sent to landfill	16
Waste diversion rate (%)	66

Environment

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

		FY20	FY21[2]	FY22[1]
Energy Consumption (MWh)[3]		65,527	86,999	86,168
Absolute Scope 1 emissions (tonnes CO_2e)[4]		2,590	2,807	2,616
Absolute Scope 2 emissions (tonnes CO_2e)[5]	Location-based	20,048	27,543	25,771
	Market-based	17,791	25,166	23,994
Total Scope 1 & 2 emissions (tonnes CO_2e)	Location-based	22,638	30,351	28,387
	Market-based	20,381	27,973	26,611
Absolute Scope 3 emissions (tonnes CO_2e)		12,481	19,017	20,581[6]
Energy Intensity (MWh per revenue in million USD)		21.07	25.69	24.66
Emissions Intensity (Scope 1 & 2 tonnes CO_2e per revenue in million USD - Location-based)		7.28	8.96	8.12

Our absolute scope 1 and 2 emissions decreased in FY22 versus FY21, due to ongoing facility footprint changes and improvements in local electricity grids where we operate. In FY22, we updated our FY21 emissions to reflect the full coverage of our colocation partners in our inventory and methodology revisions related to facility energy consumption. Due to COVID-19, the majority of our employees continued to work from home. In FY23, as we begin our return to office work arrangements, we will continue to focus on improved data collection based on more consistent work patterns. With respect to our scope 3 emissions, we were able to measure our footprint from the use of select hyperscalers and have included them in our scope 3 emissions totals for the first time. In addition, we have slowly started to resume business travel which has increased our overall scope 3 emissions.

[1]FY22 emissions were calculated using data from 89% of global facilities square footage in addition to 23 colocation partners covering 72% of rack space. The remaining facilities and colocations were estimated to represent 100%. Due to the timeframe between the end of the fiscal year and GHG inventory reporting, in some cases we estimated data for the last time period where primary data was not available, representing 28% of scope 1 and 2 emissions (location-based).

[2]In FY22, we re-stated our FY21 emissions to reflect the full coverage of our colocation partners in our inventory and methodology revisions from data improvements related to facility energy consumption. This increased our location-based scope 1 and 2 emissions by 14%. We did not re-state our FY20 emissions.

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

[4]Scope 1 includes emissions from direct onsite and mobile sources (natural gas, diesel fuel, refrigerants from cooling systems and fuel from fleet vehicles). We improved the methodology for calculating emissions from natural gas by recategorizing facilities and updating estimation assumptions which resulted in an increase. We are working on improving our methodology for determining fugitive emissions from the use of refrigerants at our facilities.

[5]Scope 2 includes emissions from purchased electricity (electricity from office facilities, corporate data centers and IT equipment at colocation data centers).

[6]Scope 3 includes indirect emissions from our value chain: business travel data where available (air and rail travel, hotels, rental cars), taxis (India only), gas cards for employee vehicles, courier services, overhead energy use at colocation data centers representing 72% of rack space, subleased facilities, fuel and energy-related activities not included in scope 1 or 2 (upstream emissions from purchased fuels and electricity, and transmission & distribution losses for electricity) and use of sold products (emissions from select hyperscalers representing 35% of usage). We are refining our scope 3 emissions inventory to include more relevant categories. For more information on our scope 3 emissions, please see our CDP climate change submission.

In certain cases where data was unavailable, estimations were made based on accepted industry standards. We used the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), Scope 2 Guidance, Corporate Value Chain (Scope 3 Standard) and ISO 14064-1. Due to rounding, the sum of numbers may not precisely equal the totals.

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 ingrained in what we do. OpenText is an honored recipient of the following awards:

Canada's Most Admired Corporate Cultures (2021)

Canada's Top Employers for Young People (2022)

Waterloo Area's Top Employers (2022)

Canada's Best Employers for Recent Graduates (2022)

Forbes Canada's Best Employers (2022)

The Canadian Foundation for Physically Disabled Persons Corporate Award (2022)

CRN: The 20 Coolest Endpoint And Managed Security Companies Of 2022: The Security 100

ChannelPro Readers' Choice Awards Webroot (Best Endpoint Security Vendor) and Carbonite (Best Backup/ Cloud & Disaster Recovery Vendor)

Readers' Choice 2022: Antivirus and Security Software

PC Mag Editor's Choice 23-time Winner

LLSC Corporate Partner of the Year

Habitat for Humanity Business Support Award

SAP Pinnacle Award 2022

Appendix

June 2022

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
OpenText CEO and CTO

Human Rights | Relevant Sections

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Business Conduct

Data Privacy & Information Security

Principle 2: Make sure that they are not complicit in human rights abuses

Our People

Labor | Relevant Sections

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Business Conduct

Our 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 | Relevant Sections

Principle 7: Businesses should support a precautionary approach to environmental challenges

Business Conduct

Our Products

Principle 8: Undertake initiatives to promote greater environmental responsibility

Environment

The OpenText Zero-In Initiative

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption | Relevant Sections

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery

Business Conduct

GRI Content Index

Disclosure Number	Disclosure title	Response
GRI 102: General Disclosures 2016		
Organizational profile		
102-1	Name of the organization	Open Text Corporation
102-2	Activities, brands, products, and services	About OpenText, Annual Report
102-3	Location of headquarters	Waterloo, Ontario, Canada
102-4	Location of operations	About OpenText, Office locations
102-5	Ownership and legal form	Annual Report
102-6	Markets served	About OpenText, Annual Report, Industries
102-7	Scale of the organization	About OpenText, Annual Report
102-8	Information on employees and other workers	About OpenText, Our People, Annual Report
102-9	Supply chain	About OpenText, OpenText Supplier Information
102-10	Significant changes to the organization and its supply chain	About OpenText, Project Shield, Environment, Annual Report
102-11	Precautionary Principle or approach	Environment
102-12	External initiatives	External Partnerships, About This Report, Communication on Progress
102-13	Membership of associations	External Partnerships
Strategy		
102-14	Statement from senior decision-maker	CEO Message, Communication on Progress
102-15	Key impacts, risks, and opportunities	Annual Report, Our Approach, CDP climate change response
Ethics & integrity		
102-16	Values, principles, standards, and norms of behavior	Who We Are, Business Conduct

Disclosure Number	Disclosure title	Response
GRI 102: General Disclosures 2016		
Governance		
102-18	Governance structure	Annual Report, Proxy Circular, Board and Committee Mandates, Our Approach, CDP climate change response
102-19	Delegating authority	Proxy Circular
102-20	Executive-level responsibility for economic, environmental, and social topics	Our Approach, CDP climate change response
102-21	Consulting stakeholders on economic, environmental, and social topics	Proxy Circular, Stakeholders
102-22	Composition of the highest governance body and its committees	Annual Report, Proxy Circular, Board of Directors
102-23	Chair of the highest governance body	Proxy Circular, Board of Directors
102-24	Nominating and selecting the highest governance body	Proxy Circular, Charter of the Corporate Governance and Nominating Committee
102-25	Conflicts of interest	Proxy Circular
102-29	Identifying and managing economic, environmental, and social impacts	CDP climate change response
102-31	Review of economic, environmental, and social topics (frequency of review)	CDP climate change response
102-32	Highest governance body's role in sustainability reporting	Our Approach
102-33	Communicating critical concerns	Proxy Circular
Stakeholder engagement		
102-40	List of stakeholder groups	Stakeholders
102-41	Collective bargaining agreements	Annual Report
102-42	Identifying and selecting stakeholders	Stakeholders
102-43	Approach to stakeholder engagement	Stakeholders
102-44	Key topics and concerns raised	Stakeholders

GRI Content Index

Disclosure Number	Disclosure title	Response
GRI 102: General Disclosures 2016		
Reporting practice		
102-45	Entities included in the consolidated financial statements	Annual Report, About This Report
102-46	Defining report content and topic boundaries	Our Approach
102-47	List of material topics	Our Approach
102-48	Restatements of information	In FY22 we re-stated our FY21 emissions. See footnote 2 on page 47 for details.
102-49	Changes in reporting	We had no significant changes in reporting from our FY21 Corporate Citizenship Report.
102-50	Reporting period	July 1, 2021 - June 30, 2022, About This Report
102-51	Date of most recent report	Our second Corporate Citizenship Report was published in August 2021 and covered our fiscal year 2021 (June 1, 2020 - June 30, 2021).
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	opentext.com/contact
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI Content Index	GRI Content Index
102-56	External assurance	This report has not been externally assured.

Disclosure Number	Disclosure title	Response
GRI Topic-specific disclosures		
GRI 201: Economic Performance 2016		
103-1, 103-2, 103-3	Management approach	Annual Report, Our Approach
201-2	Financial implications and other risks and opportunities due to climate change	CDP climate change response
GRI 302: Energy 2016		
103-1, 103-2, 103-3	Management approach	Environment, Environmental Policy, CDP climate change response
302-1	Energy consumption within the organization	Environment, CDP climate change response
302-2	Energy consumption outside of the organization	CDP climate change response
302-3	Energy intensity	Environment, CDP climate change response
302-4	Reduction of energy consumption	Environment, CDP climate change response
GRI 305: Emissions 2016		
103-1, 103-2, 103-3	Management approach	Environment, Environmental Policy, CDP climate change response
305-1	Direct (Scope 1) GHG emissions	Environment, CDP climate change response
305-2	Energy indirect (Scope 2) GHG emissions	Environment, CDP climate change response
305-3	Other indirect (Scope 3) GHG emissions	Environment, CDP climate change response
305-4	GHG emissions intensity	Environment, CDP climate change response
305-5	Reduction of GHG emissions	Environment, CDP climate change response

██ Corporate Citizenship Priorities

GRI Content Index

■ Corporate Citizenship Priorities

TCFD Index

Topic	Disclosure	Reference
Climate change governance	Describe the board's oversight of climate-related risks and opportunities.	• Charter of the Corporate Governance and Nominating Committee • Our Approach • Business Conduct – Enterprise Risk Management • CDP 2022: C1.1b • GRI 102-29 Identifying and managing economic, environmental, and social impacts • GRI 102-31 Review of economic, environmental, and social topics (frequency of review) • GRI 102-32 Highest governance body's role in sustainability reporting
	Describe management's role in assessing and managing risks and opportunities.	• Our Approach • Business Conduct – Enterprise Risk Management • GRI 102-20 Executive-level responsibility for economic, environmental, and social topics • CDP 2022: C1.2, C1.2a

Topic	Disclosure	Reference
Climate change strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	• GRI 102-15 Key impacts, risks, and opportunities • CDP 2022: C2.1a, C2.3, C2.3b, C2.4, C2.4a
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	• CDP 2022: C2.4a, C3.1, C3.2b, C3.3, C3.4
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	• CDP 2022: C3.2, C3.2a, C3.2b
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	• CDP 2022: C2.1, C2.2, C2.2a
	Describe the organization's processes for managing climate-related risks.	• CDP 2022: C2.1, C2.2
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	• CDP 2022: C2.1, C2.2
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	• CDP 2022: C4.2, C4.2b
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	• Environment – Energy consumption and greenhouse gas emissions on an absolute and intensity basis • CDP 2022: C6.1, C6.3, C6.5, C6.5a • GRI 305-1 Direct (Scope 1) GHG emissions • GRI 305-2 Energy indirect (Scope 2) GHG emissions • GRI 305-3 Other indirect (Scope 3) GHG emissions
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	• Environment – Environmental Goals • CDP 2022: C4.1, C4.1b, C4.2, C4.2b

Forward-looking Statement

This Report contains 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, 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. Legislative and regulatory changes, market developments and/or changes in data availability and reliability could materially affect the estimates, beliefs and assumptions used by us, and could materially affect the comparability of the information and data across industries or companies and from one reporting period to a subsequent reporting period. Any commitments, goals and targets discussed in this Report, including our commitments, goals and targets related to our OpenText Zero-In Initiative, are aspirational and there can be no assurance that any such commitments, goals or targets will be achieved.

These forward-looking statements are based on certain assumptions and involve known and unknown risks as well as uncertainties. 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. Also, while certain matters discussed in this Report may be of interest to our stakeholders, the use of the terms "material", "significant", "important" or similar words or phrases should not be read as rising to the level of materiality used for purposes of our filings with the Securities and Exchange Commission (SEC) or other securities regulators. No part of this Report shall be taken to constitute an invitation or inducement to invest in us and shall not be relied upon in any way in connection with any investment decision. 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 SEC and other securities regulators. 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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