opentext™

2023 corporate citizenship

Contents

Introduction

About this report

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

Unless otherwise noted, our FY23 Corporate Citizenship Report:

- Covers our 2023 fiscal year (July 1, 2022 to June 30, 2023)

- Except as otherwise specified, information contained herein reflects an enterprise-wide view covering all OpenText subsidiaries, with the exception of Micro Focus entities which we expect to be fully consolidated for the FY24 Corporate Citizenship Report

- Presents data current as of June 30, 2023

- Funds are reflected in U.S. dollars

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, 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 Task Force on Climate-related Financial Disclosures (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.

About OpenText

At OpenText, we believe information and knowledge make businesses and people better. The OpenText Information Management Cloud empowers digital businesses of all sizes to become more intelligent, connected, secure, and responsible. Our software and services maximize the strategic benefits of data and content for our customers, strengthening their productivity, growth, and competitive advantage.

We make information more valuable by connecting it to digital processes, enriching it with insights, protecting and securing it throughout its entire lifecycle, and leveraging it to create engaging digital experiences. Our customers range from multinational corporations and governments to medium-sized businesses and individual customers.

At OpenText, we solve complexities so our customers can be reinvented through new digital fabrics, new technology, new rules, and new ways to work. Around the world, OpenText employees help some of the most well-known organizations to simplify their systems and build frictionless automation so they are equipped to thrive and grow in a digital world.

We foresee a world where information is ubiquitous and elevates everyone. We foster an inclusive environment that leverages the diverse backgrounds and perspectives of all employees, customers, suppliers, and partners to drive sustainable competitive advantage. Our bold aspirations are achieved through the collaboration of great people and great products.

Learn more in our 2023 Annual Report

$4.5B	24.1K	120K+
FY23 revenue	Employees in 45 countries	Customers
$12T+	98	>33%
in annual network commerce	of the Top 100 Companies are OpenText customers	Employees dedicated to R&D

Americas
Global HQ:
Waterloo, Canada

EMEA
Regional HQ:
Grasbrunn, Germany

APAC
Regional HQ:
Sydney, Australia

9,050	5,750	9,300
Employees	Employees	Employees
$2.7B	$1.3B	$0.5B
FY23 revenue	FY23 revenue	FY23 revenue

Data on this page contains all OpenText entities, including Micro Focus.

CEO Message

We must never cease from striving for a sustainable and inclusive world.

The future depends on our individual and collective ability to address the pressing challenges of our time. We have entered a new era of computing, the Cognitive Era, marked by global connectivity, big computing power, large data sets, Internet of Things, and the latest models driving new aspects of artificial intelligence (AI). No company will ever finish digitizing, because innovators keep innovating, and companies find new applications for digital capabilities. It is crucial that we embrace innovation to create the sustainable and inclusive world that we know is possible.

In this year's report, we share OpenText's progress, initiatives, and commitments to making a positive impact on our environment, empowering diverse voices, and upholding the highest standards of integrity. Through our Zero-In Initiative, our guiding framework for all our Environmental, Social & Governance (ESG) efforts, we strive to create a future where our actions leave zero footprint, where barriers are broken down, and where compromise is non-existent when it comes to our core values. We are on a transformative journey towards a more sustainable, equitable, and prosperous world. We are also excited about the positive impacts that AI can have on our important priorities.

2022 was another year of change. The war in the Ukraine escalated, supply chains were radically disrupted, the planet's long-term warming trend continued with NASA calling 2022 the fifth warmest year on record[1], and the social aspects of COVID-19 ended.

Researchers now predict that the Earth will surpass the 1.5-degree Celsius global warming threshold by 2027[2]. Climate-related emergencies are reverberating around the world.

Economically it was an uneven year, with certain economies remaining robust, while worries of a recession increased and the cost of living skyrocketed, dramatically affecting the purchasing power of the poor and those living on a fixed income. Change is the only constant. However, we can choose how we respond to change—and we are choosing to respond with innovation, technology, and humanity.

Over the next five years, we will experience 20 years of progress. By 2030, we believe all businesses will be digitally reshaped. Every industry will undergo information-led transformation, leading to widespread changes, including new business models, talent shifts, adaptation to new rules, and the pursuit of new opportunities. I call this Business 2030.

The forces behind this transformation are technology-driven: fast-evolving, generative AI with incredible potential in Large Language Models (LLMs), massive data sets, and increases in rates of automation, computing power, and network capacity. Opportunities created by virtual reality and the IoT. These tech drivers expand and intensify the power of information. And with the right information, anything is possible.

Business 2030: Technology for the greater good

Climate change is the biggest issue of our time and a priority for OpenText. The business world is waking up to this truth, and we see fundamental change happening across industries and borders.

We are helping our customers unleash exponential innovation—through information, automation, and the cloud—so that the digital world can help protect our physical one. Our future cloud strategy, and roadmap with climate innovations, will help keep sustainability capabilities at the forefront.

In the past year, our corporate giving efforts supported education and innovation for global change, with a focus on children, family, and disaster relief. To improve the quality of life for those around us, we invested thousands of volunteer hours, contributed more than a million dollars, delivered millions of meals, funded schools in Poland for displaced Ukrainian children, supported employees who have stepped up to house refugees, and ensured health care benefits for our employees where government restrictions were imposed. As we continue to make meaningful impact in the communities where our employees live and work, we will further embrace the UN Sustainable Development Goals to contribute to interconnected issues facing the planet.

We have also renewed our commitment to the UN Global Compact and continue to increase our credibility and transparency for global sustainability standards by reporting with reference to the Global Reporting Initiative (GRI).

Be bold for change

Last year, we announced our Zero-In Initiative, a framework that is built with measurable, values-driven goals.

In pursuit of our Zero-In Initiative, we established ambitious targets that drive our efforts across all its dimensions. Our Zero-In program efforts center on fairness and equity through sustainability and inclusion. I am proud of this focus and am also immensely enthusiastic about how the revolutionary potential of AI will give us the opportunity to accelerate our Zero-In program, to build a better and stronger company, and to be a better and stronger example of fairness, inclusion, sustainability, and value-based design. AI holds the potential to reshape our world, improve quality of life, and propel us into a future where intelligent systems work hand in hand with human ingenuity. I look forward to these new possibilities and the transformational impact AI can have on a sustainable and just future.

Zero Footprint:
Net-zero by 2040

One of the most effective ways to combat climate change is to reduce our carbon footprint. We have committed to a 50% reduction by 2030 and net-zero by 2040, as well as zero waste to landfill from operations by 2030. Becoming a net-zero company requires a collective effort, and we are working with global teams to identify opportunities to reduce waste and develop plans for more energy-efficient projects.

We strive for Zero Footprint in every possible way, and this includes helping our customers transform their businesses, transition to the cloud, and become Climate Innovators. Last year, OpenText launched its "Be a Climate Innovator" campaign to raise awareness about how companies can reduce their reliance on paper for a more sustainable future. Climate Innovators use their information advantage to positively impact the environment, preserve resources, and achieve ESG compliance. They rely on OpenText Information Management solutions to digitize the information running their businesses, ensure ethical supply chains, and improve energy efficiency.

Zero Barriers:
Elevate lives by breaking down barriers

We believe that every voice should be heard, and that diversity accelerates innovation. We strive to break down barriers, and to this end, by 2030, we pledge to have a majority ethnically diverse workforce, 50/50 gender parity in key roles, and 40% of women in leadership positions at all management levels. We are also evolving our Equity, Diversity & Inclusion goals to incorporate value-based design. This will help us develop the most inclusive software possible, making it representative of those who contribute to and use it, and helping to create a more accessible world. We also started new programs on value-based software design.

Our education and training programs—from Indigenous and Black student internships to engineering internships for women in India—are transforming lives through experience, education, and mentorship opportunities. We host annual global awareness events, celebrating Black History Month, International Women's Day, Truth and Reconciliation, and Pride. Internally, we support employee growth with Career Week, analyze and update our policies on a continual basis to recruit and hire more inclusively, and our employee networks bring together our diverse communities for advocacy, awareness, and support.

We understand that supporting the well-being of our employees and their families is central to our success and we offer benefits, insurance, fitness, mental health support, and other programs to support a work/life balance. Integrating wellness into our culture helps improve productivity and retention and deepens our employees' sense of value within the company. It is our priority to ensure that every individual at OpenText feels valued and safe to contribute as their most authentic self.

Zero Compromise:
Focus on what matters most

Our Zero-In Initiative helps us strike a balance between growth and sustainability. I am confident that our efforts are moving in the right direction.

Our Zero-In goals are rooted in science, transparency, and integrity to support accountability and foster a culture of tech for good. High standards, ethical responsibility, and core values—we refuse to compromise on what matters most.

And that includes our technology. When it comes to protecting data against security threats and mitigating risk, there are zero compromises. Our customers trust us with their data, and it is our number-one responsibility to protect it ethically, and with integrity.

Positioned for future growth

In the second half of our Fiscal 2023, we acquired Micro Focus as an expansion of our mission to power and protect customer information. We have now successfully integrated the Micro Focus product portfolio, talent, and global presence into the OpenText family, and today we are over 24,000 employees strong.

The heart of our culture remains our unwavering commitment to customer success. We are delivering on our promise to help customers secure their operations, gain more insight into their information, and better manage an increasingly hybrid and complicated digital fabric using next-generation tools like cybersecurity, digital operations management, application automation and delivery, and AI and analytics.

The Cognitive Era is reshaping the world with technology and building the markets of the future. Humans are moving closer to reaching new summits with the support of increasingly powerful AI. We are becoming even more interconnected as the digital flow of goods, people, capital, and ideas increases across the globe.

At OpenText, we will innovate to enhance productivity, promote prosperity for all, and ensure sustainability for generations to come — and we will apply our principles through value-based software design — to help us keep exploring.

Mark J. Barrenechea

Mark J. Barrenechea
OpenText CEO and CTO

OpenText Zero-In Initiative: Year in Review

The last year has been a period of exceptional growth for OpenText. Our teams helped customers digitally transform, disrupt their industries, and work smarter. Our company doubled in size with our acquisition of Micro Focus in January 2023. And we continued to model equity, diversity and inclusion, drive sustainability, and bolster the health and well-being of our employees and communities.
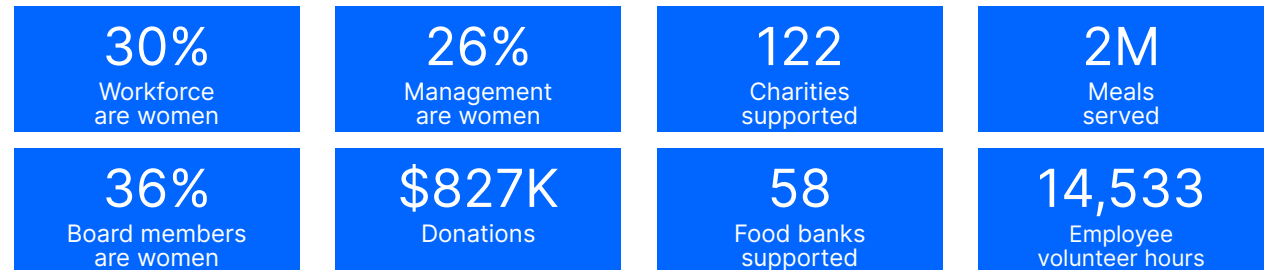
Zero Compromise

- The executive leadership team and Board of Directors rang the NASDAQ bell live from Ottawa, Ontario, honoring OpenText's leading role in global innovation

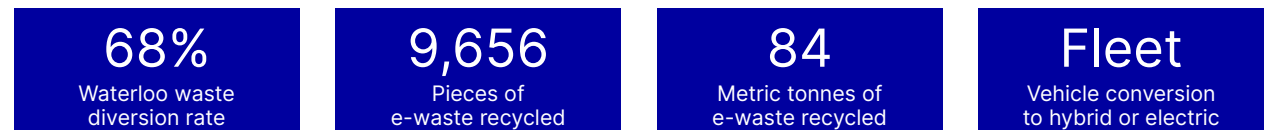- 100% of employees completed our Code of Business Conduct and Ethics training

Forbes 2022 WORLD'S BEST EMPLOYERS POWERED BY STATISTA

MSCI ESG RATINGS CCC | B | BB | BBB | A | AA | AAA

SILVER 2022 ecovadis Sustainability Rating

Member of **Dow Jones Sustainability Indices** Powered by the S&P Global CSA

Zero Barriers

| 30% Workforce are women | 26% Management are women | 122 Charities supported | 2M Meals served |
| 36% Board members are women | $827K Donations | 58 Food banks supported | 14,533 Employee volunteer hours |

Zero Footprint

| 68% Waterloo waste diversion rate | 9,656 Pieces of e-waste recycled | 84 Metric tonnes of e-waste recycled | Fleet Vehicle conversion to hybrid or electric |

OpenText customers digitize more than **33 billion** paper transactions per year using OpenText™ Trading Grid™, equating to **299,374 metric tons** of paper, or **7.9 million** trees.

Micro Focus Acquisition

OpenText welcomes Micro Focus customers, partners, and employees

On August 25, 2022, OpenText announced its intention to acquire UK-based Micro Focus International Limited, formerly Micro Focus International plc (Micro Focus), a leading provider of mission-critical software technology and services that help customers accelerate their digital transformation. On January 31, 2023, we completed our acquisition of Micro Focus and welcomed new colleagues to OpenText.

With the acquisition, we are in a strong position to help enterprises secure their operations, gain more insight into their information, and better manage an increasingly hybrid and complex digital world with new tools that include cybersecurity, digital operations management, application automation and delivery, and AI and analytics.

As we enter FY24, we have completed the integration of our people, our product roadmap, and customer engagement approach. Many Micro Focus initiatives and programs have alignment with respect to positive community impact, diversity and inclusion commitments, environmental sustainability, as well as trust and transparency:

- High standards of ethical business practices
- Commitment to sustainable procurement
- Employee volunteerism and commitment to the UN SDGs
- Student apprenticeship programs supporting underrepresented groups
- Robust employee network supporting ED&I efforts
- Supporting customers with innovations that contribute to a net zero future
- Deployment of an Environmental Management System (EMS) aligned to ISO 14001
- Participation in key investor ESG surveys

Together with our new Micro Focus colleagues, we're on a path to growth and making OpenText stronger, more innovative, sustainable, and inclusive.

Zero Compromise

The OpenText Zero-In Initiative is our guiding framework to achieving global impact goals related to our Environmental, Social, and Governance (ESG) programs.

As part of the Zero-In Initiative, Zero Compromise embodies our unwavering and values-based approach to achieving our Zero Footprint and Zero Barrier goals. It is rooted in science, transparency, and integrity to support accountability, mitigate risk for all of our stakeholders, and foster a culture of tech for good.

We pledge to perform our mission to power and protect information with Zero Compromise. This commitment guides every action we take to make business, people, and the planet better. It flows from helping to ensure data privacy and security to the way that we treat our customers and employees to business conduct across our entire business supply chain and ecosystems.
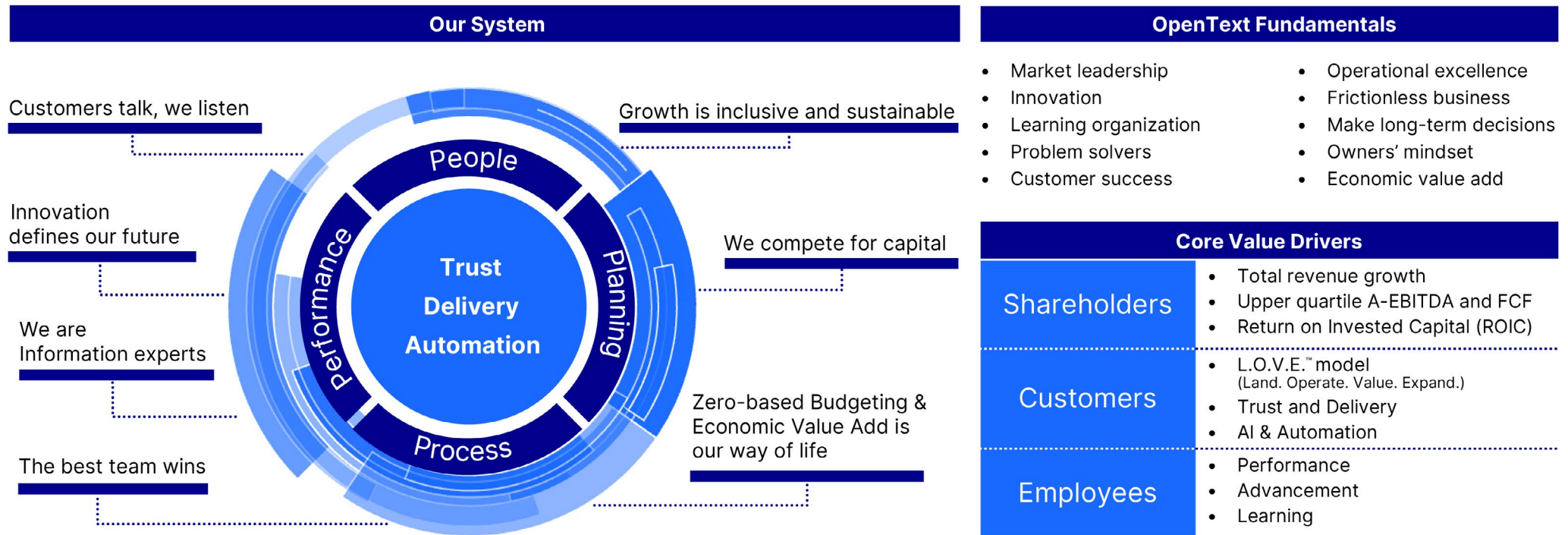
Zero Compromise means we never falter in our commitment to ethical business conduct. This approach has a trickle-down effect from protecting the integrity of information through privacy, governance, and compliance to our business practices within OpenText itself. It encompasses the integrity of the Company in its treatment of all employees in respect to equity, diversity, and professional development. Zero Compromise is inherent in our business practices, from the reporting of our financial performance to our corporate giving program. Our partners are accountable to the same values and standards across our supply chain. We look to break down barriers and address human rights risks, inequalities, and inadequate labor practices not only within our organization and throughout our supply chains, but also within our customers' networks and in the wider communities in which we operate.

OpenText Business System

The OpenText Business System describes our competitive advantage, who we are, and how we do what we do. We are committed to elevating every person and every organization to gain the information advantage. Our unwavering commitment lies in business fundamentals founded in operational excellence and innovation, while leveraging our core value drivers. This combination propels us towards achieving defined success for our shareholders, customers, and employees.

Our Shared Purpose

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

Our System

Customers talk, we listen

Innovation defines our future

We are Information experts

The best team wins

Growth is inclusive and sustainable

We compete for capital

Zero-based Budgeting & Economic Value Add is our way of life

People · Planning · Process · Performance

Trust Delivery Automation

OpenText Fundamentals

- Market leadership
- Innovation
- Learning organization
- Problem solvers
- Customer success

- Operational excellence
- Frictionless business
- Make long-term decisions
- Owners' mindset
- Economic value add

Core Value Drivers

Shareholders	• Total revenue growth • Upper quartile A-EBITDA and FCF • Return on Invested Capital (ROIC)
Customers	• L.O.V.E.™ model (Land. Operate. Value. Expand.) • Trust and Delivery • AI & Automation
Employees	• Performance • Advancement • Learning

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.

Our Corporate Citizenship Governance Framework sets out a structured approach to pursuing and managing activities to meet OpenText Zero-In initiatives 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: Executive Vice President, 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, including through quarterly strategic updates with our CEO
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 Vice President (VP), Corporate Citizenship, SVP Corporate Communications; VP, General Counsel - Corporate, and SVP of 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
Executive Vice President, Chief Legal Officer and Corporate Secretary

"Strong governance is essential to upholding trust and establishing a solid foundation for positive social impact. Our focus continues to be on implementing best practice governance principles to operate a resilient and ethical organization."

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 FY23, our Corporate Citizenship team conducted a refreshed exercise to validate the priority topics that guide our strategy and programs. These topics set a baseline against which we 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.

Innovation

→ Opentext.ai
→ OpenText AI Cloud
→ Strong Patent Portfolio
Digitalization and GreenOps
Responsible use of AI

Data Privacy & Security

→ OpenText Privacy Policy
→ Privacy Center
Information Security Management Approach

Financial Performance

→ Investor Engagement & Reporting
→ Financial Reports
→ OpenText Corporate Giving Program

Culture, Talent, ED&I

→ Recognizing OpenText Navigators
→ Accommodation Policy
Employment Equity & Diversity
Training for Professional Development
Global HR Learning & Development

Climate

→ Climate Innovators
→ Environmental Policy
→ Supplier Code of Conduct
→ CDP Submissions

Customer Satisfaction

Customer Focused Mindset
→ Customer Success Stories
→ Customer Support
→ OpenText World

Julie Millard
Vice President, Corporate Citizenship

"With our OpenText Zero-In Initiative, we're raising the bar when it comes to driving sustainable actions and social change. To achieve Zero Footprint, Zero Barriers, and Zero Compromise, we're empowering our global workforce, partnering with suppliers, and aligning with customers to enable and encourage transformation at scale."

Our Stakeholders

As we evolve our corporate citizenship program and introduce new corresponding initiatives, we will continue to engage with internal and external stakeholders through meetings, surveys, industry presentations, digital events, and other interactive initiatives. By listening to our stakeholders, we are better equipped to meet and exceed their expectations and fuel sustainable growth.

Stakeholder	How we engage		
Shareholders	• Transparent communication and proactive engagement with shareholders and potential investors • Regular meetings between management and shareholders	• Regular quarterly earnings reporting, meetings and conference calls • Periodic investor days • Annual General Meeting of shareholders	• Annual Report and Management Information Circular • Investor Relations website • Participation in ESG ratings and rankings
Employees	• Global employee survey • Onboarding surveys • Monthly company newsletters	• CEO OpenTalk – live streamed events • Exit interviews • Employee networks	• Career Week • Site Leader activities
Customers	• Innovation labs • Satisfaction surveys	• Advisory councils and user groups • Customer advocacy program	• Monthly e-newsletters • Recognition programs
Partners	• Business planning sessions • Recognition programs • Event sponsorships	• Co-innovation labs • Developer engagement • Training development funding	• Newsletters • Annual partner summits
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 • Supply chain monitoring	• Best practice engagement supporting supply chain management efficacy	• Supplier Code of Conduct
Industry Analysts	• Strategic advisory sessions	• Joint speaking opportunities	• Meetings, inquiry calls, webinars, surveys, and briefings

Partnerships & Commitments

Forming strong and lasting partnerships has empowered us to build a better world. OpenText has joined the following industry initiatives to help accelerate progress and impact.

WE SUPPORT

OpenText signed on to the United Nations (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 UN are a universal call for action to end poverty, protect the planet, and ensure that all people can enjoy peace and prosperity. Through our participation, we are gaining a deeper understanding about how innovative technologies can disrupt climate change and accelerate progress for all of the SDGs.

OpenText is a corporate sponsor of Women in Computer Science (WiCS) at the University of Waterloo. WiCS is dedicated to promoting gender equity in computing by advocating for and supporting women, trans, gender-fluid, gender-queer, and non-binary students enrolled in computer science and computing-related programs at the University of Waterloo. OpenText partnered with WiCS throughout 2022 to lead initiatives and events that foster community, empowerment, and mentorship.

Lakehead University in Thunder Bay, Ontario, Canada provides education to the largest population of Indigenous university students in Ontario. As part of Truth and Reconciliation[3], 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 in 2021. This summer, we welcome our second cohort of students from Thunder Bay across multiple business units within OpenText. OpenText was also a proud sponsor of the 33rd annual Lakehead University Native Students Association (LUNSA) Powwow, which is a three-day event celebrating Indigenous culture.

This year marks our third year as a global Supporter of Catalyst, a non-profit organization 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.

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

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.

CEO Mark J. Barrenechea is a member of the 30% Club Advisory Committee. The 30% Club Canada enlists board chairs and CEOs to work towards achieving better gender balance at both board and senior management levels. The objective is for members to commit to at least 30% female representation on their boards and executive leadership teams. The ultimate goal is to achieve gender parity.

CDP Worldwide 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.

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

Business Conduct

We conduct our business to the highest standards of ethics and integrity. This is the OpenText Way.

We are committed to conducting our business ethically and in compliance with the letter and spirit of all applicable laws and regulations. Our Code of Business Conduct and Ethics outlines our expectations, and all employees, officers, directors, vendors, contractors, and partners are expected to comply with them. We review the Code of Business Conduct and Ethics annually to ensure it remains robust, addresses evolving risks and circumstances, and remains in line with market practice.

Code of Business Conduct and Ethics

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 2023, 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.

It is important to us to maintain a workplace in which the Company can receive and address concerns regarding matters governed by the Code of Business Conduct and Ethics. We have a number of channels to communicate and report possible violations, including a 24-hour compliance hotline service. We remain focused on maintaining a workplace where employees, officers, and directors can raise concerns on a confidential basis, free from discrimination, retaliation, or harassment, anonymously or otherwise.

Madhu Ranganathan
Executive Vice President,
Chief Financial Officer

"From advancing sustainability, fostering inclusion, and transforming lives, we're investing and implementing technologies across industries to help companies address these key market conditions. While embracing these new opportunities and activating change, we recognize this requires setting ambitious goals to drive measurable outcomes while committing to integrity and being transparent along the way."

Human Rights

Respect for Human Rights is deeply embedded in how OpenText conducts business and interacts with the communities in which it operates. Our Human Rights Policy promises to:

- Provide a workplace that is free of harassment and discrimination, and in which all staff treat each other with respect
- Achieve a workplace free of barriers where employees are able to perform their work to the best of their ability
- Maintain 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 also incorporated in our Code of Business Conduct and Ethics and reflected in our employment 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, prevent, and report human rights issues, which are available to all employees, directors, and officers of OpenText.

Additionally, we 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 the Zero Barriers section to learn more about our employment practices.

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 of enhancing 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 include regular evaluation, management and monitoring of tax risks. We reflect the 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 and are preparing for additional reporting requirements pursuant to the OECD BEPS Pillar 2 global tax initiatives. 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 CEO and CFO 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 provide 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 with 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.

Active monitoring of our 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 these risks. Additionally, we continue to:

- Monitor against various government sanctions, violations (including labor, health and safety, ethical/regulatory and environmental matters) and financial/credit risks across industries, commodities and various geographies using our supplier risk monitoring solution. The solution reviews the percentage of suppliers that fall into low, medium, or high-risk categories.
- Provide ongoing supplier risk management training packages, including but not limited to regulatory and compliance, financial, environmental and social, security and privacy risks, to our global Procurement team working with our suppliers.

As of FY23, suppliers identified as medium- or high-risk by geography and type of service are required to sign a modern slavery statutory declaration. Suppliers declare they will provide services aligned with applicable modern slavery legislation worldwide. OpenText's Modern Slavery Statement reflects our commitment to ensuring the prevention of slavery and human trafficking in our corporate activities and supply chains.

Our Request for Proposal (RFP) template includes risk analysis questions for prospective suppliers to collect information about a supplier's business model and understand how its supply chain is engaged, along with the composition of a supplier's workforce. Our RFP outlines 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. Please visit our Supplier Information Page for more information.

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 of 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.

In addition, the Vendor Management team works with a third-party organization to certify that our vendor records accurately reflect the Minority Business Enterprise (MBE) classification in countries with MBE programs. The team also ensures other national requirements, such as India's Union Ministry of Micro, Small, and Medium Enterprises (MSME) program, are observed.

Lindsay Holland
Director, Vendor Management

"OpenText is dedicated to conducting our business in a lawful and responsible manner, including selecting suppliers that meet our principles for respecting human rights, providing safe and inclusive workplaces, and advocating for a sustainable future. OpenText's global suppliers are required to meet the standards we outline and commit to these expectations."

Enterprise Risk Management

Our Enterprise Risk Management (ERM) program drives the identification, analysis, and management of risk across OpenText. 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. This includes crisis management, business continuity, information system controls, cybersecurity, disaster recovery 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

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 Continuity

OpenText engages in Business Continuity and Emergency Management (BCEM) programs to mitigate, prepare, respond to, and recover from potential threats to our company. Through our BCEM program, we have established teams and developed supporting plans to affirm our ability to:

- Ensure the safety and well-being of employees
- Reduce operational downtime during an incident
- Prioritize recovery order within predefined timeframes
- Manage and facilitate resource allocation before, during, and after an incident
- Minimize employee, operational, financial, reputational, legal, and contractual impacts
- Deliver organizational resiliency

The Business Continuity Core Committee (BCCC) supports our goals for advancement of BCEM program oversight. Local offices have Core Emergency Response Teams (CERTs) who are responsible for providing localized knowledge of employees, facilities, and incidents at their location, in addition to leadership and support during disruptive incidents. These teams are supported by our Executive Leadership Team (ELT) with strategic direction during coordinated responses to significant disruptive incident(s).

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

Our Ukraine response team continues to monitor the crisis and associated risks, addressing questions from employees and suppliers.

Data Privacy & Information Security

As a multinational organization, we embed global privacy regulations and market changes into our policies and processes to help protect the data of our employees, suppliers, partners, and customers. Stakeholders count on us to anticipate and actively manage all information security and data privacy risks.

Maintaining compliance - upholding best practices and industry standards

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 (ISMS). This has been strengthened by our incorporation of ISO27018 into our ISMS.

As a corporation, we establish policies and procedures to enable compliance with applicable privacy laws. Our internal compliance privacy program monitors, enforces, and reflects any changes in privacy laws.

Focus on data privacy

We have embedded a privacy-conscious culture across the company that is driven by leadership.

We prioritize privacy and data protection within OpenText's vision and strategy by:

- Having a dedicated privacy team responsible for delivering OpenText's privacy strategy. We also have an established Data Protection Officer and respective team to advocate data subjects' rights and freedoms.
- Embracing an OpenText Data Privacy Community of Practice, comprised of representatives across key business functions, supporting key privacy activities, and embedding a privacy-conscious culture.
- Adopting a "privacy by design and default approach" through embedding privacy standards across teams' ways of working, to ensure appropriate technical and organizational measures are in place to implement 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.

Renee McKenzie
Executive Vice President, IT,
Chief Information Officer

"While speed and agility may be a primary focus for data-driven organizations, security associated with data management can no longer be an afterthought. To drive positive impact, people need to trust the technologies they use and the companies behind them. At OpenText, we're thinking about privacy at all levels and pledge to create, manage, and protect data securely and transparently."

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

→ **Privacy Policy**

→ **Privacy Center**

Privacy as a fundamental right

It is inherent in our mission to protect the personal information of OpenText customers, employees, channel partners, suppliers, and other stakeholders. We rely on a variety of methods and controls to ensure we know what data we are collecting and processing and protect that data appropriately. OpenText maintains 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 we operate. This includes adopting the General Data Protection Regulation (GDPR) as our global standard, incorporating internationally recognized standards and frameworks, and building on these in line with global privacy regulations.

As mandated by data protection legislation, all processing activities are recorded, and risk assessments are performed for 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 into our business practices.

Information security

Information security is not just about protecting data, it's about safeguarding the trust of organizations. At OpenText, we continuously power and protect our customers' data and ensure their trust in our cloud-based software. We achieve this through innovation, collaboration, and a commitment to excellence in everything we do.

By investing in people, process, and technology, and continuing to advance certifications and independent assessments, we meet and exceed customer expectations.

Certifications include cybersecurity compliance, as applicable and available for a service, for ISO 27001, ISO 27017, 27018, SOC 1 Type II, SOC 2 Type II, SOC 3, SOC 2 + HITRUST, PCI DSS, HIPAA, SWIFT, TISAX, CyberEssentials+, and FedRAMP. With attestation reports, we evaluate multiple levels of service controls (application, infrastructure, and data center) and the available reports provide an overview of the service, scope of control testing, and control testing results.

Management approach, methodology, and certifications

With 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.

Neil Fowler
Senior Vice President, Engineering

"The importance of cybersecurity in the digital world cannot be minimized. A security breach can have extensive and debilitating consequences in the interconnected world we live in. Our customers' success depends on our security solutions to solve key challenges by detecting, responding to, and recovering from advanced threats faster."

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 ISMS executive steering committee is composed of the OpenText CEO & CTO, Chief Product Officer, and Chief Information Security Officer.

The role of the 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 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 ISMS-required resources are in place
- Communicating the importance of effective information security management and conforming to ISMS requirements
- Ensuring the ISMS achieves its intended outcome(s)
- Directing and supporting personnel to contribute to the effectiveness of the ISMS
- Promoting continual improvement
- Supporting other relevant management roles to demonstrate security 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 set and tested annually by thorough consultation with third parties to ensure industry best practices. The incident management process is fully measured and documented. Incident information is considered confidential unless we are required to disclose it in accordance with applicable laws.

Employee training and awareness

Internally, OpenText runs a continuous privacy and security 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 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.

Zero Barriers

We believe that the future of growth is sustainable and inclusive, which is why we are committed to building a work environment with Zero Barriers. By empowering an inclusive environment, we remain focused on employee success and creating a culture that supports and advances Equity, Diversity & Inclusion (ED&I).

We will achieve Zero Barriers through new strategies for equitable recruitment, hiring and retention, unbiased recognition, professional development, and mentorship programs. Additionally, we provide inclusive benefits, work/life balance programs, and participation in civic events that promote diversity, volunteering, and corporate giving.

Specifically, we have pledged to achieve the following ED&I targets by 2030:

- A majority ethnically diverse workforce

- 50/50 gender parity within key roles

- 40% women in leadership positions at all management levels

Zero Barriers

With a focus on education and training opportunities in our communities, we are guided by the intention to instill positive change.

This has been demonstrated, for example, by ensuring that our U.S. employees have the insurance coverage needed to protect health benefits and fundamental rights, as well as in our signing of the Human Rights Campaign Business Statement on Anti-LGBTQ State Legislation calling for public leaders to put a stop to bills that discriminate against LBGTQ individuals.

At OpenText, ED&I is sponsored by our CEO & CTO who leads our ED&I Steering Committee with representation by the Chief Financial Officer, Chief Marketing Officer, Chief Legal Officer, Chief Human Resources Officer, VP of ED&I, VP of Corporate Citizenship, and SVP of Organizational Effectiveness and Rewards. Under the Steering Committee, an ED&I Council helps provide guidance and contributes to the planning of the Impact Team initiatives.

We nurture initiatives in our five strategic pillars for ED&I: Awareness, Hire & Develop, Civic Action, Power of Business, and Analysis & Governance. We recognize that our ED&I initiatives require ongoing analysis and refinement. Within each of our pillars, our volunteer Impact Teams work to advance and measure key initiatives.

To push us closer to parity at the leadership level and in key roles, for example, we developed gender dashboards at global, regional, and business unit levels for insights into areas where we can improve. Our current global gender profile consists of:

30%	26%	36%
Global workforce are women	Management are women	Board members are women

All OpenText employees are encouraged to participate in our ED&I programs and initiatives, and we are pleased to have grown participation to more than 4,000 participants globally.

Yvonne Thomson
Vice President, Equity, Diversity and Inclusion

"At OpenText, our commitment to diversity, equity, and inclusion is driven by purpose — a drive to break down barriers and provide a safe, supportive, and inclusive culture for all employees. Building a diverse workforce is not only the right thing to do; it enables us to create a better shared future for employees, encourages access to equal opportunity, and builds belonging and allyship in our workplaces and communities."

1. Awareness

Employee Networks

We remain focused on developing an inclusive workplace where everyone feels safe and free to be their truest and most authentic selves. Collectively building awareness, empathy, and positive change, our Employee Networks provide members with opportunities for involvement, personal development, and support.

With our recent acquisition of Micro Focus, we are expanding our Employee Networks from four (Black, LGBTQ+, Women, Indigenous) to 10 groups with more than 3,500 members.

We have also combined our existing Women in Technology (WIT) group with the Micro Focus women's network to form Worldwide OpenText Women (WOW), which includes more than 2,000 women and allies. The group has unveiled a new charter with four key areas to help attract, hire, retain, and develop women at all levels. WOW will generate insights and ideas for ED&I initiatives and the network will create specific community programs to help women facing career junctures.

Indigenous & Allies   Queer Pride & Allies   truABILITY   Familia   Worldwide OpenText Women

inspirASIAN   openGEN   Planet   Salute   Black Empowerment & Excellence

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. ED&I 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 ED&I Navigator Internship Program, we include sensitivity training for all hiring managers of underrepresented interns across the globe.

Celebrations and Equity, Diversity & Inclusion (ED&I) events

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 strive to host global and regional events that encourage open conversations on ED&I topics and emphasize the importance of these values with our employees. We also celebrate special holidays and honor significant dates, such as Dr. Martin Luther King Jr. Day, Holi, Juneteenth, Mental Health Awareness, and more.

On important dates like these, our ED&I Awareness Impact Team comes together to organize activities that include educational resources, employee events, regional celebrations, and a CEO broadcast with inspiring external guest speakers. Key ED&I events this year included:

- **Black History Month:** For Black History Month in 2023, our CEO sat down with Dr. Ruha Benjamin, Professor of African American Studies at Princeton University, to discuss the complex dynamic between innovation and equity. Dr. Benjamin explored why it is vital that we learn the history of technology alongside the history of race. We also hosted a panel featuring several OpenTexters from our Black Empowerment & Excellence employee network and created a video with the participation of our employees around the globe who shared their thoughts on this year's theme of Black Resistance.
- **International Women's Day:** On March 8, 2023, International Women's Day, we shared an impactful video of OpenText women speaking about barriers in the workforce, and our CEO's blog on International Women's Day reflected with gratitude on all the women guest speakers who informed and inspired us throughout the year.
- **National Day for Truth and Reconciliation:** On September 20, 2022, CEO Mark Barrenechea spoke with Chief Clarence Louie, Chief of the Osoyoos Indian Band, an Indigenous inclusion, First Nation, leadership and economic development expert, about how training and economic development is critical to creating better communities and better lives. As part of our Truth and Reconciliation education at OpenText, our Vice President of ED&I spoke with three interns from Lakehead University for an open and impactful conversation about Truth and Reconciliation.
- **Pride Month:** During Pride Month, we uplift and celebrate LGBTQ+ voices and culture and support LGBTQ+ rights. During our OpenTalk series, CEO Mark Barrenechea spoke with communications technology expert and activist Sasha Costanza-Chock and discussed her latest book entitled *Design Justice* which demonstrates how universal design principles erase certain groups of people.

2. Hire & develop

Mentorship

Our OpenText Mentorship program provides all employee network members with access to mentoring. Training programs for mentors and mentees have been implemented with internal controls and an application system to help track matches. To date, program feedback has been overwhelmingly positive.

Recruitment

We maintain meaningful partnerships with diverse sourcing tools such as MentorAbility Canada, WomenHack, and Hiring Our Heroes. We also maintain partnerships with universities with large, underrepresented populations to create and promote opportunities.

In addition, we are piloting tools for creating more inclusive job descriptions and interview experiences. As we work to achieve our goal of 50/50 gender parity in key roles, we are piloting a program to ensure a diverse interview panel is achieved by including an interview from the WOW network for greater gender balance.

We have improved representation across our workforce and endeavor to exceed the industry average by making our leadership positions geographically flexible. As part of this flexibility, we interview diverse individuals for every open leadership opportunity. We believe in equal opportunity for all, and ensure our open positions are accessible to all who are interested in applying, including nonconfidential Vice President level positions.

35% Global new hires, women	**532** Global interns*	**21%** Positions filled internally

*Global interns number represents the unique number of interns hired by OpenText throughout FY23.

External partnerships

Some of our external partnerships representing our focus on ED&I include:

The Information Technology Senior Management Forum (ITSMF)

ITSMF increases the representation of Black professionals at senior levels in technology, to impact organizational innovation and growth. They do this by developing and nurturing dynamic leaders through enrichment of the mind, body, and soul.

Out & Equal

Out & Equal is a thought leader and catalyst actively working to achieve workplaces of equality and belonging — supporting LGBTQ+ employees and leaders who thrive in their careers and lives and achieve greater impact on the world.

Disability:IN

Disability:IN is a leading nonprofit resource for business disability inclusion worldwide, promoting the full inclusion of people with disabilities, to inspire accessible innovation for all, and to foster cultures of inclusion.

March of Dimes MentorAbility

OpenText is partnering with March of Dimes MentorAbility by providing mentors to differently abled people looking to learn about professional possibilities in the tech industry.

ED&I Navigator Internship Program

OpenText is committed to providing meaningful internships to develop future leaders. Launched in 2022, the OpenText ED&I Navigator Internship Program provides co-op and mentorship opportunities to underrepresented communities, including Black, Indigenous, and female talent. In 2021, we partnered with Lakehead University on a program to create pathways to digital careers for Indigenous students. As a participant in Canada's Truth and Reconciliation offers, OpenText acknowledges the importance for businesses to build respectful relationships with Indigenous peoples and ensure equitable access to jobs, training, and education opportunities in the corporate sector.

In the summer of 2022, OpenText welcomed its first cohort of Black and Indigenous interns through the ED&I Navigator Internship Program. Our interns held various roles across the Company, working in our software engineering, marketing, finance, IT, and HR departments. Key program highlights include:

- Enrolling hiring managers and mentors in sensitivity and cultural fluency training to prepare them to lead their diverse interns with compassion and allyship
- Partnering interns with a trained mentor and an onboarding buddy
- Hiring a dedicated campus ambassador
- Implementing a weekly program called "Winddown Wednesdays" to create a sense of belonging and help upskill the interns both personally and professionally; content included: financial planning, Indigenous Elders, resume and LinkedIn preparation, fitness, well-being, and networking

We surveyed the interns before, during, and at the end of their term, with 100% reporting a good experience and feeling high levels of belonging. The ED&I Navigator Internship Program will recruit from Lakehead University and the University of Waterloo for Black, Indigenous and women interns.

3. Civic action

At OpenText we endeavor to help build a better world in the communities where our employees live and work.

As part of our ED&I journey, we will continue to review charitable opportunities through an ED&I lens and support initiatives that create an inclusive future. Please see our Communities section for highlights.

4. Power of business

OpenText understands that how we conduct business, and who we do business with, matters in helping create a fairer world. Our 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 diverse procurement goals and data analysis as well as reviewing our Sustainable Procurement, Code of Conduct, and Network Community policies from an ED&I perspective. Internally, we published an extensive technical glossary redefining biased technical language.

Chujeetha R.
Associate Quality Assurance Engineer |
India Internship Alumni

"I am filled with immense pride as I reflect upon the incredible opportunity I had to serve as an OpenText intern, and to now accept a full-time position within a company that not only embraces innovation as its core principle but also recognizes its indispensable role in fostering remarkable growth and prosperity."

Justin Jacko
Software Developer Intern |
Lakehead University

"Through my Research & Development internship here at OpenText, I have been given a glimpse into the exciting world of software development. The flexibility provided to me has also been rewarding as I have been able to explore my passion and expand my horizons in ways I never thought possible."

Our People

Employee survey

We conduct periodic surveys to invite 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.

We ask new hires for feedback after their first week, month, and 90-days through onboarding surveys. The feedback we receive from new hires informs our onboarding programs to ensure we create memorable and meaningful experiences. The quality of our onboarding leads to higher productivity and engagement.

Learning and development

From opportunities to work on new products or evolve our cloud technology, growth is at the center of our employee experience. We enhance hands-on learning experiences through formal learning opportunities by offering an annual Education Allowance Benefit to all employees. The program is designed to meet all personalized development goals, from technical to business skills.

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. They provide structured role-based onboarding, as well as ongoing professional development.

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

Onboarding: OpenText provides 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.

Career Week: OpenText invites all employees to attend our annual CEO-sponsored Career Week, where we ask them to take the time to learn, think about their careers, develop a career plan, and connect with their managers to discuss their ambitions. Career Week includes 30+ education sessions are focused on career development, delivered across 6 global regions with 250 leader and employee speakers.

Our Career Week global and regionally facilitated sessions are designed to inspire employees to explore career paths at OpenText. Employees learn about the career journeys of their colleagues and leaders while also learning about the resources available to support their career journey. While the theme of our Career Week kick off varies each year, it typically includes messages from our CEO about OpenText careers, internal guest speakers, local career storytelling panels, formal training for managers and employees, and a dedicated ED&I session. Following formal programming, all managers are asked to meet with their direct reports to have a thoughtful, employee-driven career discussion.

Navigator Program: The Navigator Program is an accessible learning program that leads to career-advancing certifications and other enrichment opportunities. It is a community of customer experts, employees, and developers seeking to build an ecosystem to unlock the potential of technology for good. Navigator also delivers programs that support career development and training at OpenText. There are also additional learning, certification, and badging opportunities to enhance skills with OpenText products and be part of the broader Navigator community. This network also engages through customer success programs, free training and support, events, forums, industry recognized certifications, and access to OpenText leadership.

ED&I: OpenText provides several key courses to our global managers, which support OpenText's ED&I goals and programs. All managers are provided with our "Hiring the Best" course, which includes training on unconscious bias and our "Leading a Diverse Workforce" virtual course, which outlines OpenText's approach to ED&I and how we are making an impact as a business. "Leading a Diverse Workforce" also highlights the impact of our managers as they put our ED&I strategy into action and how all managers can embed ED&I into their daily actions.

Manager development: OpenText provides all managers with a tailored manager curriculum to allow them to understand and execute their responsibilities as people leaders. This virtual curriculum is designed to align all of our managers to 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 talent, and creating a culture of recognition. We recognize that our managers are critical stewards of our culture, mission, and values. This curriculum is enhanced every year to provide support for the current needs of our managers. We do this through on-demand tools, resources, self-directed training courses, and live facilitator-led training.

Performance management

Setting annual performance goals is a key part of success at OpenText, both individually and collectively as a company. We believe that we are all more successful when we are moving in the same direction and communicating our joint progress. OpenText leverages our online Talent Central platform to support employees as they manage and track their goals throughout the year, and for managers to connect regularly with their employees to discuss performance, review progress, and refine goals.

Employees and managers are encouraged to treat performance as an ongoing discussion. This is enabled through an online tool that allows employees and managers to make comments on progress made towards the accomplishment of their goals throughout the year. Employees can solicit feedback from any employee in the organization on their performance, which is enabled informally and online. Employees and managers receive extensive training around performance management, including SMART goal setting, self-reflection on performance achievements, and our performance management process. This is offered through eLearning, facilitated sessions, and a variety of "quick guides" which can be used in the moment to make the conversations meaningful.

Year-end reviews and rewards are directly tied to the performance goals that employees achieve throughout the year. At the end of each year, managers engage in performance calibration discussions to ensure the top performers are consistently and objectively identified through our performance rating system.

Our People

Data on this page contains all OpenText entities, including Micro Focus.
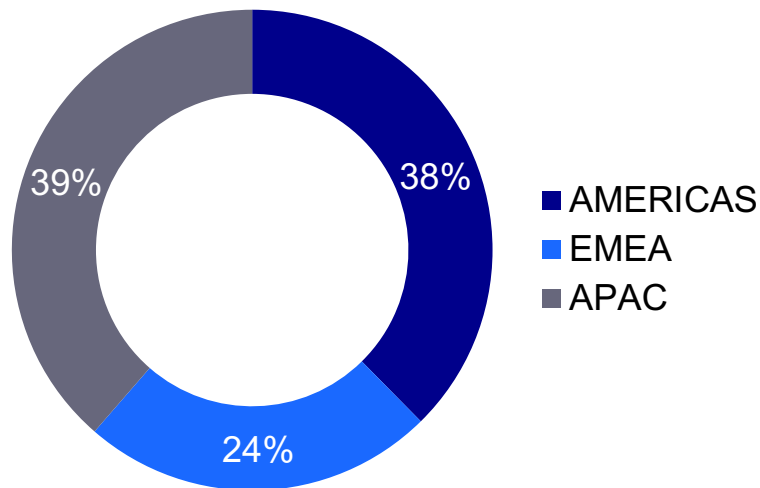
Workforce by contract and region

Contract Type	Americas	EMEA	APAC	TOTAL
Permanent	9,015	5,679	9,084	23,778
Temporary	53	49	199	301
Total	9,068	5,728	9,283	24,079

Workforce by region*

| Americas	EMEA	APAC
9,068	5,728	9,283

- AMERICAS 38%
- EMEA 24%
- APAC 39%

*Percentage values are rounded and may not total 100%.

As part of our workforce data integration, we will include a campaign to encourage new Micro Focus colleagues to disclose on a voluntary basis their ethnicity information in the U.S. and Canada so we can continue to understand and celebrate the diversity of our workforce.

Diversity of workforce by age group


- Under 30 17%
- 30-50 58%
- 51+ 25%
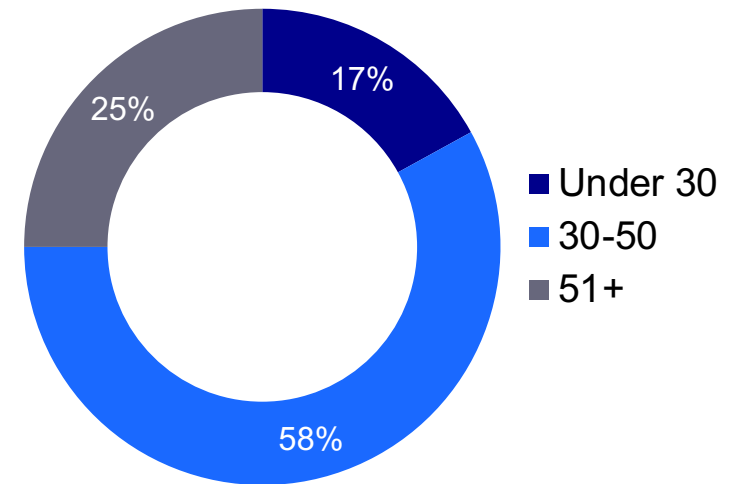
The diversity of our people – North America

In the effort to improve our data scope and impact the design of our ED&I programs across the organization, we continue to work towards a better understanding of our ethnic diversity within North America. Last year, 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. This outreach resulted in a five percent increase in our disclosure rate. In the coming year, we are planning additional outreach campaigns as part of our Micro Focus integration.

As depicted in the graph below, 86% of our Canadian employees declared their visible vs non-visible status. Percentage values are rounded and may not total 100%.

Canada self-declared workforce visible minority data

- ■ Not a visible minority — 58%
- ■ Visible minority — 28%
- ■ Not declared — 13%
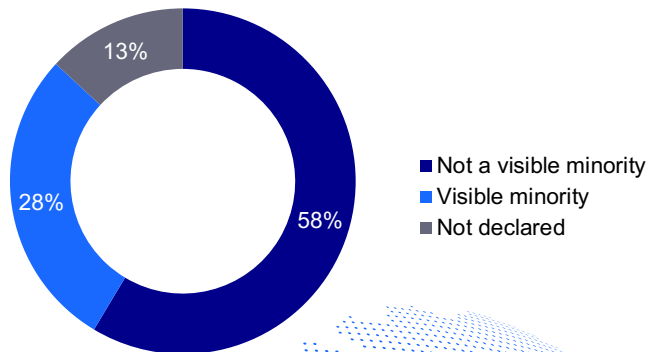
In Canada, we gave employees the ability to self-declare their ethnicity in accordance with traditional Canadian census categories. Of the 14% of employees who answered the additional question regarding ethnicity, representation is as follows:

Canada Workforce Ethnicity*	% of Employees
Arab	1.1%
Black	2.5%
Chinese	7.6%
Filipino	1.7%
Japanese	0.6%
Korean	0.3%
Latin American	4.8%
Other	5.1%
Rather not respond	1.7%
South Asian (E.g., Indian, Pakistani, Sri Lankan)	20.6%
Southeast Asian (E.g., Vietnamese, Cambodian, Thai)	1.4%
West Asian (E.g., Iranian, Afghan)	2.0%
White	50.7%
Grand Total	**100.0%**

*Percentage values are rounded and may not total 100%.

As of June 30, 2023, 63% of U.S. employees voluntarily disclosed their ethnicity information in accordance with traditional U.S. census categories.

U.S. self-declared workforce ethnicity data

- White 45%
- Non-White 18%
- Undeclared 37%
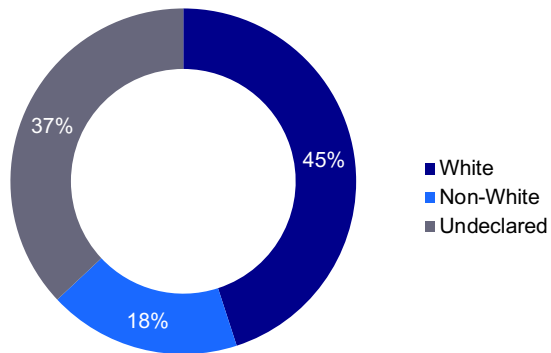
As we develop our talent programs to unleash the proven potential that comes from diverse perspectives, we regularly review pay programs and practices to ensure that employees in common roles are paid equitably. This includes a clear, open commitment to employees that if they have any concerns about the internal equity of their role, it will be reviewed right away. We take proactive actions in adjusting as part of our internal review process.

In both Canada and the U.S., 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.

Of the 63% of employees who declared ethnicity, ethnic representation is as follows:

U.S. Workforce Ethnicity*	% of Employees
American Indian/Alaskan Native	0.5%
Asian	13.0%
Black or African American	5.2%
Hispanic or Latino	7.2%
Native Hawaiian or Other Pacific Islander	0.2%
Two or More Races	2.2%
Not applicable	0.6%
White	71.1%
Grand Total	100.0%

*Percentage values are rounded and may not total 100%.

Benefits and Wellness

Our benefits

We offer a wide variety of group benefits including medical, life, and disability benefits in more than 37 countries. In addition, we offer competitive retirement programs and savings plans for employees to save for their future. We provide a global Employee Assistance Program, which gives employees access to 24/7 confidential counselling, support, and additional resources for them 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
Three 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	Transportation benefits
Patent incentive program		

2023 benefits and employee well-being enhancements around the world

As we continue to focus on our Zero Barriers initiatives, 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 FY23 to support those objectives.

Canada

- Implemented a free telemedicine program to help employees and their families receive care virtually, 24/7
- Offered "Plan Right" advisor sessions to help employees with their future retirement, budgeting, and overall financial well-being

U.S.

- Despite rising medical inflation, no increases were made to health care premiums for employees and their families
- Introduced a travel stipend and network coverage in the event needed health care services are not available in your state
- Offered identity theft protection with Webroot and Allstate for employees

United Kingdom

- Introduced monthly webinars to help employees plan for their future retirement, budgeting, and overall financial well-being

Philippines

- Enhanced maternity leave insurance coverage

Mexico

- Transitioned group benefit plans from annual allowance for health, life, and disability to ensure easier access to benefits for our workforce

Compensation

To attract and retain a highly qualified employee population, we offer a competitive compensation package that reflects our core values and aligns with our 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 and semi-annual (for fast growing markets) basis against our comparator industry.

Our compensation philosophy reflects our core values and is based on a set of principles that:

- Align with business strategy
- Account for business and individual performance levels
- Consider market conditions and changes to ensure competitiveness
- Commit to pay equity and provide equal pay for equal work, regardless of gender, race, or other personal characteristics
- Provide full disclosure to employees on their compensation package
- Consider the impact economic conditions have on granting compensation adjustments

During our October 2022 merit cycle, OpenText provided a Top Performer Grant. Employees who are recognized with exceptional annual performance receive this grant, which includes an award of OpenText stock shares (Restricted Stock Unit – RSU) as well as a merit increase. Fostering a culture of ownership, especially for our top performers, is a key aspect of our culture and rewards.

Recognition

We also foster a culture of celebration and recognition. The "Celebrating Navigators" platform gives our employees and managers the pleasure of recognizing colleagues who serve as role models, demonstrate OpenText's values, and have made a difference in contributing to our shared success.

There are multiple levels of engagement where employees, managers, and directors can nominate each other. 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 FY23. Fifty percent of all employees have been recognized at least once this year and over 60% of managers have recognized more than one team member.

CEO Excellence Award

Our OpenText CEO Excellence Awards program is designed to recognize individuals who consistently go above and beyond and make extraordinary contributions to OpenText's strategic goals. This award has high visibility, as winners are approved by senior leadership and acknowledged by our CEO at the quarterly All Hands calls.

Brian Sweeney
Executive Vice President,
Chief Human Resources Officer

"Employees who feel valued and appreciated bring their best selves to work, which is why it's essential to celebrate the accomplishments of our employees. Everyday recognition creates an environment of gratitude and loyalty that extends throughout an organization, and ultimately becomes the driving force behind innovation, collaboration, and success."

Health and Safety

We provide a physically and psychologically safe and healthy work environment for all OpenText employees, contractors, clients, and visitors by ensuring that health, safety, and well-being are an integral part of our global business operations.
As outlined in OpenText's Occupational Health and Safety Corporate Statement, we integrate the following actions into our global operations:

- Complying with all legislation that are applicable to our global operations
- Identifying and eliminating hazards, informing workers, and mitigating risks
- Ensuring management provides awareness and education
- Encouraging employees to participate and work collaboratively in identifying and resolving health and safety risks and concerns
- Ensuring employees are trained in safe work practices and have the tools and equipment needed to work safely
- Preparing for potential emergencies and responding to emergencies to mitigate business impact

We encourage employees to be aware of their surroundings and report hazards to prevent accidents and work-related illnesses. In FY23, we had three workplace accidents resulting in lost time. Our global lost-time injury rate was 0.031 per 200,000 hours worked.

Health and Safety Committees at select sites assist with office inspections, creating a platform for employees and management to discuss health and safety issues and make recommendations to improve the workplace. All Health and Safety Committee members receive a minimum of five days training.

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 with employees, focusing on topics such as office ergonomics and emergency preparedness to prioritize health and safety.

We audited all offices to ensure compliance with localized legislative requirements for automated external defibrillators (AEDs) as part of our industry-leading AED program. Our new AEDs provide voice-guided assistance (in various languages) to perform defibrillation. These devices are monitored, and maintenance checks are completed through our global online tracking portal.

In addition to providing engaging and productive workspaces, employees also have ergonomic workstations. Equipment ranges from sit stand desks, adjustable chairs, and other IT-related devices. Employees can request ergonomic assessments to help prevent work-related injuries, reduce absenteeism, increase productivity, and improve overall satisfaction and well-being.

In preparation for our post-pandemic return to office in July 2022, OpenText implemented the Healthier, Safer Workplace Program which encompassed a variety of solutions, including enhanced cleaning and touchless hygiene to ensure employees and visitors feel safe in OpenText offices.

Project Shield

The OpenText COVID-19 pandemic response program, Project Shield, evolved in FY23 with the global lifting of COVID-19 safety restrictions. While active, Shield kept teams informed with comprehensive resources and current COVID-19 information, including a dedicated platform with helpful health and safety protocols for our employees returning to the office.

As of January 2023, all office-based employees were granted the flexibility to work from home up to 40% of the time. Shield worked alongside HR, IT, Legal, and Corporate Communications to launch our hyper-flexible approach to Return to the Office (RTO).

Offices organized events and gatherings to support employees being together. The updated Work Arrangements Policy also helped drive RTO participation. Overall feedback is positive with employees transitioning into the new hybrid routine. Other RTO highlights include:

- **Flexible first:** A phased approach to give employees time to plan their return to the office and adapt to new ways of working.
- **Policy Updates**: Leading up to RTO, a global health and safety assessment was completed, which led to a thorough review of and update to our global COVID-19 vaccination policy. Employees are no longer required to be vaccinated against COVID-19 to enter an OpenText office.
- **Well-being & Co-respect**: The health of our employees remains paramount. Daily enhanced cleaning measures remain, and Shield continues to adhere to any remaining local government requirements. As part of showing respect for each other, employees may continue to wear a face covering and/or physical distance if they choose to do so.

Community

In FY23, our corporate giving and volunteer efforts centered on making an impact in the communities where our employees live and work.

Corporate donations

- Donations made by OpenText: $827,000
- Supported 122 charities, non-profits, and community organizations around the globe
- Employee donations matched by OpenText: $170,000
- Our employees contributed 14,533 volunteer hours to their communities

Impact pillars

OpenText leverages corporate donations to create a positive impact on the issues that matter to us most. We strive to elevate underrepresented talent in tech, to support healthy communities, and to ensure that when disaster strikes recovery is possible. The majority of our 2023 funding was invested in initiatives supporting education and innovation, children and families, and disaster relief. We give according to the following pillars:

Education and innovation

Donations in this pillar includes continued funding for the OpenText Sediba Digital Institute in South Africa, as well as hosted internship opportunities in India. This pillar helps OpenText open doors of opportunity to minorities and marginalized communities, as well as expand the pipeline that brings inclusive talent to OpenText.

Children and families

Funding in this pillar was made available to programs and organizations that serve children, families, and their surrounding communities. This includes long-term funding for Youth for Seva, in Bengaluru and Hyderabad, as well as the 58 food banks funded through our annual Holiday Food Bank Campaign.

Impact Feature: National Center for Missing and Exploited Children

OpenText Cybersecurity proudly sponsored the National Center for Missing and Exploited Children (NCMEC) Hero's Awards in May 2023. NCMEC provides critical support to law enforcement agencies working on the front lines protecting minors from exploitation, abduction, and human trafficking. OpenText supports law enforcement agencies with software solutions such as EnCase and Tableau Forensics, which help combat child sexual abuse material and human trafficking online. Our support of NCMEC is one more way we contribute to this vital effort to help keep families and communities safe.

Impact Feature: Project PEARLS

OpenText Manila employees supported Project PEARLS, a non-profit organization that aims to provide educational, medical, and feeding programs to underprivileged children in the Philippines. As part of the fundraising initiative, 170 employee volunteers raised funds, collected in-kind donations, packaged activity kits, and participated in a food distribution program.

Disaster relief

Disaster relief support included gifts to Red Cross chapters in the U.S., Türkiye, New Zealand, and the Philippines. OpenText responds quickly when disaster strikes, ensuring our communities have the resources to react and recover quickly.

Impact Feature: Recovery in Auckland

In response to the damaging floods in Auckland, New Zealand, OpenText donated to Auckland City Mission - Te Tāpui Atawhai, an organization that serves the city's most vulnerable. Funds were used to provide food and shelter in the wake of the floods, and employees in the region used volunteer hours to provide additional relief support.

Health

OpenText also continues to make an impact on health and wellness, primarily driven by employee engagement. OpenText has donated to many organizations important to our employees to support health research and patient recovery. A particular focus continues to be the Leukemia & Lymphoma Society (LLS); in FY23, OpenText and employees gave more than $46,000 to the LLS in Canada and the U.S., including four employee fundraising teams participating in Light the Night.

Employee engagement

We support employees by providing three paid volunteer days per year and by matching team fundraising efforts. Corporate Citizenship Champions at office sites act as experts-on-the-ground to help coordinate citizenship activities.

OpenText World

During OpenText World in Las Vegas, in-person attendees volunteered their time to build snack packs. The collected food was donated to Feeding America to support more than 3,000 people in need.

Emi Paraguas
Senior Manager, Software Engineering, Cloud Services

"Every small act of kindness can have a positive impact. This sentiment is evident in Manila, where colleagues come together to raise funds, create activity kits, volunteer, and participate in food distribution programs."

See the Need, Take the Lead

The "See the Need, Take the Lead" campaign celebrated employee volunteerism by showcasing the impact our employees have in their communities. OpenText recognized deep engagement by awarding three top-performing volunteers with a gift of $1,000 to their charity of choice. We also recognized three office sites that demonstrated high volunteer participation with a donation of $2,500 to their charities of choice.

> **Impact Feature: Rhythmix**
>
> See the Need, Take the Lead winner, Dei Jow, Senior Product Marketing, selected Rhythmix Cultural Works (RCW), a charity that brings people of all ages together to explore music, dance, visual arts, and educational opportunities, to receive a gift of $1,000 from OpenText.
>
> "As a member of the RCW's board of directors, I am keenly aware of the lack of arts education in schools," says Dei. "There is little to no funding to help schools expose students to the arts. RCW develops educational youth arts programs that foster awareness of world cultures and empowers underserved youth through exposure to music and dance. I am grateful for the opportunity to volunteer with this organization, and I take advantage of the paid volunteer days offered by OpenText."

Holiday Food Bank Campaign

The third annual Holiday Food Bank Campaign gave employees a chance to connect with their colleagues and communities and help ensure there was enough food on the table for everyone this past holiday season. Food bank recipients were selected by local Site Leaders and Corporate Citizenship Champions, and employees were encouraged to use their paid volunteer time to boost impact. In FY23, 58 food banks around the world received funding, serving more than two million meals. Since 2020, this campaign has directed $1.8 million to 80 local food banks around the world, helping to serve more than 8 million meals.

Support for Ukrainian refugees

At the end of FY22, OpenText directed funds to five schools in Poznan, Poland. Between these schools, they enrolled more than 600 Ukrainian students fleeing the war. The schools experienced an urgent need for support with the influx of students. OpenText distributed approximately $11,000 in funding to each school to support the needs of the Ukrainian students. To date, schools have used the funds to purchase new desks and chairs, lockers, teaching translation software, headsets, tablets, and physical education supplies.

OpenText expanded the OpenText Employee Relief Fund that was introduced in response to COVID-19 to provide support for employees who volunteer to host Ukrainian refugees in their homes. The fund provides up to $2,000 per employee.

Hugo Estigarribia
Vice President, IT │
Corporate Citizenship Champion

"We're fortunate to be part of a company like OpenText that champions volunteering and community engagement. It's a complete joy to organize fundraising and volunteering activities for colleagues to unite, collaborate, and make a collective impact in the communities we serve."

Community engagement in India

Our focus for FY23 was on education. In addition to continuing our support with the CNN Thanda school in Hyderabad, we also assisted the Mandal Praja Parishad School in Hyderabad and Rajarajeshwari Vidya Mandir in Bengaluru. Infrastructure enhancements were made in classrooms, science labs, and kitchen premises for mid-day meals.

OpenText funded books and stationery and distributed them at OpenText supported schools in Hyderabad and Bengaluru.

With health and safety restrictions easing in 2023, OpenText restarted the Youth for Seva-arranged Chiguru co-curricular and extra-curricular event for over 5,000 underprivileged children from schools across Telangana and Karnataka states. More than 65 employee volunteers participated in this day-long annual event in Hyderabad and Bengaluru.

Additionally, 168 OpenText employees donated blood during a donation camp held at our Bengaluru office. We also had over 40 volunteers partake in our Food Bank Distribution campaign at both our Hyderabad and Bengaluru locations, where nutrition kits were given to the underserved community. OpenText volunteers also prepared meals at the Akshaya Patra Foundation where mid-day meals are provided to school children. To support the success of these initiatives, employees dedicated more than 650 hours in volunteer service.

Rama Bhamidipaty
Vice President, Common Components | Hyderabad Site Leader

"Community engagement is an essential part of our cultural fabric in India and this year was no different with our focus on education. From school infrastructure enhancements, funding books and stationery, to providing meals and nutrition kits to children in underserved districts, our employees are actively supporting and making a positive impact in the communities around them."

Zero Footprint

Zero Footprint articulates our commitment to measuring and managing our environmental impact and integrating environmental innovation into our everyday business practices. To reduce our footprint, we prioritize key activities, including but not limited to, water and energy conservation, investment in energy efficient equipment, waste reduction, and reducing our overall energy consumption in our office locations around the world.

From a global perspective, OpenText mitigates the adverse environmental impacts of our business in accordance with environmental laws, regulations, and applicable standards. As a signatory to the United Nations Global Compact (UNGC), we have 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.

Zero Footprint

We integrate the consideration of environmental concerns and impacts into our everyday decision making and business activities.

Our Environmental Policy articulates our commitment to measuring and managing our environmental impact. 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.

This year, we did a comprehensive project to better understand our footprint and analyze the main sources driving our emissions. We engaged different departments across the business for insights and expertise to inform the development of our decarbonization strategy. Through this exercise, we identified hot spots, priority geographies, and sites to focus emission reduction activities on. This approach has given us a concise understanding of the abatement opportunities and investment required to achieve our near-term target, and considerations for our long-term targets. Another outcome of the project was the identification of the need for an internal governance structure focused on decarbonization. With the integration of Micro Focus, we will update the analysis to reflect our newly combined global operational footprint.

At our Waterloo headquarters, the Facilities team led a net-zero roadmap project which included an energy audit to identify energy reduction initiatives across operations and maintenance, reducing building loads, planned equipment replacement, and new technologies.

The Micro Focus acquisition expands our footprint. We are working to integrate the environmental impact into our Zero Footprint strategy. We are adopting best practices and in FY24 we will update our emissions inventory to capture the complete environmental impact of our business.

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. 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 long-term targets.

We have pledged to achieve zero waste in our operations by 2030. To kick this off, we are establishing a strategy and roadmap to achieve this goal. Our waste assessments, data collection and analysis will inform our strategy and roadmap in pursuit of our overall zero-waste commitment.

Muhi Majzoub
Executive Vice President & Chief Product Officer

"Addressing climate change involves collective action. We're continually focusing on new ways to harness the power of technology, community, and partnerships to create a path to decarbonization and zero waste. We're committed to achieving our Zero Footprint targets, building products that drive positive impact, and collaborating with our employees and customers to foster a sustainable future."

Key activities to reduce our footprint

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 motion and occupancy sensors, re-commissioning of equipment, replacing fluorescent lighting with energy-efficient LED lighting, and energy tracking in communal areas.

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, installation of LED light fixtures, and shutting down non-critical equipment and lighting after hours. To further reduce power consumption, OpenText Corporate IT and Facilities teams have launched a project to retire desk phones across our global offices and replace them with efficient model phones. The desk phones collected will be re-purposed and recycled.

We have also introduced energy conservation activities at our buildings to reflect our hybrid approach to work, 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. For example, our Makati City (Philippines) office has adjusted the operational hours for the back-up AC units to account for a hybrid work schedule while our Bengaluru and Hyderabad (India) offices turn off HVAC during times when employees are not in the offices.

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

We continue to measure our colocation vendors' energy efficiency and renewable energy usage and have incorporated environmental data from our hyperscale partners. Our corporate and commercial hyperscale partners are committed to sustainability and using renewable energy which will help support the achievement of our targets. 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 lifecycle management practices include standardizing times for data retention to advance data storage efficiency and minimize the number of servers required. At many of our data centers and colocations, such as Amstelveen (Netherlands), Ashburn, Brook Park and Chandler (U.S.), Chessington (UK), Grasbrunn (Germany), Helsinki (Finland), Hyderabad (India), and Mississauga, Montreal, Richmond Hill and Waterloo (Canada), we deploy cold and hot aisle containment systems to reduce power consumption by managing air flow.

The systems distribute cold and hot air in a more energy-efficient way and reduce energy consumption requirements by 10 to 20%.

Our Corporate IT team has invested in next generation data center equipment for our new data center build-outs in several locations, which are expected to reduce hardware energy consumption by 15%. The project is in progress and we expect it to be fully operational next fiscal year.

The average Power Usage Effectiveness (PUE) for major OpenText data centers in FY23 was 1.71.

We prioritize decommissioning end-of-life systems that use outdated and inefficient technologies that consume more energy, including our Alpharetta, Brook Park, Pasadena, and Tinton Falls offices in the U.S. and the Richmond Hill office in Canada. As part of our ongoing consolidation and efficiency program, we closed the Austin, Texas colocation data center this year.

Each year, our Brook Park, Ohio data center shuts down all unnecessary power on select days during the summer. This is part of a load shedding initiative with local energy providers during peak periods. We improved the cooling efficiency of the data center by enhancing the underfloor air distribution systems. Also in Brook Park, we are progressing to change HVAC coolant to a more environmentally friendly low Ozone Depletion Potential refrigerant. We also reclaim data center waste heat to support other areas that benefit from additional heating.

We resumed upgrading equipment such as computer room air conditioning (CRAC) and uninterruptible power supply (UPS) systems at data centers in Amstelveen (Netherlands) and Brook Park (U.S.). We continue to install devices to measure specific power consumption and monitor our efficiency.

Real estate: Most 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 to accurately measure energy consumption.

Many of the global facilities that we lease have achieved 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 Stockholm (Sweden), Pasadena (U.S), Hyderabad (India), and Makati City (Philippines) 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. 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.

Many sites also feature biophilic designs like 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.

To ensure that specific building requirements are met, the Facilities Operations Management team has developed a scorecard for OpenText's global real estate footprint utilizing industry best practices on building certification and standards. The scorecard is reviewed and adjusted annually, and each OpenText building receives an overall quality score based on an analysis of metrics in four categories: building quality, OpenText tenant and office space quality, location, as well as environmental and sustainability criteria.

Travel: OpenText technology enables online collaboration across the globe, thereby reducing the need for frequent business travel.

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 perform repairs on-site at the repair station.

In addition, we have reinstated our complimentary employee shuttle service program between the Waterloo and Richmond Hill offices. The shuttle runs on a weekly schedule and brings people together to drive innovation, creativity, and collaboration. Shuttle services also support a reduction in air pollution as it reduces the number of single occupancy vehicles on roadways.

Many of our offices around the world feature electric vehicle (EV) and/or hybrid vehicle charging stations that are available for occupant use. In addition to onsite EV charging stations, 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.

We are transitioning our car fleet in Europe from diesel or gasoline vehicles to hybrid or fully electric (where available). Our car conversion has been updated in France, Germany, Italy, Spain, and Sweden, and we will continue with conversion in other countries.

For our annual global customer events, collectively known as OpenText World, we are following a hybrid approach by providing both in-person and virtual attendance options. Customers can remotely access keynote content from OpenText World. Additional sustainable initiatives include promoting our mobile app to share content, schedules, and giveaways to reduce printed materials, as well as using refillable water bottles versus plastic bottles.

Waste reduction: Across our global offices, we have programs in place to donate used furniture and to recycle paper, printer cartridges, batteries, plastics, wood pallets and metals. Select offices include a separate Personal Protective Equipment (PPE) waste stream. 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. E-waste programs in our offices and data centers ensure retired computing assets, such as servers, laptops, cell phones, monitors, and desktops, do not go to landfill sites and we are committed to ensuring our e-waste vendors are ISO 14001 certified.

Water: Water filtration systems have been installed in our offices and we have discontinued providing bottled water for employees. Water reduction and conservation activities have been implemented at several office locations. 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. 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 office locations.

Employee education and engagement

Employees are encouraged to act on their own to help protect the environment.

OpenText celebrated Earth Day by rallying employees around the OpenText Zero-In Initiative. Employees engaged with resources to learn about Earth Day and how OpenText is taking action to reduce our emissions by 2030, reach net-zero by 2040, and reach zero-waste by 2030. Employees were invited to calculate their carbon footprints and take specific actions to lower their impact. Sites around the world conducted community clean-ups to remove litter and waste and beautify their communities, including sites at Mississauga, Richmond Hill, and Waterloo (Canada) and Provo (U.S.). Employees were also invited to participate in virtual volunteer experiences that supported three environmental organizations.

Employees from our Alpharetta (U.S.) office volunteered their time by harvesting and planting fruits and vegetables at a local farm, where part of their efforts go to harvesting their fruits and vegetables every Friday to give to the local food bank. At the Newbury (UK) office, employees made over 150 wildflower seed balls for the Bankside Open Spaces Trust, an environmental charity working to provide outstanding green spaces and outdoor activities that enhance the health and well-being of urban communities.

In addition, during OpenText World EMEA, CEO Mark Barrenechea was joined by guest speaker Dr. Steven Boyes, a conservationist, National Geographic Fellow and founder of the National Geographic Okavango Wilderness Project (NGOWP), to promote the protection of the Okavango's watershed and wildlife. Employees were invited to view the discussion virtually.

Paola Etter
Head of Planning and Development,
Facilities | Planet Network

"When the Planet Employee Network started, I was inspired to join. I view Planet as a great channel for us as individuals to support our leaders to make good business decisions, but also socially responsible decisions that support sustainable development. With Planet and our Zero-In Initiative, it reinforced my confidence that OpenText is making climate change a priority and encouraging all of us to take collective action to protect our planet by instilling sustainable behaviors at work and our personal lives."

Energy consumption and greenhouse gas emissions

Our absolute scope 1, 2 and 3 emissions increased in FY23 versus FY22 due to business growth and return to office.

Our Scope 3 business travel emissions increased due to the easing of COVID-19 restrictions and return to office.

		FY21	FY22	FY23[1]
Energy Consumption (MWh)[2]		86,999	86,168	87,470
Absolute Scope 1 emissions (tonnes CO_2e)[3]		2,807	2,616	2,728
Absolute Scope 2 emissions (tonnes CO_2e)[4]	Location-based	27,543	25,771	26,125
	Market-based	25,166	23,994	28,475
Total Scope 1 & 2 emissions (tonnes CO_2e)	Location-based	30,351	28,387	28,853
	Market-based	27,973	26,611	31,203
Absolute Scope 3 emissions (tonnes CO_2e)[5]		19,017	20,581	33,578
Energy Intensity (MWh per revenue in million USD)		25.69	24.66	–[6]
Emissions Intensity (Scope 1 & 2 tonnes CO_2e per revenue in million USD - Location-based)		8.96	8.12	–[6]

OpenText defines its organizational boundaries by applying the operational control approach as set out in the GHG protocol.

[1]FY23 emissions were calculated using data from 94% of global facilities square footage, in addition to 24 colocation partners covering 69% 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 18% of scope 1 and 2 emissions (location-based).

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

[3]Scope 1 includes emissions from direct onsite and mobile sources (natural gas, diesel fuel for back-up generators, refrigerants from cooling systems, and fuel from fleet vehicles).

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

[5]Scope 3 includes indirect emissions from our value chain: business travel data where available (air and rail travel, hotels, rental cars), interoffice shuttles, taxis (India only), Uber, personal mileage, gas cards for employee vehicles, courier services, overhead energy use at colocation data centers representing 69% 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 47% of usage). We continue to refine our scope 3 emissions inventory. For more information on our scope 3 emissions, please see our CDP climate change submission.

[6]We intend to provide this data in the next Corporate Citizenship Report with one full year of Micro Focus operations.

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.

Zero Waste

As part of our Zero Footprint commitment, we are targeting zero waste from our operations by 2030*.

To initiate our journey to zero waste, we are undertaking a project to establish a global strategy and roadmap to achieve our targets. The key activities we will be delivering include:

- Expanding our current waste data collection process by increasing the scope of data gathering and coverage for our global operations
- Completing three onsite waste assessments (Brook Park (U.S.), Newbury (UK), Waterloo (Canada)) to gather additional field data and better understand waste generation, management practices, and opportunities
- Analyzing collected data to develop prioritized actions
- Creating a three-year roadmap consisting of key waste reduction actions to achieve zero waste by 2030

Waterloo HQ waste metrics

	FY22**	FY23
Total waste generated (MT)	55	165
Waste recycled (MT)	17	34
Waste composted (MT)	21	78
Waste sent to landfill (MT)	17	52
Waste diversion rate (%)	70	68

** In FY23, we restated our FY22 waste data to reflect data improvements.

*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.

Return to office

OpenText adopted a phased approach to give employees time to adapt to new ways of working. As of January 2023, all office-based employees have the flexibility to work from home up to 40% of the time. With employees physically returning to our offices worldwide, subsequently, our waste production has increased. OpenText will continue to monitor the changes to our waste.

E-waste

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 employees and customers. When this equipment is ready to be retired or becomes obsolete, our e-waste program ensures that it is collected and disposed of responsibly through e-waste vendors. We are committed to ensuring our e-waste vendors are ISO 14001 certified and perform appropriate destruction and recycling services. In FY23, we collected 84 metric tonnes and 9,656 pieces of e-waste for recycling.

Café O Waterloo

Café O, the cafeteria in our Waterloo headquarters, converted its takeout containers, paper cups, lids, and sandwich bags to be compostable. Café O is also in the process of transitioning its plastic cutlery to a compostable option.

Our Products

Our commitment to sustainability extends beyond our operations. We are zeroing in on the development and advancement of innovative climate solutions to support the sustainability needs of our customers. By investing in an array of innovative technologies that contribute to a net-zero future, we can help our customers move from pledge to progress.

Our products and solutions not only address environmental and social challenges, but also prioritize transparency and responsible governance. This includes ensuring user data privacy and security and implementing responsible data handling practices.

By harnessing the power of technology, we can leverage innovation to create meaningful and lasting impact.

Environment

Climate Innovators

In 2022, OpenText launched the "Climate Innovator" customer campaign focused on reducing environmental impacts through digitization. We define climate innovators as those who create new or enhanced climate solutions through technology, policy, and investment models to supercharge progress.

We developed an online calculator for our customers through our partnership with the Environmental Paper Network Paper Calculator. Customers input the number of supply chain transactions, faxes sent and received, documents printed for signatures, and/or customer bills mailed to produce an output of the estimated environmental impact (such as trees saved) of digitization.

Customer Feature: FARYS

With focus on sustainability and the prevention of climate change, FARYS looked to improve technology and innovation as its strategic anchors. FARYS accelerates customer communications management with OpenText solutions for greater control, visibility, and efficiency.

→ **Learn more**

Active Risk Monitoring

Sustainability and ethical business practices are increasingly important in supply chain risk management. As regulatory developments around due diligence and reporting place new requirements on organizations, supply chain leaders need enhanced visibility into their supply chain processes and partners. To address these concerns, OpenText Active Risk Monitor is a cloud service that aggregates risk data from multiple supplier sources. It combines data onto one network for a consolidated view into a supplier's ESG compliance details and financial risk information.

Building practices around ESG combined with robust data security principles can mitigate risk, protect critical data assets, and improve corporate privacy. But these practices can also support a shift towards more sustainable, ethical business practices. Currently, OpenText is partnering with EcoVadis, Acuris, and Dun & Bradstreet to gather information about sustainability ratings, adverse media exposure and sanctions, and financial data, respectively, helping to ensure that businesses are proactively managing supply chain risks. These partners provide a comprehensive view and global coverage across several key risk categories, assisting procurement teams to select trustworthy suppliers and obtain deeper visibility into supplier risk data for more sustainable supply chains.

Sandy Ono
Executive Vice President,
Chief Marketing Officer

"Climate innovators are those who step up to protect our planet through their business operations. Our customers are bringing OpenText solutions to the fight against climate change — customers that we consider climate innovators. They are turning to the digital world to shelter the physical one by digitizing content, reducing physical waste, and developing sustainable supply chains."

Cloud solutions

OpenText and our many clouds—from Content, Cybersecurity, Business Network, Experience to AI, Developer, Operations, and DevOps— all run on the OpenText Cloud. As the connecting fabric between these clouds, the OpenText Cloud is helping our customers accelerate their digital transformation projects and move quickly and securely to the cloud.

OpenText also helps more than 8,000 OpenText Content Cloud customers digitize, capture, and store documents to save approximately 25.2 million trees per year. Through OpenText Experience Cloud, customers digitize 3.3 billon fax exchanges per year, which equates to an estimated four million trees.

OpenText Trading Grid

Many of our products help customers reduce paper usage and eliminate the need for paper storage. Customers use the OpenText™ Trading Grid™ platform to digitize their supply chains by seamlessly integrating operations, data, and systems on one unified and secure platform. Each year, OpenText customers digitize more than 33 billion paper transactions using Trading Grid, which equates to 299,374 metric tons of paper or 7.9 million trees, according to calculations by the Paper Calculator from the Environmental Paper Network[4].

opentext | Trading Grid™

OpenText customers digitize more than 33 billion paper transactions

equating to 299,374 metric tons of paper

or 7.9 million trees

Paper reduction saves GHG emissions of 2.69M MT of CO_2e

Tal Levi-Joseph
Vice President, Engineering

"OpenText is here to be the trusted partner on our customers' AI journey. AI-driven designs are essential to our software product delivery process because of the ability to deliver on precision and productivity. With improved accuracy, decision-making and capacity to automate complex processes, AI-powered solutions set new excellence benchmarks in software delivery."

Digitizing processes

Digitizing paper-based processes is one of many ways our customers can evolve into climate innovators and achieve ESG compliance. For more sustainable business practices, customers rely on solutions such as OpenText™ Documentum™ and OpenText Intelligent Capture.

Customer Feature: National Bank for Agriculture and Rural Development (NABARD)

Government-owned bank digitally transforms with OpenText solutions, saving over 2.4 million pages of paper and reducing time to approve projects.

"By working on 120,000 cases digitally rather than on paper, we've saved around 2.4 million pages of paper, which equates to almost 10 tons in CO$_2$ emissions. Thanks to our OpenText solutions, NABARD has already significantly reduced its carbon footprint, and our ultimate goal is to become a paperless organization. This is a particularly important milestone for us, as NABARD is responsible for disbursing funding for climate-change related projects."

- Ms. Sujatha Sudhindran, General Manager, Department of Information Technology

⊕ **Learn more**

OpenText Vertica

Efficient software is essential to any effort to reduce energy consumption in business. OpenText™ Vertica™ is an analytical database that can store and analyze petabytes of data and provide predictive insights based on AI and machine learning. Vertica runs on less hardware due to the optimization of products and data compression, resulting in a smaller carbon footprint, and it is also designed to efficiently use any computer power it is given.

Customer Feature: OpenText + Jaguar TCS Racing

OpenText is the official technical and analytics partner of Jaguar TCS Racing. The team uses Vertica and OpenText™ IDOL™ to gain meaningful improvements and results as they compete in the ABB FIA Formula E World Championship.

"As the world's first net-zero carbon sport since inception, Formula E provides us and our partners with a real-world performance test bed to develop new technologies and capabilities. With OpenText, we share the desire to innovate, succeed at the highest level, and deliver sustainable change."

-James Barclay, Jaguar TCS Racing Team Principal and Managing Director of Jaguar Land Rover Motorsport

⊕ **Learn more**

Vikas Mathur
Vice President,
ITOM Product & Engineering

"As more businesses move to the cloud, the standards for how they manage their IT systems evolve. To help customers manage this change, our IT management solutions provide cost and carbon visibility across the entire IT value chain inside and outside the organization. We also enable smarter and more efficient operations through analytics and automation."

OpenText LoadRunner Cloud

OpenText™ LoadRunner™ Cloud service simplifies performance load testing for co-located teams by planning and running performance tests without the need to deploy and manage infrastructure. LoadRunner Cloud is multi-tenant, which means each customer receives its own segregated tenant on a multi-tenant cloud platform, rather than running cycles on their own dedicated servers, resulting in less energy usage.

OpenText UFT Digital Lab

Simulation is another way to save energy. OpenText UFT Digital Lab is a centralized lab of physical mobile devices and emulators. With remote access, developers and testers can build, debug, test, monitor, and optimize mobile apps from anywhere. Having users simulate in a software environment versus physical devices means less infrastructure, less power consumption, and ultimately, a smaller carbon footprint.

OpenText Voltage

OpenText™ Voltage™ platform incorporates data privacy and protection efforts to help with data cleanup and reduces redundant, obsolete, and trivial (ROT) data. This lowers the energy and resources required to manage, store, and transmit data. By eliminating ROT, which can represent as much as 30-50% of storage across the enterprise, Voltage customers can reduce their carbon footprint in cloud migration efforts by two metric tons of CO_2 per terabyte of data. Also, by collecting and storing only the minimum and protecting this data from unauthorized access, customers can better monitor and control their data to prevent misuse.

Carbon footprint solutions

OpenText's Hybrid Cloud Management X (HCMX) provides businesses with comprehensive automation for hybrid cloud application, infrastructure delivery, and lifecycle management. As companies step up their sustainability efforts, carbon footprint metrics are increasingly being incorporated into financial operations. Capturing a unified view of cost and carbon-related data across cloud and off-cloud IT assets will be an advantage — enabling companies to understand, report, and reduce their carbon emissions to track progress against their own net-zero targets and make informed business decisions. We are currently developing a GreenOps carbon measurement product to collect, capture, and calculate IT carbon footprint. To learn and build our GreenOps expertise, we are a member of the Open Group Open Footprint forum.

Social

OpenText™ EnCase™ Forensic software and OpenText Tableau Forensic help law enforcement, government agencies, and corporate investigators to protect information and build safer communities through reliable investigation results. EnCase Forensic locates digital evidence to help reduce case backlogs, close cases faster, and improve public safety. Tableau Forensic enables investigators to acquire forensically sound images of devices easily and efficiently, contributing to community protection.

Customer Feature: The Southern Alberta Internet Child Exploitation Unit (ICE)

The Southern Alberta Internet Child Exploitation Unit (ICE) turns to EnCase Forensic to close cases faster and prosecute more offenders.

"With EnCase Forensic, we see a significant improvement in our efficiency, allowing us to investigate more complaints and bring more offenders to justice."

– Allen LaFontaine, Forensic Examiner, Southern Alberta Internet Child Exploitation Unit

⊕ **Learn more**

Governance

Security solutions

With cyber crime on the rise, organizations need more resources to keep information systems secure, prevent cyber threats, and ease the burden of security on IT resources. Often, enterprise security is comprised of disparate solutions on different platforms. OpenText Cybersecurity merges security solutions to reduce resource load and improve security levels. In cases where systems or information have been compromised, OpenText security solutions can stop lateral movement, enabling businesses to quickly recover from cyberattacks and accidental data loss.

Businesses need comprehensive data collection capabilities to meet legal and compliance requirements. However, because data is spread across multiple sources, organizations struggle to quickly identify and collect relevant and defensible information. OpenText Information Management identifies, collects, and preserves electronically stored information (ESI) for litigation, compliance, and regulatory requests.

Impact Feature: Girl Scouts

In 2022, OpenText partnered with the Girl Scouts of Greater Chicago and Northwest Indiana to create an educational initiative to develop leadership skills and to teach the Girl Scouts and their families about cyber threats. The collaboration continues with a variety of learning programs, including:

- The Patch Program: "Be Your Own Cyber Hero," which educates girls in Grades 4 to 5 about cybersecurity best practices using interactive games and activities
- Camp CEO, where OpenText mentored and empowered girls to imagine their future and to start planning for the opportunities ahead
- A virtual event to educate girls about cybersecurity and how to take charge of their online presence

More activities with the Girl Scouts of Greater Chicago and Northwest Indiana are planned to support and inspire girls to become the leaders of tomorrow.

Application Delivery Management

The OpenText Application Delivery Management (ADM) suite of products enables strong governance for regulated industries by defining workflow processes, including audit trails, which are critical for privacy and security monitoring.

OpenText NetIQ

OpenText™ NetIQ™ secures organizations through a comprehensive set of identity and access services for workforce and customer identities. Using a single platform, users benefit from a secure and seamless experience when managing customer identities. NetIQ delivers the right access to the right resources, reducing friction with adaptive access controls. Access to information is defined and limited to lawful and legitimate purposes.

Appendix

Awards

United Nations Global Compact Communication on Progress

GRI Content Index

TCFD Index

Endnotes

Forward-Looking Statement

Awards

Our character, our culture, and our investment in our people is garnering attention, and we have received numerous accolades:

Forbes 2022 World's
Best Employers

The Globe and Mail's 2023
Report on Business – Women
Lead Here list

2023 Waterloo Area's
Top Employers

2023 The Career Directory –
Canada's Best Employers for
Recent Graduates

2021-2022 Waterstone
Canada's Most Admired
Corporate Cultures

2023 LinkedIn Best Talent
Acquisition Team in Canada

2023 Canada's Top
Employers for Young People

CRN's Top 25 IT
Innovators of 2023 –
Top 100 Security

CRN's Top 25 IT
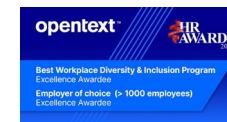Innovators of 2022 –
Top 100 Executives

2022 Cloud Security
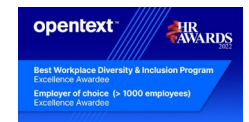Innovation of the
Year – SDC Awards

Recipient of 2023
SAP Pinnacle Award
in Partner Solutions
Success category

Canada's Top 100
Employers 2023

2022 Australia HR awards
– Best Workplace Diversity
& Inclusion Program –
Excellence Award

2022 Australia HR awards –
Employer of Choice >1000
Employees – Excellence
Award

2023 Silver Stevie Award in
the Annual American Business
Awards: Achievement in
Diversity & Inclusion category

Forbes 2023 Canada's Best
Employers for Diversity

United Nations Global Compact Communication on Progress

June 2023

To our stakeholders:

I am pleased to confirm that OpenText reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

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

UN Sustainable Development Goals

		Relevant Sections
Human Rights	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	Human Rights
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Business Conduct
		Human Rights
	Principle 4: Uphold the elimination of all forms of forced and compulsory labor	Zero Barriers
	Principle 5: Uphold the effective abolition of child labor	
	Principle 6: Eliminate discrimination in respect of employment and occupation	
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges	Zero Footprint
		Our Products
	Principle 8: Undertake initiatives to promote greater environmental responsibility	
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption	Principle 10: Businesses should work against all forms of corruption, including extortion and bribery	Business Conduct

GRI Content Index

OpenText has reported the information cited in this GRI content index for the period July 1, 2022 – June 30, 2023, with reference to the GRI Standards.

Number	Disclosure Title	Response
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	About OpenText, Annual Report
2-2	Entities included in the organization's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	July 1, 2022 - June 30, 2023 Annual opentext.com/contact About This Report
2-4	Restatements of information	Yes – FY22 Waste Data
2-5	External assurance	This report has not been externally assured
Activities and workers		
2-6	Activities, value chain, and other business relationships	About OpenText, Annual Report, OpenText Supplier Information, Industries, External Partnerships
2-7	Employees	About OpenText, Our People, Annual Report
2-8	Workers who are not employees	Our People
Governance		
2-9	Governance structure and composition	Annual Report, Proxy Circular, Board of Directors, Our Approach, CDP climate change response
2-10	Nomination and selection of the highest governance body	Proxy Circular, Charter of the Corporate Governance and Nominating Committee
2-11	Chair of the highest governance body	Proxy Circular, Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report, Proxy Circular, Board and Committee Mandates, Our Approach, CDP climate change response

Number	Disclosure Title	Response
GRI 2: General Disclosures 2021		
2-13	Delegation of responsibility for managing impacts	Annual Report, Proxy Circular, Board and Committee Mandates, Our Approach, CDP climate change response
2-14	Role of the highest governance body in sustainability reporting	Our Approach
2-15	Conflicts of interest	Proxy Circular
2-16	Communication of critical concerns	Proxy Circular
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	CEO Message, Communication on Progress
2-23	Policy commitments	Code of Business Conduct and Ethics, Business Conduct, Human Rights, Zero Footprint
2-24	Embedding policy commitments	Code of Business Conduct and Ethics, Business Conduct, Human Rights, Zero Footprint
2-28	Membership associations	Partnerships and Commitments
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Our Stakeholders
2-30	Collective bargaining agreements	Annual Report

Number	Disclosure title	Response
GRI 3: Material Topics 2021		
Disclosures on material topics		
3-1	Process to determine material topics	Corporate Citizenship Priorities
3-2	List of material topics	Corporate Citizenship Priorities

Number	Disclosure Title	Response
GRI Topic-specific disclosures		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	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		
3-3	Management of material topics	Zero Footprint, 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		
3-3	Management of material topics	Zero Footprint, 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
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Zero Footprint, Zero Waste
306-2	Management of significant waste-related impacts	Zero Waste
306-3	Waste generated	Zero Waste
306-4	Waste diverted from disposal	Zero Waste
306-5	Waste directed to disposal	Zero Waste

Number	Disclosure Title	Response
GRI Topic-specific disclosures		
GRI 404: Training and Education 2016		
3-3	Management of material topics	Learning and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Learning and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Learning and Development, Performance Management
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Zero Barriers
405-1	Diversity of governance bodies and employees	Proxy Circular, Zero Barriers, Our People
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	Data Privacy & Information Security
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy & Information Security

Number	Disclosure Title	Response
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Code of Business Conduct and Ethics, Business Conduct
205-1	Operations assessed for risks related to corruption	Business Conduct
205-2	Communication and training about anti-corruption policies and procedures	Business Conduct
GRI 207: Tax 2019		
207-1	Approach to tax	Tax Management and Governance, Annual Report
207-2	Tax governance, control, and risk management	Tax Management and Governance, Annual Report
207-3	Stakeholder engagement and management of concerns related to tax	Tax Management and Governance, Annual Report
GRI 401: Employment 2016		
3-3	Management of material topics	Zero Barriers, Human Rights
401-1	New employee hires	Zero Barriers
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Wellness
401-3	Parental Leave	Benefits and Wellness

Number	Disclosure Title	Response
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health and Safety
403-3	Occupational health services	Health and Safety
403-5	Worker training on occupational health and safety	Health and Safety
403-6	Promotion of worker health	Health and Safety
403-9	Work-related injuries	Health and Safety
GRI 415: Public Policy 2016		
415-1	Political contributions	OpenText did not make any political donations in FY23 and we believe in remaining politically neutral.

TCFD Index

Topic	Disclosure	Reference
Climate Change Governance	Describe the board of directors' oversight of climate-related risks and opportunities.	• Charter of the Corporate Governance and Nominating Committee • Our Approach • Business Conduct – Enterprise Risk Management • CDP 2023: C1.1b • GRI 2-12 Role of the highest governance body in overseeing the management of impacts • GRI 2-14 Role of the highest governance body in sustainability reporting
	Describe management's role in assessing and managing risks and opportunities.	• Our Approach • Business Conduct – Enterprise Risk Management • GRI 2-13 Delegation of responsibility for managing impacts • CDP 2023: C1.2
Climate Change Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	• CDP 2023: C2.1a, 2.3, 2.3b, 2.4, 2.4a
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	• CDP 2023: C2.4a, 3.1, 3.2a, 3.2b, 3.3, 3.4
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	• CDP 2023: C3.2, 3.2a, 3.2b
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	• CDP 2023: C2.1, 2.2, 2.2a
	Describe the organization's processes for managing climate-related risks.	• CDP 2023: C2.1, 2.2
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	• CDP 2023: C2.1, 2.2
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 2023: C4.2, 4.2c
	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 • CDP 2023: C6.1, 6.3, 6.5, 6.5a • 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 2023: C4.1, 4.1a, 4.2, 4.2c

Endnotes

CEO Message

[1] National Aeronautics and Space Administration (NASA)

[2] World Meteorological Organization (WMO)

OpenText Zero-In Initiative: Year In Review

MSCI Disclaimer Statement: The use by OpenText of any MSCI ESG research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of OpenText by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided `as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

Partnerships and Commitments

[3] Truth and Reconciliation is the Government of Canada's response to redress the legacy of residential schools, advance reconciliation and renew a nation-to-nation relationship with Indigenous peoples.

Our Products

[4] Source Environmental Paper Network Paper Calculator V4.0. Please note this calculator only pertains to estimated savings related to avoiding paper use. It does not account for environmental impacts from data centers and associated services for implementation and operations.

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, including the ability to capture data from additional sources of emissions, could materially affect the estimates, beliefs and assumptions used by us, and could materially affect the completeness of the reporting and 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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