opentext™

FY25 OpenText Way Impact Report

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Introduction

About this report

Our annual OpenText Way Impact Report reflects our commitment to all our stakeholders, including the communities in which we work and live.

Unless otherwise noted, our FY25 OpenText Way Impact Report:

- Covers our 2025 fiscal year (July 1, 2024 to June 30, 2025).
- Represents an enterprise-wide view covering all OpenText subsidiaries and operations globally.
- Presents data as of June 30, 2025.
- Reflects funds in US dollars.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards, accompanied by a GRI Index table at the end of the report. In addition to GRI, this report is informed by global best practices and frameworks including the Sustainability Accounting Standards Board (SASB) Materiality Map: Technology and Communications Sector, The United Nations Global Compact, and Task Force on Climate-related Financial Disclosure (TCFD).

About OpenText

OpenText is a global leading cloud and AI company that provides organizations around the world with a comprehensive suite of Business AI, Business Clouds, and Business Technology.

We help organizations grow, innovate, become more efficient and effective, and do so in a trusted and secure way—through information management.

At OpenText, we are AI-first—embedding artificial intelligence across our solutions to help organizations unlock the full potential of their information.

Learn more in our 2025 Annual Report.

$5.2 B
FY25 revenue

21,400
employees in 42 countries

120K+
enterprise customers

$11T+
in annual network commerce

99
of the Top 100 companies are customers

CEO Message

At OpenText, our vision is to be the world's leading information management company, and our purpose is to bring out the best in every organization by empowering individuals to see information in new ways. In FY25, we made bold strides toward that vision. This OpenText Way Impact Report captures a pivotal year defined by innovation and momentum: we launched Titanium X, dramatically expanded our Aviator AI capabilities, and achieved strong results. These milestones exemplify our ethos of Limitless—the belief that thoughtfully applied technology can remove barriers and unlock boundless possibilities. Through secure, intelligent, and sustainable information management, we continue to help organizations realize their full potential.

This formative year was shaped by our refreshed corporate values: Put Customers First, Innovate, Tackle Challenges Head On, Help Teams Succeed, Care About People, and Act Ethically. These values are the essence of The OpenText Way. They define who we are, what we stand for, and how we deliver on our promise to our customers, our people, and our world.

Put Customers First

We proudly serve 125,000 organizations in more than 150 countries, and we listen closely to their needs. We continue to focus on our core Information Management for AI business—powered by a comprehensive suite of Business AI, Business Clouds and Business Technology. In an era of relentless digital transformation, we don't just provide technology; we serve as trusted advisors who help turn our customers' ideas into tangible outcomes.

Innovate

In FY25, we advanced our AI-first agenda, embedding Business AI—from machine learning to generative AI—across our technology suite. Innovations like Titanium X and our expanded OpenText™ Aviator™ capabilities allow customers to harness private data sets securely, transforming information into action through digital knowledge workers. Beyond simply innovating, we are committed to innovating responsibly. OpenText's pioneering spirit is the engine for our growth, grounded in our AI strategy, operational excellence, and a deep dedication to trust.

Tackle Challenges Head On

We've cultivated a performance-driven culture that aligns individual aspirations with company strategy, rewarding excellence through competitive compensation and meaningful ownership opportunities for our top performers. The proof is in our people's voices: our FY25 employee survey showed high participation and consistently strong engagement, with our team expressing immense pride and referability in working for OpenText. This internal strength, built on a foundation of merit and shared purpose, is how we sharpen our resolve and turn challenges into results.

Help Teams Succeed

We are deeply invested in our people's growth. From our annual Career Week event to year-round learning opportunities, we support individual careers and foster a powerful team mindset. Our amazing culture has drawn attention, and we are proud to have received numerous accolades, including being named one of Forbes' 2025 Canada's Best Employers and TIME's World's Best Companies 2025. When our people thrive, we win together.

Care About People

Caring about our employees, customers, and communities isn't a program at OpenText, it's who we are. We cultivate a culture of fairness, dignity, and actively support the holistic well-being of our team members. We extend this care into our communities, where our employees' collective efforts resulted in $1.4M+ in donations and 29,000+ volunteer hours for charitable causes. At its core, being limitless is about empowering people to achieve more than they ever imagined possible, and that starts with genuine care.

Act Ethically

OpenText believes that trust must be earned every day through our actions. Our high standard of integrity is a shared responsibility that we expect from all our employees, partners, and suppliers. And nowhere is it more critical than in how we handle information and how we build key technologies, such as AI. Correspondingly, we take our responsibility to the planet seriously and remain committed to our environmental goals. This leadership is being recognized, and for the second consecutive year, we are honored to be named one of Canada's Greenest Employers.

Guided by Values, Inspired by Possibility

The progress detailed in this report is a result of the passion of our people, the trust of our customers, and the collaboration of our partners. For that, we offer our heartfelt thanks. Together, guided by our values and inspired by a limitless future, we are defining the next generation of information management. Our path forward is clear: to lead with responsible innovation, to put customer success at the center, and to remain unwavering in our commitment to people and planet.

James McGourlay
Interim Chief Executive Officer

Put Customers First

Customer centricity

At OpenText, delivering a great customer experience is our top priority. As an organization we prioritize customer success along with exceptional innovation and performance. Our Voice of the Customer (VoC) program provides a formalized approach to collecting customer feedback and incorporating it into our key business decisions. The cornerstones of the program are our annual relationship survey and transactional survey programs. With this customer feedback, we have an "outside-in" view of our company and a deeper understanding of customer expectations and needs. It helps us to continue innovating our products and services to meet customer needs and fuel their success.

Customer success

Our customers are at the center of everything we do. OpenText's solutions are purpose-built to meet customer needs and anticipate what's next. We combine user feedback with innovative capabilities to deliver not just products, but solutions. Our services and support organizations help customers unlock the full potential of our software and maximize its value.

When customers talk, we listen. Every conversation gives us insight into their needs and goals, which then informs our product development and roadmaps. On top of this, we are our own customer; internally, we use a wide variety of OpenText software to solve business challenges and stay competitive. We continuously put our products to the test, pushing limits so we can constantly improve and innovate.

We bring out the best in every organization by empowering individuals to see information in new ways. From human resources to finance and engineering, we equip every function with innovative, secure, and connected tools to turn information into action. Helping our customers solve their challenges is how we reach our goals. This customer centricity is what makes us the leader in information management.

Customer Highlights

International Fund for Animal Welfare (IFAW)

With OpenText™ Digital Asset Management, IFAW has been able to improve the usability and discoverability of assets. IFAW is now equipped to handle the more than 15,000 new assets it receives annually in an efficient manner, while new AI functionality holds the promise of making its small staff even more effective. Learn more >

"Our fieldwork has definitely improved thanks to the ability to organize assets more efficiently and the structured metadata controls, which allow us to quickly see improvements, such as better ranger housing in different national parks. We can see the before and after of what it looked like."

Grace Wilson
Director of Content Marketing, IFAW

Catalent

Catalent uses an OpenText-hosted, cloud-based solution so its quality teams can have quick access to controlled documents, enabling them to follow manufacturing processes and efficiently manage documents through auditable change management and approval cycles. Learn more >

"A year and a half ago, we had 15 manufacturing sites using paper-based document management systems. Today, we've reduced the amount of paper in our manufacturing operations by up to 30%. That has a hugely positive impact on our environmental footprint."

Lindsay Fernandez
Vice President of Enterprise Applications, Catalent

Innovate

AI is shaping the future. It will have a profound impact on how society builds enterprises, how we interact as organizations and individuals, and how we live our lives. At the heart of good AI outcomes is data. Data is the fuel that drives the AI engine.

OpenText has been at the forefront of data and information management for 35 years and has a history of innovation across the full spectrum of AI, from machine learning and process automation to generative AI and natural language processing. We believe that harnessing this technology's positive potential requires a framework grounded in ethical principles. That is why we are committed to developing AI systems that enshrine globally recognized standards of safety and data protection, while upholding the fundamental principles needed to address societal and economic risks.

AI at OpenText

At OpenText, our AI vision is to empower every employee with AI to deliver greater impact, make faster and better data-driven decisions, and drive innovation responsibly. Our commitment is to create an inclusive, secure, and future-ready workplace where AI amplifies human talent, enhances productivity, and strengthens trust with our customers, partners, and society.

Within our own company, AI is integrated into our operations and tools to drive secure business outcomes, innovation, and efficiency. We leverage AI to streamline compliance and privacy processes, enhance cybersecurity with advanced threat detection and response, and improve decision-making across our global network.

As part of our AI First strategy, we provide employees with carefully managed and curated AI tools, including our own products. These tools are built on our strong information management platforms, ensuring that AI access to quality data is paramount.

Each employee also has “AI excellence” as a performance goal to encourage them to explore these tools, thereby propelling our collective success.

This includes using AI to:

- Find instant answers from internal knowledge bases (e.g. polices, products, tickets).
- Create drafts, summaries, translations, videos, or presentations.
- Automate repetitive steps across business workflows such as IT, HR, Finance, and Customer Support.
- Decide with the help of concise digests, explainers, and risk flags.
- Build using secure sandboxes and developer copilots.
- Learn through role-based training, targeted AI workshops, Hackathons, AI champion groups, etc.

For example, a sales representative might use AI to respond to an RFP, create tailored summaries or curated content about our products, or solve customer issues. Scaling this across the sales organization improves selling efficiency and effectiveness for the business.

This deep experience applying AI within our own operations directly informs the innovative products we build for our customers, such as OpenText Aviator. Aviator is our family of generative Business AI capabilities that leverage large language models (LLMs) and private data sets to solve specific use cases. Our customers trust OpenText to manage their private data, from B2B transactions and operational content to intellectual property. Without moving their data, customers can use OpenText Aviator AI to get the most out of their information.

Governance in practice

OpenText takes a measured and thoughtful approach to AI, guided by principles of transparency, accountability, and responsible innovation. Our goal is to ensure that AI enhances our operations and solutions in a way that delivers value to our customers and stakeholders, while maintaining trust and ethical integrity as the technology continues to evolve.

This approach is built on four key principles: 1) being human-centered, where AI augments people who remain the ultimate decision-makers; 2) ensuring systems are secure by design with a focus on privacy and auditability; 3) prioritizing quality first through measurable accuracy and continuous evaluation; and 4) delivering pragmatic value by launching quick wins and scaling what works.

We have established policies, practices, and controls applicable to our employees, to address potential harms stemming from the development, deployment, and use of AI. The policies, practices, and controls assess and manage potential risks, and we endeavor to adopt common responsible AI pillars, including Fairness, Safety, Security, Privacy, Transparency, Accountability, and Human Oversight.

Our governance is an active, iterative process that moves from identifying and assessing risks to implementing controls and measuring performance.

- **Oversight:** The Executive Leadership Team has accountability for our AI program with direct oversight by the Board of Directors, as specified in the Board Mandate. The Audit Committee of the Board of Directors is also responsible for overseeing risk, which includes those related to the deployment of artificial intelligence, as specified in the Audit Committee Charter. We have established key roles across the business to lead our AI strategy, and we have increased AI adoption and governance accountabilities for key roles in Engineering, IT, Human Resources, Legal, and Customer Support.
- **Structured enablement:** We follow a structured framework to enable AI responsibly across the business in five key processes: Discover, Adopt, Govern, Support, and Improve. This includes processes to Discover new tools and use cases, Adopt them with targeted role-based access, Govern all requests with a clear business case and leadership support, Support employees in resolving issues, and Improve continuously through a feedback pipeline.
- **Data principles:** We are committed to privacy by design and default, applying data minimization principles in our processes.
- **Risk management process:** We use a formal risk management process for AI intake and project execution. This includes mandatory approval gates from Security, Data Privacy, Architecture, and Vendor Risk assessment. Risk assessments are conducted in close collaboration with important stakeholders, both internally and externally.
- **Ongoing monitoring & review:** Our governance policies define acceptable use, and AI initiatives are subject to ongoing oversight. We employ review processes to evaluate data quality and model performance, along with monitoring mechanisms to detect unintended outcomes and ensure alignment with privacy requirements, security standards, and ethical considerations. By maintaining these controls, we aim to balance innovation with accountability, enabling the safe and effective use of AI across our operations and solutions.
- **Performance measurement:** To ensure our AI initiatives deliver tangible value and are effective, their success is tracked against key metrics for productivity, quality, velocity, and adoption.
- **Vendor accountability:** We have integrated ethical AI requirements into our vendor agreements to ensure the responsible and trustworthy use of AI by our suppliers. These measures require vendors to adhere to principles of data protection, robustness, inclusivity, and explainability in all AI-powered offerings and services.
- **External engagement:** We actively enhance our AI approach by leveraging advisory services for research and benchmarking, and by participating in communities of practice and public-private partnerships, including government forums.

Our commitment to Ethical AI

Our commitment to ethical AI is foundational. We recognize that human rights, as well as privacy and freedom of expression, can be impacted by artificial intelligence. Our approach is to design, build, and deploy AI in a manner aligned with the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the values reflected in the UNESCO Recommendation on the Ethics of Artificial Intelligence. This commitment is detailed in our OpenText AI Bill of Obligations.

Global leadership and collaboration

We proactively work with global partners to help shape the standards and practices that are intended to develop the development of trusted AI solutions. Examples of our efforts include:

- **Canada's Voluntary Code of Conduct on the Responsible Development and Management of Advanced Generative AI Systems:** OpenText was one of the initial signatories. This is our pledge to uphold equity, accountability, safety, and other vital guiding principles.

- **The Organisation for Economic Co-operation and Development (OECD) Consultation:** OpenText was one of a small number of global AI companies participating in a consultation with the OECD to develop a monitoring mechanism that will inform the OECD Guidance on Responsible Business Conduct for Trustworthy AI under development jointly by the OECD Working Parties on AI Governance (AIGO) and on Responsible Business Conduct (WPRBC) and it supports its in-house experts to dedicate time to contribute to the panel of the OECD.AI Network of Experts and other relevant AI voluntary schemes such as the drafting of the recently published EU General-Purpose AI (GPAI) Code of Practice.

- **Business 7 Consultation Process (B7):** OpenText is actively participating in the B7 to support the development of standards for the ethical use of AI across the G7 group of countries, in order to enable the adoption of trusted AI solutions, an example of which is the Hiroshima AI Process Reporting Framework (HAIP) launched by the OECD in February 2025. HAIP is a voluntary initiative and a direct outcome of the G7 Hiroshima AI Process aimed at promoting transparency and accountability in the development of advanced AI systems.

Through these engagements, we not only contribute to the development of global standards but also ensure our own governance practices remain at the forefront of responsible AI.

Continuous improvement

We believe responsible innovation extends to all aspects of our impact and is a journey of continuous learning. As the AI landscape evolves, we intend to continue to adapt our governance, engage with the global community, and invest in the technologies and processes necessary to uphold our commitment to building trustworthy and ethical AI.

Trust

As a multinational organization, we maintain a dedicated approach to data privacy and information security by embedding global privacy regulations and evolving market requirements into our policies, processes and operations. We are committed to proactively identifying, assessing, and managing information security and data privacy risks to 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. We have dedicated teams across our organization who are responsible for implementing, monitoring, and continuously enhancing our data protection and security practices.

Tackle Challenges Head On

Performance-based culture

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.

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 provide comments on the progress made towards accomplishing their goals throughout the year. Employees can solicit feedback from any employee in the organization on their performance, which is enabled online. Managers receive extensive training on performance management, including Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART) goal setting, reflection on performance achievements, and the 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 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.

Compensation

To attract and retain a highly qualified workforce, 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/subjective 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 the 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 fairness and provide similar pay for equal work, regardless of gender, race, or other personal characteristics.
- Consider the impact economic conditions have on granting compensation adjustments.

Part of our annual reward program includes a Top Performer Equity Grant. Employees who are recognized with exceptional annual performance receive this grant, which includes a restricted share unit award, which at vesting may be settled in OpenText shares, 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.

Pay programs

We regularly review our pay programs and practices to ensure employees in similar roles are paid equitably. This includes a clear and open commitment to employees that if they have any concerns about the internal equity of their role, they will be reviewed promptly. We proactively make pay adjustments as part of our internal review process. In both Canada and the US, 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 overall 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.

Always deliver

Recognition

The “Celebrating Navigators” platform gives our employees and managers the ability to recognize colleagues who serve as role models, demonstrate OpenText values, and have made a difference in contributing to our shared success.

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. Recipients receive a monetary award, CEO recognition at quarterly All Hands calls, and a trophy.

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, and engagement.

In FY25, we achieved high participation in our employee survey and consistently scored positive engagement scores, related to pride in and referability of working for the company.

Additional highlights of success, which came through in open-ended responses about what works well at OpenText, were a clear understanding of mission, purpose, and values; manager effectiveness; office-based culture; and meaningful work.

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

Help Teams Succeed

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 with formal learning opportunities.

OpenText provides 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. These programs are further enhanced by our annual Education Allowance Benefit, which is available to all employees globally for courses related to an employee's current or future position, as well as subsidies for professional association memberships. The program is designed to ensure all personalized development goals are met, from technical to business skills.

OpenText also offers several corporate in-house training programs, which are global and cross-functional, including a comprehensive onboarding, manager training, and mentorship.

This learning culture, embedded in our day-to-day work, also encourages employees to remain current and explore new technologies and ways of working.

Career Week 2025

OpenText invites all employees to participate in our annual Career Week, where they take the time to learn, think about their careers, develop a career plan, and connect with their managers to discuss their career ambitions. Our sixth annual Career Week included almost 100 regional events focused on career development, delivered by more than 300 employee speakers and supported by organizers who drove the event's success across global time zones. During Career Week, global and regionally facilitated sessions are designed to inspire employees to explore career paths at OpenText and build a strong network by connecting with colleagues throughout the business. Career Week includes messages from our executives and leaders about OpenText careers, career storytelling panels, and formal training for managers and employees. Following formal programming, employees complete an individual career plan and meet with their manager to have a thoughtful, employee-driven career discussion.

Team mindset

Site leaders and culture

OpenText Site Leaders are instrumental in building culture and engaging employees globally. Supported by our HR team, Site Leaders foster organizational culture at the site level and drive engagement activities that demonstrate our values as well as champion global priorities and initiatives.

From hosting in-person and virtual events and engaging employees through well-being fairs, networking, cultural, and holiday events, our Site Leaders drive engagement and inspire office presence.

Care About People

Caring and fairness

OpenText is committed to an inclusive culture and to values that enable everyone to thrive. We believe that fairness, dignity, and respect are fundamental to achieving OpenText's strategic goals and play a critical role in driving our competitiveness, bringing more creativity to the workplace, better decision-making, and enhanced innovation. OpenText is strengthened every day by the unique perspectives, interests, and identities of our employees and customers.

OpenText's 10 Employee Networks are voluntary, employee-led communities open to all employees globally. These groups support professional development and help build meaningful connections across the company by bringing together colleagues with shared interests, backgrounds, or experiences.

Governed by our values, we foster a merit-based, inclusive workplace for all employees, regardless of culture, national origin, race, color, gender, gender identification, sexual orientation, family status, age, veteran status, disability, or religion, or other basis.

Partnerships and commitments

Catalyst: This year marks our fifth year as a global supporter of Catalyst, a non-profit organization working with leading companies to help build workplaces that work for women—and everyone. Founded in 1962, accelerates organizational performance and women's progress through research-backed insights, high-impact convenings, proven solutions, and unparalleled support.

University of Waterloo: 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 and gender-diverse communities enrolled in computer science and computing-related programs at the University of Waterloo. OpenText has partnered with WiCS since 2022 to lead initiatives and events that foster community, empowerment, and mentorship.

Benefits and wellness

At OpenText, we are committed to supporting employee well-being and growth in all areas of life. We have employees in 42 countries and offer a range of rewards based on customary local practices that include the types of benefits outlined in our benefits table. We offer competitive retirement programs and/or savings plans for employees to save for their futures. In addition, we provide stress management and mental health benefits through our 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.

We regularly review our benefits to ensure they support our workforce, with the health and well-being of OpenText employees at the core. We strive to ensure that benefits reflect our culture and values. In FY25, we made several improvements to our employee benefits around the world to support those objectives, including but not limited to, expanding health and well-being programs with a focus on mental health, resilience, and work/life balance, as well as enhanced financial benefits. We have added more flexibility in accessing healthcare. In Romania, we expanded medical plan coverage to include employee dependents and enhanced our meal voucher program—directly improving everyday support for our team.

We also introduced more programs designed to support long-term financial wellness, including a Student Loan Matching Program and an increased catch-up contribution limit for our US 401(k) plan. These additions aim to ease financial pressures and support employees at every stage of life. Additionally, we added more options to our benefits to ensure employees have coverage that fits their needs and lifestyle, including digital exercise therapy and cancer support benefits as part of our US health plans.

To further our commitment to holistic well-being, we launched the OpenText Well+Being Network (OWN), a global wellness-focused employee network offering access to physical fitness programs and monthly trainings through our global employee assistance program on a range of topics from mental health to financial literacy.

Employee wellness remains a top priority, and we are committed to continuously enhancing our benefits programs to meet the evolving needs of our employees and to help them thrive both personally and professionally.

Health and safety

OpenText provides employees with a safe and healthy working environment and recognizes that an effective health and safety program is an integral part of every job activity in our 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 applicable to our global operations.
- Identifying and eliminating hazards, informing workers, and mitigating risks.
- Ensuring management provides training 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.

Our global health and safety team is continuing to improve many additional health and safety programs as part of broader efforts to strengthen global health and safety initiatives in alignment with ISO 45001 standards.

Health and safety committees

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 for workplace improvements. Some health and safety committee members receive a minimum of five days of training, which covers the role requirements of being a committee member. The global health and safety team conducts periodic reviews to evaluate the effectiveness and compliance of the health and safety program, and local requirements. The team regularly shares resources with employees, focusing on topics such as office ergonomics and emergency preparedness to prioritize health and safety.

Safety assessments

Joint Health, Safety, and Environmental compliance safety assessments aligned with ISO 14001 and ISO45001 standards are conducted at top sites globally. The team continues to perform risk assessments to ensure control and preparation plans are in place for possible emergencies, contributing to a safe work environment.

Ergonomic program

This program enhances workplace comfort and sustained employee performance. Employees can request ergonomic assessments to help prevent work-related injuries, increase productivity, and improve overall satisfaction. Ergonomic workstation equipment ranges from sit-stand desks, adjustable chairs, and other IT-related devices.

Global community impact

We are committed to our role as a responsible corporate citizen, actively making a difference in the communities where our employees live and work through meaningful community impact and volunteer efforts.

Our approach

OpenText's corporate giving strategy helps ensure that we direct our resources in ways that maximizes impact. As a participant of the United Nations (UN) Global Compact, we have identified six UN Sustainable Development Goals (SDGs) where we can make a meaningful impact. Learn more about our Corporate Giving Program.

We have a global team of Corporate Citizenship Champions and Site Leaders who help lead impact efforts at the local level and bring employees together to create a lasting impact in our communities. Additionally, OpenText supports employees by providing three paid volunteer days per year and by matching many team fundraising efforts globally throughout the year.

Our impact

Global Food Bank Campaign

We recognize the growing need for food assistance around the world, and we remain committed in our effort to reduce food insecurity. OpenText employees worldwide show their impact by participating in our annual Holiday Food Bank Campaign. In FY25, the fifth annual Holiday Food Bank Campaign mobilized 73 sites, raising more than $465,000 in both employee donations and corporate matching to support 75 food banks around the globe and delivering more than 2.6 million meals to people in need.

Impact Across the Globe

In FY25, OpenText continued to strengthen our corporate giving program by supporting many organizations around the world. These efforts were guided by our Corporate Citizenship Champions and focused on local needs.

Highlights:

Americas: We supported Baycrest Foundation, Blood Cancer United, Habitat for Humanity, SOS Mata Atlântica, The Sandwich Project, and Yellow Brick House.

Europe and Africa: We supported Caritas, Friday Hartley Shelter, Imagine for Margo, Iris House Cork Cancer Support, and Stockholms Stadsmission.

Asia and Australia: We supported Bear Cottage, Heart to Heart Shanghai, and Rise Against Hunger Philippines.

India Corporate Giving

The corporate giving program across our India sites is designed to create inclusive and sustainable impact across education, employability, rural development, and environmental sustainability through collaborations with trusted NGO partners.

Highlights:

- **Samarthanam:** Focuses on skill-building and higher education support for persons with disabilities and underprivileged youth, enhancing employability and long-term socio-economic independence.
- **Nirmaan School Adoption Program**: Strengthens government schools in Hyderabad through infrastructure upgrades, improved learning environments to enhance student performance and reduce dropout rates.
- **Anudip Skilling Program:** Works with marginalized youth to secure jobs and achieve financial independence through employment-linked training.
- **Nirmaan Village Adoption Program:** Drives holistic development to foster resilience and self-reliance in rural communities.
- **Youth for Seva:** Supports students in Bangalore and Hyderabad through a school kit distribution drive, providing essential supplies and holistic development through extracurricular and sports activities.

Act Ethically

Business conduct

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

Employees are required to complete annual training, and their certification indicates an understanding of and compliance with our Code of Business Conduct and Ethics. Our Code of Business Conduct and Ethics is translated into several languages for employees. Other initiatives in support of our ethics framework include risk assessments that focus on topics such as fraud and corruption.

OpenText implements several programs and activities to help prevent, identify, and root out any potential corruption or fraud, including carrying out due diligence on business partners and suppliers. Our internal audit team, at least annually, conducts country risk assessments and anti-corruption reviews/audits, which periodically result in improvements to our Anti-Corruption Compliance Program, including increased focus, 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 any 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 reporting 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.

Human rights

Human rights are the fundamental rights, freedoms, and standards of treatment to which everyone is entitled. Respect for human rights is deeply embedded in how OpenText conducts business and interacts with the communities in which it operates.

OpenText Human Rights Policy

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 Declaration. 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 the people working for us are of legal age and have legal status. Our annual Code of Business Conduct and Ethics training covers human rights issues, 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.

Tax management and governance

Tax is an integral component of sustainable long-term performance. Our tax planning activities align with OpenText's business model with a view to enhancing value for our shareholders while also minimizing associated tax risks. 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. Learn more about our Tax Transparency.

Sustainable procurement and ethical supply chain

In keeping with our Supplier Code of Conduct and Sustainable and Ethical Procurement Policy, we expect all our suppliers to behave responsibly, ethically, and sustainably.

Our Purchase Order Terms and Conditions and supplier agreements include a termination clause for non-compliance with our Supplier Code of Conduct as a material breach. We seek suppliers who demonstrate that they have embedded sustainability within their products, operations, and supply chains.

Active monitoring of our suppliers provides us with a means to 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 privacy, data protection, and 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, data privacy, data protection, and environmental matters), and financial/credit risks across industries, commodities, and various geographies using our supplier risk monitoring solution. The solution identifies suppliers according to low, medium, or higher-risk categories.
- Provide ongoing supplier risk management training to our global Procurement team working with our suppliers, including, but not limited to, regulatory and compliance, financial, environmental and social, security, privacy, and IT security risks.

OpenText's Modern Slavery Statement reflects our commitment to ensuring the prevention of slavery and human trafficking in our corporate activities and supply chains.

Please visit our Supplier Information Page for more information.

Partnerships and Commitments

United Nations Global Compact: OpenText signed on to the United Nations Global Compact (UNGC) Network Canada as a participant in November 2018 to demonstrate our commitment to sustainability and the UNGC's Ten Principles.

EcoVadis: 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 holds a Silver rating.

Responsibility

Enterprise Risk Management (ERM)

Our 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.

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 regulations 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.

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

The Business Continuity Team (BCT) supports the enterprise in maintaining operations during adverse conditions that cause disruptions. OpenText's Business Continuity and Emergency Management (BCEM) program is designed to mitigate, prepare for, respond to, and recover from potential threats to our company.

Data privacy and information security

Maintaining compliance

Our mission is to uphold the highest standards of information management and security. At OpenText, we adhere to industry best practices in information security and risk management, implementing a robust Global Information Security Management System (ISMS) in alignment with ISO/IEC 27001 and cloud security standards. Through continuous and rigorous risk management processes, our ISMS ensures the confidentiality, integrity, and availability of all entrusted information, safeguarding it at every stage within OpenText's custody.

As a corporation, we establish and regularly update comprehensive policies and procedures to ensure compliance with applicable global privacy laws and regulations, including but not limited to the GDPR, CCPA, and other regional frameworks. Our internal compliance privacy program is supported by a dedicated privacy governance team who monitors and enforces regulatory developments, interprets legal requirements, and translates them into actionable internal controls. We conduct regular privacy impact assessments, maintain detailed data inventories, and ensure that data handling practices align with our legal obligations and internal standards. Mandatory training, audits, and internal assessments are conducted across the organization to reinforce awareness and accountability.

Data privacy

We have established a comprehensive privacy program to ensure the protection of personal data or personally identifiable information. This program is supported by a privacy-conscious culture embedded across the company that is driven by our leadership. Our privacy program is adaptive by design—it continuously evolves in response to changes in the legal landscape, emerging risks, and industry best practices.

Privacy as a fundamental right

At OpenText, we recognize privacy as a fundamental human right. Our commitment goes beyond regulatory compliance—we view the protection of personal data as essential to building trust, preserving individual autonomy, and upholding human dignity in the digital age. We embed this principle into every aspect of our business operations. From product development to employee training, customer engagement, and vendor partnerships, we ensure that privacy is considered by design and by default.

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

- Privacy Policy
- OpenText Privacy Center

Information security

Information security goes beyond data protection—it's about preserving trust. At OpenText, we are dedicated to powering and safeguarding our customers' data, ensuring confidence in our cloud-based software. This commitment is driven by innovation, collaboration, and excellence in everything we do.

Through strategic investments in people, process, and technology, alongside continuous advancements in certifications and independent assessments, we consistently meet and exceed customer expectations. Our certifications cover cybersecurity compliance where applicable, including ISO 27001, ISO 27017, ISO 27018, SOC 1 Type II, SOC 2 Type II, SOC 3, SOC 2 + HITRUST, PCI DSS, HIPAA, SWIFT, TISAX, CyberEssentials+, and FedRAMP.

Additionally, our attestation reports provide comprehensive evaluations across multiple levels of service controls: application, infrastructure, and data center. These reports offer insights into the service scope, control testing, and results, ensuring transparency and reliability.

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 Information Security Management System (ISMS) 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.

Incident management

Incident response processes are set and tested annually by consultation with third parties to ensure industry best practices. The incident management process is fully measured and documented.

Employee training and awareness

At OpenText, we maintain a continuous privacy and security awareness campaign to educate and empower our employees. Training and awareness initiatives are delivered through various channels, including emails, videos, posters, and internal social media platforms. Employees are trained to recognize and report suspicious activity, with incidents analyzed by the security operations team.

Our training programs cover key areas such as compliance, data security, insider threats, global data privacy practices, and information protection. Training compliance is mandatory and monitored, and all contractors with access to our data must also undergo training. Additionally, the OpenText global information security and privacy team conducts routine mock exercises to rigorously test internal awareness and adherence.

Recognizing the importance of cybersecurity beyond the workplace, we also provide our industry-leading Webroot security software to all employees for home use, ensuring resilience in both professional and personal environments.

Global Cyber Security Awareness Month

During October's Global Cyber Security Awareness Month, leaders from the Global Information Security and Privacy team hosted a webinar titled Protecting Data and Enhancing Business Growth. This event aimed to raise awareness of key cybersecurity topics, including emerging AI threats, threat intelligence, incident response, and governance, risk, and compliance—critical components in serving and protecting customers.

Throughout the month, in alignment with the National Institute of Standards and Technology (NIST) agenda, we hosted a dynamic series of Q&A trivia exploring crucial security topics like ransomware, business email compromise, cloud security, and social engineering. These interactive sessions generated strong engagement and played a key role in reinforcing OpenText's cybersecurity culture.

Environmental stewardship

Committed to net-zero

Our global impact goals and initiatives are guided by the OpenText Way—we lean into the strength and foundation of our core values to move us forward. We are committed to our role as a responsible corporate citizen and to delivering the greatest value and impact while complying with all applicable legal and regulatory requirements.

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

Our Environmental Working Group is made up of mid- and senior-level leaders from across the business who focus on reviewing and identifying opportunities and risk management for OpenText to undertake as it relates to measuring and reducing the company's impact on the environment.

As we focus on future scale and growth, we consider our environmental impacts. While we recognize the enormous potential of AI, we also acknowledge its high energy needs and remain committed to a future of net-zero emissions.

We will continue to report our progress annually and take meaningful steps to reduce our emissions in the near and long term. We have committed to:

- Net-zero emissions by 2050, and to reduce our emissions by 50% by 2030, relative to a FY23 baseline and including our scope 1, 2, and 3 emissions, encompassing our operations and relevant categories in our value chain.
- Setting near- and long-term company-wide emission reductions in line with the Science Based Targets initiative.
- Zero waste in our operations by 2030.

Key activities to reduce our footprint

Energy management

Our facilities include owned and leased offices and data centers. The majority of our facilities are leased. Within our owned and leased offices, several sites track energy consumption and cost, benchmark energy performance, and implement work processes to reduce energy consumption, such as shutting down non-critical equipment and lighting after hours. Additionally, energy conservation activities, such as adjusting set points for our HVAC systems and setting boilers to eco-mode, have been implemented to reflect our hybrid approach to work.

We collaborate with landlords and other partners on environmental and energy conservation projects within our leased facilities including but not limited to upgrading lighting, installing motion and occupancy sensors, re-commissioning equipment, and energy tracking in communal areas.

Data centers

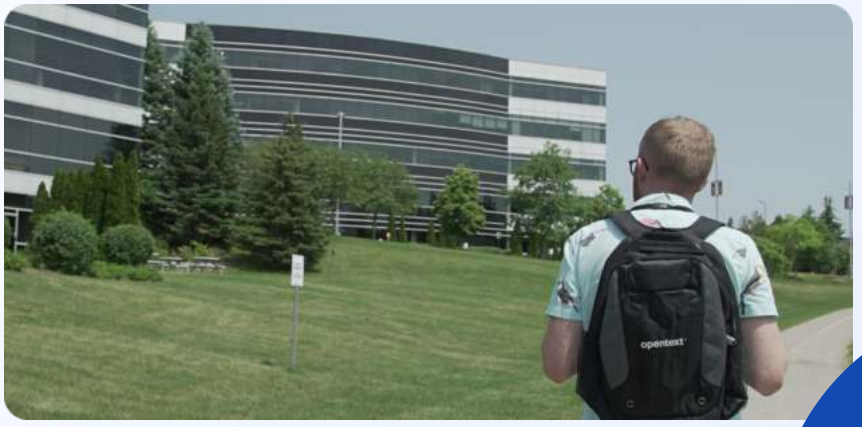
Energy-efficient servers are used in our company owned and operated data centers, and we are routinely investing in more energy-efficient and high-density equipment. We continue to measure our colocation vendors' energy efficiency and renewable energy usage and have incorporated environmental data from 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, 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.

Through our data center consolidation program, we continue to consolidate data centers across our portfolio to maximize efficiency. We prioritize decommissioning end-of-life systems to modernize our technology stack to enhance performance and productivity and consume less energy. Additionally, the corporate IT team is currently in the process of right-sizing select server rooms and installing highly efficient in-row cooling systems and energy-efficient uninterruptible power supply (UPS) systems, which are expected to reduce energy consumption.

We continue upgrading equipment, such as computer room air conditioning (CRAC) and UPS systems at our data centers, and will continue to install devices to measure specific power consumption and monitor our efficiency. Additionally, UPS systems are right-sized for more energy-efficient devices at select sites.



Real estate

We consider green attributes, such as proximity to public transportation and tenant amenities, when leasing or purchasing property and selecting colocation data centers. Select sites also feature biophilic designs like outdoor tenant green space with natural tree shading and indoor green walls, which contribute to a healthy work environment and improve the well-being of occupants. Environmental data and electricity submetering, where applicable, is a standard request in all our new leases to accurately measure energy consumption.

OpenText is deploying an Environmental Management System (EMS) aligned to ISO 14001 across our sites to ensure that we can oversee the business's environmental activities and impacts. OpenText's EMS includes a global handbook as well as site manuals for locations.

The EMS handbooks and site manuals include information on company-wide commitments, topics such as carbon emissions and waste, and defined roles and responsibilities. OpenText is committed to improving the sustainability of its operations. We will continue to pursue a variety of sustainability initiatives and look for new ways to improve environmental performance.

Many of the global facilities that we lease have achieved green building certifications, which means that the building has met rigorous requirements for energy and water efficiency, transportation, materials, waste, tenant engagement and health, and indoor air quality. We continue to consider green building certifications for new office locations.

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, our workplace programs team, in partnership with facilities operations, has developed a scorecard for OpenText's largest offices around the globe using industry best practices on building certification and standards. The scorecard is reviewed and adjusted bi-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, and environmental and sustainability criteria.

In addition, we have implemented water reduction and conservation activities at several office locations. Water filtration systems have been installed in our offices, and we have discontinued providing bottled water for employees. 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 the 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, has also been implemented. We intend to continue our water conservation efforts across our office locations.

Travel

We encourage sustainable modes of transportation for employee commuting. Our complimentary employee shuttle service between the Waterloo and Richmond Hill offices run on a weekly schedule.

We continue to transition our car fleet in Europe from diesel or gasoline vehicles to hybrid or fully electric (where available). In addition, we continue to move away from car fleet vehicles and encourage other forms of transportation through the provision of cash allowances, rail/bus tickets and bike-to-work schemes in some countries.

OpenText employees have access to a host of tenant travel amenities, including electric vehicle (EV) and/or hybrid vehicle charging stations, secure and covered bicycle racks, and end-of-trip facilities such as showers and changerooms, which encourage active travel to and from work. Furthermore, 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.

Global events

For our premier events, such as OpenText World, Achiever's Club, and the OpenText Kick Off, we are following a hybrid approach by providing both in-person and virtual attendance options. Customers can remotely access keynote content from OpenText World.

We are mindful of the environmental impact of customer events and have adapted our approach to focus on creating meaningful and inclusive experiences for attendees while minimizing our environmental impact. We purposefully select event venues with accessibility and sustainability in mind.

Employee education and engagement

At OpenText, we aim to create an engaged and informed global community where employees feel empowered to act on their own to help protect the environment at home and in the workplace.

Throughout April, employees engaged with resources to learn about Earth Month through our internal hub and learned about how OpenText is taking action on our waste goals. Sites around the world were also invited to participate in local community clean-ups to remove litter and waste, and other volunteer activities to celebrate the planet.

Energy consumption and greenhouse gas emissions

Our FY25 scope 1 and 2 emissions decreased compared to FY24 due to office and data center consolidation. Our scope 3 emissions decreased overall due to reductions in fuel-and-energy-related activities that were driven by office and data center consolidation.

Waste

As we progress on our zero waste journey[1], we have gathered data from additional sites and gained further insights. Through this process, we learned that for our leased locations within multi-tenant buildings, it is challenging to gather meaningful data specific to the portion of waste generated by our company. To ensure data accuracy, we refined the scope of our 2030 zero-waste target to operations within our owned facilities actively occupied by OpenText, where we have full visibility and control. We also continue to gather global e-waste data from our offices and data centers, whether leased or owned.

While prioritizing measurement of owned facilities, we remain committed to waste reduction and awareness activities across our global portfolio whether owned or leased. Our initiatives include:

- Engaging employees to adopt and embrace our zero waste program.
- Providing improved and consistent educational signage above our waste and recycling bins.
- Adding water bottle refill stations to curb the use of plastic water bottles.
- Replacing single-use plastic cutlery with reusable cutlery, glassware, mugs, and plates.
- Donating used furniture and recycling paper, printer cartridges, batteries, plastics, wood pallets, and metals.

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.

Where applicable, we also strive to identify community impact opportunities to donate unused IT equipment to charity and direct recycling proceeds from unused IT equipment as charitable donations. We remain committed to ensuring our e-waste vendors are ISO 14001 certified and perform appropriate destruction and recycling services.

Appendix

Corporate Citizenship Governance Framework

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 our initiatives across the company.

Corporate Citizenship Governance Framework

Corporate Governance and Nominating Committee of the Board of Directors	• Oversight and authority to consider matters regarding 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 Way Impact 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
Executive Corporate Citizenship Steering Committee	• Provides strategic guidance and approval on the direction of the corporate citizenship program • Meets quarterly to review program progress
Corporate Citizenship ESG Working Groups	• Encompasses three dedicated working groups responsible for collaborating on ESG priorities • Reviews and identifies the opportunities and risk management in the business as it relates to our initiatives • Comprised of mid- and senior-level 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 Champions	• Global representatives at the site level who help to promote corporate citizenship awareness and employee volunteering and drive community engagement

GRI Content Index

OpenText has reported the information cited in this GRI content index for the period July 1, 2024–June 30, 2025, with reference to the GRI Standards (2021). The report is also prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option (2016).

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, 2024 - June 30, 2025 Annual opentext.com/contact About this Report
2-4	Restatements of information	No
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, Workforce data, Annual Report
2-8	Workers who are not employees	Workforce data
Governance		
2-9	Governance structure and composition	Annual Report, Proxy Circular, Board of Directors, Corporate Citizenship Governance Framework, CDP 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, Corporate Citizenship Governance Framework, CDP response
2-13	Delegation of responsibility for managing impacts	Annual Report, Proxy Circular, Board and Committee Mandates, Corporate Citizenship Governance Framework, CDP response
2-14	Role of the highest governance body in sustainability reporting	Corporate Citizenship Governance Framework
2-15	Conflicts of interest	Proxy Circular
2-16	Communication of critical concerns	Proxy Circular, Code of Business Conduct and Ethics
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Interim CEO Message, Communication on Progress
2-23	Policy commitments	Code of Business Conduct and Ethics, Business conduct, Human Rights, Environmental stewardship
2-24	Embedding policy commitments	Code of Business Conduct and Ethics, Business conduct, Human Rights, Environmental stewardship
2-28	Membership associations	Partnerships and Commitments, AI at OpenText
Stakeholder engagement		
2-29	Approach to stakeholder engagement	As we evolve our corporate citizenship program and introduce corresponding initiatives, we will continue to engage with internal and external stakeholders. We proactively engage and collaborate with shareholders, employees, customers, partners, communities, suppliers, and industry analysts to identify and prioritize issues. By listening to our stakeholders, we are better equipped to meet and exceed their expectations and fuel sustainable growth.
2-30	Collective bargaining agreements	Annual Report
GRI 3: Material Topics 2021		
Disclosures on material topics		
3-1	Process to determine material topics	Corporate Citizenship Priorities (p.11)
3-2	List of material topics	Corporate Citizenship Priorities (p.11)
GRI Topic-specific disclosures		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	Annual Report, Corporate Citizenship Governance Framework
201-2	Financial implications and other risks and opportunities due to climate change	CDP response
GRI 302: Energy 2016		
3-3	Management of material topics	Environmental stewardship, Environmental Policy, CDP response
302-1	Energy consumption within the organization	Energy and emissions, CDP response
302-2	Energy consumption outside of the organization	CDP response
302-3	Energy intensity	Energy and emissions, CDP response
302-4	Reduction of energy consumption	Energy and emissions, CDP response
GRI 305: Emissions 2016		
3-3	Management of material topics	Environmental stewardship, Environmental Policy, CDP response
305-1	Direct (Scope 1) GHG emissions	Energy and emissions, CDP response
305-2	Energy indirect (Scope 2) GHG emissions	Energy and emissions, CDP response
305-3	Other indirect (Scope 3) GHG emissions	Energy and emissions, CDP response
305-4	GHG emissions intensity	Energy and emissions, CDP response
305-5	Reduction of GHG emissions	Energy and emissions, CDP response
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Waste

GRI Topic-specific disclosures		
306-2	Management of significant waste-related impacts	Waste
306-3	Waste generated	Waste data
306-4	Waste diverted from disposal	Waste data
306-5	Waste directed to disposal	Waste data
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, Workforce data
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Caring and fairness
405-1	Diversity of governance bodies and employees	Proxy Circular, Caring and fairness, Workforce data
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
Additional information (not related to the priority topics)		
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	Performance-based culture, Human Rights
401-1	New employee hires	Performance-based culture, Workforce data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and wellness, Benefits table
401-3	Parental Leave	Benefits and wellness, Benefits table

Additional information (not related to the priority topics)		
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, Workforce data

Benefits

Globally, our benefits include, but are not limited to:

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	Parental leave	Global well-being employee network

FY25 Data performance tables

Employee data[2]

Training	
Code of business conduct and ethics training	100 %
Health and safety	
Workplace accidents resulting in lost time	0
Global lost-time injury rate (per 200,000 hours worked)	0
Performance and engagement	
Regular performance and career development reviews (% of employees received)[3]	100 %
Employee recognition	60 %
Recruitment	
Global interns[4]	403
Positions filled internally	21 %
Gender - women	
Global new hires	33 %
Global workforce	31 %
Management	28 %
Board members	33 %

Workforce by contract and region

Contract	Americas	EMEA	APAC	Total
Permanent	7,118	4,707	9,400	21,225
Temporary	14	25	172	211
Total	7,132	4,732	9,572	21,436

Percentage values are rounded.

We gave Canadian employees the ability to self-declare their visible minority status, with 82% of Canadian employees declaring their visible vs non-visible status.

Canada self-declared workforce visibility minority data	
Not a visible minority	53 %
Visible minority	28 %
Not declared	19 %

Additionally, 0.5% of Canadian employees voluntarily disclosed their Indigenous status.

66% of US employees voluntarily disclosed their ethnicity information in accordance with traditional US census categories.

U.S. self-declared workforce ethnicity data	
White	45 %
Non-white	20 %
Undeclared	35 %

Corporate giving and volunteering

Impacts		
Donations made by OpenText	$	1,438,027
Employee charitable contributions	$	215,185
Global charities, non-profits, and community organizations supported		180
Volunteer hours that employees contributed to their communities[5]		29,758

Emissions and energy

		FY23	FY24	FY25[6]
Energy consumption (MWh)[7]		161,526	149,861	123,143
Absolute Scope 1 emissions (tonnes CO_2e)[8]		5,381	4,938	4,376
Absolute Scope 2 emissions (tonnes CO_2e)[9]	Location-based	52,457	48,665	38,424
	Market-based	51,837	49,196	38,300
Total Scope 1 & 2 emissions (tonnes) CO_2e)	Location-based	57,838	53,604	42,800
	Market-based	57,218	54,134	42,676
Absolute Scope 3 emissions (tonnes CO_2e)[10]	Market-based	86,096	81,575	69,318
Category 1: Purchased goods and services (tonnes CO_2e)[11]		9,648	10,768	9,054
Category 3: Fuel-and-energy-related-activities (tonnes CO_2e)[12]		23,954	22,432	14,977
Category 6: Business travel (tonnes CO_2e)[13]		23,036	20,037	22,654
Category 7: Employee commuting (tonnes CO_2e)[14]		28,976	27,862	21,375
Category 8: Upstream leased assets (tonnes CO_2e)[15]		85	70	1,258
Category 13: Downstream leased assets (tonnes CO_2e)[16]		397	407	0
Energy Intensity (MWh per revenue in million USD)		—[17]	25.97	23.83
Emissions Intensity (Scope 1 & 2 tonnes CO_2e per revenue in million USD)	Location-based	—[17]	9.29	8.28
Data centers Average power usage effectiveness (PUE)		1.71	1.65	1.61

Waste

Waste metrics[18]		
Total waste generated (MT)		212
Diverted (MT)	Recycled	59
	Composted	92
	Subtotal	150
Directed to disposal (MT)	Landfill	60
	Incinerated	2
	Subtotal	62
Waste diversion rate (%)		71
Global e-waste[19]		
Recycled (MT)		371

Values are rounded and may not total 100% .

Endnotes

Unless otherwise specified, all photos are of OpenText employees.

Waste

[1]The Zero Waste International Alliance considers zero waste as diverting more than 90% of solid waste generated from landfill and incineration, and that is our ambition.

Workforce breakdown

[2]Unless otherwise specified, employee data includes active and LOA employees through FY25.

[3]Performance and career development reviews value pertains to active employees only, and does not include employees on leave of absences or temporary employees.

[4]Global interns number represents the unique number of interns hired by OpenText throughout FY25.

Corporate giving and volunteering

[5]Volunteer hours include global approved hours.

Energy consumption and greenhouse gas emissions

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

[6]FY25 emissions were calculated using data from 91% of global facilities square footage, in addition to 25 colocation partners covering 85% 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 9% of scope 1 and 2 emissions (location-based).

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

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

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

[10]We are reviewing our methodology for Scope 3 Category 11 Use of Sold Products at this time.

[11]Scope 3 Category 1 Purchased Goods & Services represents emissions from overhead energy use at colocation data centers representing 85% of rack space.

[12]Scope 3 Category 3 Fuel-and energy-related activities represent the upstream emissions from purchased fuels and electricity and transmission & distribution losses for electricity.

[13]Scope 3 Category 6 Business Travel represents emissions from air and rail travel, hotels, rental cars, and other transportation (interoffice shuttles, taxis, buses, rideshare, personal mileage and gas cards for employee vehicles).

[14]Scope 3 Category 7 Employee Commuting represents emissions from employee commute to offices and employee home energy use from remote working.

[15]Scope 3 Category 8 Upstream Leased Assets represents emissions from serviced offices. In FY23, these emissions were categorized as Scope 2.

[16]Scope 3 Category 13 Downstream Leased Assets includes emissions from subleased facilities. As of FY25, there are no longer subleased facilities that fall within the scope of this category.

[17]We are not able to provide this data for FY23 because the Micro Focus acquisition took place on January 31, 2023; therefore, we do not have full FY23 revenue values for Micro Focus.

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) Accounting and Reporting Standard. Due to rounding, the sum of numbers may not precisely equal the totals.

Waste

[18]Waste metrics reflect data from 3 key sites, representing 13% of operational space square footage.

[19]Global e-waste weight is based on primary waste data available at the time of reporting.

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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 environmental stewardship commitments, goals and targets, 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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