



Gender Pay in the UK

Our 2022 review

1 Introduction

Open Text UK Limited (OpenText UK) has made year over year improvements to the gender diversity of our workforce, including in 2022. We recognize that men continue to represent the majority of our workforce in the UK and in the technology industry section in general. This impacts our reported pay gaps and increasing representation of women continues to be our focus. We were pleased to see a narrowing of our hourly pay gap at OpenText UK in 2022. Globally, we have become even more resolute in our commitments to increase the proportion of women in our business in senior and commercial roles, and to continue to see reductions in the gender pay gap.

Open Text Corporation's recent acquisition of Micro Focus International Limited, formerly known as Micro Focus International plc (Micro Focus) will bring a significant number of new colleagues into the OpenText family. Until integration is complete, we will continue to report separately across the organization. Each legal entity results are individually reported below.

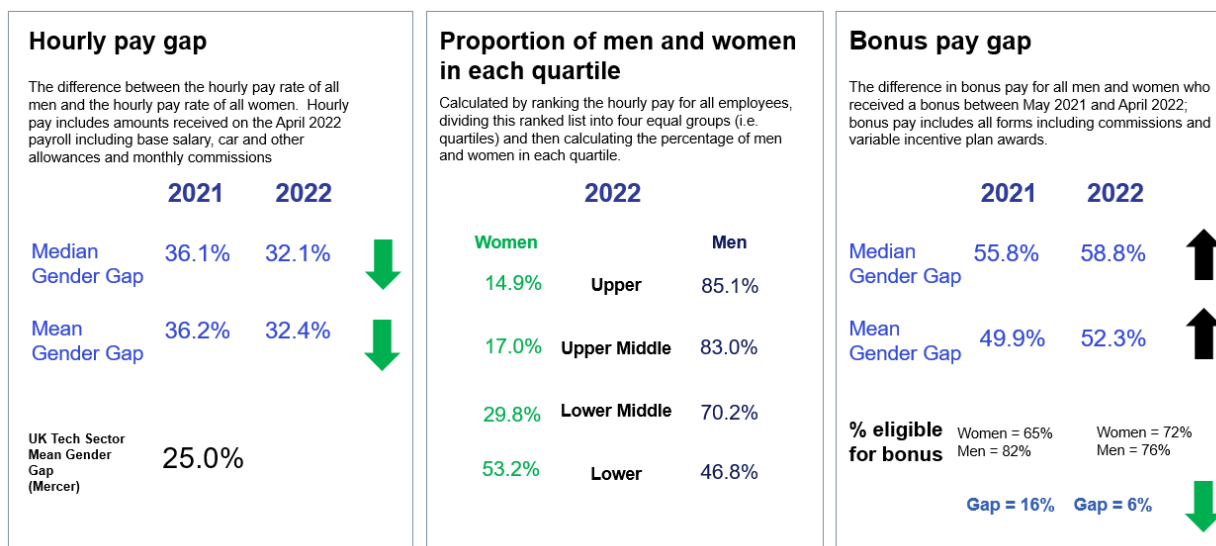
2 What is a Gender Pay Gap?

A gender pay gap is the difference between the average pay of all men in a company and the average pay of all women in a company, regardless of the type of work they do. More men in higher-paying positions increases the average pay for men and, conversely, more women in lower-paying positions decreases the average pay for women. Both lead to the determination of a gender pay gap. We are reporting our gender pay gaps for hourly pay and for 12-month bonus pay as of April 5, 2022. We report the mean and median gaps for both the hourly pay and 12-month bonus pay, using the average pay methodology set out in gender pay gap reporting legislation in the UK.

3 The OpenText UK results

OpenText UK is reporting our fifth year of gender pay analysis under the UK legislated requirements.

Below are the April 2022 gender pay gap numbers for OpenText UK.



We successfully narrowed the hourly pay gap in 2022, and while the bonus pay gap remained constant, we were pleased to see the proportion of women eligible for bonus increased.

Our pay programs are designed and governed to focus on equal pay for equal work – from hiring practices through to consistency in progression rates for common roles. The 2022 data showed that women had equal access to pay increases which were the same or slightly higher on average than men.

With pay practices tightly governed, we continue to focus on the representation of women, particularly in leadership and more highly paid commercial roles. While 30% of our employees are women, in 2022 39% of new hires were women, up from 36% in 2021. Over the last 6 months of 2022, we continue to emphasize the representation of women in our hiring, whereby almost half of new Account Executives were women.

Our overall ambition sits in a broader context. We are committed to increasing equity in opportunity for all employees regardless of race, gender, sexual orientation, religion, or other difference. In the context of the technology industry, both locally and globally, this includes a focus on equal pay for equal work and equity in opportunities for women at all levels.

We bring our ambition to life through impact teams of employees leading global initiatives with local impact which include:

- Awareness and Training: for employees and managers on matters such as inclusive leadership practices and awareness of unconscious bias;
- Recruiting: platforms that are inclusive, and diverse slates for key leadership roles.
- Advancement: internal career building opportunities, mentoring and networks.
- Advocacy: including the important role of our 'Women in Technology' affinity groups in every region in fostering sponsorship, community, and career conversations

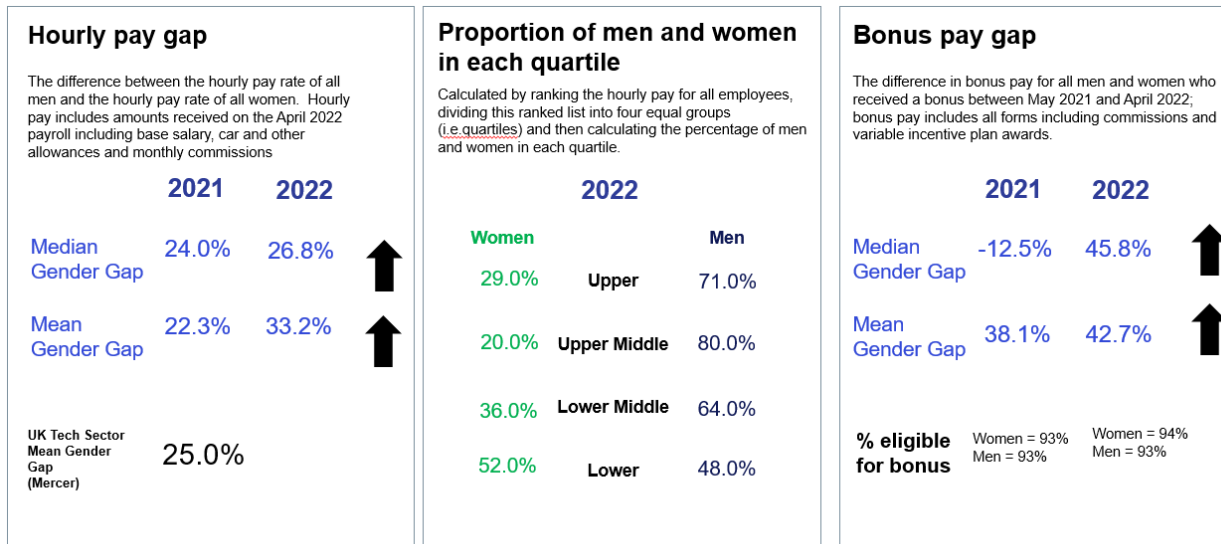
Leveraging these global initiatives and programs, OpenText UK leaders put a high focus on ensuring our employees maximize resources to develop their careers and opportunities at the company. They also continue to partner with talent recruiters to seek to tackle any gender pay gap at the earliest point in our recruitment and selection processes.

4 The Micro Focus results

Micro Focus has two employing entities with more than 250 employees. One of the entities, Micro Focus Software UK Ltd., employs approximately 400 people in the UK, representing about 3.5% of Micro Focus' global employee population..Below are the April 2022 gender pay gap numbers for Micro Focus Software UK Ltd (Registered No. 10355616)

Hourly pay gap		Proportion of men and women in each quartile		Bonus pay gap																
<p>The difference between the hourly pay rate of all men and the hourly pay rate of all women. Hourly pay includes amounts received on the April 2022 payroll including base salary, car and other allowances and monthly commissions</p>		<p>Calculated by ranking the hourly pay for all employees, dividing this ranked list into four equal groups (i.e. quartiles) and then calculating the percentage of men and women in each quartile.</p>		<p>The difference in bonus pay for all men and women who received a bonus between May 2021 and April 2022; bonus pay includes all forms including commissions and variable incentive plan awards.</p>																
	2021	2022		2021	2022															
Median Gender Gap	19.8%	29.7%	<table border="0"> <tr> <td>Women</td> <td></td> <td>Men</td> </tr> <tr> <td>15.0%</td> <td>Upper</td> <td>85.0%</td> </tr> <tr> <td>20.6%</td> <td>Upper Middle</td> <td>79.4%</td> </tr> <tr> <td>30.9%</td> <td>Lower Middle</td> <td>69.1%</td> </tr> <tr> <td>52.0%</td> <td>Lower</td> <td>48.0%</td> </tr> </table>	Women		Men	15.0%	Upper	85.0%	20.6%	Upper Middle	79.4%	30.9%	Lower Middle	69.1%	52.0%	Lower	48.0%	62.8%	45.8%
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Mean Gender Gap	26.9%	33.2%		32.2%	45.6%															
UK Tech Sector Mean Gender Gap (Mercer)	25.0%			<p>% receiving bonus</p> <table border="0"> <tr> <td>Women = 97%</td> <td>Women = 91%</td> </tr> <tr> <td>Men = 94%</td> <td>Men = 87%</td> </tr> </table>		Women = 97%	Women = 91%	Men = 94%	Men = 87%											
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The other entity, Micro Focus Limited, also employs approximately 400 people in the UK, representing about 3.5% of the Micro Focus global employee population. Below are the April 2022 gender pay gap numbers for Micro Focus Limited (Registered No. 01504593)



The broadening of the overall pay gap from 2021 to 2022 does not reflect the ambitions of Micro Focus to be a diverse and inclusive employer. The results have been impacted by a shift in some higher bonus payouts towards senior males, a reduction in bonus payouts in general, and uneven employee attrition.

Micro Focus' ESG Committee served as an executive level council to provide strategic oversight and guidance for its equity, diversity and inclusion (ED&I) strategy and goals. In addition, Micro Focus' senior level executive team took part in an inclusive leadership workshop which focused on equipping leaders with the latest ED&I thinking and best practice. This was a pre cursor to the roll out of a companywide Unconscious Bias program, aimed at helping employees understand and overcome bias in decision making and behaviors.

As Micro Focus is integrated into OpenText, we see an opportunity to focus on five key areas: setting clear company goals; strengthening accountability; developing a more diverse talent pipeline; driving awareness and education; and building a sense of belonging and engagement. Over time, we are confident that this will increase the number of women in senior roles globally.

5 Looking Forward

Its clear to us at OpenText that the proportion of women, and those of diverse backgrounds, in our senior and leadership roles is an area of improvement. We have made a public commitment of our aspirational targets through our *Zero-in Initiative which includes Zero Barriers goals*: to achieve a majority diverse company and have greater than 40% female leaders by 2030. Further details can be found here [Corporate Citizenship | OpenText](#)

Under this framework, our commitments are clear. We are zeroing in on what matters most while never compromising our culture, values, ethical business responsibilities or our mission to power and protect information. We have a long way to go to get the level of representation that we need, but I am encouraged by the improvements we have already made.



Mark J. Barrenechea
OpenText CEO and CTO

About OpenText

OpenText enables the digital world, creating a better way for organizations to work with information, on-premises or in the cloud. For more information about OpenText (NASDAQ/TSX: OTEX), visit opentext.com.

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