opentext[™]

Gender Pay in the UK

Our 2023 review

1 Introduction

We are pleased that Open Text UK Limited (OpenText UK) continues year over year improvements to the gender diversity of our workforce. We reached 32% representation of women in 2023. We recognize that men continue to represent the majority of our workforce in the UK and in the technology industry sector. Representation continues to what impacts our reported pay gaps. Increasing representation of women is our focus. Our hourly pay gap at OpenText UK in 2023 remains stable. 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.

Last year's acquisition of Micro Focus International Limited, formerly known as Micro Focus International plc (Micro Focus) has brought many new colleagues on board. Until integration is complete, we will continue to report separately across the organization. Each legal entity results are individually reported below.

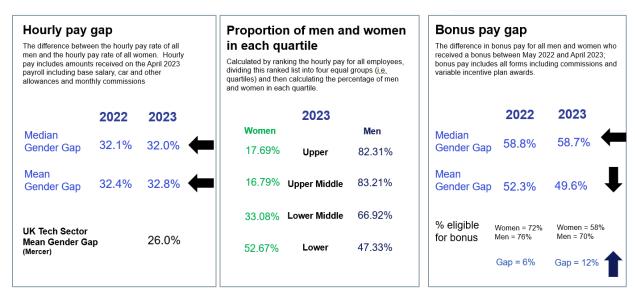
2 What is a Gender Pay Gap?

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, 2023. 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 sixth year of gender pay analysis under the UK legislated requirements.

Below are the April 2023 gender pay gap numbers for OpenText UK.



The hourly and bonus pay gaps remained stable in 2023. With gains in representation, we lay the foundation for closing the gap going forward.

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 2023 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 32% of our employees are women, in 2023 49% of new hires were women, up from 39% in 2022. We believe this a great investment in the future and will impact the gender pay gap over time.

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 believe the future of growth is sustainable and inclusive. By empowering an inclusive environment, we focus on employee success and creating a culture that supports and advances women at OpenText. We will achieve our ambitions through strategies for equitable recruitment, hiring and retention, and programs for professional development, networking and mentorship. Additionally, we provide inclusive

benefits, work/life balance options, and employee networks, such as Worldwide OpenText Women (WOW), that foster sponsorship and community.

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.

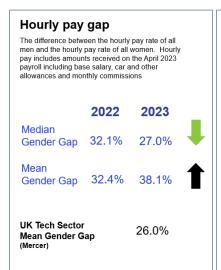
4 The Micro Focus results

Micro Focus was acquired by OpenText in January of 2023, three months before the effective date of this report.

Micro Focus has two employing entities with more than 250 employees. One of the entities, Micro Focus Software UK Ltd., employs approximately 600 people in the UK, representing about 3.5% of Micro Focus' global employee population. Below are the April 2023 gender pay gap numbers for Micro Focus Software UK Ltd (Registered No. 10355616)

Proportion of men and women

in each quartile



Calculated by ranking the hourly pay for all employees, dividing this ranked list into four equal groups (j.g., quartiles) and then calculating the percentage of men and women in each quartile.				
2023				
Women		Men		
15.6%	Upper	84.4%		
18.3%	Upper Middle	81.7%		
30.6%	Lower Middle	69.4%		
36.7%	Lower	63.3%		

The difference in bonus pay for all men and women who received a bonus between May 2022 and April 2023; bonus pay includes all forms including commissions and variable incentive plan awards.				
	2022	2023		
Median Gender Gap	58.8%	38.0%		
Mean Gender Gap	52.3%	33.0%		
% eligible for bonus	Women = 72% Men = 76%	Women = 56% Men = 58%		
	Gap = 6%	Gap = 2%		

The other entity, Micro Focus Limited, also employs approximately 200 people in the UK, representing about 1% of the Micro Focus global employee population. Below are the April 2023 gender pay gap numbers for Micro Focus Limited (Registered No. 01504593)



Proportion of men and women in each quartile				
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.				
2023 Women Men				
19.1%	Upper	81.0%		
21.1%	Upper Middle	79.0%		
28.1%	Lower Middle	72.0%		
52.5%	Lower	48.0%		



2023 produced mixed results between the two entities – a small improvement in Micro Focus Software Ltd, and a small worsening of the hourly pay gap in Micro Focus Limited. Both entities reported an improvement on the Bonus Pay gap which we believe is related to the purchase by OpenText and the 100% funding of the end of year bonus.

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 Inititative 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

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