

France Gender Pay Equity narrative for public disclosure

OpenText France is pleased to be publishing our equality index for the 2024 calendar year. Two legal entities are present in France and will

OpenText SA

The 2024 OpenText SA score, is **98%**, far above the national average and the legal requirements. This excellent result reflects the Group's efforts to promote diversity and women's careers and our continued vigilance in pay program design, governance, and the pay opportunity for our top performers.

Score by Indicator for OpenText SA:

- The average gap in total remuneration between women and men weighted by age group – With a 1.5% difference in average compensation received in 2024, OpenText scored 38 out of 40 points
- The difference in the rates of salary increases between men and women - OpenText scored 35 out of 35 points
- Number of women and men amongst the top 10 highest paid employees in the business - OpenText scored 10 out 10 points achieving 100%

Total: 83/85 points (98%)

Equity in pay and opportunity are the cornerstone of what we seek to accomplish. 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. In designing variable pay for performance awards, we focus only on measurable outcomes rather than subjective measures – ensuring true equity in opportunity and awards tied to business results.

We note an increase of our score compared to 2023, although the inequality last year was in favour of women! This result, well above the standards of the technology industry, is mostly due to the strength of our saleswomen and the high proportion of women among directors in OpenText France. This demonstrates once again the need to attract a diverse workforce and trust women to take on leadership roles.

Micro Focus SA

The corresponding score for our newly acquired business, **Micro Focus is 41%** for calendar year 2024 which is below OpenText's ambitions and shows that efforts are required.

Score by Indicator for Micro Focus SA:

- The average gap in total remuneration between women and men weighted by age group - Micro Focus scored 0 out of 40 points achieving 0%
- The difference in the rates of salary increases between men and women - Micro Focus scored 35 out of 35 points achieving 100%
- Number of women and men amongst the top 10 highest paid employees in the business - Micro Focus scored 0 out 10 points achieving 0%

Total: 35/85 points (41%)

There are excellent lessons we can apply to our Micro Focus entity that we have learned in OpenText. Although there is no difference in salary for equivalent positions, it is essential that we increase female representations in Management and Sales team, where they are under-represented, especially in most senior positions. We will work with our local leaders, employee representative and Talent teams to work on concrete and public commitments to make this happen.

Looking Forward: Equity Diversity and Inclusion at OpenText

At OpenText, our overall ambition also 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. To this end we have launched **OpenText Zero-in Initiative** with the following commitments:

Zero Footprint: 50% reduction by 2030, and net-zero emissions by 2040
Zero Barriers: Majority diverse company and greater than 40% female leaders
Zero Compromise: Principle-based approach with zero compromise on what matters most.

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.

Further details can be found [here](#)

We will continue to reshape our workforce at OpenText to a more gender balanced profile and will strive to develop and promote diverse talent where they feel recognized and where their careers can flourish. I firmly believe we have the leadership and programs to meet this challenge going forward.