

The OpenText Ireland Gender Pay Gap Results

The Gender Pay Gap is the difference between hourly earnings of women and men from July 2023 to June 2024, broken down by mean and median hourly pay, irrespective of role. **OpenText Ireland reports a Mean Gender Pay Gap of 13.42 % and Median of 15.95%.**

2024 Gender Pay Gap Reporting for Ireland OpenText	
Mean Pay Gap 13.42% Median Pay Gap 15.95%	
Bonus	
Mean Bonus Gap -26.11% Median Bonus Gap -79.45%	
% of Male received Bonus 64.24% % of Female received Bonus 74.19%	
BIK	
% of Male paid BIK 49.67% % of Female paid BIK 33.87%	
Quartiles	
Lower Quartile	26.92%
Lower Middle Quartile	30.77%
Upper Middle Quartile	42.31%
Upper Quartile	66.04%

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.