



OpenText Gender Pay Gap Report – UK 2024



Our commitment

OpenText nurtures an environment that values individual differences and fosters innovation. We are set on creating a future where **equal opportunity and inclusion are the driving forces for our collective success**. We believe that by leading with fairness, we unlock our team's potential to contribute, grow, and thrive.

We are committed to increasing equity in opportunity regardless of race, gender, sexual orientation, religion, or other differences. Both locally and globally, this includes a focus on **equal pay for equal work** and access to the same opportunities for all employees at all levels.



"We not I is a key OpenText mindset. This includes all OpenTexters worldwide, regardless of gender, bringing their different perspectives to spark innovation, and everyone having a say at the table."

Kishore Chekuri, VP, Software Engineering



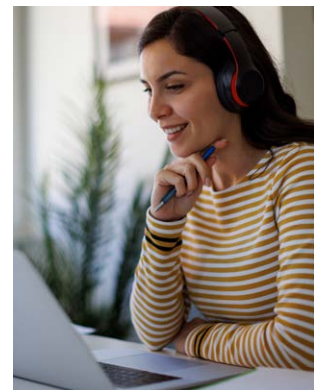
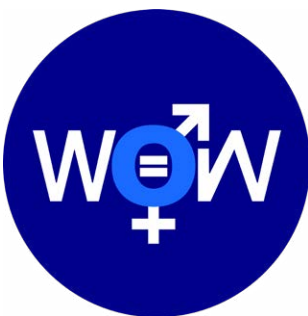
Look ahead

Unique qualities and experiences, including a gender balanced workforce, are important contributors to our growth. We strive to develop and promote talent, nurturing our teams to feel recognized and enabled. We are consistently improving our gender diversity, and we know we can still do more. Our leadership and programs are pillars that will help us meet this challenge.

OpenText in the UK

OpenText UK Limited continues to improve its gender pay gap thanks to our reward, training, and support programs that encourage and advance women. We focus on measurable outcomes rather than subjective measures, as equity in pay and opportunity are the cornerstone of what we seek to accomplish.

Globally and locally, we have a range of programs to support women: we provide inclusive benefits, flexible working, mentorship programs, and employee networks.



"I am a proud member of the Worldwide OpenText Women (WOW) group and a mentor. Through our programs, OpenText is supporting, empowering, and enabling women to progress in their careers. I am proud to be part of a company that has strong values towards equity."

Deborah Russell, VP, Professional Services Delivery (EMEA)

Gender pay gap in the UK

In the UK, OpenText operates two legal entities: OpenText UK Limited and Micro Focus Software Ltd. We are pleased to confirm that both entities have made strides in reducing the pay gap since the 2023 report, now approaching the technology sector average for gender pay gap.

OpenText has evolved over the past years, which has had an impact on our gender pay gap data. The 2023 Micro Focus acquisition and other initiatives have all affected our workforce. As we continue our journey and navigate change, our priority remains addressing the gender pay gap, and our global programs and local initiatives are helping us achieve this objective.

Note to data: The UK gender pay gap measure is an unadjusted view of all components of hourly pay for all employees, male and female. This means that it doesn't take into account certain factors that could impact the data, such as job levels, seniority, and age.

Many technology companies—including OpenText—have more men than women in their workforce, with fewer women in higher paid leadership and commercial roles. We elevate potential and performance, ensuring fair access to opportunities regardless of background.



Definitions

Hourly pay gap

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 2024 payroll including base salary, car and other allowances, and monthly commissions.

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.

Bonus pay gap

The difference in bonus pay for all men and women who received a bonus between May 2023 and April 2024; bonus pay includes all forms including commissions and variable incentive plan awards.

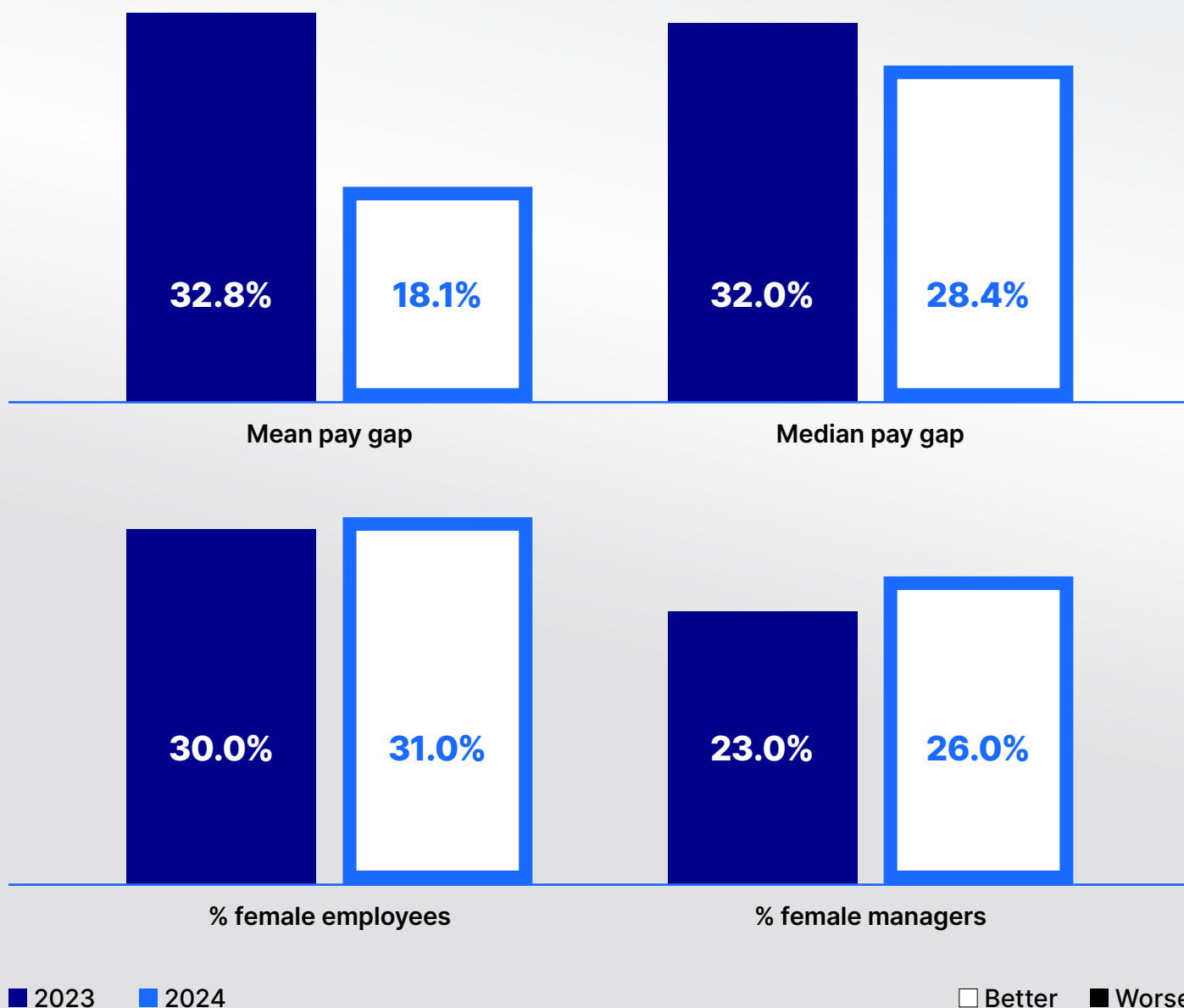
For further information on the definition of the metrics and how they are calculated, please visit [Making your calculations - GOV.UK](#).



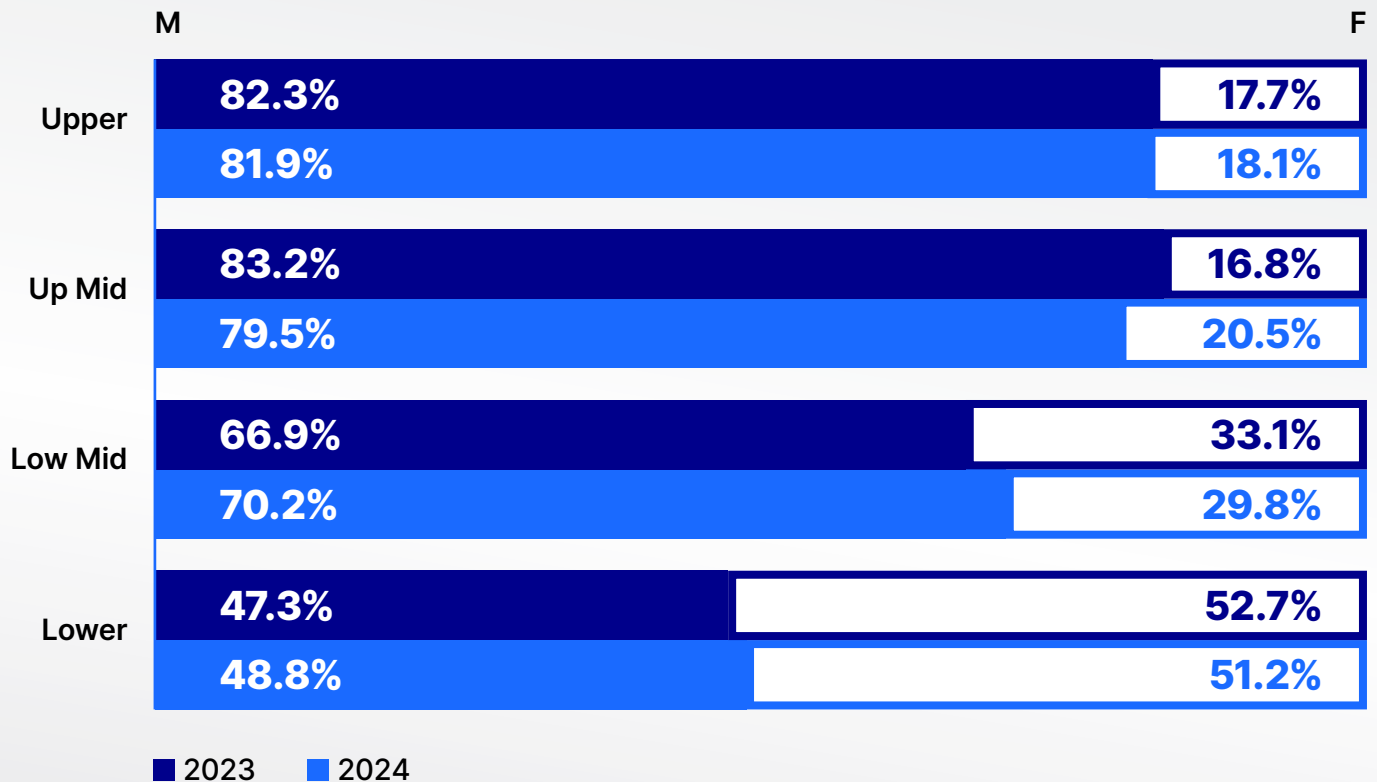
UK April 2024 Results

Data as at 1 April 2024

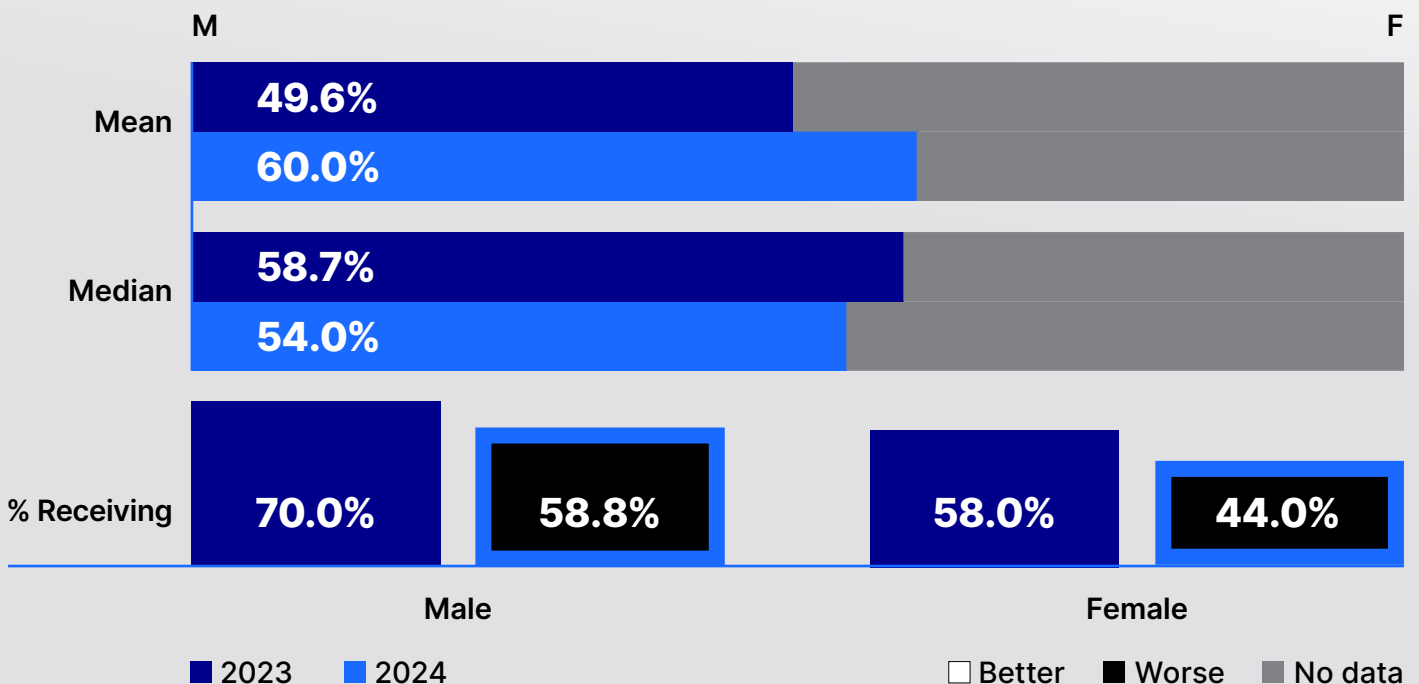
OpenText overall pay



OpenText quartiles



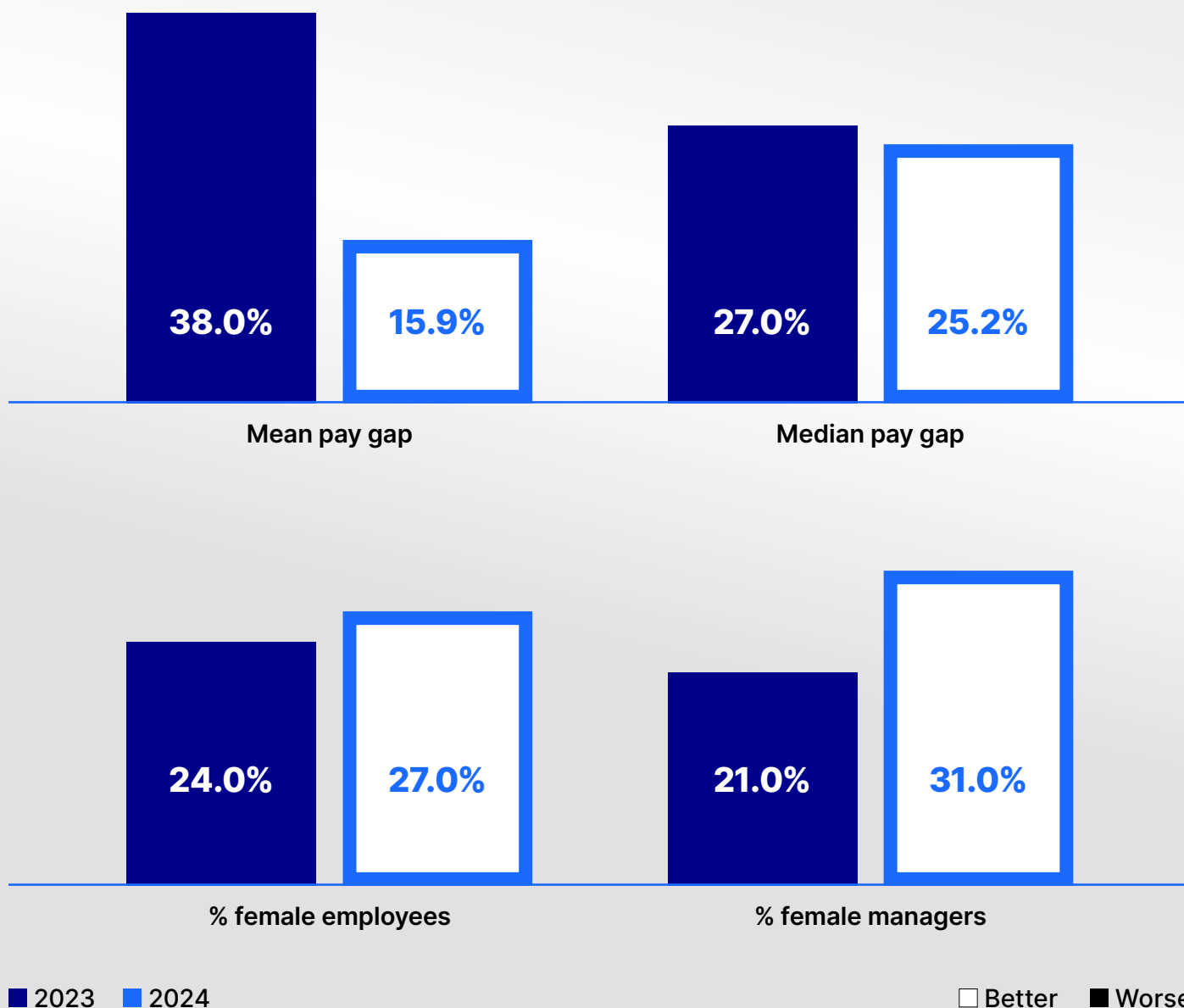
OpenText bonus gap



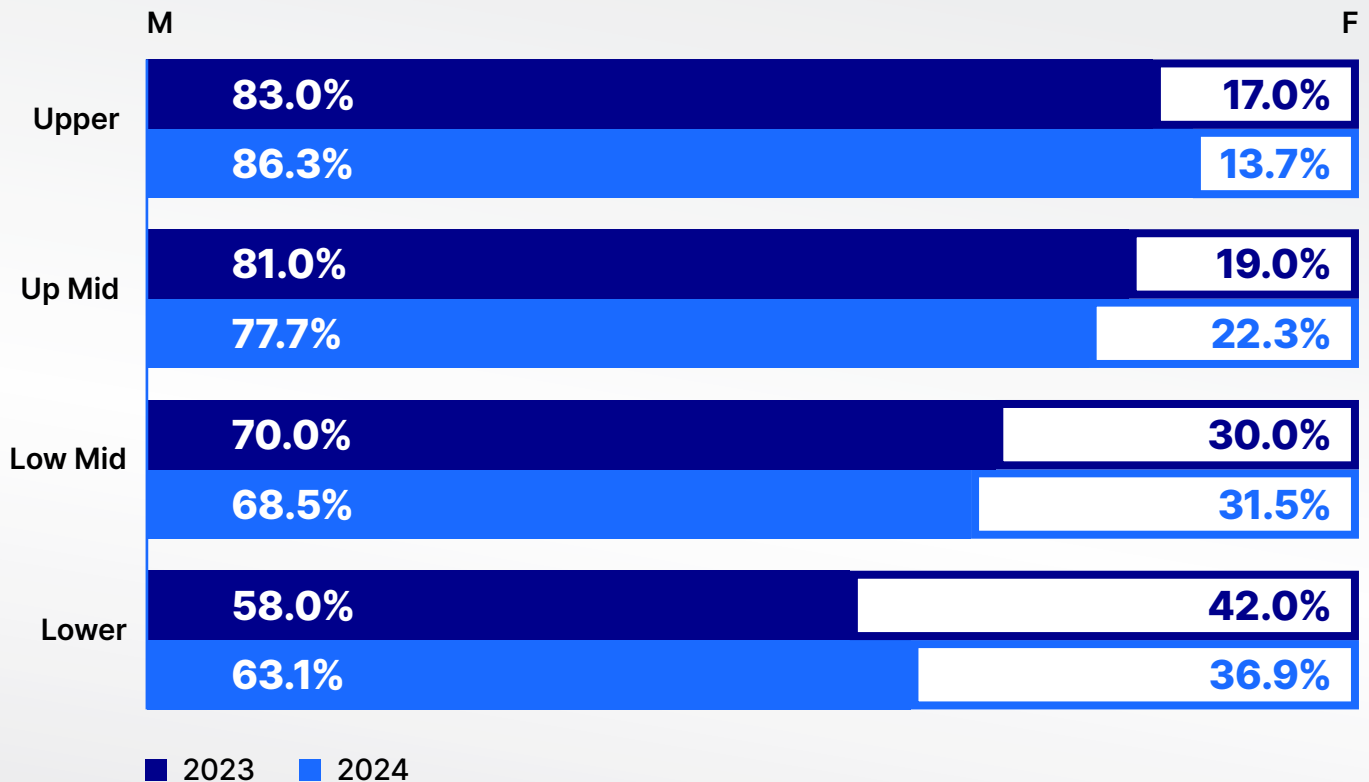
UK April 2024 Results

Data as at 1 April 2024

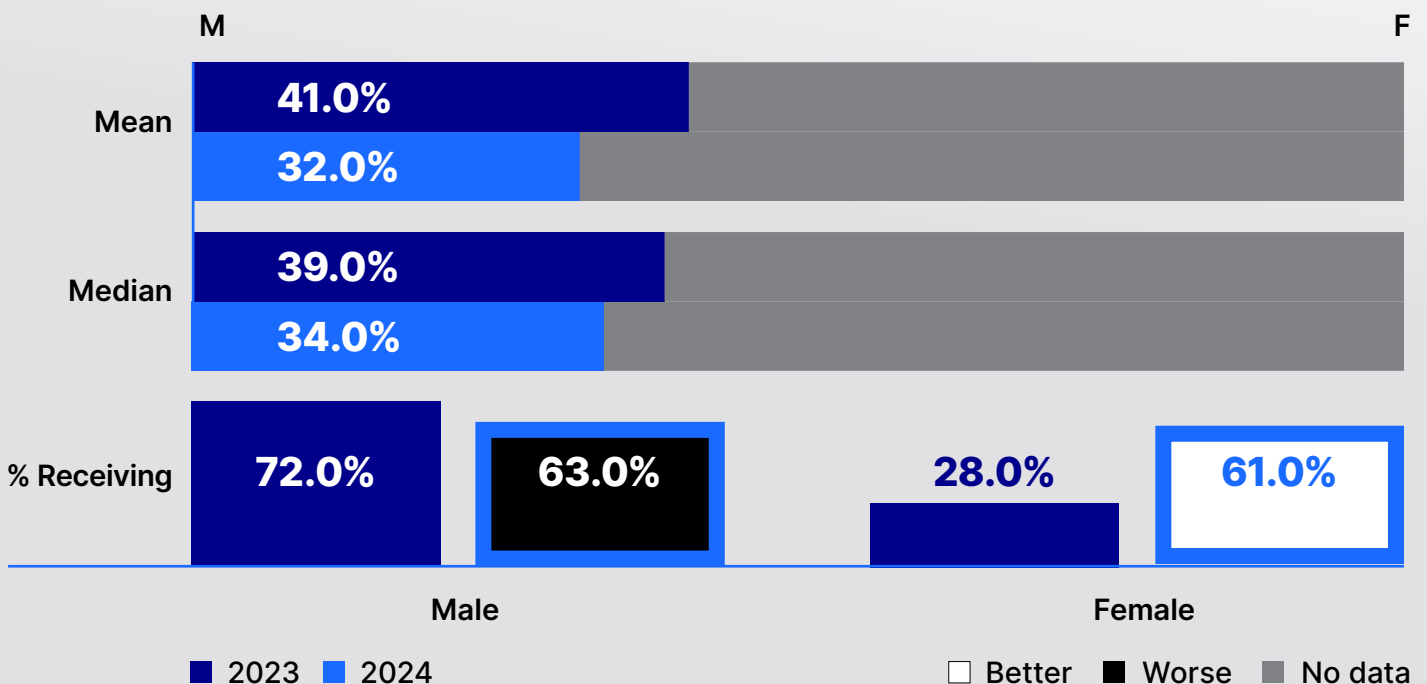
Micro Focus overall pay



Micro Focus quartiles



Micro Focus bonus gap



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, 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 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.