

## 2025 Modern Slavery and Human Trafficking Statement

### Our Organization

OpenText is an information management software company that helps companies organize, store, and protect their data.

We provide integrated solutions in analytics, business networks, content services, cybersecurity, DevOps, IT management, and more. Our software is designed to propel businesses forward with cloud, security, and AI tools that facilitate enterprise-level growth and innovation.

We help organizations grow, innovate, and become more efficient and effective, in a trusted and secure way, through information management.

OpenText is a publicly traded company listed on the NASDAQ (OTEX) and the Toronto Stock Exchange (OTEX). With its headquarters in Waterloo, Canada, OpenText employs over 20,000 people worldwide. OpenText launched in 1991, originally as a project out of the University of Waterloo to create the first online version of the Oxford English Dictionary, evolving over the years with the shifting digital landscape, and acquiring companies and products along the way, becoming a global leader in information management.

For more information on who we are and what we do, we welcome you to visit [www.opentext.com](http://www.opentext.com).

### Our Supply Chain

OpenText is committed to fighting against forced labour and child labour. As a software company, OpenText neither operates in an industry, nor has an extensive range of local or international suppliers, where in each case modern slavery or human trafficking (including forced labour or child labour) would be a material risk. We are fully committed to ensuring prevention of slavery and human trafficking in our corporate activities by promoting transparency in our organization and throughout our supply chain. Our supply chain predominantly consists of:

- Suppliers of products and services used, incorporated into, or sold alongside our own product and services offerings (including technology providers, software developers, consulting service providers, cloud service providers, IT service providers, ICT hardware and the like)
- Suppliers of products and services for marketing and events, cleaning, catering, maintenance services, travel providers, hospitality services, security, and human resource services, including recruitment agencies
- Professional services of various advisors, including external law firms, tax advisors, auditors, accountants, and insurance brokers

We have a central Procurement team that manages globally the procurement of goods and services in accordance with our organization's procurement policies and formal tendering procedures. For more information on OpenText's Procurement policies, refer to [Supplier Information Page](#). We are dedicated to conducting our business ethically and in compliance with all applicable laws. We expect our suppliers to maintain the same standard of excellence.

### Our Policies and Commitments

We take very seriously our responsibilities to:

- Act ethically and with integrity in every situation, and to support an ethical supply chain
- Embrace fairness, dignity and respect in our workplace, and to empower our employees
- Work with local organizations to support the communities in which we operate
- Mitigate our environmental impact and help our customers do the same

#### ***Ethical and responsible work environment***

OpenText is committed to an ethical and responsible work environment that goes beyond compliance with legislation. OpenText believes that fairness, dignity and respect are fundamental to achieving OpenText's strategic goals and play a critical role in driving our competitiveness, bringing more creativity, better decision-making, and enhanced innovation. We elevate potential and performance, ensuring fair access to opportunities regardless of background. We invest in helping each other get to be their best and welcome each individual's differences and unique qualities.

### **Compensation and Benefits**

We are confident we offer our employees a competitive compensation package and attractive group benefit plans, which are designed to protect employees and their dependents against financial hardship due to illness or injury.

Our time-off policies recognize that employees can only bring their best selves to work when they are well rested and focussed. We remind our employees to take their vacation time, to recharge and re-energize, and we ensure our time-off policies provide flexible time off for religious observation and volunteer activities.

### **Recruitment**

Our recruitment procedures include a robust background check policy and recruitment process to ensure that people working for us are of legal age and have legal status. In addition, background checks are performed in order to verify education, employment history and residential status, where applicable. Trust is one of our core values, and to maintain our company's position as a market leader, it is crucial for us to earn the trust of our customers, our employees, our investors, and the communities in which we operate. We are committed to complying with all applicable laws and regulations. Employees are not only expected to obey all applicable laws and regulations, but also to conduct themselves with integrity and respect. Our [Code of Business Conduct and Ethics](#) explains how we can do our part in achieving these important objectives and take action against human trafficking, child labour and forced labour in our business and supply chain. All employees, officers, directors, vendors, contractors and partners are required to conduct themselves in a manner consistent with our Code of Business Conduct and Ethics.

Our annual Code of Business Conduct and Ethics training covers human rights issues, is proactively communicated to employees and included in annual compliance training. Additional training is provided in specific regions and/or countries where legally required.

It is important to us to maintain a workplace in which the company can receive and address concerns regarding any matter governed by the Code of Business Conduct and Ethics. Employees, officers and directors are encouraged to raise such concerns on a confidential basis, free from discrimination, retaliation or harassment, anonymously or otherwise.

As part of the OpenText Board governance process, we review the Code of Business Conduct and Ethics annually to ensure that it remains robust, addresses evolving risk and circumstances and stays up to date with applicable legislation worldwide.

Additional OpenText policies and procedures which are relevant for mitigating the risk of slavery or human trafficking (including forced labour and child labour) occurring in our business or in our supply chain include the following:

- Accommodation Policy
- Anti-Bribery and Anti-Corruption Policy
- Anti-Harassment and Anti-Discrimination Policy
- Background Check Policy
- Disciplinary Policy
- Inclusion Policy
- Grievance Procedure
- Health & Safety Corporate Statement
- Human Rights Statement
- Occupational Health and Safety Statement
- Privacy Policy for Employees

- Respect in the Workplace Policy
- Supplier Code of Conduct
- Whistleblower Policy
- Workplace Violence Prevention Policy

### **Corporate Citizenship**

Our business operations are conducted in ways that respect human rights, support our workforce, and interact with our clients and suppliers with integrity. We are committed to our role as a responsible corporate citizen and to delivering the greatest value and impact while complying with all regulatory requirements. Our global impact goals and initiatives are guided by the OpenText Way – we lean into the strength and foundation of our core values to move us forward. We know that great people make great software. Great people write great software through design that is oriented on their **Values**: (1) Puts customers first, (2) Tackles challenges head on, (3) Innovates, (4) Helps teams succeed, (5) Cares about people, and (6) Acts ethically. Our HR programs and how we operate are informed by these values.

Our [Impact Report](#) reflects our commitment to transparency and our commitments to our stakeholders and society. Our corporate citizenship governance framework sets out a structured approach to pursuing and managing activities across the company.

### **Risk Assessment and Due Diligence**

Our Suppliers are expected to conduct their businesses responsibly and ethically and comply with applicable laws and regulations. Our [Supplier Code of Conduct](#) underpins our commercial relationships and outlines the standards that we require our suppliers to meet (including in relation to forced labour and child labour). Our expectations apply to supplier environmental responsibility, upholding human rights, integrity, and fair and honest dealings. To the extent reasonably possible, we will not knowingly engage with suppliers (including their supply chain) that are likely to cause adverse social and environmental impacts. For more information pertaining to doing business with OpenText, please visit our [OpenText Supplier Information Page](#).

Our Request for Proposal (RFP) process a comprehensive due diligence and risk analysis process to review prospective suppliers to understand a supplier's business model and how its supply chain is engaged. Our RFP criteria fully evaluates a supplier's social and environmental performance, commitments and goals.

Our supplier agreements make clear that suppliers must provide goods and services in accordance with our Supplier Code of Conduct, and that applicable OpenText policies and procedures must be adhered to. Our [Purchase Order Terms and Conditions](#), together with our supplier agreements, include a termination clause for non-compliance of our Supplier Code of Conduct as a material breach.

We continue to assess, monitor and review new and existing suppliers on an ongoing basis and manage all supplier transactions ad contracts using an end-to-end procurement solution.. We monitor against various government sanctions, violations (including labor, health & safety, ethical/regulatory, data protection and environmental matters) and financial/credit risks. As part of our review, we also receive corporate social responsibility ratings for our top tier suppliers. This active monitoring provides us with a means to further ensure that suppliers are compliant with relevant legislation and key elements of our Supplier Code of Conduct.

We have joined various industry initiatives to help accelerate progress and impact. Many of our customers use EcoVadis, a trusted third-party provider of business corporate social responsibility ratings, to assess their suppliers. OpenText has a Silver rating from EcoVadis.

Our Enterprise Risk Management program drives the identification, analysis and management of risk across OpenText. The board of OpenText has overall responsibility for risk oversight. The board is responsible for overseeing management's implementation and operation of enterprise risk management, either directly or through its committees, which report to the board with respect to risk oversight undertaken in accordance with their respective charters.

Despite that, we acknowledge that modern slavery risks may be higher in certain regions or supplier categories, particularly where labour-intensive services or high-risk jurisdictions are involved, even if such exposure is extremely limited for OpenText

There have been no known instances of forced labour and child labour at OpenText and the risk of such instances occurring is low.

## **Staff Training**

As a publicly traded, global company, employees are required to complete a number of mandatory compliance training courses on an annual basis as a result of industry, regional or corporate requirements, and to familiarise themselves with our corporate policies and procedures. In particular, all employees must complete annual Code of Business Conduct and Ethics training and sign off that they understand and are compliant with these organizational expectations.

## **Goals**

We will continue to monitor against various government sanctions, violations (including labor, health and safety, ethical/regulatory, data protection and environmental matters) and financial/credit risks utilizing our supplier risk monitoring solution, monitoring the percentage of suppliers that fall into medium or high-risk categories.

We will continue to create awareness about modern slavery and forced labor for our Procurement team working with our suppliers.

Whilst OpenText neither operates in an industry, nor has an extensive range of local or international suppliers, where in each case modern slavery or human trafficking (including forced labour or child labour) would be a material risk, we will continue to review and monitor our systems and controls in order to identify any potential risk areas and remain committed to improving our practices and procedures to combat slavery and human trafficking.

Slavery and human trafficking (including forced labour and child labour) do not exist in our organization or, to the best of our knowledge, our supply chain.