

Human Rights Policy

September 2025

Scope and guiding principles

Respect for human rights is deeply embedded in how OpenText carries out our business and interacts with the communities in which we operate. We are committed to respecting and upholding human rights for all people, as reflected in OpenText's [Code of Business Conduct and Ethics](#) and in our policies, practices and values.

Human rights are the fundamental rights, freedoms and standards of treatment to which everyone is entitled. OpenText seeks to uphold and respect human rights as reflected in the [United Nations Universal Declaration of Human Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), the [UN Global Compact](#) and the [UN Guiding Principles on Business and Human Rights](#).

Implementation of this commitment

We believe it is critically important to incorporate our commitment to human rights into our business practices and operations:

- **Code of Business Conduct and Ethics:** As per the Code of Business Conduct and Ethics, respecting human rights is embedded in the way we do business. OpenText focuses on respecting labor rights, treating all people with dignity and respect, enabling healthy and safe work environments, promoting ethical behavior and respecting privacy.
- **Universal Declaration of Human Rights:** We also uphold and respect human rights as reflected in the United Nations Universal Declaration of Human Rights and supporting guidelines and principles in the jurisdictions in which we operate.
- **Modern Slavery and Human Trafficking:** We have zero tolerance for modern slavery and human trafficking and take the necessary measures to avoid exploitation of our employees via forced labor, human trafficking and child labor. Key employees involved in onboarding suppliers partake in modern slavery training and all employees complete compulsory Code of Business Conduct and Ethics training annually.
- **Supply Chain:** We carry out due diligence in an effort to avoid exploitation of people (via forced labor, human trafficking, and child labor) within our supply chain.
- **Responsible Sourcing:** We focus on procuring goods and services in a responsible and ethical fashion. We promote ethical business practices and make efforts to reduce and prevent the risk of corruption.
- **Artificial Intelligence (AI):** Human rights can be impacted in multiple ways by the development or use of Artificial Intelligence. Our approach to ethical AI is set out in the [OpenText AI Bill of Obligations](#). We seek to design, build, and deploy AI in a manner aligned with the principles outlined in the [United Nations Universal Declaration of Human Rights](#) and the [UN Guiding Principles on Business and Human Rights](#), as well as with the values reflected in the [UNESCO Recommendation on the Ethics of Artificial Intelligence](#).
- **Corporate Citizenship:** We are committed to being a responsible corporate citizen and have a global corporate giving program.
- **Harassment and Discrimination:** OpenText is committed to providing a workplace free from harassment and discrimination of any kind (including on grounds of race color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status) and in which all staff treat each other with respect.
- **Workplace:** We aim to achieve a workplace that welcomes each individual's differences and unique qualities and is free of barriers that may prevent employees from being able to perform their work to the best of their ability.



- **Freedom of Association:** We ensure that everyone has the right or freedom of peaceful assembly and association.
- **Professional Development:** We are committed to investing in our employees' professional development through support for continued education and training.
- **Trade Laws:** We have implemented sanction policies and processes to ensure sanctions risks are identified and managed and that our supply of products and services to our customers remain compliant with applicable regulatory requirements.
- **Data Privacy and Security:** We protect the privacy and data security of our employees, suppliers, partners and customers. No one shall be subjected to arbitrary interference with their privacy, family, home or correspondence, nor to attacks upon their honor and reputation.
- **Reporting Concerns:** We have established procedures for reporting concerns or violations through various communication channels, as confidentially as possible and free from retaliation.

We are transparent about our efforts and activities related to human rights in our annual [Corporate Citizenship Report](#).

Application of this commitment

To support and respect the protection of human rights, we expect our directors, officers, employees, suppliers, business partners and contractors to adhere to this Policy.

This Policy focuses on the priorities for our business, affirms our commitments and broadly defines how OpenText, as well as our employees, contractors, suppliers and business partners, will respect human rights in relation to our operations.

Directors, officers and employees who violate OpenText's Code of Business Conduct and Ethics or this Policy may face disciplinary action, up to and including dismissal. We may terminate our relationship with other individuals and organizations working on our behalf if they violate any of the principles set out in this Policy.

OpenText encourages a culture of transparency and openness and will support individuals who in good faith report potential violations or raise concerns, even if they turn out to be mistaken. This includes ensuring that anyone who raises a concern does not suffer retaliation, harassment or an adverse employment consequence.

Sponsorship and responsibility

All employees, contract staff, officers and directors of OpenText Corporation and each of its subsidiaries, wherever located worldwide ("Company"), must understand and adhere to this Policy.

All Company partners, consultants, representatives, agents, and any other person or firm acting on behalf of the Company, must also understand and adhere to this Policy.

The OpenText Corporate Compliance team has overall responsibility for enforcing this Policy.

OpenText reserves the right to revise, supplement and/or amend existing policies or add new policies as necessary. Policies under review may be taken offline during this process.