

OpenText Environmental Policy

June 2025

OpenText Environmental Policy

OpenText enables the digital world, creating a better way for organizations to work with information, off cloud and in the cloud. OpenText is committed to minimizing the adverse impacts of our business activities on the local and global environment, while meeting the needs of our customers and enabling their digital transformations. OpenText is a participant in the United Nations Global Compact, and we are committed to its environmental principles.

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 are committed to our role as a responsible corporate citizen and to delivering the greatest value and impact while complying with all regulatory requirements.

At OpenText, our primary environmental impacts include the company's consumption of energy and natural resources through day-to-day business activities, business travel, the disposal of depreciated or end-of-life hardware products, server operations, and vendor/supply chain management.

To whom this policy applies:

Taking meaningful action is essential to support global environmental efforts. OpenText will apply the Environmental Policy and strive to embed it into our decisions throughout our global operations. We will ensure that our employees and contractors understand and align to our Environmental Policy.

The requirements in this document are mandatory for all OpenText employees (full and part-time), contractors and systems, as well as third parties managing systems on behalf of OpenText.

Activities and programs supporting the Environmental Policy

OpenText, with the cooperation of its employees, customers, suppliers, and partners, is committed to embracing new ways to integrate programs and activities to create a more sustainable future. Identified below are key activities essential to our business that demonstrate our Environmental Policy and commitments.

Governance and guidance

- Measuring the company's impact on the environment, with respect to our Environmental Policy and commitments and setting objectives for continuous improvement.

- Taking a precautionary approach that integrates consideration of environmental concerns and impacts into our decision-making and activities, including procurement processes and leasing or purchasing property.
- Meeting or exceeding applicable environmental laws, regulations and standards that relate to the company, including voluntary standards to which OpenText adheres.
- Reporting annually and continually tracking progress, including participating in external reporting frameworks, as well as additional standards that may become applicable.

Minimizing waste, water, and energy

- Managing the consumption of natural resources used in day-to-day operations, such as energy, water, paper, and other resources.
- Pursue efforts to increase renewable energy consumption at owned and leased office and data centers, where possible
- Supporting efforts to minimize waste and prevent air, water and other pollution from our operations. Reusing where possible and purchasing less, as well as avoiding waste going to landfills by prioritizing recycling and other means of disposal.
- Prioritizing the procurement of sustainably sourced and packaged materials that can be re-used or recycled.

Business operations and products

- Promoting sustainable consumption by developing and promoting environmentally-sound technology to support our clients' digital transformations and driving positive outcomes for our stakeholders and broader society wherever possible.
- Working with suppliers who have embedded sustainability within their products, services, and operations. Our [Supplier Code of Conduct](#) clearly outlines our environmental expectations.
- Implementing strategic business travel approval processes and promoting alternatives to business travel where practical. Integrating sustainability practices into our events.
- Deploying an environmental management system (EMS) aligned to ISO 14001 across select sites to ensure that we can manage the environmental activities and impacts of our business.
- Working in collaboration with landlords and other partners to improve environmental programs throughout our global operations and examine options to integrate sustainable building features when leasing or purchasing property.

Education and awareness

- Participating in activities and programs to improve environmental education and protection, as well as pollution prevention and the conservation of natural resources.
- Communicating with internal and external stakeholders about the company's environmental, health, and safety performance as well as our commitments and corresponding progress.
- Encouraging employees to be involved with environmental stewardship through volunteer and site-level initiatives.

Recognizing how our business activities have direct impacts on the environment., OpenText is committed to the successful implementation of this Policy and to the ongoing development and management of

company-wide environmental objectives. Through education, awareness, and taking collective actions, we can reduce our environmental footprint.

Questions

For more information about our Environmental Policy and OpenText's sustainability efforts, please email the Corporate Citizenship team at corporatecitizenshipteam@opentext.com.

View our ongoing environmental efforts and initiatives within our Corporate Citizenship program: <https://www.opentext.com/about/corporate-citizenship>

Sponsorship and responsibility

The Executive Vice President, Chief Legal Officer, and Corporate Secretary is the Executive Sponsor of the OpenText Corporate Citizenship program and the owner of this Policy.

The Corporate Citizenship Executive Steering Committee is responsible for guiding the long-term strategy and implementation of this Policy, with ultimate program oversight with the Corporate Governance and Nominating Committee of the Board. Operationalizing this Policy are cross-functional global senior leaders, under the coordination of the Corporate Citizenship organization, to help identify risks and opportunities, action initiatives, and make recommendations to the Executive Steering Committee to help ensure goals and objectives are met.

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.

About OpenText

OpenText, The Information Company, enables organizations to gain insight through market leading information management solutions, on-premises or in the cloud. For more information about OpenText (NASDAQ: OTEX, TSX: OTEX) visit: [opentext.com](https://www.opentext.com).

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