opentext™



FY26 OpenText Impact Report

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Introduction

About this report

Our annual OpenText Impact Report reflects our commitment to all our stakeholders, including the communities in which we work and live.

Unless otherwise noted, our FY26 OpenText Impact Report:

- Covers our 2026 fiscal year (July 1, 2025 to June 30, 2026)
- Represents an enterprise-wide view covering all OpenText subsidiaries and operations globally
- Presents data as of June 30, 2026
- Reflects funds in US dollars

This voluntary report was prepared with reference to the Global Reporting Initiative (GRI) Standards, accompanied by a GRI Index at the end of the report. This report is also informed by global best practices and frameworks, including the Task Force on Climate-related Financial Disclosure (TCFD), the United Nations Global Compact, and the Sustainability Accounting Standards Board (SASB), now part of the IFRS Foundation, for the Software and Information Technology Services industry.



Assurance: KPMG was engaged to provide limited assurance of select performance figures identified with this symbol ◆ .

- KPMG's Independent Limited Assurance Report can be found on our website.

About OpenText

Founded in 1991, we are a world leader in data management for enterprise AI, Canadian in our roots and global in our reach. We provide the secure data foundation in the AI stack, the trusted context that makes credible AI outcomes possible. We give clients the choice to transform and operate at their best: deployment on premise or in the cloud, with the type of cloud they need—public, private, or sovereign—and to integrate with any enterprise-grade AI model. Learn more in our 2026 Annual Report.

$5.2B FY26 revenue	**19,900** employees in 42 countries	**120K+** enterprise clients operating in 180 countries	**$11T+** in annual network commerce	**98** of the top 100 companies are clients	**400** AI-related patents

CEO message

The global economy is at a turning point: AI is reshaping the world and organizations are rapidly scaling adoption. Proudly Canadian with global reach, OpenText plays a critical role in the AI era. Built on 35 years of leadership in data management, we bring organizations the secure data and context foundation, world-class partner ecosystem and the choice to deploy where they need, so they can build the agentic enterprise and better serve their own clients.

OpenText's role in the AI stack centers on the context and connected data layer: giving AI agents and large language models the quality, integrated, secure enterprise information they need to act with trust and deliver reliable results. We give clients the choice to run their data management solutions where they need to, on premises or in the cloud, public, private or sovereign, and the flexibility to integrate with any enterprise-grade AI language model. Our newly announced partnership with Cohere exemplifies this approach, combining OpenText's trusted context and connected data with Cohere's orchestration and language models to help governments and organizations in regulated industries move agentic AI from pilot to production.

We bring that same commitment to operational excellence to how we serve our clients, colleagues, and communities. We continue to invest in our people, and we were again recognized among Forbes' Canada's Best Employers. Our colleagues delivered more than 2.7 million meals through our annual Holiday Food Bank Campaign, and our net-zero target has been validated by the Science Based Targets initiative (SBTi) as we advance our decarbonization journey. At OpenText, innovation, growth, and purpose-driven action go hand in hand.

The progress highlighted in this report is built on the trust of our clients, partners, and investors, and the dedication of our colleagues. Together, we will continue to innovate responsibly, uphold the highest standards of ethical business conduct, and create positive impact.

We have an exciting future ahead, and I look forward to building it together.



Ayman Antoun
Chief Executive Officer

"Together, we will continue to innovate responsibly, uphold the highest standards of ethical business conduct, and create positive impact."



Technology and Trust

OpenText believes AI will transform every industry—but only when built on a strong foundation of trust. OpenText is a leading provider of data management for enterprise AI and provides the secure data foundation in the AI stack—the trusted context that makes credible AI outcomes possible.

AI at OpenText

As "Client Zero," OpenText embeds AI across our own enterprise workflows to enhance productivity, improve our products and solutions, and build internal expertise. As part of our AI strategy, we provide colleagues with carefully managed and curated AI tools, including our own products. By making AI more accessible, practical, and embedded in the way we work, we are continuing to build momentum toward a more productive, innovative, and AI-enabled OpenText.

As part of our commitment to continuous learning and responsible AI adoption, OpenText launched an enterprise-wide AI literacy eLearning curriculum available to all colleagues. The curriculum establishes a common foundation for the informed and responsible use of AI, covering topics such as AI fundamentals, responsible and secure use, applicable governance expectations, and effective prompt engineering. This learning program supports colleagues in developing the knowledge and practical skills needed to use AI tools thoughtfully and in alignment with OpenText's relevant policies and procedures.

AI Governance

Our governance is an active, iterative process that moves from identifying and assessing risks to implementing controls and measuring performance.

Oversight: OpenText's Executive Leadership Team is responsible for the company's AI program and strategy, with oversight provided by the Board of Directors and its Audit Committee. AI-related opportunities and risks are considered through OpenText's enterprise risk management processes and governance frameworks, supporting oversight of strategic, operational, regulatory, and technology-related considerations. As AI continues to evolve, OpenText regularly reviews its approach to governance, risk management, and responsible deployment.

AI Governance Committee: To support the adoption of responsible AI within internal business operations, OpenText established a cross-functional AI governance forum that brings together leaders from technology, security, privacy, legal, and other key functions. Operating under a risk-based model, the committee helps prioritize AI use cases based on business impact, scale, and risk exposure, ensuring that higher-risk and higher-value initiatives receive appropriate oversight and guidance throughout their lifecycle.

AI Acceptable Use Policy: Our AI Acceptable Use Policy establishes requirements for the responsible, safe, and secure use of AI across OpenText and supports our strategy. It applies to all employees, contractors, and other authorized users of OpenText systems and data. The policy supports responsible innovation while protecting OpenText, client, and personal information, and reinforcing our commitments to security, privacy, compliance, and trust.

Reporting and remediation: We have a well-established mechanism available for internal and external stakeholders for reporting and seeking remediation for any matters governed by the Code of Business Conduct and Ethics, including AI.

Risk Management

OpenText supports its AI governance model with a standardized intake and review process for AI use cases in internal business operations. Use cases are assessed based on factors such as data sensitivity, autonomy, and business impact. Depending on the level of risk, they may undergo targeted reviews by functions such as Security, Data Privacy, and Architecture. This risk-based approach provides appropriate scrutiny for higher-risk or more mature initiatives while allowing lower-risk or early-stage experimentation to move forward efficiently and responsibly.

Ongoing monitoring, review and value management: OpenText applies governance, review, and oversight activities throughout the AI lifecycle. AI-enabled products and capabilities are developed and released through established development, security, privacy, and product governance processes. OpenText also monitors the adoption, performance, and business value of AI-enabled solutions, with oversight and value measurement practices evolving as AI technologies, organizational capabilities and regulatory expectations continue to develop.

Environmental Considerations

While AI can improve productivity, innovation, and human progress, it also requires significant computing resources and energy consumption. OpenText works to manage this environmental footprint through efficient platform design, shared infrastructure, and responsible operational practices. Our development teams seek to continuously improve the efficiency of AI workloads through model selection, platform standardization, cloud efficiency initiatives, observability practices, and lifecycle management. These efforts and practices continue to evolve and mature, following evolution and innovation in the AI industry at large.

Vendor Governance

Our Supplier Code of Conduct prohibits suppliers from using OpenText data, including applicable client data, to develop, train, tune, validate or operate AI systems without prior written consent. Suppliers complete required privacy and security assessments, and those that access or process relevant data execute applicable data-processing and information-security terms. Based on risk, OpenText may request additional assurance, which can include independent security certifications or reports, and may exercise contractual audit, remediation or termination rights. These measures are designed to support responsible data handling, privacy, security, and AI governance.

Product and Platform

Product Development: The experience we gain internally directly informs the innovative AI solutions we build and deliver for clients. For example, the OpenText Aviator portfolio brings generative and agent-based AI capabilities directly into OpenText applications, helping clients unlock value from their information while supporting their security, governance, and compliance requirements.

During FY26, we advanced our common AI platform strategy to accelerate AI adoption across the product portfolio; expanded our agentic AI capabilities that enable software systems to reason, plan; and perform tasks with greater autonomy, as well as launched Aviator Studio enabling teams to deploy AI-powered agents.

Guardrails: OpenText maintains governance frameworks and technical controls designed to support the responsible use of AI and manage associated risks. Depending on the product and use case, these measures may include model- and application-level guardrails addressing data protection, security, human oversight, content quality (including inaccurate or inappropriate outputs), and compliance. OpenText regularly reviews and evolves its AI governance practices to reflect emerging technologies, business needs, and regulatory developments.

Data Privacy in AI: OpenText applies data protection and privacy requirements throughout the lifecycle of AI systems and AI-enabled capabilities. Our approach forms part of OpenText's global privacy program and enterprise risk and compliance framework and is designed to support the protection of personal data and personally identifiable information (PII), collectively referred to as personal information.

For AI use and deployment, OpenText considers the purposes for which personal information is processed, limits the personal information used to what is necessary, and applies privacy by design and by default, as applicable. Relevant AI processing activities are supported through governance processes, records of processing activities, privacy risk assessments, Data Protection Impact Assessments (DPIAs) for high-risk processing activities, appropriate access, information security, third-party management, retention and contractual controls and appropriate human oversight and monitoring.

Human Rights: We seek to design our products and solutions to reflect the principles and values outlined in the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the UNESCO Recommendation on the Ethics of Artificial Intelligence. By seeking alignment with these international frameworks, we help uphold privacy, freedom of expression, and fundamental human rights while delivering secure systems.

OpenText is committed to the responsible design, development, deployment, and operation of AI-enabled products and services. Consistent with our broader human rights commitments, we continue to integrate fairness, privacy, security, transparency, accountability, and human oversight into our AI governance and product development processes. Cross-functional teams spanning product development, legal, compliance, security, privacy, and AI governance work together to identify, assess, and mitigate risks associated with AI-enabled capabilities.

Shaping Global AI Standards

OpenText actively contributes to the advancement of trusted and responsible AI by engaging with governments, industry groups, standards bodies, and other stakeholders around the world.

- Canada's Voluntary Code of Conduct on the Responsible Development and Management of Advanced Generative AI Systems: OpenText was one of the initial signatories and actively participated in the industry consultation process that informed the development of the Code.
- **Sustained engagement with OECD AI initiatives:** OpenText maintains a longstanding relationship with the OECD on AI policy and governance matters, contributing to the development of international best practices and voluntary frameworks for responsible AI.
- **Active participant in the OECD Hiroshima AI Process (HAIP) Reporting Framework:** Over the past two years, OpenText has participated in an industry advisory group supporting the development of the OECD's standardized AI reporting process for companies across the G7. In May 2026, OpenText formally committed to the HAIP Reporting Framework, becoming one of the first Canadian companies to do so.
- **Participation in the European Commission AI ecosystem:** OpenText participates in the European Commission's AI policy ecosystem, including through its inclusion in the Apply AI Alliance Stakeholders Catalogue—a curated network of organizations invited to contribute to discussions and Commission-led initiatives shaping AI policy in Europe. This engagement complements participation in the broader European Commission AI Alliance platform
- **Expert participation in global AI policy development:** OpenText supports its in-house experts in contributing to international policy initiatives, including participation in the OECD.AI Network of Experts and engagement in other global AI governance initiatives, such as the development of the EU General-Purpose AI (GPAI) Code of Practice.

Through responsible governance, trusted products and solutions, employee enablement, and active engagement in global policy discussions, OpenText remains committed to helping advance AI that aligns with the long-term interests of our clients, partners, colleagues, investors, and broader society, in a manner that is secure, transparent, and human-centric.

Client centricity

At OpenText, fostering exceptional client relationships is our top priority. We capture our clients' input through our Client Advisory Board and Voice of the Client programs. We also take every opportunity to collect feedback and deepen our understanding of our clients' needs through surveys, conversations, and in-person interactions. With this consistent stream of client feedback, we gain an "outside-in" view of our company, we can better deliver on client expectations and needs, and we are able to continuously innovate our products and services to help fuel their success.

Client success

Our clients are at the center of everything we do. OpenText's solutions are purpose-built to meet client needs and anticipate what's next. We combine user feedback with innovative capabilities to deliver not just products, but solutions. Our services and support organizations help clients unlock the full potential of our software and maximize its value.

When clients talk, we listen. Every conversation gives us insight into their needs and goals, which then informs our product development and roadmaps. What's more, we are Client Zero, as evidenced by our OpenText Trusts OpenText program. This ambitious program aims to save OpenText $1.5 billion over 10 years by using our own products to boost operational efficiency simply and securely.

We strive to help our clients see information in new ways. From human resources to finance and engineering, we equip every function with innovative, secure, and connected tools to turn information into action. Helping our clients solve their challenges is how we reach our goals. This client centricity is what makes us a leader in data management.

Client highlights

Loxam

Loxam, a leading equipment rental firm, improves client service and environmental sustainability by transforming content management with OpenText™ Core Content Management.

Learn more >

Mondelēz International

OpenText solutions are helping Mondelēz move towards flawless order management. By reducing manual data entry and with automated validation and intelligent routing, the company is driving down errors, saving millions, and boosting client satisfaction.

Learn more >



Ethics and Conduct

Business conduct

We are committed to conducting our business ethically and in compliance with the letter and spirit of all applicable laws and regulations. Our Code of Business Conduct and Ethics outlines our expectations, and all employees, officers, directors, vendors, contractors, and partners are expected to comply with them. We review the Code of Business Conduct and Ethics annually to ensure it remains robust, addresses evolving risks and circumstances, and remains in line with market practice.

Code of Business Conduct and Ethics

Employees are required to complete annual mandatory compliance training, and their certification indicates an understanding of and compliance with our Code of Business Conduct and Ethics. Our Code of Business Conduct and Ethics is proactively communicated to all new employees, and attestation to the policy is included with the training. The Code of Business Conduct and Ethics is translated into several languages for employees. Other initiatives in support of our ethics framework include risk assessments that focus on topics such as fraud and corruption.

OpenText implements several programs and activities to help prevent, identify, and root out any potential corruption or fraud, including carrying out due diligence on business partners and suppliers. Our internal audit team, at least annually, conducts country risk assessments and anti-corruption reviews/audits, which periodically result in improvements to our Anti-Corruption Compliance Program, including increased focus, monitoring, and training on corporate policies.

It is important to us to maintain a workplace in which the company can receive and address concerns regarding any matters governed by the Code of Business Conduct and Ethics. We have a number of channels to communicate and report possible violations, including a 24-hour compliance reporting service. We remain focused on maintaining a workplace where employees, officers, and directors can raise concerns on a confidential basis, free from discrimination, retaliation, or harassment, anonymously or otherwise.

Human rights

Human rights are the fundamental rights, freedoms, and standards of treatment to which everyone is entitled. Respect for human rights is deeply embedded in how OpenText conducts business and interacts with the communities in which it operates.

OpenText Human Rights Policy

Respect for human rights is also incorporated in our Code of Business Conduct and Ethics and reflected in our employment policies, which address the fundamental conventions of the International Labour Organization Declaration. We have multiple processes and systems in place to identify, prevent, and report human rights issues, which are available to all employees, directors, and officers of OpenText.

Additionally, we have a robust background check policy and recruitment process to ensure the people working for us are of legal age and have legal status. Our Code of Business Conduct and Ethics covers human rights issues and additional training is provided in specific regions or countries where legally required.

Tax management and governance

Tax is an integral component of sustainable long-term performance. Our tax planning activities align with OpenText's business model with a view to enhancing value for our shareholders while also minimizing associated tax risks. OpenText adheres to applicable laws for its tax reporting, while exercising internal controls over processes for tax compliance, planning, tax payments, and financial reporting on a quarterly basis. Learn more about our Tax transparency.

Sustainable procurement and ethical supply chain

In keeping with our Supplier Code of Conduct and Sustainable and Ethical Procurement Policy, we expect all our suppliers to behave responsibly, ethically, and sustainably.

Our Purchase Order Terms and Conditions and supplier agreements include a termination clause for non-compliance with our Supplier Code of Conduct as a material breach. OpenText will prioritize suppliers who demonstrate that they behave responsibly and ethically, and have embedded sustainability within their products, their operations, and their supply chains. Ongoing supplier monitoring helps promote compliance with applicable legislation and key elements of our Supplier Code of Conduct. Suppliers identified as higher risk are requested to provide additional information to ensure they have appropriate privacy, data protection, and other ESG-related policies and practices in place to mitigate these risks.

Additionally, we continue to:

- Monitor against various government sanctions, violations (including labor, health and safety, ethical/regulatory, data privacy, data protection, and environmental matters), and financial/credit risks across industries, commodities, and various geographies using our supplier risk monitoring solution. The solution identifies suppliers according to low, high, or extreme risk categories.
- Provide ongoing supplier risk management training to our global Procurement team working with our suppliers, including, but not limited to, regulatory and compliance, financial, environmental and social, security, privacy, and information security risks.

OpenText applies a risk-based approach to reviewing vendors that offer AI-enabled products and services. Depending on the nature of the service and associated risks, reviews may consider factors such as data security, privacy, regulatory compliance, responsible AI practices, and alignment with enterprise technology standards. This approach helps support responsible sourcing decisions and the effective management of AI-related risks.

OpenText's Modern Slavery Statement reflects our commitment to ensuring the prevention of slavery and human trafficking in our corporate activities and supply chains.

Please visit our Supplier Information Page for more information.

Partnerships and commitments

OpenText signed on to the United Nations Global Compact (UNGC) Network Canada as a participant in November 2018 to demonstrate our commitment to sustainability and the UNGC's Ten Principles.

EcoVadis is a trusted third-party provider of business CSR ratings. Many of our clients use EcoVadis to assess their suppliers in four categories: environment, labor and human rights, ethics, and sustainable procurement. In FY26, OpenText achieved its highest score to date, and currently holds a Bronze rating.

Responsibility

Enterprise Risk Management (ERM)

Our ERM program drives the identification, analysis, and management of risk across OpenText. The OpenText Board of Directors is responsible for overseeing management's implementation and operation of ERM, either directly or through its committees, which report to the Board with respect to risk oversight undertaken in accordance with their respective charters.

OpenText's risk management approach is grounded in a structured methodology that incorporates input from senior leadership, internal and external data sources, and industry perspectives to identify principal and emerging risks.

Risk identification

Management considers risks that can arise from both external and internal factors, including the following:

1. **External factors**

- Technological developments
- Changing client needs or expectations
- Competition that could alter marketing or service activities
- New legislation and regulations that could force changes in policies and strategies
- Natural catastrophes, including extreme weather events caused by climate change, that could lead to changes in operations or information systems
- Economic changes that could have an impact on management decisions

2. **Internal factors**

- Significant changes in policies, processes, or personnel
- Potential for fraud, including incentives and pressures for employees and fraud opportunities
- Disruption in information systems processing
- The quality of personnel hired and methods of training used

As part of this process, OpenText conducts an annual enterprise risk assessment, incorporating interviews with senior leaders to identify potential risk exposures and emerging trends. This includes a country-level risk assessment that evaluates the risk profile of key geographies. This in turn supports the development of a risk-based Audit Plan to review our global operations and includes country-level audits performed on a rotational basis. The Audit Committee reviews management's reports regarding enterprise risks and oversees the internal audit function's annual plan. The Audit Committee reports to the Board with respect to its risk oversight activities.

Risk analysis and mitigation

Once the significance and likelihood of risk have been assessed, management considers how the risk should be managed. Risk assessment reviews are performed as a component of routine management meetings where risks are analyzed through a strengths, weaknesses, opportunities, and threats (SWOT) analysis by members of executive management. Risk mitigation includes identifying, selecting, and developing activities to adequately address risks. The organization has documented policies and procedures to guide personnel throughout this process.

Business continuity

The Business Continuity Team (BCT) supports the enterprise in maintaining operations during adverse conditions that cause disruptions and is responsible for the Business Continuity and Emergency Management (BCEM) program.

The BCEM program is designed to support continuity during disruptions by managing risks, coordinating response, and supporting recovery. The BCT partners and collaborates with response teams to enable effective incident management and operational resilience. These response teams include:

- Core Emergency Response Teams by site
- The Business Continuity Core Committee
- Shield, an enterprise team that supports global responses and events

Data privacy and information security

Trust

At OpenText, we maintain an integrated approach to data privacy and information security by incorporating applicable regulatory requirements and evolving threat considerations into our governance, policies, and operations.

Our Global Information Security and Privacy programs are designed to identify, assess, and manage risks across the enterprise to support the protection of employee, client, partner, and supplier data that flows through our systems. Dedicated security and privacy teams operate across our organization to implement, monitor, and enhance controls that support resilience against emerging threats and to help maintain stakeholder trust.

Maintaining compliance

OpenText maintains a risk-based information security and data protection program aligned with recognized industry frameworks and applicable legal, regulatory, and contractual requirements.

OpenText operates a Global Information Security Management System (ISMS) aligned with ISO/IEC 27001 and applicable cloud security standards for in-scope services and environments supporting the confidentiality, integrity, and availability of information assets through documented risk management processes and control activities.

The Global Information Security Policy forms a key part of the Global ISMS and applies across OpenText's workforce, business units, applicable third parties, products, services, operating locations, and subsidiaries, as defined by policy scope. The policy defines requirements for managing corporate and commercial information security risks and supporting alignment with applicable contractual, regulatory, and industry requirements.

OpenText establishes and periodically updates policies and procedures designed to support compliance with applicable privacy laws and regulations, including GDPR, CCPA, and other regional frameworks. The privacy program is supported by a dedicated privacy governance team that monitors regulatory developments, interprets applicable legal requirements, and supports their translation into internal controls.

OpenText conducts privacy impact assessments, maintains data inventories, and supports alignment of data handling practices with applicable legal obligations and internal standards. Mandatory training, audits, and internal assessments are conducted to reinforce awareness and accountability across the organization.

The Global Information Security Policy establishes a structured approach to managing information security risk, and includes commitments to:

- Support the continuous improvement of information security management systems and controls
- Support the confidentiality, integrity, and availability of data
- Monitor for, detect, and respond to information security threats
- Define clear information security roles and responsibilities across the workforce
- Apply information security requirements to applicable third parties, including suppliers and service providers

OpenText maintains a risk-based approach supported by assessments, internal audits, independent certifications, attestations, or assessments, as applicable, to support alignment with evolving regulatory requirements and recognized industry frameworks.

Data privacy

OpenText has established a global privacy program designed to support the protection of personal data and personally identifiable information (PII) (collectively referenced as personal information) across our operations. OpenText processes personal information in accordance with applicable laws and contractual obligations, whether acting as a controller, processor, business, or service provider, as applicable.

The program is integrated into OpenText's enterprise risk and compliance framework and is supported by governance processes, privacy risk assessments, records of processing activities, and controls for applicable data subject rights. Privacy requirements are applied across key operational areas, including product development, third-party management, employee data management, incident response, and data processing activities, as applicable.

The program is supported by leadership engagement and privacy awareness activities across the organization. It is designed to evolve in response to changes in the legal landscape, emerging risks, and recognized industry practices.

The Global Privacy Management Policy (GPMP) sets out requirements for the processing of personal information and forms the foundation of the privacy program. It establishes a structured approach to managing privacy risks and integrating privacy requirements into the company's broader risk and compliance management systems.

Under this framework, OpenText commits to:

- Maintaining records of processing activities involving personal information
- Performing Data Protection Impact Assessments (DPIAs) for high-risk processing activities, as applicable, to identify and mitigate privacy risks
- Defining clear data protection and privacy roles and responsibilities across the enterprise
- Applying data protection and privacy requirements to applicable third parties, including suppliers and service providers
- Maintaining data protection and privacy controls to support applicable data subject rights

This framework is applied through a global model, with jurisdiction-specific controls implemented where required to support the identification, assessment, and mitigation of privacy risks.

Privacy as a fundamental right

At OpenText, we recognize privacy as a fundamental human right. Our commitment to privacy reflects the importance of protecting personal information, building trust and supporting individual autonomy in the digital age.

We incorporate this principle into relevant business processes and governance activities. Across areas such as product development, employee training, client engagement, and vendor management, OpenText considers privacy by design and by default, as applicable.

Information about our commitment to privacy rights is available on the OpenText website:

Privacy Policy >

OpenText Privacy Center >

Information security

Information security is foundational to maintaining trust in OpenText's digital ecosystem. OpenText is committed to safeguarding client and corporate data across applicable cloud-based platforms through governance, technology, and skilled personnel.

OpenText continues to invest in security capabilities and maintains a portfolio of certifications, attestations, assessments, and authorizations for applicable services and environments, including ISO 27001, ISO 27017, ISO 27018, SOC 1 Type II, SOC 2 Type II, SOC 3, SOC 2 + HITRUST, PCI DSS, HIPAA, SWIFT, TISAX, and Cyber Essentials Plus, where applicable and in scope.

This portfolio is complemented by independent third-party audits and assessments that evaluate controls across applicable application, infrastructure, and data center environments.

Public-sector security assessments and authorizations

OpenText maintains relevant security assessments, designations, and authorizations to support government and public sector clients with sovereignty, security, and compliance requirements, including FedRAMP Moderate in the United States, IRAP-related assessments in Australia, and applicable Canadian public-sector security designations.

These designations and authorizations support OpenText's ability to address applicable public-sector security, regulatory, data residency, and sovereignty-related requirements. This supports the delivery of cloud services to government and regulated industry clients.

Management approach, methodology, and certifications

As cyber risks evolve, clients rely on OpenText to support intended operational outcomes through effective security risk management.

The OpenText Information Security Risk Management Methodology is part of the company's overall risk management approach. It supports our ISO 27001-aligned Information Security Management System and other applicable compliance requirements.

OpenText applies a risk-based approach to identifying, assessing, and mitigating risks across corporate systems and client-facing services, as applicable. Information security risk is also assessed when OpenText data assets are hosted, processed, or otherwise handled by applicable third parties.

This includes:

- Monitoring of threat information and vulnerabilities
- Risk assessments across internal systems and applicable third-party environments
- Integration of security requirements into product development and cloud operations
- Management of risks associated with applicable third-party data processing and hosting

This structured methodology supports risk mitigation and alignment with applicable contractual, regulatory, and industry obligations.

Incident management

OpenText maintains a formal incident management program designed to detect, assess, respond to, and recover from security events.

Incident response processes are:

- Documented and periodically tested through simulations and third-party exercises
- Improved based on lessons learned and threat intelligence
- Aligned with recognized industry practices

OpenText manages incident containment, remediation, communications, and notifications in accordance with applicable legal, regulatory, and contractual obligations.

Employee training and awareness

OpenText maintains global security and privacy awareness, as well as training programs to help colleagues understand their role in protecting information assets.

Training programs cover topics such as compliance, data security, insider threats, global data privacy practices, and information protection. Training is mandatory and monitored, and contractors with access to OpenText data are required to complete applicable training.

Employees and contractors are required to promptly report security incidents, vulnerabilities, or suspicious activity through defined escalation channels, as outlined in the Global Information Security Policy and Code of Business Conduct and Ethics. Reported events are triaged and investigated by Security Operations teams.

OpenText also extends cybersecurity awareness beyond the workplace by providing colleagues with access to enterprise-grade security tools for personal use.

Global Cyber Security Awareness Month

During Global Cyber Security Awareness Month, leaders from the Global Information Security and Privacy teams hosted webinars focused on threat intelligence and hunting, sales enablement, and compliance as a business enabler. These sessions highlighted cybersecurity priorities and how security capabilities support risk management and business growth.

Throughout the month, OpenText delivered interactive activities aligned with the National Institute of Standards and Technology (NIST) framework, including Q&A and trivia sessions on topics such as ransomware, business email compromise, cloud security, and social engineering. This campaign supported colleague engagement and reinforced cybersecurity awareness across the organization.

Privacy Week

In January, OpenText supported data protection awareness through “Privacy Week”, a company-wide initiative focused on privacy awareness and recognized practices.

Activities included enterprise-wide communications, knowledge-sharing sessions, and interactive events addressing topics such as privacy by design in corporate AI tools and the evolving global regulatory landscape.

OpenText also hosted webinars and discussions, including *The Future of Trust: Can AI Be Private by Default?* and *AI + Privacy in 2026: Compliance Hot Spots and What’s Ahead*, which explored emerging privacy risks, regulatory developments, and responsible AI practices.

These sessions, along with interactive privacy trivia activities, encouraged colleague participation and reinforced awareness of accountability for protecting personal information.

Our People

Culture and colleague experience

At OpenText, our culture is shaped by the programs, experiences, and processes that bring our values to life every day. For colleagues around the world, this culture is experienced through locally-led initiatives that foster connection, engagement, and continuous learning. Site Leaders at local offices play a key role in delivering these experiences, organizing activities such as volunteer events, well-being fairs, and Career Week programming that reflect our commitment to growth and inclusion. Our Employee Networks further strengthen this culture, creating spaces for connection and belonging. Together, our programs, benefits, and recognition practices reinforce what matters most—from supporting our people and strengthening collaboration, to enabling us to better serve our clients.

Our values

Our values are born from the OpenText Way, a connected philosophy of working and relating with each other and our clients. Learn more >

We have received several corporate awards and accolades that represent our employee experience and culture, including:

2026 CANADA'S BEST DIVERSITY EMPLOYERS

CANADA'S TOP EMPLOYERS FOR YOUNG PEOPLE 2026





Building vibrant offices

OpenText Site Leaders play a critical role in strengthening organizational performance by building culture and driving colleague engagement across the enterprise. Acting as a bridge between global strategy and local execution, Site Leaders translate OpenText's values and priorities into meaningful, on-the-ground experiences that foster connection, alignment, and a strong sense of belonging.

By activating global strategy and initiatives—such as OpenText Kick Off, Well+Being Month, and Career Week—at the local level, Site Leaders help ensure consistent colleague experiences while enabling flexibility to reflect regional needs. Through a mix of virtual and in-person programming, including networking events, cultural celebrations, well-being initiatives, learning sessions, and professional development opportunities, they foster colleague engagement, well-being, and cross-functional collaboration while contributing to productivity and retention. By tailoring global learning and development initiatives for local needs, Site Leaders help colleagues build skills, expand networks, and advance their careers, supporting both individual growth and the company's long-term talent strategy.

Collectively, these efforts help connect enterprise-wide priorities with local colleague experiences, strengthening culture while supporting organizational performance.



Crystal Bonsi
SVP, Sales Operation and Site Leader for Waterloo, ON

"As a Site Leader, my role is to bring OpenText's global strategy to life locally and create moments that make our local colleagues feel connected, supported, and proud to be part of OpenText. Whether we're activating Well+Being Month, celebrating International Women's Day, or delivering Career Week locally, our goal is the same: build a strong local culture that reflects OpenText's values."



Kieran O'Keeffe
Director, Technical Support and Site Leader for Cork, Ireland

"Being a Site Leader means creating a workplace where our people feel connected to each other, to our leaders, and to the OpenText mission. We find ways to translate global priorities into meaningful local events and it's incredibly energizing to see how the program contributes to the overall colleague experience."



Justin Ng
RVP, Professional Services and Site Leader for Singapore, SGP

"A strong workplace culture is built through the everyday moments that bring people together. In Singapore, we bring OpenText's culture to life through events and shared experiences that foster collaboration, well-being, and a real sense of community. When people feel connected, supported, and part of something meaningful, they can do their best work and contribute to our shared success."

Fairness and belonging

OpenText is committed to an inclusive culture grounded in fairness, dignity, and respect. We believe these principles are fundamental to achieving our strategic goals and play a critical role in driving creativity, collaboration, innovation, and strong decision-making across our global organization. OpenText is strengthened every day by the unique perspectives and experiences of our colleagues and clients. Governed by our values, we foster a welcoming workplace where all colleagues are empowered to contribute, grow professionally, and bring their best selves to work.

Employee Networks

OpenText's 10 Employee Networks are voluntary, employee-led communities open to all colleagues globally. These groups support professional development, well-being, mentorship, meaningful connection, and belonging across the company by bringing together colleagues with shared interests and backgrounds.

Throughout the year, our Employee Networks offer training and networking opportunities tailored to the needs of their membership and available to all colleagues to join. Some key examples include:

- WOW (Worldwide OpenText Women) Leadership Spotlights of women across OpenText, highlighting their careers, lessons learned, and advice for others
- Targeted career development training sessions on topics such as: *Bias in AI and Emerging AI Trends, Approaching New Career Opportunities at OpenText, Finding Your Voice,* and *Successful Wins*

Partnerships and commitments

CATALYST

This year marks our sixth year as a global supporter of Catalyst, a nonprofit organization that partners with leading companies to create workplaces where women—and everyone—can thrive. Since 1962, Catalyst has advanced women's progress and organizational performance through research-driven insights, impactful events, proven solutions, and thought leadership.

WATERLOO | MATHEMATICS
WiCS
WOMEN IN COMPUTER SCIENCE

OpenText is a corporate sponsor of Women in Computer Science (WiCS) at the University of Waterloo. WiCS is dedicated to promoting gender equity in computing by advocating for and supporting women and gender-diverse communities enrolled in computer science and computing-related programs at the University of Waterloo. OpenText has partnered with WiCS since 2022 to lead initiatives and events that foster community, empowerment, and mentorship.



We strive to host global and regional events that encourage open conversations among colleagues and emphasize the value of unique perspectives and voices. Examples of programming in collaboration with Employee Network groups include:

International Women's Day (IWD): OpenText celebrated International Women's Day 2026 by recognizing the achievements and contributions of women across the organization. Through leadership discussions, networking events, mentorship opportunities, and local initiatives aligned to the #GiveToGain theme, colleagues fostered meaningful connections and inspired collective growth.

National Day for Truth and Reconciliation: In recognition of Canada's fifth annual National Day for Truth and Reconciliation, OpenText's Indigenous & Allies (I&A) Employee Network offered a series of learning opportunities for colleagues reinforcing our commitment to awareness and reflection. For the second consecutive year, OpenText sponsored the Gidinawendamin/Ska'nikú•lát annual Pow Wow, organized by the Shatitsirótha' Waterloo Indigenous Student Centre and the University of Waterloo Office of Indigenous Relations. The event celebrated Indigenous culture and tradition through song, dance, arts, and cuisine. As a Canadian-founded and headquartered company, OpenText recognizes this day as an opportunity to continue our commitment to strengthening our partnerships with Indigenous communities in Canada.







Kelly Kupiec
VP, Order Enablement and Global Lead for Worldwide OpenText Women Employee Network

"WOW represents the strength and ambition of women across our organization and reminds me every day of what's possible when we lift each other up. Throughout the year, we host leadership spotlights, career development sessions, and global and regional events that create space for open conversations and unique perspectives. I'm grateful for such an inspiring community of women and allies who make WOW a powerful force for connection, growth, and belonging."

A land acknowledgement plaque has been installed at our Waterloo headquarters to recognize and honour the traditional territory on which we operate.



Listening informs our culture

Through regular surveys and listening channels, we gather ongoing feedback to better understand our colleagues' experiences, needs, and priorities. These insights help us assess sentiment, strengthen engagement, and continuously enhance the employee experience. Our surveys cover a broad range of topics, including strategic alignment, mission and purpose, personal impact, manager effectiveness, recognition, career development, and work-life balance.

In FY26, we achieved strong participation rates and continued to see positive engagement across key areas, including manager effectiveness and meaningful work. Feedback also highlighted a strong, relationship-based culture grounded in collaboration, mutual support, trust, inclusiveness, and respect.

In addition to our annual and periodic surveys, we maintain continuous listening through onboarding surveys at key milestones from new hire onboarding through the first two months, as well as regular monitoring of retention and engagement trends. This feedback informs the evolution of our programs and ensures we create meaningful, high-quality employee experiences that support productivity and long-term engagement.

To complement these efforts, our CEO sponsors an "always-on" survey channel, enabling colleagues to provide real-time feedback on a wide range of topics throughout the year. This approach reinforces our commitment to transparency, responsiveness, and ongoing dialogue with our people.

Performance management

Setting annual performance goals is a key part of success at OpenText, both individually and collectively. We believe that we are all more successful when we are moving in the same direction and communicating our joint progress.

Employees and managers are encouraged to treat performance as an ongoing discussion, with timely feedback provided throughout the year and quarterly check-ins that help employees understand their progress toward goals. An online tool facilitates these conversations by enabling employees and managers to provide comments on progress towards goals throughout the year. Managers receive extensive training on performance management, including setting Specific, Measurable, Achievable, Relevant, and Time-Bound (SMART) goals, reflecting on performance achievements, and navigating the performance management process. Through all of this, we build an outcomes-focused culture, fostering a strong sense of individual and team accountability for the work performed every day.

Year-end reviews and rewards are directly tied to the performance goals that employees achieve throughout the year. At the end of each year, managers engage in performance calibration discussions to ensure the top performers are consistently and objectively identified through our performance rating system. Our calibration process is designed to reduce bias by ensuring an objective review of all talent tied to role standards and expectations.



Compensation programs

To attract and retain a highly qualified workforce, we offer a competitive compensation package that reflects our core values and aligns with our business strategy, consisting of base pay as well as variable and equity compensation (role-dependent).

Consistent with OpenText's focus on outcomes, our variable compensation programs are tied to quantitative metrics and deliberately avoid individual/subjective discretion. Our market-based compensation system enables a flexible basis for reviewing employees' compensation, relative to our local external labor markets and in response to market pay changes. This approach is applied consistently across the company, with salary ranges benchmarked on an annual and semi-annual (for fast-growing markets) basis against our comparator industry.

Our compensation philosophy reflects our core values and is based on a set of principles that:

- Align with business strategy
- Account for business and individual performance levels
- Consider market conditions and changes to ensure competitiveness
- Commit to pay fairness and equal pay for equal work, regardless of gender, race, or other personal characteristics for employees within similar experience and performance profiles
- Consider the impact economic conditions have on granting compensation adjustments

Our annual reward program includes a Top Performer Equity Grant. Colleagues who are recognized with exceptional annual performance receive this grant, which includes a restricted share unit award, which at vesting may be settled in OpenText shares, in addition to a merit increase. Fostering a culture of ownership, especially for our top performers, is a key aspect of our culture and rewards.

We regularly review our pay programs and practices to ensure employees in similar roles are paid equitably. This includes a clear and open commitment to employees that if they have any concerns about the internal equity of their role, they will be reviewed promptly. We proactively make pay adjustments as part of our internal review process.

In both Canada and the US, we have reviewed visible minority (non-white) vs. non-visible minority (white) pay differences across common roles, locations, and experience levels. Our analysis, based on the voluntary data available, indicated no systematic overall pay gaps between the groups. We are committed to the principle of equal pay for equal work and ongoing review of our practices in support of that commitment.

Recognition

The Celebrating Navigators platform gives our colleagues and managers the ability to recognize colleagues who serve as role models, demonstrate OpenText values, and have made a difference in our shared success.

Our OpenText CEO Excellence Awards program is designed to recognize individuals who consistently go above and beyond and make extraordinary contributions to OpenText's strategic goals. Recipients receive a monetary award, CEO recognition, and a trophy.



Recruitment and talent acquisition

Recruitment

At OpenText, our people are our greatest assets. We seek to provide equal access to opportunities by making open roles transparent and accessible to qualified applicants, creating a fair and inclusive recruitment process from the outset.

We take pride in fostering a culture where colleagues can grow their careers as we grow as an organization. With a global footprint and a breadth of roles across functions and geographies, employees are empowered to explore varied career pathways. OpenText's Internal Transfer Policy is intended to provide clarity and direction for employees wishing to pursue new opportunities within OpenText.

To further strengthen our talent pipeline, our Employee Referral Program engages our workforce as brand ambassadors, bringing forward high-quality candidates who align with our culture and values.



Internships

The OpenText Internship Program is a cornerstone of our talent strategy, purpose-built to attract, develop, and retain the next generation of innovators. More than a traditional internship, it delivers meaningful, hands-on experiences that empower students to apply real-world problem solving, accelerate technical and professional skill development, and gain critical exposure to the evolving technology landscape. Within our inclusive, high-performing, and collaborative environment, interns are not only supported, but are also challenged to contribute in impactful ways that drive real business outcomes. This program reflects our commitment to investing in future talent, fostering diverse perspectives, and building a sustainable pipeline of skilled professionals who will shape the future of our organization and the industry.

Learning and development

From opportunities to work on new products or evolve our cloud technology, growth is at the center of our employee experience. We enhance hands-on learning experiences with formal learning opportunities.

OpenText provides opportunities for colleagues to learn through in-house training programs and individual development plans. Many of our business functions and regions offer a tailored curriculum, supported by their leaders, grounded in current business and development needs, and facilitated internally. They provide structured role-based onboarding, as well as ongoing professional development. These programs are further enhanced by our annual Education Allowance Benefit, which is available to all colleagues globally for courses related to an employee's current or future position, as well as subsidies for professional association memberships. The program is designed to ensure all personalized development goals are met, from technical to business skills.

OpenText also offers several corporate in-house training programs, which are global and cross-functional, including comprehensive onboarding, manager training, and mentorship. For example, the manager curriculum includes training on our philosophies, policies, and what we expect from our leaders. Additionally, we have on-demand skill training that provides our managers with guidance on how to best connect with, engage, and lead their teams.

The OpenText Mentorship Program is open across our organization and helps colleagues hone their skills, expand their networks, and build new relationships. This learning culture, embedded in our day-to-day work, also encourages colleagues to remain current and explore new technologies and ways of working.

AI training

As part of our commitment to embracing AI responsibly and effectively, OpenText offers a range of AI learning resources that are accessible to all employees, including a course on the Responsible Use of AI.

We also offer specific AI-focused learning paths for software developers, QA engineers, product managers, program managers, people leaders, and other roles.

Career Week 2026

OpenText invites all colleagues to attend our annual Career Week sessions to learn, reflect on their careers, and make a career development plan. Following the formal programming, managers are asked to meet with their direct reports to have a thoughtful, employee-driven career discussion.

In 2026, our seventh annual Career Week included more than 100 facilitated sessions delivered, both in-person and virtually across the organization, supported by more than 400 colleague speakers and organizers worldwide. The event focused on how colleagues can thrive in an era of generative and agentic AI.

Our global kickoff showcased a conversation between our CDO and CIO and a global AI thought leader on how AI is transforming careers and shaping the future of work. Sessions throughout the week included: *Inside the AI Shift: Career Stories from OpenTexters* and *Future-Ready: Thriving in an AI-First Organization*.







Benefits and wellness



At OpenText, we are committed to supporting employee well-being and growth in all areas of life. We have employees in 42 countries and offer a range of Total Rewards and Benefits aligned with customary local practices, including those outlined in our benefits table. We offer competitive retirement programs and/or savings plans to help employees save for their futures. Furthermore, we provide stress management and mental health benefits through our global employee assistance program, which gives colleagues access to 24/7 confidential counselling, support, and additional resources for them and their families. Benefit programs are customized to support colleagues and their families based on the market practices in the country of employment.

We continue to evolve our benefits offering to meet the changing needs of our global workforce, keeping the health and well-being of OpenText colleagues a top priority. Our approach is grounded in aligning benefits with our culture and values, while supporting colleagues both professionally and personally.

In FY26, we strengthened our programs globally through enhancements focused on holistic well-being. This included expanding access to mental health resources, introducing initiatives to support resilience and work-life integration, and enhancing our financial wellness offerings. Alongside these global efforts, we prioritized family support and overall well-being. This included enhancements to maternity and paternity leave provisions in the United Kingdom, Ireland, and South Africa, as well as the continued expansion of women's and family health services, mental health support, and broader well-being initiatives across multiple regions.

Regionally, we introduced a range of targeted initiatives to better support employee needs. In Canada, we expanded women's and family health services to include fertility and family building support, as well as maternity, newborn, and pediatric care. These enhancements were complemented by wellness fairs across three locations and the introduction of a dedicated platform to improve benefits awareness and engagement. In India, we implemented progressive policies such as Menstruation Leave, alongside expanded preventive health programs, and enhanced insurance coverage. In Brazil, we improved access to care through increased reimbursement levels for medical consultations.

Financial well-being and future planning remained a focus area. In the United States, we strengthened support through enhancements to the 401(k) program, expanded learning opportunities, increased dependent care support, and introduced healthcare navigation and prescription solutions. In the United Kingdom, this was complemented by the introduction of retirement planning workshops.

In the Philippines, we updated our total rewards offering by integrating the De Minimis allowance into base salary, simplifying our approach and improving alignment with employee needs. Together, these initiatives reflect our continued focus on delivering inclusive, impactful, and forward-looking benefits that support our colleagues at every stage of life. Employee well-being remains a core priority, and we are committed to continuously evolving our programs to enable our people to thrive and perform at their best.

Global Well-Being Month

A key focus this year was deepening employee engagement in well-being. Building on the foundation established in FY25 with the launch of the OpenText Well+Being Network (OWN), we expanded our efforts in FY26 through the introduction of our first-ever Global Well+Being Month.

This included in-person events and wellness fairs across multiple locations, driving strong levels of employee participation and reinforcing our commitment to fostering a culture of holistic health, resilience, and work-life balance across our global workforce. Over the past year, we also delivered meaningful enhancements across all regions, strengthening support for employees' physical, mental, and financial well-being.

At a global level, we transitioned to a unified Employee Assistance Program provider, improving consistency and access to support while continuing to evolve our offerings to meet the diverse needs of our workforce.







Health and safety

OpenText provides employees with a safe and healthy working environment and recognizes that an effective health and safety program is an integral part of every job activity in our operations. OpenText has implemented a global Occupational Health and Safety management system aligned with ISO 45001 principles. As outlined in OpenText's Occupational Health and Safety Corporate Statement, we integrate the following actions into our global operations:

- Complying with all legislation applicable to our global operations
- Identifying and eliminating hazards, informing workers, and mitigating risks
- Ensuring management provides training and education
- Encouraging employees to participate and work collaboratively in identifying and resolving health and safety risks and concerns
- Ensuring employees are trained in safe work practices and have the tools and equipment needed to work safely
- Preparing for potential emergencies and responding to emergencies to mitigate business impact

Health and safety committees

Health and safety committees at select sites assist with inspections, creating a platform for employees and management to discuss health and safety issues and make recommendations for improvements. These committees support hazard identification, risk mitigation, and awareness of workplace hazards. They also help prepare for potential emergencies and respond to emergencies to mitigate business impact.

Where legally required, health and safety committee members receive the training to fulfill the requirements of their role. The global health and safety team conducts periodic reviews to evaluate the effectiveness and compliance of the health and safety program and local requirements.

The team regularly shares resources with colleagues, focusing on topics such as office ergonomics and emergency preparedness to prioritize health and safety. Colleagues have accessible channels for reporting hazards and concerns.

Safety assessments

Joint health, safety, and environmental compliance assessments, aligned with ISO 14001 and ISO 45001 standards, are conducted at top sites globally. These include inspections, risk assessments, and reviews of operational changes, as well as oversight of contractor and vendor activities where applicable. These assessments support a risk-based approach to hazard identification, risk management, incident investigation, and emergency preparedness.

Ergonomic program

This program enhances workplace comfort and sustained employee performance. Employees can request ergonomic assessments to help prevent work-related injuries, increase productivity, and improve overall satisfaction. Examples of ergonomic equipment include sit-stand desks, adjustable chairs, and other IT-related devices.

Global community impact

We are committed to our role as a responsible corporate citizen, actively making a difference in the communities where our colleagues live and work through meaningful giving and volunteer efforts.

Our approach

OpenText's corporate giving strategy helps us to direct our resources in ways that maximize impact. As a participant of the United Nations (UN) Global Compact, we have identified six UN Sustainable Development Goals (SDGs) where we can contribute to meaningful progress. Learn more about our Corporate Giving Program.

Our global network of Corporate Citizenship Champions and Site Leaders help lead local impact initiatives and bring colleagues together to create a lasting difference in our communities. To further support engagement, OpenText provides employees with three paid volunteer days per year and matches many team fundraising efforts.

Our impact

Global Food Bank Campaign

We recognize the growing need for food assistance around the world and remain committed in our effort to reduce food insecurity. Each year, OpenText colleagues make an impact by participating in our Holiday Food Bank Campaign. In FY26, through the sixth annual Holiday Food Bank Campaign and other initiatives, we mobilized 65 sites, raising more than $500,000 in colleague donations and corporate matching to support 60 food banks worldwide and deliver more than 2.7 million meals to people in need.

Impact across the globe

In FY26, we continued to strengthen our corporate giving and volunteering programs by supporting many organizations around the world. These are a few examples where our Corporate Citizenship Champions helped guide and focus our impact on local needs.

Giving highlights:

- **Americas:** Anishnabeg Outreach, Canadian Cancer Society, Dress for Success, Habitat for Humanity, Matemática em Movimento, Wildlands Restoration, and Yellow Brick House.
- **Europe:** brotZeit e.V., FoodCloud, Imagine for Margo, Iris House Cork Cancer Support, NABU Kreisgruppe Bonn, Natuurmonumenten, and Stockholms Stadsmission.
- **Asia and Australia:** Apex Dementia Harmony Lodge, Bear Cottage, Project PEARLS, Rise Against Hunger Philippines, Ronald McDonald House Sydney, and Second Harvest Japan.





Volunteer highlights:

- In Waterloo, teams supported the annual Holiday Food Bank Campaign in November by sorting and packaging food at the Food Bank of Waterloo Region.
- In Bucharest, more than 100 colleagues participated in a large tree-planting initiative supporting the reforestation of southern Romania.
- In Makati City, colleagues took part in Brigada Eskwela for the fifth consecutive year, helping prepare public schools for the upcoming academic year.
- Across the Bay Area, colleagues came together to sort clothes and accessories for Dress for Success San Jose, ensuring the boutique was ready to serve women in need.
- In Rheinbach, volunteers partnered with Frauen helfen Frauen e.V. Euskirchen to repaint the children's lounge and dining room at a local women's shelter, creating a refreshed and welcoming space.
- In Singapore, teams partnered with The Food Bank Singapore to pack and deliver essential food bundles to local residents in need as part of the annual Holiday Food Bank Campaign.





Michelle Borromeo
Sr. Manager, Cloud Support and Corporate Citizenship Champion for Makati City, Philippines

"Being a part of a company that empowers colleagues to extend their passions into the community is something I'm incredibly proud of. Through partnerships with Project PEARLS, FEED, PCMC, and Rise Against Hunger Philippines, we're creating meaningful impact."



Alexandra Albert
Value Engineer and Corporate Citizenship Champion for Grasbrunn, Germany

"What makes OpenText's approach to community impact special is that as Champions we're empowered to identify what our local community needs and act on it. I've seen how a group of colleagues united by a shared purpose can make a real, meaningful difference for the people and environment around us."

India Corporate Giving

OpenText India's Corporate Giving Program is guided by a robust governance framework designed to support strategic allocation of resources, regulatory compliance, and measurable social impact. Impact priorities are reviewed and approved through a structured governance process involving local leadership, the Corporate Social Responsibility Committee, and trusted implementation partners. The program focuses on creating inclusive and sustainable outcomes across education, employability, rural development, and environmental sustainability.

OpenText continues to build long-standing partnerships with nonprofit organizations that drive meaningful change in communities across India:

- **Samarthanam Trust for the Disabled:** Supporting persons with disabilities and underprivileged youth through higher education scholarships and employability programs, enabling greater workforce participation and long-term socio-economic independence.
- **Nirmaan School Adoption Program:** Strengthening government schools in Hyderabad through infrastructure enhancements and improved learning environments, helping to create better educational outcomes and to reduce student dropout rates.
- **Anudip Foundation:** Delivering employment-linked skilling programs for marginalized youth, equipping them with industry-relevant skills and connecting them to sustainable livelihood opportunities.
- **Nirmaan Village Adoption Program:** Advancing holistic rural development through interventions in education, infrastructure, health, and livelihoods, fostering resilience and self-reliance within rural communities.
- **Youth for Seva:** Supporting students in Bengaluru and Hyderabad through school kit distribution, extracurricular activities, and sports-based development initiatives that encourage holistic learning and well-being.
- **United Way Bengaluru (UWBe):** Through the Lake Rejuvenation Program, OpenText is contributing to the restoration and conservation of a lake in North Bangalore, improving ecological sustainability and community access to green spaces. OpenText also supported Food Bank initiatives, helping address food insecurity among vulnerable communities, and participated in large-scale plantation drives aimed at enhancing urban green cover and promoting long-term environmental stewardship.

Together, these initiatives reflect OpenText India's commitment to creating lasting social impact by empowering individuals, strengthening communities, and fostering sustainable development.





Learn how OpenText India and the Nirmaan Organization are driving meaningful community impact through the CSR Village Adoption Program.

Watch now

Environmental Stewardship

Commitment to net-zero

As a responsible corporate citizen, OpenText is committed to reducing our environmental impact and advancing our net-zero ambitions. Through strong governance, clear policies, and ongoing engagement across the business, we work to integrate environmental sustainability into our operations while complying with all applicable legal and regulatory requirements. Our Environmental Policy articulates our commitment to measuring and managing our environmental impact.

To operationalize and embed sustainability in the business, we've established an Environmental Working Group, which is made up of mid- and senior-level leaders from across the business. The Working Group meets quarterly to review the company's environmental initiatives, assess related risks and opportunities, and identify actions to support the reduction of OpenText's impact on the environment.

As we focus on future scale and growth, we recognize that emerging technologies come with new environmental considerations. While AI has enormous potential, we also acknowledge its high energy needs and remain committed to a future of net-zero emissions.



Science-based targets

We are pleased to announce that OpenText's near- and long-term science-based emissions reduction targets have been validated with the Science Based Targets initiative (SBTi). This milestone underscores OpenText's commitment to science-driven climate action and aligns with global efforts to combat climate change.

We are committed to achieving net-zero greenhouse gas emissions across our value chain by FY50. In the near term, we will focus on reducing emissions from our operations and engaging key suppliers in setting science-based targets. Over the long term, we will pursue emissions reductions across our operations and value chain. We will continue to report our progress annually.

Near-term target commitments

- **Scope 1 and 2:** Reduce absolute market-based GHG emissions by 45% by FY32 from an FY25 base year.
- **Scope 3:** Suppliers representing 88.9% of emissions from purchased goods and services and capital goods, equivalent to approximately 12% of suppliers, will have science-based targets by FY31.

Long-term target commitments

- **Scope 1 and 2:** Reduce absolute market-based GHG emissions by 90% by FY50 from an FY25 base year.
- **Scope 3:** Reduce absolute Scope 3 GHG emissions by 90% by FY50, from an FY25 base year.

We updated our base year to FY25 to better reflect "business as usual" following our acquisition of Micro Focus in FY23.

Managing our footprint

Energy management

Our facilities include owned and leased offices and data centers. The majority of our facilities are leased. Within our owned and leased offices, several sites track energy consumption and cost, benchmark energy performance, and implement work processes to reduce energy consumption, such as shutting down non-critical equipment and lighting after hours. Additionally, energy conservation activities, such as adjusting set points for our HVAC systems and setting boilers to eco-mode have been implemented to optimize energy efficiency.

We collaborate with landlords and other partners on environmental and energy conservation projects within our leased facilities, including, but not limited to, upgrading lighting, installing motion and occupancy sensors, re-commissioning equipment, and energy tracking in communal areas.

Data centers

As a software company that relies on data centers to support our operations and client success, we recognize the importance of addressing data center environmental impact within our broader decarbonization and sustainability strategy.

Energy-efficiency measures and reduction initiatives are implemented across operations to reduce our environmental impact. For example:

- Energy-efficient servers are used in our company owned and operated data centers, and we routinely invest in more energy-efficient and high-density equipment
- We deploy data lifecycle management practices, such as standardizing times for data retention, to advance data storage efficiency and minimize the number of servers required
- Cold and hot aisle containment systems are deployed to reduce power consumption by managing air flow at many of our data centers and colocations
- The corporate IT team is right-sizing select server rooms and uninterruptible power supply (UPS) systems, and installing highly efficient in-row cooling systems and energy-efficient UPS systems, which reduces the energy required to support the same workload
- OpenText operates several installations of closed-loop circuit systems for cooling within our data center infrastructure to recirculate water, supporting more efficient use of resources in operations

Our data center consolidation program continues to improve efficiency across our portfolio. We prioritize decommissioning end-of-life systems to modernize our technology stack to enhance performance and productivity and consume less energy.

We continue upgrading equipment, such as computer room air conditioning (CRAC) and UPS systems at our data centers, and will continue to install devices to measure specific power consumption and monitor our efficiency. To support these efforts, we account for geographic location and seasonal conditions by making HVAC setting adjustments as appropriate, and on UPS systems we enable Energy Saver System (ESS) efficiency modes to maximize efficiency.

We continue to measure our energy consumption at colocations and monitor their emissions targets, where information is available. As we continue to expand our cloud services and partner ecosystem, we work alongside hyperscalers that have publicly disclosed environmental commitments and sustainability targets. While we remain responsible for managing and reporting our own environmental impacts, progress toward these commitments may support our broader decarbonization efforts. We are actively pursuing efforts to increase renewable energy consumption, and we are committed to continuous improvements in monitoring and consumption in future years.

Real estate

We consider green attributes, such as proximity to public transportation and tenant amenities, when leasing or purchasing property and selecting colocation data centers. Select sites also feature biophilic designs like outdoor tenant green space with natural tree shading and indoor green walls, which contribute to a healthy work environment and improve the well-being of occupants. Environmental data and electricity submetering, where applicable, is a standard request in all our new leases to accurately measure energy consumption.

OpenText is deploying an Environmental Management System (EMS) informed by ISO 14001 principles at selected sites to manage and reduce our environmental impact. The system includes a global handbook, training materials, and site-specific manuals defining environmental responsibilities, controls, and operating practice. Site manuals help identify and manage activities that may impact the environment to encourage environmental awareness and accountability. Through its EMS, OpenText reinforces its commitment to sustainable operations, continuous improvement, and enhanced environmental performance.

Selected global facilities within our leased portfolio have achieved green building certifications, including LEED and BOMA BEST, where applicable, which means that the building has met rigorous requirements for energy and water efficiency, transportation, materials, waste, tenant engagement and health, and indoor air quality. We continue to consider green building certifications for new office locations. Our due diligence process includes evaluating lease provisions related to energy efficiency, environmental performance data sharing, and resource consumption monitoring, as well as environmental certifications, such as LEED and BREEAM, to support the integration of sustainability considerations into lease agreements and our real estate portfolio.

Where possible, we are working with landlords to install high efficiency air filters on equipment throughout our offices, in line with leading industry best practices and recommendations. High-efficiency air filters improve indoor air quality for tenants by reducing levels of indoor contaminants and irritants, such as pollen and allergen particles, as well as bacteria and airborne germs.

To ensure that specific building requirements are met, our workplace programs team, in partnership with facilities operations, has developed a scorecard for OpenText's largest offices around the globe using industry best practices on building certification and standards. The scorecard is reviewed and adjusted annually, and each OpenText building receives an overall quality score based on an analysis of metrics in four categories: building quality, OpenText tenant and office space quality, location, and environmental and sustainability criteria.

In addition, we have implemented water reduction and conservation activities at several office locations. Water filtration systems have been installed in our offices, and we have discontinued providing bottled water for employees. Facilities feature low-flow or automatic toilets, faucets, urinals, and showers. In addition, landlords have water-efficient irrigation controls in place, such as drip irrigation and smart scheduling, as well as the use of native plants and drought-tolerant plant species to reduce outdoor water use. Ongoing monitoring of water consumption and costs, as well as regular washroom leak testing, supports our continued water conservation efforts in our office locations.

OpenText is proud to be recognized for the third consecutive year as one of Canada's Greenest Employers.



Travel

We encourage sustainable modes of transportation for employee commuting. Our complimentary employee shuttle service between the Waterloo and Richmond Hill offices runs on a weekly schedule.

OpenText continues to transition our car fleet in Europe from diesel or gasoline vehicles to hybrid or fully electric, which now represents more than half of total vehicles. In addition, we continue to move away from company car provision through the provision of cash allowances, rail/bus tickets, and bike-to-work/EV car schemes in some countries.

OpenText employees have access to a host of tenant travel amenities, including electric vehicle (EV) and/or hybrid vehicle charging stations, secure and covered bicycle racks, and end-of-trip facilities, such as showers and changerooms, which encourage active travel to and from work. Furthermore, OpenText technology enables online collaboration, thereby reducing the need for frequent business travel.

At our Waterloo headquarters, our partnership with TravelWise provides travel services for individuals who prefer to rideshare to work or need discounted transit fares or emergency rides home. Employees who ride their bicycles to the Waterloo office can store them in the secure storage area and perform repairs on site at the repair station.





Global events

Our premier events, such as OpenText World, Achievers' Club, and the OpenText Kick Off, are designed as hybrid experiences providing both in-person and virtual attendance options. For example, clients and colleagues can remotely access keynote presentations from OpenText World.

We are mindful of the environmental impact of client events and have adapted our approach to focus on creating meaningful and inclusive experiences for attendees while minimizing our environmental impact. We purposefully select event venues with accessibility and sustainability in mind.

Employee education and engagement

At OpenText, we aim to create an engaged and informed global community where colleagues feel empowered to take action to help protect the environment at home and in the workplace.

Throughout Earth Month, colleagues were encouraged to deepen their understanding of our environmental goals while exploring how individual actions contribute to overall progress. In collaboration with our PLANET Employee Network, we also hosted an Earth Day panel featuring colleagues in environmental roles, highlighting how their work is advancing our impact.

Earth Month also came to life across our sites. At our Waterloo headquarters, we distributed tree saplings to support biodiversity and community health, while teams around the world participated in volunteer initiatives including litter cleanups, tree planting, and habitat restoration. From São Paulo to Cork to Sydney, these efforts were further supported through donations advancing climate action, extending the impact of our colleagues and celebrating the planet.

In Grasbrunn, in partnership with IsarCleanUp, colleagues participated in a riverbed cleanup initiative aimed at protecting and restoring the local natural environment. Organized by the local Corporate Citizenship Champion, the team came together to support our shared commitment to environmental stewardship.

Volunteers from our Bengaluru offices partnered with United Way of Bengaluru to support the One Billion Drops initiative by helping enhance percolation wells that improve groundwater recharge. OpenText colleagues took part in hands-on activities, including painting well covers to increase visibility and promote water conservation awareness, supporting sustainable water management.







Energy consumption and greenhouse gas emissions

Our FY26 scope 1 and 2 emissions decreased compared to FY25 due to office and data center consolidation. Our scope 3 emissions decreased overall due to reductions in fuel-and-energy-related activities that were driven by office and data center consolidation, and decreases to business travel, purchased goods and services, and capital goods.

While value chain emissions continue to represent the majority of OpenText's greenhouse gas footprint, we continue to look for opportunities to improve efficiency and reduce emissions as part of our long-term net-zero commitment.

Waste

OpenText has committed to zero waste in our owned operations by 2030.

We continue to advance progress toward our zero waste goal[1] and 2030 target, for owned operations actively occupied by OpenText. Our approach remains focused on improving diversion rates and strengthening visibility into key waste streams across our operations. We also continue to gather global e-waste data from our offices and data centers, whether leased or owned.

In FY26, our diversion rate declined slightly compared to FY25 due to waste generated from construction projects at our owned facilities. The construction projects enabled the removal of legacy equipment and infrastructure that was recycled responsibly wherever possible.

At our Waterloo campus, we implemented a centralized waste bin model, transitioning from desk-side bins to shared stations with clear signage and multiple waste streams to support intuitive and accessible sorting.

To better understand the effectiveness of this transition, and as part of our zero waste plan, we conducted a detailed waste audit at the Waterloo site. The audit provided insight into waste composition of our key streams including recyclables, organics, and landfill materials, highlighting opportunities to increase diversion.

These findings are helping to further refine our zero waste strategy by:

- Identifying common sources of contamination
- Highlighting materials with high diversion potential
- Informing targeted employee education campaigns

Alongside site-specific initiatives, we continue to advance our global efforts to reduce waste and improve diversion outcomes, including:

- Engaging colleagues to adopt and embrace our zero waste program
- Providing consistent, clear educational signage above our waste and recycling bins
- Increasing access to water bottle refill stations to curb the use of single-use plastic water bottles
- Donating used furniture and recycling paper, printer cartridges, batteries, plastics, wood pallets, and metals

E-waste

As a software company, we rely on electronic equipment to keep our business running smoothly. Servers, network equipment, computers, monitors, peripherals, and other equipment are used throughout our offices and data centers globally to serve our colleagues and clients. When this equipment is ready to be retired or becomes obsolete, our e-waste program ensures that it is collected and disposed of responsibly through e-waste vendors.

Where applicable, we also strive to identify community impact opportunities to donate unused IT equipment to charity and direct recycling proceeds from unused IT equipment as charitable donations.

Appendix

Corporate Citizenship Governance Framework

We continue to lean into the strength and foundation of our values and culture, combined with an understanding of what is important to our internal and external stakeholders, to move us forward.

Our Corporate Citizenship Governance Framework sets out a structured approach to pursuing and managing activities to meet our initiatives across the company.

Corporate Citizenship Governance Framework

Corporate Governance and Nominating Committee of the Board of Directors	• Oversight and authority to consider matters regarding corporate citizenship • Stays informed of ESG trends, risks, and opportunities, and reports on ESG matters to the Board • Responsible for reviewing and approving the OpenText Impact Report
Executive Sponsor: Executive Vice President, Chief Legal Officer and Corporate Secretary	• Alongside the leadership of our CEO, provides general oversight responsibility with respect to matters of sustainability and corporate citizenship • Advises Executive Leadership Team on ESG matters
Executive Corporate Citizenship Steering Committee	• Provides strategic guidance and approval on the direction of the corporate citizenship program • Meets quarterly to review program progress
Corporate Citizenship ESG Working Groups	• Encompasses three dedicated working groups responsible for collaborating on ESG priorities • Reviews and identifies the opportunities and risk management in the business as it relates to our initiatives • Comprised of mid- and senior-level leaders from across the business who meet on a quarterly basis
Corporate Citizenship Team	• Leads development and implementation of corporate citizenship strategy • Measures program progress • Produces corporate citizenship reporting and oversees communications
Corporate Citizenship Champions	• Global representatives at the site level who help to promote corporate citizenship awareness and employee volunteering, and drive community engagement

GRI Content Index

OpenText has reported the information cited in this GRI content index for the period July 1, 2025–June 30, 2026, with reference to the GRI Standards (2021).

Number	Disclosure title	Response
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	About OpenText, Annual Report
2-2	Entities included in the organization's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	July 1, 2025 - June 30, 2026 Annual opentext.com/contact About this Report
2-4	Restatements of information	FY25 GHG emissions were restated to reflect data validation and accuracy improvements related to building heating and electricity, as well as expanded Scope 3 reporting.
2-5	External assurance	OpenText's global FY26 Scope 1 and Scope 2 (location- and market-based) GHG emissions underwent limited assurance by KPMG LLP, an independent third-party assurance provider.
Activities and workers		
2-6	Activities, value chain, and other business relationships	About OpenText, Annual Report, OpenText Supplier Information, Industries, External Partnerships
2-7	Employees	About OpenText, Workforce data, Annual Report
2-8	Workers who are not employees	Workforce data
Governance		
2-9	Governance structure and composition	Annual Report, Proxy Circular, Board of Directors, Corporate Citizenship Governance Framework, CDP response
2-10	Nomination and selection of the highest governance body	Proxy Circular, Charter of the Corporate Governance and Nominating Committee
2-11	Chair of the highest governance body	Proxy Circular, Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report, Proxy Circular, Board and Committee Mandates, Corporate Citizenship Governance Framework, CDP response
2-13	Delegation of responsibility for managing impacts	Annual Report, Proxy Circular, Board and Committee Mandates, Corporate Citizenship Governance Framework, CDP response
2-14	Role of the highest governance body in sustainability reporting	Corporate Citizenship Governance Framework
2-15	Conflicts of interest	Proxy Circular
2-16	Communication of critical concerns	Proxy Circular, Code of Business Conduct and Ethics
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	CEO Message, Communication on Progress
2-23	Policy commitments	Code of Business Conduct and Ethics, Business conduct, Human Rights, Environmental stewardship
2-24	Embedding policy commitments	Code of Business Conduct and Ethics, Business conduct, Human Rights, Environmental stewardship
2-28	Membership associations	Partnerships and Commitments, AI at OpenText
Stakeholder engagement		
2-29	Approach to stakeholder engagement	As we evolve our corporate citizenship program and introduce corresponding initiatives, we will continue to engage with internal and external stakeholders. We proactively engage and collaborate with shareholders, colleagues, clients, partners, communities, suppliers, and industry analysts to identify and prioritize issues. By listening to our stakeholders, we are better equipped to meet and exceed their expectations and fuel sustainable growth.
2-30	Collective bargaining agreements	Annual Report
GRI 3: Material Topics 2021		
Disclosures on material topics		
3-1	Process to determine material topics	In FY23, we conducted an exercise to validate priority ESG topics through a GRI-informed process, including research, stakeholder engagement, and assessment of business impacts and risks. Topics are reviewed annually and updated as needed and validated by the Executive Corporate Citizenship Steering Committee.
3-2	List of material topics	Client Satisfaction Financial Performance Innovation and Enterprise AI Data Privacy and Information Security Culture and Talent Climate
GRI Topic-specific disclosures		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	Annual Report, Corporate Citizenship Governance Framework
201-2	Financial implications and other risks and opportunities due to climate change	CDP response
GRI 302: Energy 2016		
3-3	Management of material topics	Environmental stewardship, Environmental Policy, CDP response
302-1	Energy consumption within the organization	Emissions and energy, CDP response
302-2	Energy consumption outside of the organization	CDP response
302-3	Energy intensity	Emissions and energy, CDP response
302-4	Reduction of energy consumption	Emissions and energy, CDP response
GRI 305: Emissions 2016		
3-3	Management of material topics	Environmental stewardship, Environmental Policy, CDP response
305-1	Direct (Scope 1) GHG emissions	Emissions and energy, CDP response
305-2	Energy indirect (Scope 2) GHG emissions	Emissions and energy, CDP response

GRI Topic-specific disclosures		
305-3	Other indirect (Scope 3) GHG emissions	Emissions and energy, CDP response
305-4	GHG emissions intensity	Emissions and energy, CDP response
305-5	Reduction of GHG emissions	Emissions and energy, CDP response
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Waste
306-2	Management of significant waste-related impacts	Waste
306-3	Waste generated	Waste data
306-4	Waste diverted from disposal	Waste data
306-5	Waste directed to disposal	Waste data
GRI 404: Training and Education 2016		
3-3	Management of material topics	Learning and development
404-2	Programs for upgrading employee skills and transition assistance programs	Learning and development, AI training, Career Week
404-3	Percentage of employees receiving regular performance and career development reviews	Learning and development, Performance management, Workforce data
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Culture, Fairness and belonging
405-1	Diversity of governance bodies and employees	Proxy Circular, Fairness and belonging, Workforce data
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	Data Privacy & Information Security, Annual Report (Item 1C. Cybersecurity)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy & Information Security, Annual Report (Item 1C. Cybersecurity)

Additional information (not related to the priority topics)		
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Code of Business Conduct and Ethics, Business conduct
205-1	Operations assessed for risks related to corruption	Business conduct
205-2	Communication and training about anti-corruption policies and procedures	Business conduct
GRI 207: Tax 2019		
207-1	Approach to tax	Tax Management and Governance, Annual Report
207-2	Tax governance, control, and risk management	Tax Management and Governance, Annual Report
207-3	Stakeholder engagement and management of concerns related to tax	Tax Management and Governance, Annual Report

Additional information (not related to the priority topics)		
GRI 401: Employment 2016		
3-3	Management of material topics	Performance management, Human Rights, Recruitment and talent acquisition
401-1	New employee hires	Performance management, Workforce data, Recruitment and talent acquisition
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and wellness, Benefits table
401-3	Parental Leave	Benefits and wellness, Benefits table
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health and safety
403-3	Occupational health services	Health and safety
403-5	Worker training on occupational health and safety	Health and safety
403-6	Promotion of worker health	Health and safety
403-9	Work-related injuries	Health and safety, Workforce data

Benefits

Globally, our benefits include, but are not limited to:

Medical dental and vision coverage	Group retirement savings plan	Pension contributions
Education reimbursement	Global employee assistance program	Employee stock purchase plan
Fitness and wellness reimbursement	Out of country emergency medical expenses	Life insurance
Three paid volunteer days per year	Professional membership assistance	Short- and long-term disability benefits
Referral bonus programs	Childcare assistance programs	Flexible spending plans
Accidental death and dismemberment benefits	Home and auto insurance discounts	Transportation benefits
Patent incentive program	Parental leave	Global well-being employee network

FY26 Data performance tables

Employee data[2]

Training	
Code of business conduct and ethics training	100 %
Health and safety	
Workplace accidents resulting in lost time	0
Global lost-time injury rate (per 200,000 hours worked)	0
Performance and engagement	
Regular performance and career development reviews (% of employees received)[3]	100 %
Employee recognition	56 %
Recruitment	
Global interns[4]	181
Positions filled internally	22 %
Gender - women	
Global new hires	29 %
Global workforce	30 %
Management	29 %
Board members	31 %

Workforce by contract and region

Contract	Americas	EMEA	APAC	Total
Permanent	6,820	4,578	8,369	19,767
Temporary	30	26	81	137
Total	6,850	4,604	8,450	19,904

Percentage values are rounded.

We gave Canadian employees the ability to self-declare their visible minority status, with 85% of Canadian employees declaring their visible vs non-visible status.

Canada self-declared workforce visibility minority data	
Not a visible minority	53 %
Visible minority	30 %
Not declared	17 %

Additionally, 0.4% of Canadian employees voluntarily disclosed their Indigenous status.

65% of US employees voluntarily disclosed their ethnicity information in accordance with traditional US census categories.

US self-declared workforce ethnicity data	
White	46 %
Non-white	19 %
Undeclared	35 %

Corporate giving and volunteering

Impacts		
Donations made by OpenText	$	1,373,443
Colleague charitable contributions	$	205,000
Global charities, non-profits, and community organizations supported		170
Volunteer hours that colleagues contributed to their communities[5]		28,884

Emissions and energy

		FY25[6,7]	FY26
Energy consumption (MWh)[8]		118,811	101,330
Absolute Scope 1 emissions (tonnes CO_2e)[9]		3,782	2,999 ◆
Stationary combustion		1,742	1,477
Mobile combustion		1,378	844
Fugitive emissions		662	678
Absolute Scope 2 emissions (tonnes CO_2e)[10]	Location-based	38,177	29,936 ◆
	Market-based[11]	37,615	27,200 ◆
Total Scope 1 & Scope 2 emissions (tonnes CO_2e)	Location-based	41,958	32,935
	Market-based	41,396	30,199
Absolute Scope 3 emissions (tonnes CO_2e)[12]	Market-based	228,087	190,862
Category 1: Purchased goods and services[13]		132,133	109,856
Category 2: Capital goods[14]		33,691	29,637
Category 3: Fuel-and-energy-related-activities[15]		14,949	9,446
Category 4: Upstream transportation and distribution[16]		806	997
Category 5: Waste generated in operations[17]		1,396	1,391
Category 6: Business travel[18]		22,644	18,297
Category 7: Employee commuting[19]		21,211	20,132
Category 8: Upstream leased assets[20]		1,258	1,106
Energy Intensity (MWh per revenue in million USD)		22.99	19.31
Emissions Intensity (Scope 1 & 2 tonnes CO_2e per revenue in million USD)	Location-based	8.12	6.28
Data centers Average power usage effectiveness (PUE)		1.61	1.62

◆ KPMG was engaged to provide limited assurance of select performance figures identified with this symbol. Refer to KPMG's Independent Limited Assurance Report.

Waste

Waste metrics[21]		
Total waste generated (MT)		222
Diverted (MT)	Recycled	80
	Composted	74
	Subtotal	154
Directed to disposal (MT)	Landfill	68
	Incinerated	0
	Subtotal	68
Waste diversion rate (%)		70
Global e-waste[22]		
Recycled (MT)		144

Endnotes

Unless otherwise specified, all photos are of OpenText employees.

Waste

[1]The Zero Waste International Alliance considers zero waste as diverting more than 90% of solid waste generated from landfill and incineration, and that is our ambition.

Workforce breakdown

[2]Unless otherwise specified, employee data includes active and leave of absence employees through FY26.

[3]Performance and career development reviews value pertains to active employees only, and does not include employees on leaves of absences or temporary employees.

[4]Global interns number represents the unique number of interns hired by OpenText throughout FY26.

Corporate giving and volunteering

[5]Volunteer hours represents the total number of global approved hours throughout FY26, and includes approved weekend volunteering hours within India.

Energy consumption and greenhouse gas emissions

GHG emissions have been measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004); the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard (2015) and the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

OpenText defines its organizational boundaries by applying the operational control approach as set out in the GHG Protocol.

[6]FY25 emissions were recalculated to reflect accuracy improvements and data validation related to building heating and electricity emissions. Additional Scope 3 categories were added, including Category 2 Capital goods, Category 4 Upstream transportation and distribution, and Category 5 Waste generated in operations. Category 1 Purchased goods and services was expanded to include spend-based emissions and hyperscaler services. FY25 is OpenText's base year for the SBTi near-term and long-term targets.

[7]OpenText follows the GHG Protocol Corporate Accounting and Reporting Standard for base year recalculations. Base year emissions may be recalculated for structural changes such as divestitures, acquisitions, and mergers and changes in calculation methodologies or improvements to data accuracy. If the cumulative effect of such changes equals or exceeds a significance threshold of 5% of base year emissions, the base year will be recalculated.

[8]Energy consumption includes electricity, natural gas, diesel fuel, fuel from fleet vehicles and heating.

[9]Scope 1 includes direct emissions from stationary combustion (natural gas and other fuels used for heating and diesel fuel for back-up generators), mobile combustion (fuel used in fleet vehicles), and fugitive emissions (refrigerants from cooling systems). Natural gas activity data is collected from utility and landlord invoices and estimated for remaining offices using facility floor area and energy-use intensity benchmarks. Generator diesel activity data is collected from service provider and landlord invoices. Fleet vehicle fuel data is obtained from fuel consumption reports. Refrigerant emissions are estimated using facility floor area and the US EPA's HFC Emissions Accounting Tool Simplified Screening 2 Approach. Approximately 29% of Scope 1 emissions were calculated using estimated activity data, primarily related to heating (13% estimated using facility square footage benchmarks) and refrigerants (100% estimated using equipment-based refrigerant emissions tool).

[10]Scope 2 includes emissions from purchased electricity and heat (electricity from office facilities, corporate data centers, and IT equipment at colocation data centers) and district heating. Facility consumption data is collected from utility and landlord invoices and estimated for remaining offices using facility floor area and energy use intensity benchmarks. Data center consumption is reported annually by colocation partners where data is available and estimated for remaining data centers using average energy consumption per device and average Power Usage Effectiveness (PUE). In FY26, data from colocation data centers covering 88% of rack space were used to calculate Scope 2 emissions for IT equipment. Approximately 15% of Scope 2 emissions were calculated using estimated electricity consumption (32% of colocated data center electricity and 7% for office electricity) and heat consumption (100% estimated using facility square footage benchmarks).

[11]OpenText calculates Scope 2 market-based emissions by accounting for renewable electricity utility contracts and the purchase of Renewable Energy Certificates (RECs) and Guarantees of Origin (GOs) at select facilities. Where purchases are entirely from renewable sources, a zero-emission factor is used, otherwise supplier-specific and residual mix emission factors are used where available.

[12]Scope 3 emissions reflect location-specific electricity emission factors. Where available, supplier- or provider-specific renewable or clean-energy information is reflected in the calculation of certain electricity-related Scope 3 emissions. Some Scope 3 categories are not applicable to our operations.

[13]Scope 3 Category 1 Purchased Goods & Services represents upstream emissions associated with the products and services procured to support business operations. Emissions are calculated using a hybrid approach which combines spend-based estimation and supplier-specific data where available. Overhead energy usage from colocation data centers (covering 88% of rack space) and hyperscaler emissions are obtained from suppliers where available.

[14]Scope 3 Category 2 Capital Goods represents upstream emissions associated with capital expenditures including information technology equipment, leasehold improvements, software, and office equipment. Emissions are calculated using spend-based estimation methodologies.

[15]Scope 3 Category 3 Fuel-and-energy-related activities represent the upstream emissions from purchased fuels and electricity, including well-to-tank emissions and transmission & distribution losses.

[16]Scope 3 Category 4 Upstream transportation and distribution represents emissions associated with third-party transportation and logistics services, including courier shipments and the movement of company equipment.

[17]Scope 3 Category 5 Waste generated in operations represents emissions associated with the disposal and processing of waste generated from owned operations actively occupied by OpenText, as well as the recycling of electronic waste. Emissions are calculated using a hybrid approach which combines waste and recycling data from owned operations and electronic waste, and an intensity-based approach using employee headcount data.

[18]Scope 3 Category 6 Business travel represents emissions from air and rail travel, rental vehicles, and other transportation (such as interoffice shuttles, taxis, buses, rideshare services, personal mileage, and fuel cards for employee vehicles). Travel distance data is obtained from the corporate travel agency and is supplemented by employee expense reports, rental car and rideshare services, shuttle providers and fuel card providers. Emissions from hotel stays are considered optional under the GHG Protocol and are also reported.

[19]Scope 3 Category 7 Employee commuting represents emissions resulting from employee commuting and are estimated using employee headcount data, number of commuting and remote working days, location and number of months worked. Emissions associated with energy consumption from remote working are also included and considered optional under the GHG Protocol.

[20]Scope 3 Category 8 Upstream Leased Assets represents emissions from serviced offices and is estimated using facility floor area and energy use benchmarks.

Waste

[21]Waste metrics reflect data from 2 key sites, representing 11% of operational space square footage.

[22]Global e-waste weight is based on primary waste data available at the time of reporting.

Emission Factor Sources

GHG Emissions Category	Emission Source	Emission Factor Reference
Scope 1	Refrigerants	IPCC AR6
Scope 1	Fuel	EPA 2025/2026 Emission Factors Hub NL CO_2 Emissiefactoren 2025 UK DEFRA 2025/2026 ADEME Base Carbone v23.10
Scope 2: Location-based	Electricity and purchased heat	ADEME Base Carbone v23.10 Australia National GHG Factors 2025 Canada National Inventory 2026 Ecoinvent 3.11 eGRID 2024 EU28 District Heat (except DK) IEA Electricity Emissions Factors 2025 MITECO Carbon Footprint Registry NL CO_2 Emissiefactoren 2025/2026 UK DEFRA 2025/2026 District Heat & Steam UK DEFRA 2025 Electricity
Scope 2: Market-based	Electricity	Australia National GHG Factors 2025 Canada National Inventory 2026 Ecoinvent 3.11 EF for clean power purchases (GHG Protocol Scope 2 Guidance) European Residual Mixes 2025/2026 EU28 District Heat (except DK) Green-e Residuals Mixes 2025 IEA Electricity Emissions Factors 2025 NL CO_2 Emissiefactoren 2026 UK DEFRA 2025/2026 District Heat & Steam

Forward-looking statement

This Report contains forward-looking statements or information ("forward-looking statements") within the meaning of the Private Securities Litigation Reform Act of 1995, section 27A of the Securities Act of 1933, as amended, Section 21E of the Securities Exchange Act of 1934, as amended, and other applicable securities laws of the United States and Canada, and is subject to the safe harbors created by those provisions. 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, including the ability to capture data from additional sources of emissions, 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, including our environmental stewardship commitments, goals, and targets, 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.

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