



Gender Pay Gap Results

Ireland

At OpenText Ireland, we are committed to fostering an inclusive workplace where every individual has the opportunity to thrive. Transparency is a key part of that commitment, and our Gender Pay Gap report reflects both the progress we've made and the areas where we must continue to focus.

This year's analysis, covering July 2024 to July 2025, provides insight into pay differences between men and women across our organization, regardless of role.

OpenText Ireland reports a Mean gender pay gap of 12.15% and Median of 18.41%

2025 Gender Pay Gap Reporting - Ireland OpenText	
Ordinary Pay	
Mean Pay Gap	12.15%
Median Pay Gap	18.41%
Bonus	
Mean Bonus Gap	-22.33%
Median Bonus Gap	-25.88%
% of Male received bonus	72.60%
% of Female received bonus	75.81%
BIK	
% of Male paid BIK	54.11%
% of Female paid BIK	43.55%
Quartiles	
Lower Quartile	13.73%
Lower Middle Quartile	29.41%
Upper Middle Quartile	60.78%
Upper Quartile	56.86%

About OpenText

OpenText enables the digital world, creating a better way for organizations to work with information, on premises or in the cloud.

For more information about OpenText (NASDAQ/TSX: OTEX), visit [Opentext.com](https://www.opentext.com).