



**opentext™**



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Our financial year 2020 (July 1, 2019 to June 30, 2020). This report is intended to outline our priorities, practices and ambitions as we embark on a new *Technology for Good* corporate citizenship program. Having signed on to the United Nations Global Compact (UNGC) in 2018, we have included our *UNGC Communication on Progress* in the Appendix.

Unless otherwise noted, the information presented here is at June 30, 2020. Performance data is enterprise-wide and all dollar amounts are in U.S. funds.



Information is made more valuable through our software. By connecting information to digital business processes, it is enriched with





OpenText is in the business of helping customers harness the power of these and other technologies to unlock the Information Advantage, so they can grow sustainably and solve the world's biggest challenges.

This year, companies around the world have had to navigate the

The nature of our business gives us tremendous opportunity to create long-term value for our customers, employees, and society as a whole. Along with that opportunity comes responsibility—and both are important to us.

One of our key responsibilities is data privacy and security. The more the world goes digital, the more data is produced, increasing data security and privacy risks. We make a commitment to our customers that when they entrust their data to us, our number one priority is to defend and protect it.

We also take very seriously our responsibilities to:

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

In this report, we discuss our policies and practices in these areas. They include signing on to the United Nations Global Compact

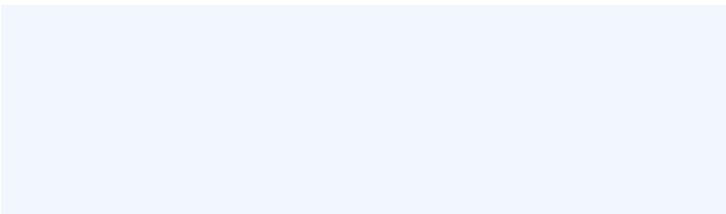
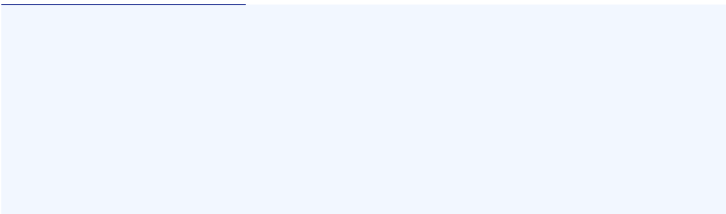
Upholding our responsibilities helps us build the foundation of trust that is vital to growing our business. It also opens doors to partner with customers and others on opportunities to use technology to promote and accelerate positive change in the world.



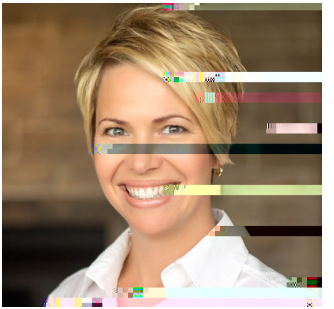








As part of our corporate citizenship program we are in the early stages of developing a *Technology for Good* strategy aimed at unlocking the potential of technology to help solve some of the world's biggest problems. In this report, we discuss our approach to our stakeholders who help to move our business forward — that is, customers, investors, employees, channel partners, suppliers and local communities, who increasingly want assurance that our corporate values and operations align with their priorities. In selecting these topics, we were informed by global best practices and frameworks including the Sustainability Accounting Standards Board (SASB) Materiality Map: Technology and Communications Sector, the Global Reporting Initiative, and the United Nations Sustainable Development Goals (SDGs).



















The OpenText Information Security Risk Management Methodology is part of the company's overall risk management strategy. It supports our ISO 27001:2013 Information Security Management System (ISMS) and other compliance requirements. The information security risk strategy applies to both corporate and commercial data. As well, information security risk must be applied and evaluated when OpenText data assets are hosted or transacted by a third party.

The risk framework and methodology follow these steps:

1. Identify primary and secondary data assets

2. Identify primary and secondary data assets

3. Select security controls

4. Implement security controls

5. Determine risk treatment/complete risk acceptance as required  
(based on threats/vulnerabilities)

6. Determine risk treatment/complete risk acceptance as required

7. Implement risk treatment and reassess as required

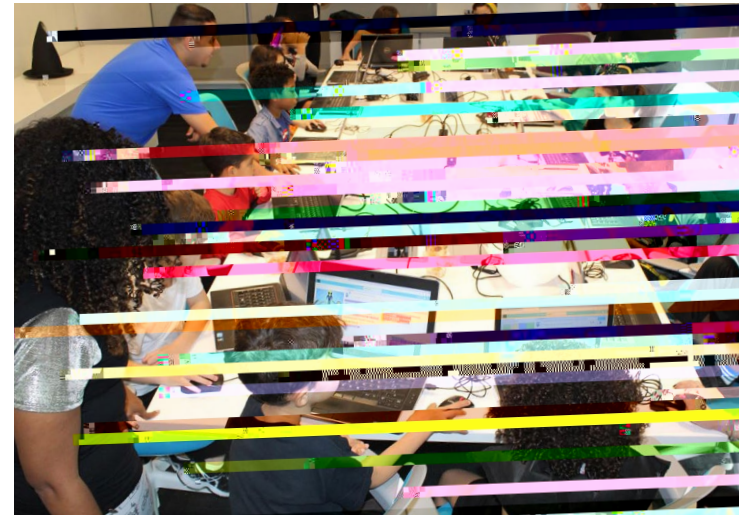
With over 14,000 employees spread across 35 countries, working across teams and cultures to innovate and deliver solutions to our clients, is part of who we are. Our culture is embraced in the day to-day and reinforced through the design of our talent programs.

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Employees join OpenText for continuous learning, experience and credentials that shape their impact on our industry. Chart Your Course is our commitment to current and prospective employees to provide them with opportunities to explore, learn and chart exciting career paths. To support a culture of continuous learning an annual education reimbursement program is available for all employees.



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- Medical, dental and vision coverage
- Education and professional membership assistance
- Fitness and wellness reimbursement
- Employee stock purchase plan
- Referral bonus programs
- Accidental death and X]ga Ya VYfa YbhVYbY hg
- Global employee assistance program
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- Out of country emergency medical expenses
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- Childcare assistance programs
- Group retirement savings plan
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- Home and auto insurance discounts
- Life insurance
- Short and long-term X]gUV]]m'VYbY hg
- Flexible spending plans
- Lunch vouchers
- 3 paid volunteer days per year

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As we look to the future, we know how critical issues related to well-bei1.3 48.7 05 0056>173 (li)-1899.8 05 0056>1737(li) (d t)05 005 reP mu'r r1Fs-17.3



Our variable compensation programs are tied to quantitative

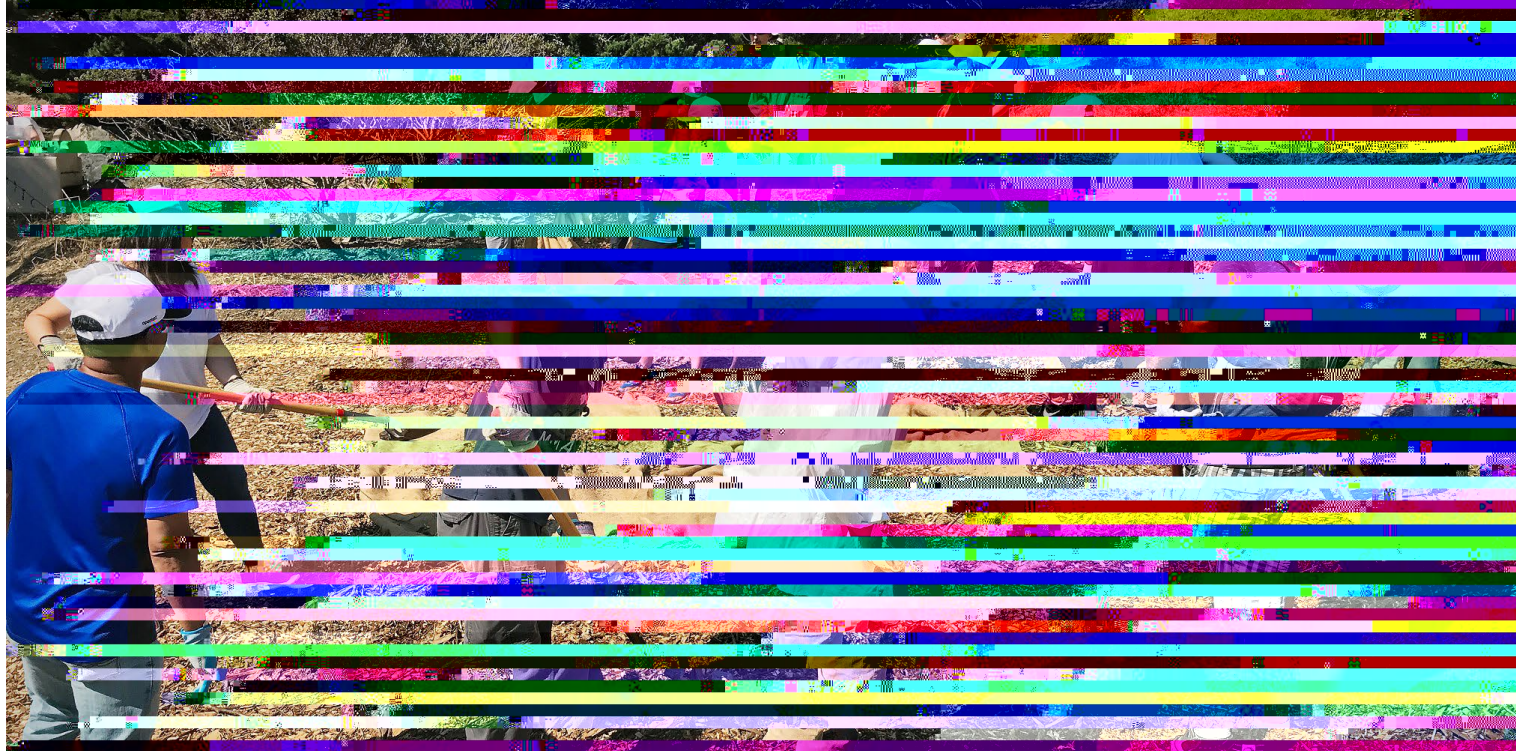








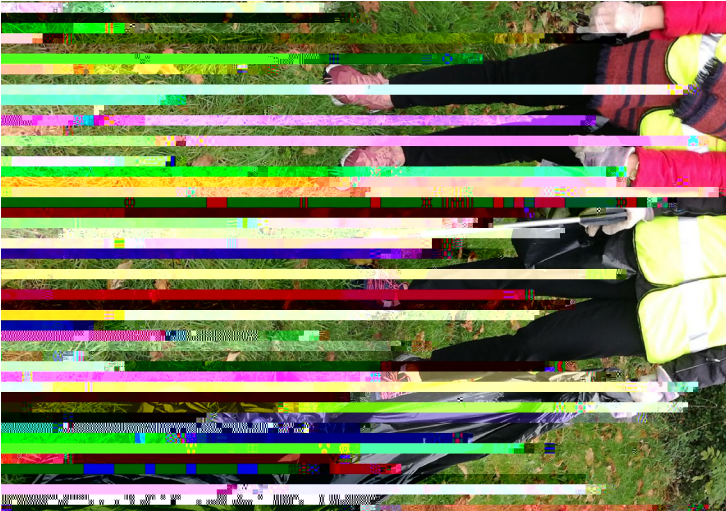




Team OpenText in San Mateo tree planting and doing a beach clean-up.

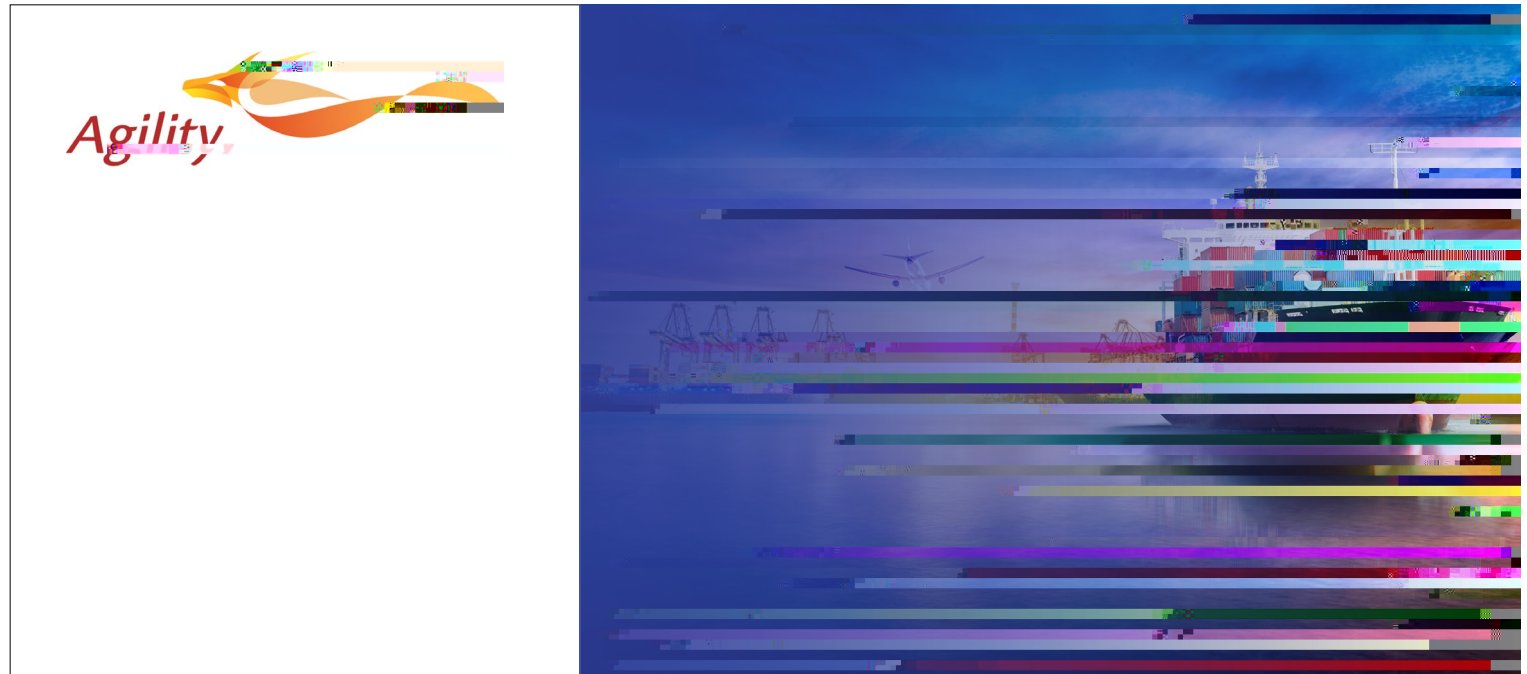
—We made a donation to FUMCAD, the Municipal Fund for Children and Adolescents. Our team visits group homes, nursing homes and orphanages to spend time with residents and donate food and clothing.





By enabling our customers' digital transformations, OpenText also helps them reduce their environmental impacts.

We are focused on accelerating the growth of our cloud services, scaling up to meet customer demands and helping them ease their IT burden. Our information management products support climate solutions by virtualizing servers and condensing storage

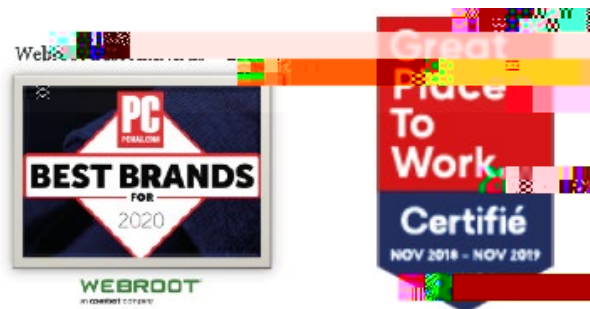
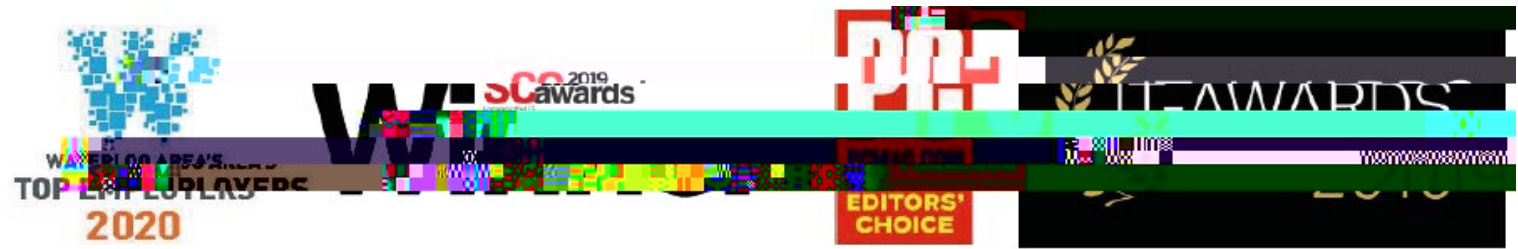


Measuring the environmental impact of our operations helps us to identify the most critical areas of our operation to focus on.  
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| Businesses should |  |  |
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H\Jg'fYdcfha UmVt:btU]b Zc fk UfX! `cc\_]b[ 'ghUHYa Ybhtg"H\YgY Zc:fk UfX! `cc\_]b[ 'ghUHYa Ybhtg'UFY'a UXY'di fgi Ubhtc h\Y'gUZ' \UFVcfdfcj ]g]cbg'cZh\Y Dfj] UHY'GYW f]h]Yg @]h] U]h]cb FYZc:fa '5Wñ of 1995, and created under the Securities Act of 1933, as amended (the Securities Act), and the Securities Exchange Act of 1934, as amended, the Securities Act (Ontario) and Canadian securities legislation in each of the provinces of Canada. 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 Ybj ]fcba YbhtgYVt:bca ]Yg'UbX'a Uf\_Yhtg]b k \]VX k Y'cdYfUHY": cfk UfX! `cc\_]b[ 'ghUHYa Ybhtg'fY YWñci f'W ffYbhYgh]a UHY'gzVY ]YZg'UbX'Uggi a dh]cbgZk \]VX 'UFY VUgYX'cb'a UbU[ Ya Ybhtg'dYfWdh]cb' of historic trends, current conditions and expected future developments, as well as other factors it believes are appropriate in the circumstances. These forward-looking statements are based on certain assumptions and involve known and unknown risks as well as uncertainties, which include actual and potential risks and uncertainties relating to the ultimate geographic