

OpenText maintains the unequivocal belief that gender parity is critical to the success of our growth and innovation agenda. We are proud to be an organization leading the technology market in gender equality programs and results, though we have much progress still to achieve.

We welcome the opportunity to calculate and publish the size of our gender pay gap to continually educate ourselves and keep gender equality on the agenda.

The global OpenText workforce (as of January 31, 2019) is comprised of 22 percent women and 78 percent men. The top technology companies have an average representation of 18 percent women. The OpenText UK Ltd workforce (as of April 5th, 2018) is comprised of 25.5 percent women (an increase from 24 percent over the previous 12 months) and 74.5 percent men.

This data is a valuable tool to help understand why our own business and industry are not benefitting as much as they could on female talent. Gender pay gap reporting is a critical step in our plans to attract, retain and develop a diverse talent population.

While our gender pay gap is significantly better than the tech sector average, and shows an improvement from 2017, we have more work to do and are committed to doing it. We have already set in motion a variety of plans to close the gender pay gap, which is one element of our Diversity and Inclusion initiatives.

What is OpenText UK's Gender Pay Gap 2018?

OpenText UK Ltd's gender pay gap results, shown below, provide a snapshot of data based on the specific date of 5th April 2018. As per compliance requirements, these figures are based solely on the employee population within the OpenText UK Ltd entity and have been calculated using the average pay methodology set out in the gender pay gap reporting legislation.

17.9% UK (Mean) Gender Pay Gap*

23.4% UK (Mean) Tech Sector Pay Gap**

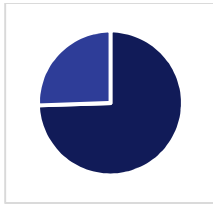
22.9% OpenText Mean Gender Pay Gap

24.3% OpenText Median Gender Pay Gap

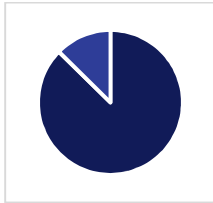
** UK Gender Pay Gap – 17.9% taken from the Office for National Statistics*

*** UK Tech Sector Pay Gap – 23.4% taken from the Office for National Statistics*

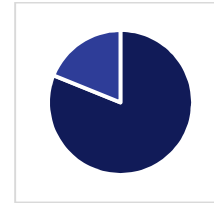
Quartiles – Distribution of males vs females



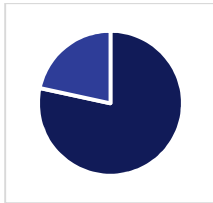
Total company – 74.5% male and 25.5% female



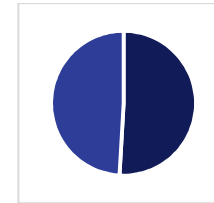
Upper – 87.4% male & 12.6% female female



Upper Middle – 81.1% male & 18.9%



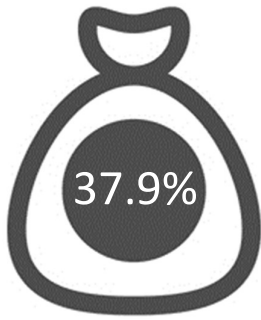
Lower Middle – 78.4% male & 21.6% female



Lower – 50.9% male & 49.1% female

Salary quartiles	% male	% female	Difference from OpenText UK
Total UK entity	74.5%	25.5%	n/a
Upper quartile	87.4%	12.6%	12.9% fewer females
Upper middle quartile	81.1%	18.9%	6.6% fewer females
Lower middle quartile	78.4%	21.6%	3.9% fewer females
Lower quartile	50.9%	49.1%	23.6% more females

What is OpenText UK's Bonus Pay Gap 2018?



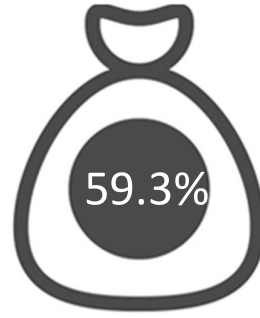
Mean bonus gap



Median bonus gap



Males receiving a bonus



Females receiving a bonus

Mean Bonus Pay Gap	37.9%
Median Bonus Pay Gap	47%

Bonus	% male	% female
Employees receiving a bonus	72.4%	59.3%

What actions has OpenText been taking to reduce the 2018 Gender Pay Gap in the UK?

We currently offer flexible working conditions. We host Unconscious Bias training for managers and continuously evaluate our recruitment practices and strategies. Our worldwide Diversity and Inclusion program seeks to develop and encourage the best contribution from our entire workforce, as we all as unlock an individual's potential.

In 2015 the Women in Technology (WIT) program was launched. The program is designed to define a higher standard for workplace diversity through progressive education, leadership opportunities, and engaging programs. This program has brought activities to the UK specifically, which include, hosting an Hour of Code event which aimed to encourage more students to enter STEM (Science, Technology, Engineering and Mathematics) fields.

We have laid out beliefs that we follow to hold ourselves accountable and create real change:

1. We need to encourage our kids to learn technology early and promote the value of continuous education, curiosity, and STEM programs.
2. We must take advantage of digitalization and analytics tools to dismantle some of the traditional barriers to women's representation, such as life events that include raising children or family care.
3. We must increase the pace and priority for achieving gender equality as an integral part of the corporate agenda.
4. We must establish visible gender equality programs to create dialogue, remove biases, and facilitate practical changes. At OpenText, we're seeing an impact with programs such as town halls, Grace Hopper delegations, regional International Women's Day celebrations, internal sponsorship and mentorship initiatives, and a speaker series.

Gender equality is not only right; it is the smart path to take. In a study last year, PwC estimated that closing the wage gap could result in growth of \$105 billion in GDP in Canada alone. A report from McKinsey showed that achieving gender parity could add \$28 trillion or 26 percent to annual global GDP in 2025. OpenText agrees.



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