

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 programs and results, though we have much progress still to achieve.

Under new laws welcomed by OpenText UK Ltd, all employers with more than 250 employees must now report statutory calculations showing the size of their gender pay gap.

Gender pay gap findings should not be confused with the topic of equal pay for equal work. The gender pay gap gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role, performance or seniority.

The global OpenText workforce is comprised of 29 percent women and 71 percent men. The top technology companies have an average representation of 18 percent women. Within OpenText UK Ltd, the workforce is comprised of 24 percent women and 76 percent men.

This data is a valuable tool to help understand why our own business and our industry are missing out 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, 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 2017?**

OpenText UK Ltd's gender pay gap results, shown below, provide a snapshot of data based on the specific date of 5<sup>th</sup> April 2017. 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.

**18.1% UK (Mean) Gender Pay Gap\***

**25% UK (Mean) Tech Sector Pay Gap\*\***

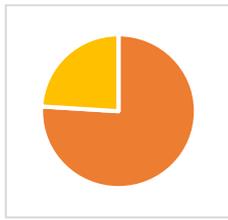
**23.3% OpenText Mean Gender Pay Gap**

**27.8% OpenText Median Gender Pay Gap**

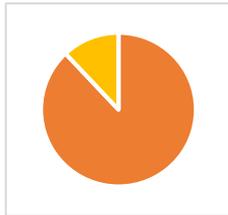
*\* UK Gender Pay Gap – 18.1% taken from gov.uk website*

*\*\* UK Tech Sector Pay Gap – 25% based on research from Mercer*

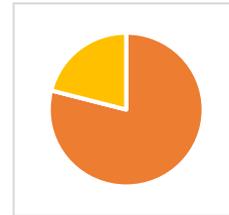
**Quartiles – Distribution of males vs females**



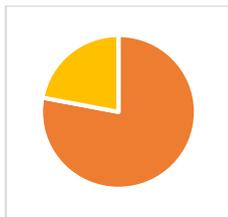
**Total company – 76% male and 24% female**



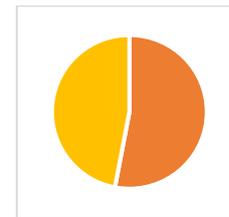
**Upper - 88% Male & 12% Female**



**Upper Middle – 79% Male & 21% Female**



**Lower Middle – 85% Male & 15% Female**



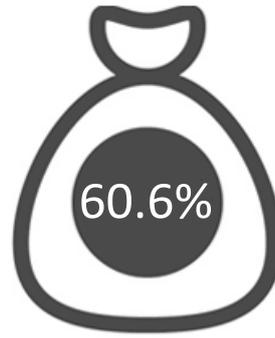
**Lower – 53% Male & 47% Female**

Salary quartiles	% Female	% Male	Difference from company whole
Total Company	24%	76%	n/a
Upper quartile	12%	88%	12% fewer females
Upper middle quartile	21%	79%	3% fewer females
Lower middle quartile	15%	85%	9% fewer females
Lower quartile	47%	53%	23% more females

## What is OpenText UK's Bonus Pay Gap 2017?



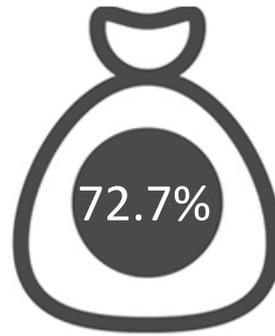
Mean Bonus Gap



Median Bonus Gap



Males receiving a bonus



Females receiving a bonus

Our median bonus pay gap is 43%

Our mean bonus pay gap is 60.6%

Proportion of men and women receiving a bonus in the past year: 71% of men, 72.7% of women

## What actions has OpenText been taking to reduce the 2017 Gender Pay Gap in the UK?

We currently offer flexible working opportunities. We have introduced Unconscious Bias training for hiring managers and we are using this alongside evaluating our recruitment practices and strategies. We have a worldwide Diversity and Inclusion initiative which 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 includes, Hosting an Hour of Code event which aimed to encourage more students to enter STEM (Science, Technology, Engineering and Maths) 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 science, technology, engineering and mathematics (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 IWD 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 recent 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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