OpenText Corporate Social Responsibility (CSR) Program

At OpenText, we’re committed to contributing to sustainable development with environmental and societal goals. The foundations of our Corporate Social Responsibility (CSR) Program align with our corporate values: to foster trust with our customers, employees, partners, and shareholders; demonstrate excellence; continually innovate; cultivate the Company as the best place to work; and to ensure our customers are successful.

Our Corporate Social Responsibility Program is modeled on the seven social responsibility core subjects of the International Organization for Standardization Guideline for Social Responsibility (ISO 26000).

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Strategic Plan

Mark J. Barrenechea: OpenText Executive Leadership Team

Mark J. Barrenechea joined OpenText as President and Chief Executive Officer in January 2012, and also serves as a member of the Board. In January 2016, Mark took on the role of Chief Technology Officer. In September 2017, Mr. Barrenechea was appointed Vice Chair, in addition to remaining the Chief Executive Officer and Chief Technology Officer. As CEO of Canada’s largest software company, Mark oversees the strategic direction of the organization and upholds the company’s position at the forefront of the industry. Under his direction, the Company has grown both organically and through strategic acquisitions, into a $2.8 billion technology company. Mark’s unwavering commitment to innovation and results, combined with a dedication to customers’ needs, led him to successfully realign the company’s products, transforming OpenText into an Enterprise Information Management leader. A prominent thought leader, Mark’s extensive experience in information technology affords him a unique insight into the technological changes ushering in the fourth industrial revolution. In his latest book, The Intelligent and Connected Enterprise, Mark identifies how to securely transform information into an asset that can be used to reimagine business for unlimited potential in an ever-changing digital world. Before joining OpenText, Mark was President and Chief Executive Officer of Silicon Graphics International Corporation (SGI), where he also served as a member of the Board. A pioneer of Technical Computing, Mark defined and distinguished the new market from Business Computing and established SGI as one of its leaders. During his time at SGI, he led the company’s strategy and execution. His role included transformative acquisition of assets as well as penetrating new markets and geographic regions. Prior to SGI, Mark served as Executive Vice President and CTO for CA, Inc. (CA), (formerly Computer Associates International, Inc.), and, as a member of the executive management team. Mark was also Senior Vice President of Applications Development at Oracle Corporation, responsible for managing a multi-thousand-member global team. Additionally, he was a member of the executive management team. Mark has also served in a number of other positions including, Vice President of Development at Scopus, a software applications company, and Vice President of Development at Tesseract, where he was responsible for reshaping the company’s line of CRM and human capital management software. Mark has been the recipient of many accolades over the years. In 2011, the San Francisco Business Times named him the 2011 Best Large Company CEO. Most recently, he was named the 2015 Results-Oriented CEO of the year by the CEO World Awards. The prestigious award recognizes Mark’s leadership and innovation in attaining results for the company and its customers. Mark has authored a number of other books including The Golden Age of Innovation, On Digital, Digital: Disrupt or Die, eGovernment or Out of Government, Enterprise Information Management: The Next Generation of Enterprise Software, Software Rules and e-Business or out of Business. Mark holds a Bachelor of Science degree in Computer Science from Saint Michael’s College. He currently serves as a member of the Board and Audit Committee of Dick’s Sporting Goods and as a member of the Board of Avery Dennison. For more industry thoughts from Mark, you can subscribe to his blog, follow him on Twitter or connect on LinkedIn.

Madhu Ranganathan: Executive Vice President, Chief Financial Officer — Madhu joined OpenText as Executive Vice President, Chief Financial Officer in April 2018. With more than 25 years of financial leadership experience, Madhu brings to OpenText a strategic mindset with global industry expertise and deep operational focus in software, hardware and tech-enabled services businesses, as well as a demonstrable track record of building shareholder value. Madhu is skilled at leading and supporting business transformation initiatives, strategic acquisitions and global capital raising. Prior to OpenText, Madhu served for more than 9 years as the Chief Financial Officer for [24]7.ai, a highly global, enterprise-class software and services company that uses artificial intelligence and machine learning to dramatically improve customer experience. At [24]7.ai, Madhu was responsible for worldwide finance, accounting, treasury, planning, tax, internal audit and procurement. During her tenure, Madhu worked closely with the CEO and management team to transform the company into a technology innovator. Madhu started her career with Liberty Mutual Financial Services and has held senior financial roles at Rackable Systems, which became SGI and is now part of HPE and Redback Networks, a telecommunications equipment company acquired by Ericsson, services platform Jamcracker, and e-Business software provider Backweb Technologies (IPO on NASDAQ). She also has public accounting experience with PriceWaterhouseCoopers LLC. Additionally, Madhu currently serves as Board Member and Audit Committee Chair for ServiceSource (Nasdaq: SREV) and previously served as a Board Member of Watermark, a Bay Area organization focused on professional development for women. Madhu holds an MBA in Finance from the University of Massachusetts, is a Certified Public Accountant in California and a Chartered Accountant from India.

Muhi Majzoub: Executive Vice President & Chief Product Officer — Muhi S. Majzoub is the Executive Vice President and Chief Product Officer in April 2018. With more than 25 years of financial leadership experience, Madhu brings to OpenText a strategic mindset with global industry expertise and deep operational focus in software, hardware and tech-enabled services businesses, as well as a demonstrable track record of building shareholder value. Madhu is skilled at leading and supporting business transformation initiatives, strategic acquisitions and global capital raising. Prior to OpenText, Madhu served for more than 9 years as the Chief Financial Officer for [24]7.ai, a highly global, enterprise-class software and services company that uses artificial intelligence and machine learning to dramatically improve customer experience. At [24]7.ai, Madhu was responsible for worldwide finance, accounting, treasury, planning, tax, internal audit and procurement. During her tenure, Madhu worked closely with the CEO and management team to transform the company into a technology innovator. Madhu started her career with Liberty Mutual Financial Services and has held senior financial roles at Rackable Systems, which became SGI and is now part of HPE and Redback Networks, a telecommunications equipment company acquired by Ericsson, services platform Jamcracker, and e-Business software provider Backweb Technologies (IPO on NASDAQ). She also has public accounting experience with PriceWaterhouseCoopers LLC. Additionally, Madhu currently serves as Board Member and Audit Committee Chair for ServiceSource (Nasdaq: SREV) and previously served as a Board Member of Watermark, a Bay Area organization focused on professional development for women. Madhu holds an MBA in Finance from the University of Massachusetts, is a Certified Public Accountant in California and a Chartered Accountant from India.

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Stakeholders (continued)

Officer for OpenText. Joining the company in 2012, Muhi has held various senior executive positions. He currently leads the development organization to define the vision and strategy for OpenText products and their transition to the cloud. Prior to OpenText, Muhi was Chief of Products for NorthgateArinso, where he was responsible for defining the company’s product vision, strategy and the development life cycle. He focused on consolidating the late software portfolio and developing new product capabilities for both cloud and on-premises solutions. Muhi has also held the position of Senior Vice President of Product Development for CA, Inc., where he was responsible for the development of the common technology platform and components and integration strategy. Prior to CA, Muhi was Vice President of Product Development at Oracle Corporation. During his tenure at Oracle, he was responsible for the delivery of the Sales Automation Suite, including Sales Online TeleSales, Sales Compensation, Sales Intelligence and many other Internet technology projects, such as Oracle Store, Oracle.com and the MetaLink TAR system. Muhi attended San Francisco State University. For more on Muhi’s thoughts and industry expertise, you can follow him on Twitter.

Gordon A. Davies:
Executive Vice President, Chief Legal Officer and Corporate Development — Gordon Davies joined OpenText as Chief Legal Officer in September 2009. Gordon also serves as the Company’s Chief Compliance Officer, and has responsibility for Corporate Development and the Corporate Secretary Group. Prior to joining OpenText, Gordon was the Chief Legal Officer and Corporate Secretary of Nortel Networks Corporation. During his sixteen years at Nortel, he acted as Deputy General Counsel and Corporate Secretary during 2008, and as interim Chief Legal Officer and Corporate Secretary in 2005 and again in 2007. He led the Corporate Securities legal team as General Counsel-Corporate from 2003, with responsibility for providing legal support on all corporate and securities law matters and spent five years in Europe supporting all aspects of the Europe, Middle East and Africa (EMEA) business, ultimately, as General Counsel, EMEA. Prior to joining Nortel, Gordon practiced securities law at a major Toronto law firm. Gordon holds an LL.B and an MBA from the University of Ottawa and a B.A. from the University of British Columbia. He is a member of the Law Society of Upper Canada, the Canadian Bar Association, the Association of Canadian General Counsel and the Society of Corporate Secretaries and Governance Professionals.

Simon “Ted” Harrison:
Executive Vice President, Worldwide Sales — Simon “Ted” Harrison is Executive Vice President of Worldwide Sales for OpenText. Ted previously served as Senior Vice President in the Enterprise business unit and as Senior Vice President of Fast Growth Markets, growing the business in high potential regions including LATAM, Eastern Europe, Japan, Africa, China, Middle East and India. Coming to OpenText through its IXOS acquisition, Ted has held a number of senior sales leadership roles throughout his 15 years with the company. Ted served as the Head of Global Services for Northern Europe before becoming Senior Vice President of Sales for the EMEA region. Ted has successfully worked throughout his 25-year career to match business imperatives with innovative technology solutions. Beginning his career as a technical consultant, Ted then bridged the gap between technical and business to serve as a Senior Business Consultant on projects such as the European roll-out for General Motors. He has also worked in the mobile solutions field for Psion Teklogix, specializing in Supply Chain Optimization. Ted holds an honors degree in Computer Science from Leeds University in the UK.

James McGourlay:
Executive Vice President, Customer Operations — James McGourlay is Executive Vice President, Customer Operations. He joined OpenText in 1997 and has held many key positions in IT, technical support, product support and special projects. Previously James was Senior Vice President of Global Technical Services at OpenText, responsible for Technical Support, Renewals, Customer Onboarding and Professional Services, managing all post-sale services, customer lifetime value, and accelerating customers’ time to value. James has been the catalyst for tremendous growth in the OpenText Customer Services team for the Americas. He has sponsored programs such as My Support, Partner Support Program, quality audits and enhanced Customer Support programs. He and his team are also spearheading the movement towards integrations management, social engagement support for customers and continued improvements to the customer experience. James was instrumental in the company’s early acquisitions and the OpenText Enterprise Deployment Board, which he chaired until 2010.

Savinay Berry:
Senior Vice President, Cloud Service Delivery — Savinay Berry was named Senior Vice President, Cloud Service Delivery in January 2019. He is responsible for all OpenText Cloud Services, including infrastructure, Service Delivery, Managed Services, eDiscovery, Security Cloud Services and Professional Services in the Philippines. Prior to this role, Savinay served as Vice President, Engineering and Products at OpenText where he was responsible for leading applications, design, performance and security. Prior to joining OpenText in 2017, Savinay was Vice President, Product Management at Dell EMC, where he was responsible for the content management product portfolio. He focused on SaaS, mobile, web and on-premises products, including Documentum, Captiva and other enterprise productivity applications. He has also led partnerships and business development to drive inorganic growth, developing products to accelerate the digital enterprise journey. Before Dell, Savinay served as Director, Advanced Product and Technology at Intuit where he led the development of advanced products, such as wearable, mobile and intelligent systems in focus on small businesses and consumers. He also served as Vice President of Product Management at Empowered Inc (acquired by Qualcomm) where he defined the vision and direction for the industry’s first mobile-only social learning platform on the iPad, through a partnership with UCLA. Savinay holds both a Bachelor and Master’s Degree in Electrical and Computer Engineering and an MBA from Kellogg School of Management at Northwestern University. Follow Savinay on Twitter.

Prentiss Donohue:
Senior Vice President, Portfolio Group — Prentiss Donohue is the Senior Vice President of the Portfolio Group for OpenText. Joining OpenText in April 2016, Prentiss brings more than 20 years of experience in support and services management.
Strategic Plan

Leaving the OpenText Portfolio Group (OPG), Prentiss is focused on developing a new asset class for OpenText. He is responsible for the acquisition, integration and operations associated with bringing value-oriented companies into the OpenText family, while helping maintain their core specialty. Prior to joining OpenText, Prentiss spent 6 years at Oracle and served as Group Vice President and General Manager of Advanced Customer Services business for North America, where he was responsible for driving Oracle’s innovative software, systems and cloud service. Before Oracle, Prentiss worked at Sun Microsystems for 12 years in various leadership roles, including Managed Services Management and Corporate Marketing. His responsibilities at Sun included directly managing all support and education services in North America and globally. Prentiss holds a BA from the University of Colorado and has completed executive leadership programs at the University of Michigan Ross School of Business and the University of Hong Kong.

Paul Duggan:
Senior Vice President, Revenue Operations — Paul Duggan joined OpenText as Senior Vice President of Revenue Operations in January 2017. He is responsible for operations across sales, professional services, business networks, and customer support. He leads organizational focus across a range of critical areas, such as planning, reporting, resource optimization, enablement, and processes. Prior to joining OpenText, Paul was at Oracle Corporation for 17 years. He was most recently the Group Vice President of Support Renewal Sales, North America and was directly responsible for $6 billion of annual support revenue for the company. This included leadership and management of several Digital Renewal Centers located across continents. At Oracle, Paul made critical contributions to customer success, operational excellence, expense optimization, including automation of various support renewal systems. He also held key leadership roles within Education Sales and Operations for Oracle and Siebel Systems over the course of his career. Paul has previously served on the advisory board for the Technology Services Industry Association. He has completed executive leadership programs at the University of Michigan Ross School of Business and IESE Business School in Barcelona, Spain.

David Jamieson:
Senior Vice President, Chief Information Officer — David Jamieson joined OpenText as Chief Information Officer in November 2014. He brings more than 30 years of experience in leading Information Technology organizations through the ever-changing business landscape. David leads the application and technology groups supporting the OpenText digital journey. He also leads global security and privacy, enabling and protecting both corporate and commercial operating environments. Prior to joining OpenText, David worked at Barrick Gold Corporation, the gold industry leader and one of Canada’s most admired companies, where he served as Director of Information Technology for four years before being appointed as the Vice President of Information Management and Technology in 2005. At Barrick, David effectively used the company’s application, technology and information assets to drive business value for its global operations. The company’s first ever IT leader, David was responsible for building a high-performance organization from the ground up. As a seasoned IT professional, David has held senior positions within companies, such as Universal Studios Canada, EDS, SHL Systemhouse and Canadian Pacific Railway. David brings an acute industry knowledge and strong business acumen to OpenText. His dedication in every role is evident through the accomplishments of his teams and the significant impact on overall company operations. David holds a Bachelor of Applied Science, Mechanical Engineering from the University of Toronto and received his Professional Engineer designation in 1990.

Patricia E. Nagle:
Senior Vice President, Chief Marketing Officer — Patricia joined OpenText in 2007 and currently serves as Senior Vice President, Chief Marketing Officer. In her role, Patricia is responsible for all marketing and demand generation initiatives, including field marketing, programs, events, product marketing, industry marketing, demonstrations, partners and alliances as well as inside sales. Throughout her 10-year history with the company, Patricia has brought a customer-focused view to marketing. Most recently, she served as Vice President of Global Partners and Strategic Alliances, managing all activities for global partners and alliances, including business and operations management, strategy development, program management and go-to-market field execution. With more than 20 years of experience in the high-tech industry, Patricia has held a variety of senior management positions, with global sales, marketing and product oversight as her primary responsibilities. Prior to OpenText, Patricia was SVP of World Wide Sales, Services and Marketing at Percussion Software, where she was responsible for direct and indirect sales and all customer facing, external media communications, client satisfaction and demand generation activities globally. Patricia holds a BA in Business Administration, a BA in Economics and a concentration in Marketing from the University of New Hampshire as well as an MBA in Business Administration & Management from Harvard University.

Douglas (Doug) M. Parker:
Senior Vice President, Corporate Development — Doug is the Senior Vice President, Corporate Development and a member of the Executive Leadership Team for OpenText, rejoining OpenText in October 2019. From January 2018 to October 2019, Doug served as President & Chief Executive Officer of Quarterhill Inc., focused on the acquisition, management and growth of companies in dedicated technology areas. Doug previously served as Senior Vice President, Corporate Development of OpenText from 2013 to 2017. Prior to this role, Doug held the position of Vice President, General Counsel & Assistant Secretary from 2009 to 2015, where he was responsible for a variety of corporate legal, litigation management, and governance activities. Doug also served as Executive Sponsor to OpenText Brazil operations in 2014. Prior to joining OpenText, Doug worked for Nortel Networks Corporation in a variety of senior legal roles, including Managing Attorney, where he was responsible for the company’s global M&A legal function from 2006 to 2009. Doug holds an Executive Masters of Business Administration from the Richard Ivey School of Business, The University of Western Ontario, a Bachelor of Laws degree from Queen’s University, and a Bachelor of Arts (Honors) degree from Trinity College, The University of Toronto.

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Stakeholders (continued)

Brian Sweeney:
Chief Human Resources Officer — Brian joined OpenText as Chief Human Resources Officer in October 2018. He has over 25 years of experience as an HR leader in high growth, global technology businesses, and professional services consulting. Brian has led organizational growth and transformation initiatives, including international expansion, M&A, global talent management, compensation and benefits, employee engagement, communication and cultural transformation. Prior to joining OpenText, Brian worked for 15 years at Angen Inc., a 20,000-employee global biotechnology company, based in Los Angeles, California. There, he served in HR leadership roles, including Global VP of HR, Head of HR for Global R&D, and VP of International Human Resources. During his international HR role, Brian was based in Europe for four years, leading Angen’s organizational growth and HR program development across Europe and International regions. Before Angen, Brian was at Dell for eight years in Human Resources where he served as Director of Worldwide Compensation and Benefits. There, he led the development of Dell’s global rewards programs and managed the Compensation Committee relationship with the Board of Directors. During his tenure, Brian supported Dell’s global organizational growth from 2,000 to 30,000 employees. Previously, Brian was a Human Resources consultant at AON Hewitt Associates, working across multiple client industry sectors in the practice areas of employee benefits and executive compensation. Earlier in his professional career, Brian worked in corporate sales and sales management for Steelcase, Inc. Brian holds an MBA from the University of Michigan and a Bachelor’s degree in Sociology from Vanderbilt University.

OpenText Board of Directors:
The OpenText Board of Directors is a team of professionals with years of market leadership, experience and knowledge.

P. Thomas (Tom) Jenkins:
Mr. Jenkins is Chair of the Board of OpenText. From 1994 to 2005, Mr. Jenkins was President, then Chief Executive Officer and then from 2005 to 2013, Chief Strategy Officer of OpenText. Mr. Jenkins has served as a Director of OpenText since 1994 and as its Chairman since 1998. In addition to his OpenText responsibilities, Mr. Jenkins is Chair of the World Wide Web Foundation, a Commissioner of the Tri-Lateral Commission, founding Chair of the Ontario Global 100 (OG100) and Canadian Co-Chair of the Atlantik Bruecke. Currently, Mr. Jenkins is a board member of Manulife Financial Corporation. In the past five years, Mr. Jenkins also served as a board member of Thomson Reuters Inc. and TransAlta Corporation. He was the tenth Chancellor of the University of Waterloo and was the Chair of the National Research Council of Canada (NRC). Mr. Jenkins received an M.B.A. from Schulich School of Business at York University, an M.A. Sc. from the University of Toronto and a B.Eng. & Mgt. from McMaster University. Mr. Jenkins received honorary doctorates from six universities. He is a member of the Waterloo Region Entrepreneur Hall of Fame, a Companion of the Canadian Business Hall of Fame and recipient of the Ontario Entrepreneur of the Year award, the McMaster Engineering E.W. Shennan Distinguished Alumni Award and the Schulich School of Business Outstanding Executive Leadership award. He is a Fellow of the Canadian Academy of Engineering (FCAE). Mr. Jenkins was awarded the Canadian Forces Decora-

Mark J. Barrenechea:
Mr. Barrenechea joined OpenText in January 2012 as the President and Chief Executive Officer. In January 2016, Mr. Barrenechea took on the role of Chief Technology Officer, while remaining the Company’s Chief Executive Officer. In September 2017, Mr. Barrenechea was appointed Vice Chair, in addition to remaining the Chief Executive Officer and Chief Technology Officer. Before joining OpenText, Mr. Barrenechea was President and Chief Executive Officer of Silicon Graphics International Corporation (SGI), where he also served as a member of the Board. During Mr. Barrenechea’s tenure at SGI, he led strategy and execution, which included transformative acquisition of assets, as well as penetrating diverse new markets and geographic regions. Mr. Barrenechea also served as a director of SGI from 2006 to 2012. Prior to SGI, Mr. Barrenechea served as Executive Vice President and CTO for CA, Inc. (CA), formerly Computer Associates International, Inc.) from 2003 to 2006 and was a member of the executive management team at CA before going to SGI. Before joining CA, Mr. Barrenechea was the Senior Vice President of Applications Development at Oracle Corporation from 1997 to 2003, managing a multi-thousand person global team while serving as a member of the executive management team. From 1994 to 1997, Mr. Barrenechea served as Vice President of Development at Scopus, a software applications company. Prior to Scopus, Mr. Barrenechea was the Vice President of Development at Tessera, where he was responsible for reshaping the company’s line of CRM and human capital management software. Mr. Barrenechea serves as a member of the Board and Audit Committee of Dick’s Sporting Goods and also serves as a board member of Avery Dennison Corporation. In the past five years, Mr. Barrenechea also served as a director of Hamilton Insurance Group. Mr. Barrenechea holds a Bachelor of Science degree in computer science from Saint Michael’s College. Mr. Barrenechea has authored several books including The Intelligent and Connected Enterprise, The Golden Age of Innovation, Digital Manufacturing, Digital Financial Services, On Digital, Digital: Disrupt or Die, eGovernment or Out of Government, Enterprise Information Management: The Next Generation of Enterprise Software, Software Rules and e-Business or out of Business

Randy Fowlie:
Mr. Fowlie has served as a director of OpenText since March 1998. From March 2011 to April 2017, Mr. Fowlie was the President and CEO of RDM Corporation, a leading provider of specialized hardware and software solutions in the electronic payments industry. Mr. Fowlie operated a consulting practice from July 2006 to December 2010. From January 2005 until July 2006, Mr. Fowlie held the position of President and General Manager, Digital Media, of Harris Corporation, formerly Leitch Technology Corporation (Leitch), a company that was engaged in the design, development, and distribution of audio and video infrastructure to the professional video industry. Leitch was acquired in August 2005 by Harris Corporation. Mr. Fowlie was the Chief Financial Officer of Inscriber Technology Corporation (Inscriber), a computer software company and from February 1998 to June 1999 Mr. Fowlie was the Chief Financial Officer of Inscriber. Inscriber
Stakeholders (continued)

was acquired by Leitch in January 2005. Prior to working at Inscriber Mr. Fowlie was a partner with KPMG LLP, Chartered Accountants, where he worked from 1984 to February 1998. Mr. Fowlie received a B.B.A. (Honours) from Wilfrid Laurier University and is a Chartered Professional Accountant. Currently, Mr. Fowlie is also a director of InvestorCom Inc., and Dye & Durham Corporation. In the last five years, Mr. Fowlie also served as a director of RDM Corporation.

Major General David Fraser:
Major-General (Ret.) David Fraser has served as a director of OpenText since September 2018. Mr. Fraser is the President of Aegis Six Corporation of Toronto. Mr. Fraser was commissioned as an Infantry Officer following graduation from Carleton University with a Bachelor of Arts in 1980. He served in various command and staff positions in the Princess Patricia's Canadian Light Infantry from platoon to Division throughout his 30 year career. Most notable, he commanded the NATO coalition in southern Afghanistan in 2006. He is a graduate of the Canadian Forces Command and Staff College in Toronto, holds a Master’s of Management and Policy and is a graduate of the United States Army Command and General Staff College (Executive School for generals). His honors and awards including the Commander of Military Merit, the Canadian Meritorious Service Cross, the Meritorious Service Medal, the United States Legion of Honor and Bronze Star (for service in Afghanistan), and awards from the Netherlands, Poland, and NATO. He is the recipient of the Vimy award for contributions to leadership and international affairs and the Atlantic Council Award for international leadership. Upon his departure from the military, Mr. Fraser joined the private sector and, along with his partners, created Blue Goose Pure Foods. Mr. Fraser joined INKAS® Armored Vehicle Manufacturing as their Chief Operating Officer in 2015 until 2017. In 2016, he founded Aegis Six Corporation, which aims at addressing the needs of capacity building abroad and for the private sector within Canada. Mr. Fraser currently works with the Bank of Montreal on their Canadian Defence Community Banking Program, serves as a director of Route1, Inc and the Canadian Forces College Foundation, is a member of The Prince's Charities Advisory Council as well as the Conference of Defence Association board. Mr. Fraser is also a mentor at the Ivey Business School and is the co-author of Operation Medusa: The Furious Battle that Saved Afghanistan from the Taliban.

Gail E. Hamilton:
Ms. Hamilton has served as a director of OpenText since December 2006. For the five years prior thereto, Ms. Hamilton led a team of over 2,000 employees worldwide as Executive Vice President at Symantec Corp (Symantec), an infrastructure software company, and most recently had “P&L” responsibility for their global services and support business. While leading Symantec’s $2B enterprise and consumer business, Ms. Hamilton helped steer the company through an aggressive acquisition strategy. In 2003, Information Security magazine recognized Ms. Hamilton as one of the “20 Women Luminearies” shaping the security industry. Ms. Hamilton has over 20 years of experience growing leading technology and services businesses in the enterprise market. She has extensive management experience at Compaq and Hewlett Packard, as well as Microtec Research. Ms. Hamilton received both a BSEE from the University of Colorado and an MSEEE from Stanford University. Currently, Ms. Hamilton is also a director of Arrow Electronics. In the past five years Ms. Hamilton also served as a director of Ixia and Westmoreland Coal Company. She was recently named as one of WomenInc.’s 2018 Most Influential Corporate Board Directors.

Stephen J. Sadler:
Mr. Sadler has served as a director of OpenText since September 1997. From April 2000 to present, Mr. Sadler has served as the Chairman and CEO of Enghouse Systems Limited, a publicly traded software engineering company that develops geographic information systems as well as contact center systems. Mr. Sadler was previously Chief Financial Officer, President and Chief Executive Officer of GEAC Computer Corporation Ltd. (GEAC). Prior to Mr. Sadler’s involvement with GEAC, he held executive positions with Phillips Electronics Limited and Loblaw Companies Limited, and was Chairman of Helix Investments (Canada) Inc. Currently, Mr. Sadler is a director of Enghouse Systems Limited, Mr. Sadler holds a B.A. Sc. (Honours) in Industrial Engineering and an M.B.A. (Dean’s List) and he is a Chartered Professional Accountant.

Harmit Singh:
Mr. Singh has served as a director of OpenText since September 2018. He is the Executive Vice President and Chief Financial Officer of Levi Strauss & Co., where he is responsible for managing the company’s finance, information technology, strategic sourcing and global business services functions globally. This includes: financial planning and analysis; strategic planning and corporate development; accounting and controls; tax; enterprise risk management; treasury; internal audit; and investor relations. Mr. Singh is a seasoned financial executive with almost 30 years of experience in driving growth for global consumer brands. Prior to joining Levi Strauss & Co. in January 2013, Mr. Singh has served as Chief Financial Officer of Hyatt Hotels Corporation, where he played an instrumental role in successfully establishing a global financial structure, taking the company public, building a strong balance sheet, and driving growth by supporting capital deployment for acquisition and investments. Before Hyatt Hotels Corporation, Mr. Singh held various global leadership roles at Yum! Brands Inc., one of the world’s largest restaurant companies, (including acting as Chief Financial Officer of Pizza Hut and Chief Financial Officer of Yum International). Early in his career, Mr. Singh also worked at American Express India and Price-Waterhouse in India. Mr. Singh holds a Bachelor of Commerce from Shri Ram College of Commerce, Delhi University, and is a Chartered Accountant from India. He is also a member of the CNBC Global CFO Council and Wall Street Journal CFO Network. In October 2016, Mr. Singh was named to the board of directors of Buffalo Wild Wings Inc., the owner, operator and franchisor of Buffalo Wild Wings® restaurants, where he served as a director and Chair of the Audit Committee until February 2018.

Michael Slaunwhite:
Mr. Slaunwhite has served as a director of OpenText since March 1998. Mr. Slaunwhite has also been Director and Chairman of Vector Talent Holdings, L.P., the parent holding company of Saba Software, since 2017. Prior to his appointment at Vector Talent Holdings, Mr. Slaunwhite served as CEO and Chairman of Halogen Software Inc. from 2000 to August 2006, as President and Chairman from 1995 to 2000, and as a Director and Chairman from 1995 up to its acquisition by
Vector Talent Holdings in 2017. From 1994 to 1995, Mr. Slaunwhite was an independent consultant to a number of companies, assisting them with strategic and financing plans. Mr. Slaunwhite was the Chief Financial Officer of Corel Corporation from 1988 to 1993. Mr. Slaunwhite holds a B.A. Commerce (Honours) from Carleton University.

Katharine B. Stevenson: Ms. Stevenson has served as a director of OpenText since December of 2008. She is a corporate director who has served on a variety of public and Not-for-Profit boards in Canada and the United States. Ms. Stevenson is director of the Canadian Imperial Bank of Commerce (CIBC) where she chairs its Corporate Governance Committee. Ms. Stevenson is also a director of CAE Inc. and Capital Power Corporation (Audit Committee Chair). CIBC, CAE Inc., and Capital Power Corporation are all publicly listed companies. She also serves on the St. Michael’s Hospital Foundation Board. She was formerly a senior finance executive of Nortel Networks Corporation from 1995 to 2007. Previously, she held a variety of positions in investment and corporate banking at JP Morgan Chase & Co. Ms. Stevenson holds a B.A. (Magna Cum Laude) from Harvard University. She is certified with the professional designation ICD.D. granted by the Institute of Corporate Directors (ICD). Ms. Stevenson was named one of the 2018 Top 100 Most Powerful Women in Canada. In the last five years, Ms. Stevenson also served as a director of Valeant Pharmaceuticals International Inc., currently Bausch Health Companies Inc., and OSI Pharmaceuticals Inc.

Carl Jürgen Tinggren: Mr. Tinggren has served as a director of OpenText since February 2017. Mr. Tinggren is the former Chief Executive Officer of Schindler Group, a European based global industrial corporation, and has over 30 years of international business experience. Previous to Schindler Group, Mr. Tinggren gained extensive management experience at Sika AG, a public speciality chemicals company, based out of Switzerland, Sweden and North America, as well as at Booz Allen & Hamilton. Mr. Tinggren is currently the Chairman of the board of Bekaert SA and a member of the board of directors of Johnson Controls International, where he also serves as lead director and as chair of the audit committee. Previously, Mr. Tinggren also served as a director of Schindler Group, the Conference Board and Sika AG. Mr. Tinggren received an M.B.A. from Stockholm School of Economics and New York University Business School.

Deborah Weinstein: Ms. Weinstein has served as a director of OpenText since December 2009. Ms. Weinstein is a co-founder and partner of LaBarge Weinstein LLP, a business law firm based in Ottawa, Ontario, since 1997. Ms. Weinstein’s legal practice specializes in corporate finance, securities law, mergers and acquisitions and business law representation of public and private companies, primarily in knowledge-based growth industries. Prior to founding LaBarge Weinstein LLP, Ms. Weinstein was a partner of the law firm Blake, Cassels & Graydon LLP, where she practiced from 1990 to 1997 in Ottawa, and in Toronto from 1985 to 1987. Ms. Weinstein also serves on a number of not-for-profit boards. Ms. Weinstein holds an LL.B. from Osgoode Hall Law School of York University.

Vision
Sustainable Development

Mission
To contribute to sustainable development

Values

Trust: Foster trust with our customers, employees, partners, and shareholders.

Excellence: Demonstrate excellence.

Innovation: Continually innovate.

Employee Satisfaction: Cultivate the Company as the best place to work.

Customer Success: Ensure our customers are successful.
1. Organizational Governance

*Behave in a socially responsible manner.*

One of the seven social responsibility core subjects in ISO 26000 is Organizational Governance, which depicts how an organization acts and its ability to behave in a socially responsible manner. This core subject guides organizational decision making and influences how individuals within an organization achieve their objectives for governance. In the context of social responsibility, Organizational Governance ensures decisions are not solely weighted on financial gain. In addition to Organizational Governance, the other six social responsibility core subjects are: Community Involvement and Development, the Environment, Human Rights, Labor Practices, Fair Operating Practices, and Consumer Issues. OpenText has developed a system of processes, practices, and policies which reinforce the guiding principles that employees operate under, including, but not limited to, ethical conduct and workplace safety. Trust is one of our core values, and is vitally important to maintaining our company’s position as a market leader. OpenText continues to nurture and maintain the trust of all of its stakeholders, including the communities in which we operate. Gaining trust starts with understanding the Code of Business Conduct and Ethics Policy and then putting it into practice every day. This policy explains our ethical standards and how we conduct business on behalf of OpenText.
2. Community Involvement & Development

Give back to our communities around the world.

OpenText and its employees are dedicated to our roles as responsible corporate citizens. As a global leader in our industry, we have a great responsibility to give back to our communities around the world, whether it be through monetary support or voluntary commitment, to efforts which better our communities. Through numerous initiatives, we support education and innovation for global change, community involvement, children and families, and global disaster relief programs. Our corporate giving programs help ensure we direct our resources where the most impact will be made.
3. The Environment

*Protect the environment and reduce waste.*

OpenText is committed to protecting the environment and reducing waste. Wherever possible, OpenText promotes the efficient use of energy and natural resources, innovative solutions to reduce emissions or pollutants, and environmentally safe disposal methods. To this end, OpenText [is pursuing the following objectives] ... As part of our mandate to help organizations thrive in a digital world, OpenText is proud to have significantly reduced the world’s reliance on paper and physical storage facilities through the implementation and use of our software solutions. Our Enterprise Information Management solutions decrease the business requirements for paper by making electronic documents readily available to people from anywhere using a laptop, a smartphone, or a tablet. Over 150 million users access our solutions across the world, each one performing their work on documents or online media and contributing to the reduction of waste, unnecessary recycling, and the reduction of physical facility storage space to minimize their carbon footprint.

3.1. Impact

*Routinely assess the impact that our activities have on the locations where we operate, our generation of pollution and waste, as well as our impact on natural habitats.*

3.2. Sustainability

*Implement programs based on a sustainability perspective to assess, avoid, reduce, and mitigate the environmental risk and impacts of its activities.*

3.3. Reduction, Reuse & Recycling

*Follow the principles of Reduce, Reuse, and Recycle as the primary initiative to support our environmental responsibilities.*

For example, in various locations, OpenText has:

- Implemented recycling programs in our offices
- Installed drinking water filtration systems to reduce the use of bottled water
- Provided shuttle services between facilities to encourage energy conservation
- Constructed Site Leader programs to assist in monitoring employee environmental impact
- Deployed our own software technology wherever possible to enable employee and team collaboration across the globe reducing the need for business travel
- Encouraged employees to take additional actions, both big and small, to help protect the environment. For example: - During Earth Week, we challenge employees to do one thing for the environment and post and share achievements on our internal social network - We recognize employees for their participation in the community or environmental projects during Earth Week with Champion of the Environment Awards - We encourage employees to participate in the Earth Day Clean Up on our property and surrounding areas - We participate in Earth Hour
4. Human Rights

Respect the rights of all employees.

At OpenText, our human rights policies and efforts are focused on respecting the rights of all employees. We encourage a healthy, open, and inclusive working environment in which employees, suppliers, partners, and customers respect the value of human life and support social progress. OpenText has policies in place to support human rights, including:

4.1. Occupational Health & Safety

Ensure employees are provided with a safe and healthy working environment.

The Occupational Health and Safety Policy applies to all employees and ensures that employees are provided with a safe and healthy working environment. OpenText recognizes that an effective health and safety program is an integral part of every job activity in all of its operations.

4.2. Whistleblowers

Maintaining a workplace in which employees, officers, and directors can raise concerns.

The Whistleblower Policy is committed to maintaining a workplace in which employees, officers, and directors can raise concerns on a confidential basis, free from discrimination, retaliation, or harassment, anonymously or otherwise.

4.3. Employment Equity & Diversity

Maintain a working environment that is inclusive of everyone.

The Employment Equity and Diversity Policy provides direction on maintaining a working environment that is inclusive of everyone, regardless of culture, national origin, race, color, gender, gender identification, sexual orientation, family status, age, veteran status, disability, or religion, or other basis, protected by applicable laws. We believe that a diverse workforce positively impacts our ability to innovate.

4.4. Talent Acquisition

Support equal treatment of applicants and employees.

OpenText Talent Acquisition principles and processes support the equal treatment of applicants and/or employees. Being an equal opportunity employer has significant positive results in attracting and engaging talent.

4.5. Accommodation & Accessibility

Ensure barrier to the performance of employees with a need for accommodation are removed wherever possible.

The Accommodation Policy and Accessibility Policy ensures that employees with a need for accommodation are recognized and barriers to their performance are removed wherever possible.
5. Labor Practices

*Provide direction to benefit both individuals and the company.*

OpenText values and respects its employees. We are committed to providing direction for and leadership to our own people through the development and support of labor guidelines, policies, and practices designed to benefit both individuals and the company. We encourage the organizations we do business with to follow these principles and respect the privilege and responsibility to uphold them as employers. To this end, OpenText:

5.1. Working Conditions & Families

*Be recognized for working conditions and a family-friendly environment.*

Is frequently recognized as one of Canada’s Top 100 Employers based on provisions for working conditions and a family-friendly environment.

5.2. Respect & Needs

*Create an environment based on respect for individuals and their needs.*

Creates an environment based on respect for individuals and their needs, recognizing that a culture based on mutual respect is conducive to higher levels of productivity, teamwork, and collaboration.

5.3. Equitability

*Support an "employment equitable" work environment.*

Supports an "employment equitable" work environment, free from discrimination of any kind. All employees share in this responsibility. Our working environment will, at all times, be supportive of the dignity and self-esteem of its employees.

5.4. Discrimination

*Prevent discrimination.*

Puts policies in place to prevent discrimination, communicates these policies, and ensures that all employees participate in training. The Workplace Harassment & Discrimination Policy explains that harassment or discrimination of any kind undermines the integrity of our culture and will not be tolerated. All individuals have a right to work in a harassment-free and discrimination-free workplace.
6. Operating Practices

Conducting business ethically and in compliance with the letter and spirit of all applicable laws.

Fair Operating Practices -- Open Text is committed to conducting its business ethically and in compliance with the letter and spirit of all applicable laws. Each OpenText employee is responsible for maintaining this standard of excellence by acting with courage, integrity, honesty, and respect. OpenText pledges to conduct business fairly, to promote fair competition, and to hold itself accountable for its own ethical practices. The OpenText Code of Business Conduct and Ethics Policy: Explains our ethical standards, how we apply fair operating practices, and how employees conduct business on behalf of OpenText. Covers topics such as, but not limited to:

6.1. Corruption & Bribery

Anti-Corruption and Anti-Bribery

6.2. Compliance

Comply with laws, including trade laws.

OpenText has built active controls to comply with Export Control & Compliance requirements and Sanction laws from various countries, including those of the United States, Canada, and the member states of the European Union to ensure ethical business conduct related to the transfer of goods and services.

Stakeholder(s):
United States  European Union
Canada

6.3. Insider Trading

Avoid insider trading.

Insider Trading via the OpenText Insider Trading Policy

6.4. Disclosure

Provide full, fair, accurate, timely, and understandable disclosure.

Commitment to providing full, fair, accurate, timely, and understandable disclosure in all public communications, including the reports and documents filed with the United States Securities and Exchange Commission (SEC) and other applicable regulatory bodies

Stakeholder(s):
United States Securities and Exchange  Regulatory Bodies
Commission

6.5. Money Laundering & Terrorist Financing

Anti-Money Laundering and Anti-Terrorist Financing

6.6. Corporate Giving
6.7. Anti-Trust

6.8. Data Privacy

Protect private data.

Data Privacy via the OpenText Data Protection Policy and Email, Internet and Social Computing Policy
7. **Consumer Issues**

*Bring people together, share knowledge, protect sensitive information and achieve excellence.*

OpenText supports over 100,000 global companies in 114 countries and 12 languages to bring people together, share knowledge, protect sensitive information and achieve excellence. Combined with our Human Rights strategy, OpenText endeavors to provide world-class customer service, so that our customers can maximize their investments in OpenText solutions and services. Our relationships with our customers are central to our success. Specific programs that nurture these include:

7.1. **Insights**

*Gather customer insights and incorporate them into our everyday business decisions.*

The Voice of the Customer program, through which we gather customer insights and incorporate them into our everyday business decisions.

7.2. **Customer Care**

*Help our customers plan, deploy, and maintain OpenText solutions.*

The OpenText Customer Care program brings decades of software expertise to our customers through a variety of programs and services focused on helping them plan, deploy, and maintain their OpenText solutions.

**Stakeholder(s):**

OpenText Customers